

**LETTER OF AGREEMENT  
REGARDING SPECIAL HIRING DISPOSITIONS RELATED TO  
COVID-19**

<b>BETWEEN:</b>	<p><b>Concordia University</b>, having its principal place of business at 1455 de Maisonneuve Boulevard West, in the city and district of Montreal, Province of Quebec, H3G 1M8, herein acting and represented by <b>Dr. Nadia Hardy</b>, Deputy Provost and Vice-Provost, Faculty Development and Inclusion and <b>Ms. Andrée-Anne Bouchard, Executive Director, Employee and Labour Relations</b>, duly authorized to act hereunder for the purposes of the present Agreement;</p> <p style="text-align: center;">(Hereinafter the "Employer")</p>
<b>AND:</b>	<p><b>Concordia University Part-Time Faculty Association</b>, having its address for the purposes of the present Agreement at Concordia University;</p> <p style="text-align: center;">(Hereinafter the "Association")</p>

WHEREAS The COVID-19 variant Omicron has had an appreciative effect on University operations and the broader society at large;

WHEREAS Temporary extraordinary measures must be put in place to counteract the staffing shortage that has resulted from the spread of the variant;

WHEREAS The Employer and the Association have discussed solutions to allay potential disruptions to the 2021-2022 academic year and provide an optimal classroom environment for both students and faculty;

WHEREFORE the parties have agreed as follows:

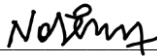
1. The preamble forms an integral part of the present Letter of Agreement ("LOA");
2. Notwithstanding article 10.22, part-time faculty members shall exceptionally, for the 2021-2022 academic year, be permitted to obtain a second 3-credit course overload (the second overload must be an emergency overload) provided that:
  - The hiring process in article 10.19 and 10.20 has been completed;
  - All qualified members from the Departmental Extract in which the overload is offered and who have yet to obtain a course overload per article 10.22 have first received the offer by order of seniority and declined it;
  - The PTHC recommended the assignment of the 2nd overload;
  - The Association has approved the assignment of the 2nd overload;

3. Notwithstanding the last paragraph of article 10.24 d), a graduate student who is not on the classification list who completed all their degree requirements may, with permission of the Association, receive regular part-time contracts if no candidates were found after the steps defined in article 10.19 and 10.20 of the Collective Agreement were completed;
4. The present LOA shall come into effect on December 1, 2021 and remain in effect until April 30, 2022 and will only apply to courses pertaining to the 2021-2022 academic year;
5. This Agreement shall be filed with the Minister within 60 days of its signing, pursuant to Article 72 of the Quebec Labour Code;
6. The Agreement constitutes a transaction under article 2631, and following, of the Civil Code of the Province of Quebec and shall be governed by and interpreted and construed in accordance with the laws of the Province of Quebec;

IN WITNESS WHEREOF the authorized representatives of the parties have signed in Montreal, Province of Quebec, this 17 day of January 2022.

**Concordia University**

**Concordia University Part-Time Faculty Association**



Dr. Nadia Hardy, Vice-Provost,  
Faculty Development and Inclusion



Prof. Robert Soroka, President



Ms. Andrée-Anne Bouchard, Executive Director,  
Employee and Labour Relations



Me. Patrice Blais, Vice-President,  
Collective Agreement and Grievance