

MEMORANDUM OF AGREEMENT WITH RESPECT TO ALL MATTERS RELATING TO THE  
NEGOTIATION OF A RENEWED COLLECTIVE AGREEMENT ("RENEWAL AGREEMENT  
MOA")

Between:

QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")

- and -

QUEEN'S UNIVERSITY ("University")

Whereas QUFA and the University ("the Parties") have engaged in collective bargaining and have reached a tentative agreement on all issues regarding a Renewed Collective Agreement;

And Whereas the Parties have also reached a tentative agreement on all issues regarding pension matters ("PENSION MOA"), which is attached hereto;

And Whereas, following successful ratification by the Parties, of both the RENEWAL AGREEMENT MOA and the PENSION MOA, the Renewed Collective Agreement will, effective May 1, 2019, succeed the collective agreement that is currently in operation (i.e. the "official copy" as per Article 4.3 of the collective agreement, with effective dates August 21, 2015 to April 30, 2019, hereinafter, the "Current Collective Agreement"); and,

AND WHEREAS the Parties have agreed to record their tentative agreement regarding a Renewed Collective Agreement in this RENEWAL AGREEMENT MOA and their tentative agreement regarding pension matters in the PENSION MOA;

NOW, THEREFORE, the Parties agree as follows:

1. The RENEWAL AGREEMENT MOA constitutes the entire agreement of the Parties with respect to a Renewed Collective Agreement, and consists of:
  - A. Memoranda of Agreement that were agreed to by the Parties in the course of the current round of collective bargaining and that will form part of the Renewed Collective Agreement ("Attachment A");
  - B. Memoranda of Agreement that were agreed to by the Parties in the course of the current round of collective bargaining and that will not form part of the Renewed Collective Agreement ("Attachment B");
  - C. Articles and Appendices which were amended by the Parties in the course of the current round of collective bargaining and, pending finalization by the Parties following application of agreed ATB increases, and any required editing, will form a part of the Renewed Collective Agreement ("Attachment C"); and,

- D. List of Articles and Appendices which were not amended by the Parties in the course of the current round of collective bargaining but, pending finalization by the Parties following application of agreed ATB increases, will form a part of the Renewed Collective Agreement ("Attachment D").
2. This RENEWAL AGREEMENT MOA is expressly conditional on the contemporaneous execution, by the Parties, of the PENSION MOA. If this condition is satisfied, the RENEWAL AGREEMENT MOA and PENSION MOA are capable of being ratified by the Parties.
  3. As soon as practicable following execution of the RENEWAL AGREEMENT MOA and the PENSION MOA, the Negotiating Committees of the Parties shall present both MOAs to their respective principals and will recommend unanimously the ratification of both memorandums of agreement.
  4. Ratification by the University and the ratification vote by QUFA's membership of both the RENEWAL AGREEMENT MOA and PENSION MOA shall occur as soon as practicable with the results of the QUFA membership ratification vote to be tabulated not later than February 14, 2019.
  5. Upon successful ratification of the RENEWAL AGREEMENT MOA and the PENSION MOA by both Parties: (i) unless expressly provided for to the contrary in the RENEWAL AGREEMENT MOA or the PENSION MOA, the Articles and Appendices listed at Attachment A, the Letters and Schedules listed at Attachment B, the Articles and Appendices listed at Attachment C, the Articles and Appendices listed at Attachment D, and the items at Attachment E, will be effective May 1, 2019 and will continue for the duration of the Renewed Collective Agreement; and (ii) QUFA shall provide its consent under section 80.4 of the *Pension Benefits Act* to the conversion of and transfer of assets from The Revised Pension Plan of Queen's University to the University Pension Plan on behalf of its members, and shall fulfil such other conditions related to the University Pension Plan as are set out in the PENSION MOA. If the RENEWAL AGREEMENT MOA and/or the PENSION MOA are not successfully ratified, they will be null and void and will not be implemented.
  6. Unless expressly provided for to the contrary, neither this RENEWAL AGREEMENT MOA, nor any constituent part shall have any retroactive force or effect.
  7. This RENEWAL AGREEMENT MOA may be amended by the Parties, prior to ratification, by means of written instrument executed by the Chief Negotiator of both Parties.
  8. In the event that there are any errors or omissions in this RENEWAL AGREEMENT MOA, or in any of its constituent parts, the Parties shall make the amendments required to give effect to their negotiated intention. The Parties further agree to make any

housekeeping modifications to this RENEWAL AGREEMENT MOA that are required to give effect to their negotiated intention.

SIGNED THIS 11 DAY OF DECEMBER, 2018



QUEEN'S UNIVERSITY

per Dan McKeown

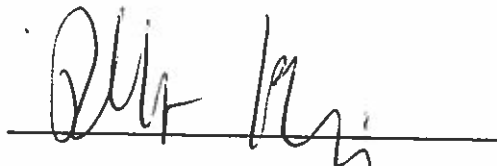
Chief Negotiator



QUFA

per Elizabeth Hanson

Co- Chief Negotiator



QUFA

Per Robert Hickey

Co-Chief Negotiator

## Attachment A

- Housekeeping MOA
- Article 9 MOA
- Review of Biennial/Annual + Merit MOA
- Faculty 180 MOA
- Re LOA #1 MOA
- Article 29.3 and Appendix E MOA
- Article 30 MOA
- Article 32.6 MOA
- Article 33 MOA
- MOA re: Article 37 (except excerpts attached)
- MOA re: Article 43.1

Attachment B

- Article 18.1.2 MOA
- Articles 20 and 21 MOA
- MOA re [REDACTED] **INDIVIDUAL**

Attachment C (revised by the Parties January 9, 2019)

- **Article 42.1.1 Compensation: Across-the Board Increase**

An Across-the Board (ATB) increase in all Members salaries as follows:

1.6% effective May 1, 2019

1.6% effective May 1, 2020

1.9% effective May 1, 2021

(Note: these ATB increases will be applied to all elements of compensation traditionally linked to ATBs.)

- **Article 42.2.5 Anomalies Fund, and 42.2.5.2 Anomalies Side-Table (AST) of JCAA, and 42.2.5.3 Principal's Retention Fund**

An anomalies fund of \$40,000 will be available, in each of the three (3) years of the renewed Collective Agreement, in order to adjust the salaries of individual Members. The fund amount made available in each year will be divided equally between AST and the Principal's Retention Fund.

- **Article 42.4.1.8 Vacation Pay for Term Adjuncts**

Vacation pay shall be paid at 4% of wages, unless a Term Adjunct's period of employment is five or more years (including the current period of consecutive service and prior periods of service provided that any break in service was 13 weeks or less) in which case vacation pay shall be paid at 6% of wages.

- **Article 42.5.7 Anomalies Fund for Librarians/Archivists**

An anomalies fund of \$5,000 will be available, in each of the three (3) years of the renewed Collective Agreement, in order to adjust the salaries of individual librarian and archivist Members that are found to be anomalous.

## Attachment D

- Article 7
- Article 36.3
- Article 42.2
- Article 42.4 including tables
- Article 42.5
- Appendices L, Q, S, T, and U

MEMORANDUM OF AGREEMENT (MOA)

Between

QUEEN'S UNIVERSITY ("the UNIVERSITY")

And

THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")

*Re: Housekeeping matters in the Renewed Collective Agreement*

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**Whereas**, it is the intent of the Parties to address various housekeeping matters evident in the current Collective Agreement in the course of the renewal of the Collective Agreement (the "Renewed Collective Agreement");


Now therefore, the Parties agree as follows:

1. They shall review and make the following housekeeping changes as part of the post-ratification editing process that the Parties follow, as per Article 4.2, in finalizing the Renewed Collective Agreement:
  - a. References to PARTEQ shall be corrected appropriately;
  - b. Gender neutral pronouns will be employed, as applicable (i.e. all references to "his/her" and "he/she" shall be changed to "they/their");
  - c. Following review by JCAA of references in the current Collective Agreement to "aboriginal", the Parties will endeavour to agree regarding whether the word, "Indigenous," ought to be substituted for "aboriginal".

Signed on behalf of Queen's University this 11 day of December, 2018.

  
\_\_\_\_\_  
Dan McKeown

Signed on behalf of QUFA on this 11 day of December, 2018.

  
\_\_\_\_\_  
Elizabeth Hanson



**MEMORANDUM OF AGREEMENT ("MOA")**

**Between**

**QUEEN'S UNIVERSITY ("the UNIVERSITY")**

**And**

**THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")**

*Re: Article 9 Non-Discrimination and Accommodation*

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Whereas the Parties recognize they are subject to the requirements of the Ontario Human Rights Code (the "Human Rights Code");

And Whereas, the Human Rights Code is amended from time to time;

And Whereas, the Collective Agreement currently uses the term "accommodation" in the following contexts: i) the legislated duty to accommodate, ii) adjusting to circumstances such as preferences and iii) the act of providing something (e.g. lodging) to meet a need.

Now therefore, the Parties agree as follows:

1. That JCAA will review: Article 9.1.2 and endeavour to agree on any amendments of that provision required to ensure that the non-discrimination grounds are consistent with the Human Rights Code; and Article 9.2 and endeavour to agree on any amendments of that provision required to ensure that it is consistent with the Human Rights Code;
2. That JCAA will: conduct a review of the Collective Agreement generally to identify which references to "accommodate" implicate the legislated duty to accommodate; and determine how best to clarify usage of this term for the Parties, Members and University administration; and
3. This MOA is without prejudice and without precedent to any and all future matters between the Parties, except as expressly set out in this MOA.

Signed on behalf of Queen's University this 11 day of December, 2018.

  
\_\_\_\_\_  
Dan McKeown

Signed on behalf of QUFA on this 11 day of December, 2018.

  
\_\_\_\_\_  
Elizabeth Hanson

MEMORANDUM OF AGREEMENT ("MOA")

Between

QUEEN'S UNIVERSITY ("the UNIVERSITY")

And

THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")

*Re: Article 18.1.2 Relations with Students*

**Whereas**, the Parties have engaged in discussions over the life of the 2015-2019 Collective Agreement regarding intimate or sexual communications, interactions, and/or relationships between QUFA Members and University students (collectively referred to as "Relations with Students") and the serious consequences for QUFA Members arising therefrom;

**And Whereas**, the Parties agree that ensuring the integrity of academic relations between academic staff and students is a fundamental obligation of a university in the Province of Ontario;

**And Whereas**, the Parties have recognized that the language in 18.1.2.1(b) is inadequate for the purposes both of protecting University students and employees and of advising QUFA Members of the consequences which may ensue from Relations with Students;


Now therefore, the Parties agree as follows:

1. The JCAA shall revise Article 18 to clarify the conditions under which Relations with Students conflict with Members' academic responsibilities;
2. QUFA and the University shall continue their discussion of potentially issuing a joint communication on relations between QUFA Members and University students;
3. This MOA is without prejudice and without precedent to any and all future matters between the Parties, except as expressly set out in this MOA.

Signed on behalf of Queen's University this 11 day of December 2018.

  
\_\_\_\_\_  
Dan McKeown

Signed on behalf of QUFA on this 11 day of December 2018.

  
\_\_\_\_\_  
Elizabeth Hanson

**MEMORANDUM OF AGREEMENT ("MOA")**

**Between**

**QUEEN'S UNIVERSITY ("the UNIVERSITY")**

**And**

**THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")**

*Re: Articles 20 & 21*

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**Whereas**, the Parties have engaged in discussions over the life of the 2015-2019 Collective Agreement regarding the conduct of investigations of Member conduct that may lead to discipline under Article 20;

**And Whereas**, the Parties have a joint responsibility to promote and protect the health and safety of QUFA Members and have a shared interest in the health and safety of members of the University community;

**And Whereas**, some of the procedures outlined in Article 21 require reconsideration and updating;

**And Whereas**, the Parties have agreed that there may be a process they can agree to follow to facilitate earlier access by QUFA to investigation reports at a juncture prior to the initiation of formal Grievance/Arbitration procedures to enable QUFA to better represent its Members;

Now therefore, the Parties agree as follows:

1. A Working Group consisting of two representatives of the University and two QUFA representatives will be struck to discuss this matter;
2. The Working Group will meet as necessary, commencing in March 2019, to discuss potential amendments to Articles 20 and 21;
3. The Working Group will make written recommendations, which may include changes to the Collective Agreement, to the JCAA;
4. This MOA is without prejudice and without precedent to any and all future matters between the Parties, except as expressly set out in this MOA.

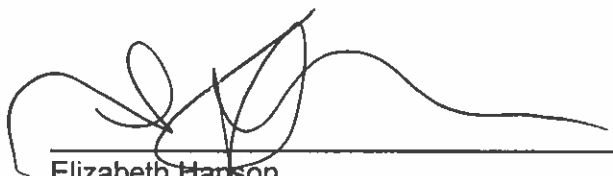
*(Signatures on next page)*

Signed on behalf of Queen's University this 11 day of December, 2018.



\_\_\_\_\_  
Dan McKeown

Signed on behalf of QUFA on this 11<sup>th</sup> day of December, 2018.



\_\_\_\_\_  
Elizabeth Hanson

**MEMORANDUM OF AGREEMENT ("MOA")**

**Between**

**QUEEN'S UNIVERSITY ("the UNIVERSITY")**

**And**

**THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")**

*Re: Article 29.3; Appendix E*

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**Whereas**, the Parties established the Teaching Assessment Committee (TAC) mandated by Appendix E of the 2015-2019 Collective Agreement to conduct the review of the Assessment of Teaching ("Review") contemplated in that Appendix and Article 29.3 of the Collective Agreement;

**And Whereas**, the Review led to recommendations including the creation of a successor committee accountable to JCAA, the Teaching Assessment Implementation Committee (TAIC), which has designed and piloted a survey (QSSET) based on recommendations from the TAC, and will be reporting on this pilot to the JCAA in early 2019 and make final recommendations to the JCAA;

**And Whereas**, in the course of the review of teaching assessment the Parties have, subject to the approval of JCAA, agreed on some necessary improvements to teaching assessment practice at the University regardless of the Parties' decision with respect to QSSET;

Now therefore, the Parties agree as follows:

1. The TAIC will continue in existence until it has made final recommendations to the JCAA;
2. In the event of a decision of the Parties through JCAA to adopt QSSET in lieu of USAT as the approved survey instrument, all references in the Collective Agreement to USAT will be amended as appropriate and Article 29.3.1 shall be revised to reflect the conclusion of the review mandated in Appendix E;
3. In the event of a decision of the Parties through JCAA to adopt electronic administration of the survey, Article 29.3 shall be amended as necessary to reflect electronic administration of the survey;
4. Regardless of the decision of the JCAA to adopt QSSET, a successor committee to the TAIC shall be established to monitor the administration and use of student evaluations of teaching at the university, and that this may be accomplished through a revision of Article 29.3 and Appendix E;
5. It is also contemplated that JCAA will decide: whether Article 29.3.5 will be revised to eliminate the requirement that reports of student assessments of teaching will contain means and standard deviations; whether other provisions of the Collective Agreement

shall be revised; and, if the Parties should adopt any of the final recommendations of the TAIC, or such other elements upon which the Parties may agree; and,

6. This MOA is without prejudice and without precedent to any and all future matters between the Parties, except as expressly set out in this MOA.

Signed on behalf of Queen's University this 11 day of December, 2018.



Dan McKeown

Signed on behalf of QUFA on this 12 day of December, 2018.



Elizabeth Hanson

MEMORANDUM OF AGREEMENT ("MOA")

Between

QUEEN'S UNIVERSITY ("the UNIVERSITY")

And

THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")

*Re: Article 30; Clarity in RTP Processes*

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**Whereas**, the Parties seek a transparent and consistent process in Renewal, Tenure and Promotion across all Units and Faculties

**And Whereas**, over the life of the 2015-2019 Collective Agreement, Units and Faculties have sought clarification from the Parties on a range of process matters;

Now therefore, the Parties agree as follows:

1. The Union and the Employer will refer to the Joint Committee on the Administration of the Agreement a discussion including the following topics: instructions to external referees and to the RTP committee regarding employee leaves of absence and/or extensions on the tenure clock; the consideration of co-authorship and of letters from co-authors in the RTP process; and workshops for all staff administrators, and faculty/librarians/archivists involved in the RTP process regarding the RTP process;
2. This MOA is without prejudice and without precedent to any and all future matters between the Parties, except as expressly set out in this MOA.

Signed on behalf of Queen's University this 11 day of December, 2018.



Dan McKeown

Signed on behalf of QUFA on this 11 day of December, 2018.



Elizabeth Hanson

**MEMORANDUM OF AGREEMENT ("MOA")**

**Between**

**QUEEN'S UNIVERSITY ("the UNIVERSITY")**

**And**

**THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")**

*Re: Article 32.6 – Promotion of Adjunct Faculty*

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**Whereas** the Parties have agreed to amend Article 32.6 of the successor collective agreement to the 2015-2019 Collective Agreement pertaining to the promotion of Continuing Adjunct Faculty Members;

Now therefore, the Parties agree as follows:

1. To add a new Article 32.6.5 that reads as follows:

"A Continuing Adjunct who is promoted to Associate Professor and who is successful in obtaining an external research grant within three (3) years of being granted Promotion, shall be granted a one-half (0.5) credit course teaching release, with no reduction to salary, in the first Academic Year following receipt of the research funding"; and

2. The existing Articles 32.6.5 and 32.6.6 shall be renumbered to Articles 32.6.6 and 32.6.7, respectively, in the successor collective Agreement to the 2015-2019 Collective Agreement.

Signed on behalf of Queen's University this 11 day of December, 2018.



Dan McKeown

Signed on behalf of QUFA on this 11 day of December, 2018.



Elizabeth Hanson



MEMORANDUM OF AGREEMENT ("MOA")

Between

QUEEN'S UNIVERSITY ("the UNIVERSITY")

And

THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")

*Re: Article 33.2, 33.3, and 33.5*

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**Whereas**, the Parties recognize that Personal Leaves, Child Care Leaves, and Court and Related Leaves may, in part, give expression to statutory obligations, and, in some cases, require coordination with legislated compensation-replacement schemes;


**And Whereas**, since the negotiation of the 2015-2019 Collective Agreement, legislative and judicial developments may have necessitated revisions to the language of the relevant articles of the Collective Agreement;

**And Whereas**, the Parties are committed to compliance with applicable laws, as they relate to Members' access to such leaves;

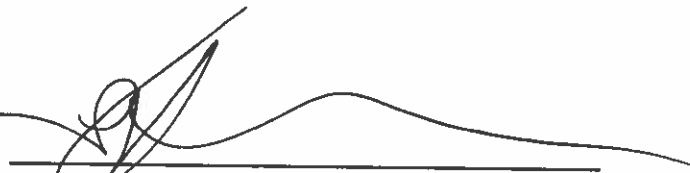
Now therefore, the Parties agree as follows:

1. The JCAA shall examine the language in Articles. 33.2, 33.3, and 33.5 and make all necessary changes to ensure that these articles comply with applicable laws and ensure access in a non-discriminatory manner.
2. This MOA is without prejudice and without precedent to any and all future matters between the Parties, except as expressly set out in this MOA.

Signed on behalf of Queen's University this 11 day of December, 2018.

  
\_\_\_\_\_  
Dan McKeown

Signed on behalf of QUFA on this 11 day of December, 2018.

  
\_\_\_\_\_  
Elizabeth Hanson

**MEMORANDUM OF AGREEMENT ("MOA")**

**Between**

**QUEEN'S UNIVERSITY ("the UNIVERSITY")**

**And**

**THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")**

*Re: Article 37*

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**Whereas** the Parties through JCAA created a workload standard review committee in October 2017 to review ratified Unit workload standards;

**And Whereas**, the Parties wish to create a joint working group, accountable to JCAA, that is mandated to review and modify Unit workload standards before they are established;

**And Whereas**, the Parties acknowledge that Article 37 needs to be reviewed and amended to address the function of the joint working group and the process that leads to the establishment of a Unit's workload standard;


**Now Therefore**, the Parties agree as follows:

1. That they will cause the JCAA, in January 2019, to create a joint working group, consisting of two QUFA Members and two University members;
2. The joint working group shall make recommendations to the JCAA regarding amendments of Article 37;
3. As part of their mandate, the joint working group will discuss the proposed revisions of Article 37 of the current Collective Agreement as set out in the attached track changes version of the current Collective Agreement; and
4. That the current workload standard review committee shall continue its review of Unit workload standards until a workload standard review is recognized in an amended Article 37;

Signed on behalf of Queen's University this 11 day of December, 2018.

  
\_\_\_\_\_  
Dan McKeown

Signed on behalf of QUFA on this 11 day of December, 2018.

  
\_\_\_\_\_  
Elizabeth Hanson

Attach.

MEMORANDUM OF AGREEMENT ("MOA")

Between

QUEEN'S UNIVERSITY ("the UNIVERSITY")

And

THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")

Re: Article 43.1 – Duration

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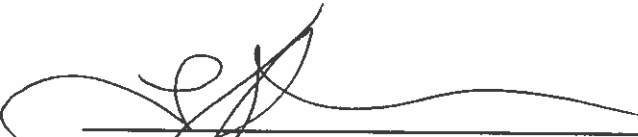
The Parties agree that Article 43.1 in the successor collective agreement to the 2015-2019 Collective Agreement (the "Agreement") will be amended to read as follows:

1. The Agreement shall be in force, if ratified by both Parties, effective May 1, 2019, and, subject to the condition in Paragraph 2 of this MOA, shall remain in force until April 30, 2022.
2. In the event that all conditions in the Parties' PENSION MOA dated December 11, 2018, are satisfied, the following date in Article 43.1 of the Agreement will be substituted for the date April 30 2022, referenced in Paragraph 1 of this MOA: **June 30, 2022.**

Signed on behalf of Queen's University this 11 day of December, 2018.

  
\_\_\_\_\_  
Dan McKeown

Signed on behalf of QUFA on this 11 day of December, 2018.

  
\_\_\_\_\_  
Elizabeth Hanson

MEMORANDUM OF AGREEMENT ("MOA")

Between

QUEEN'S UNIVERSITY ("the UNIVERSITY")

And

THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")

*Re: LOA # 1 Conflict Resolution Services*

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**Whereas**, the contract of the current supplier of the Conflict Resolution Program will expire April 30, 2019;

**And Whereas**, the Parties have engaged in discussions over the life of the 2015-2019 Collective Agreement about expanding the mandate of the Conflict Resolution Program to include mediation work involving conflicts between QUFA Members and non-QUFA University staff;

**And Whereas**, the Parties have engaged in discussions over the life of the 2015-2019 Collective Agreement about expanding the mandate of the Conflict Resolution Program to include education and training for Members regarding workplace harassment and sexual harassment/sexual violence;

Now therefore, the Parties agree as follows:

1. The Parties agree to discuss at JCAA, revisions to LOA #1, the Conflict Resolution Program, prior to the expiry of the current supplier's contract with a view to considering expanding the range of services provided by supplier(s);
2. This MOA is without prejudice and without precedent to any and all future matters between the Parties, except as expressly set out in this MOA.

Signed on behalf of Queen's University this 11 day of December, 2018.

  
\_\_\_\_\_  
Dan McKeown

Signed on behalf of QUFA on this 11 day of December, 2018.

  
\_\_\_\_\_  
Elizabeth Hanson

Without Prejudice  
MEMORANDUM OF AGREEMENT (MOA)

Between

QUEEN'S UNIVERSITY ("QUEEN'S")

And

THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")

*RE: Review of Biennial Performance Review and Merit*

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**WHEREAS** in the 2015 round of collective bargaining, the Parties agreed to a biennial, rather than annual, review of performance for Members identified at Article 28.1.1 (b), in order to assess their performance and determine a biennial merit rating;

**AND WHEREAS** the Parties have discussed at JCAA the advisability of reviewing the Biennial Performance Review and Merit process after the completion of two (2) cycles;

**AND WHEREAS** QUFA has advocated amendment of Article 42 to create permissible merit ratings of 11 and 13;

**Now, therefore,** the Parties agree that:

1. A working group consisting of two representatives of the University and two QUFA members will be established in 2019 following the second of two (2) cycles of the Biennial Performance Review and Merit process;
2. The working group will be mandated to meet, commencing in July 2019, to review the Biennial Performance Review and Merit process and to make written recommendations to the JCAA.
3. Working group recommendations must be brought to the JCAA by September 30, 2019..

Signed on behalf of Queen's University this 11 day of December, 2018.

  
\_\_\_\_\_  
Dan McKeown

Signed on behalf of QUFA on this 11 day of December 2018.

  
\_\_\_\_\_  
Elizabeth Hanson

MEMORANDUM OF AGREEMENT (MOA)

Between

QUEEN'S UNIVERSITY ("QUEEN'S")

And

THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION ("QUFA")

*RE: Use of the Faculty 180 tool for online Annual/Biennial Reporting*

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**WHEREAS** the University and QUFA entered into a Letter of Agreement dated November 16, 2016, attached hereto, ("LOA");

**AND WHEREAS** the LOA is specific to Members' use of a software tool, referred to as Faculty 180, to enable Members to file online their Annual/Biennial Reports in 2017;

**AND WHEREAS** the Parties extended, during the term of the Collective agreement in force until April 30, 2019, Members' permitted use of Faculty 180 in a Memorandum of Agreement dated January 23, 2018;

**AND WHEREAS** the Parties wish to extend Members' permitted use of Faculty 180;

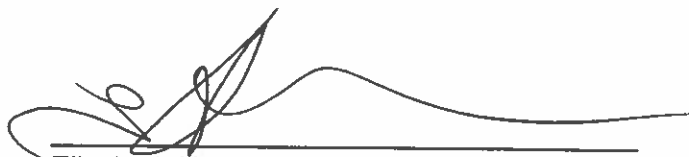
**Now, therefore,** the Parties agree that:

1. Members may continue to use Faculty 180 voluntarily, for the purpose of submitting their Annual or Biennial Reports, during the term of the Collective Agreement that is in force until April 30, 2022 ("Term");
2. A working group, consisting of two representatives of the University and two QUFA Members, will be established in 2019, and mandated to meet from time-to-time during the Term to discuss the functionality and performance of Faculty 180, provide updates to JCAA and make recommendations.

Signed on behalf of Queen's University this 11 day of December, 2018.

  
\_\_\_\_\_  
Dan McKeown

Signed on behalf of QUFA on this 11 day of December, 2018.

  
\_\_\_\_\_  
Elizabeth Hanson

MOA RE Individual Member Terms of Work

*Without precedent or prejudice to interpretations of the Collective Agreement and so redacted.*