

**LETTER OF UNDERSTANDING**

Between:

**OCAD University** (the "Administration")

and

**OCADU Faculty Association** (the "Association")

(Together referred to as "the Parties")

**WHEREAS** the interest arbitration process to settle a new Memorandum of Agreement (MOA) between the Parties concluded on May 7, 2021;

**And WHEREAS** the arbitration award included the: *"16.2.2.3.1 Where a Teaching Intensive Stream faculty member receives a third contract renewal, the third contract shall have no end date."*;

**And WHEREAS** the arbitrator remitted to the Parties the determination of transitional provisions, effective dates and preconditions for granting permanent status;

**THEREFORE**, the Parties agree as follows:

1. Teaching (Intensive) Stream faculty contracts in effect at the time of the award will be counted toward the eligibility for permanent status.
2. In order to provide time to prepare their application packages and to distribute the workload of reviewing candidates, the following shall apply:
  - a. Teaching (Intensive) Stream faculty currently in their 3<sup>rd</sup> contract will be reviewed prior to their current contract expiry or have the option to extend their contracts by 1 academic year;
  - b. Teaching (Intensive) Stream faculty currently in their 2<sup>nd</sup> contract, with contract expiry dates in 2022 or 2023, will have their contracts extended by 2 academic years;
  - c. Teaching (Intensive) Stream faculty currently in their 2<sup>nd</sup> contract, with contract expiry dates in 2024, will be extended by 1 academic year.
3. All contract extensions referenced above will not be considered an additional contract, but rather an extension to an existing contract.
4. This agreement has been entered by the Parties without prejudice basis and creates no precedent binding on the Parties in any other situation.

This agreement is effective upon signing and remains in effect until such time as all Teaching (Intensive) Stream faculty as at March 22, 2022 have either completed their "Permanent Status Review" under the new MOA, stated their intention in writing not to be considered, or failed to communicate within 6 months.

SIGNED AT TORONTO THIS \_\_\_\_ DAY OF MARCH 2022:

Representative for the Administration:

Signature: \_\_\_\_\_  
 Name: \_\_\_\_\_  
 Date: \_\_\_\_\_

Representative for the Association:

Signature:   
 Name: Eric Steenbergen  
 Date: March 22<sup>nd</sup> 2022