

**MEMORANDUM OF SETTLEMENT
(Renewal Agreement)**

between

BROCK UNIVERSITY

and

BROCK UNIVERSITY FACULTY ASSOCIATION

1. The Parties herein agree to the terms of this memorandum as constituting full settlement of all matters in dispute.
2. The undersigned representatives of the Parties do hereby agree to recommend complete acceptance of all the terms of this memorandum to their respective principals.
3. The Parties herein agree that the terms of the collective agreement shall be from July 1, 2020 to June 30, 2023.
4. Nothing shall be retroactive prior to the date of ratification, except where otherwise specifically noted.
5. The changes agreed to in Article 34.02(l) regarding applications for sabbatical will come into effect August 31, 2021 for sabbaticals taking place in the 2022/2023 academic year.
6. The Parties herein agree that the collective agreement shall include the terms of the previous collective agreement which expires on June 30, 2020, and the following amendments as incorporated:
 - All matters previously tentatively settled and agreed to by the Parties prior to the date of the Memorandum of Settlement and attached as Appendix A, and;
 - All matters settled and agreed to by the Parties in negotiations June 19, 2020, attached as Appendix B.
7. In addition, the Parties have agreed to the following, to be articulated in these Memorandum of Settlement:

Senior Academic Searches

During the term of this collective agreement, the University will not change the Policy on Appointment and Reappointment of the President and Vice-Presidents, to the degree that it would remove the following requirements or current practices for searches for new senior academic administrative Vice-Presidents:

- i. Provide all members with a curriculum vitae for each of the short-listed candidates

- ii. Invite all members to attend and ask questions as part of each candidate's presentation to the University community
- iii. Make available a video recording for those members unable to attend a candidate's presentation
- iv. Provide all members an opportunity to express their views in writing on the suitability of the candidates

During the term of this collective agreement, in the case of searches for senior academic administrative positions reporting to a Vice-President, Dean, or University Librarian, the degree to which the search processes are open will not be altered, and any search for an Associate Vice-President, Research, shall be conducted in accordance with the requirements outlined in (i) to (iv) above.

Any searches for new senior academic administrative positions created during the term of this collective agreement shall be subject to the requirements outlined in (i) to (iv) above.

Librarian Leave Replacement

Within ninety (90) days of the ratification of this agreement, the University Librarian and the Provost will meet jointly with Library Council and the Union to discuss issues related to leave replacement for Professional Librarians.

Signed and dated in St. Catharines, ON on June 1924, 2020.

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For the Employer:

Jennifer Guarasci
 Brian Power
 Ingrid Makus
 Mark Robertson
 Amanda Villella
 Kelly Bradbury
 Gabriela Donia

For the Union:

Larry Savage
 Cathy van Ingen
 Michelle Webber
 Spy Dénomme-Welch
 Martin Kusy
 Felice Martinello
 Beatrice Ombuki-Berman
 Heather Whipple