

**Letter of Agreement
Between
The University of Victoria (UVic)
And
CUPE, Local 4163, Component 2**

Re: COVID-19 related workforce adjustments for Regular Sessional English Language Teachers

The parties share the desire to work collaboratively with other employee associations and entities at UVic, the Ministry of Advanced Education, UPSEA, PSEC, granting agencies, our students, faculty and other stakeholders in considering several key factors to address staffing, including service delivery, fiscal stability, and business continuity with an eye to contemplating the resumption of operations consistent with the PHO guidelines.

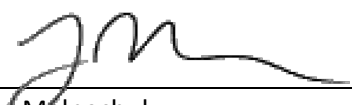
The terms of this Agreement represent a one-time alteration of the Collective Agreement arising from the unique challenges presented by the COVID-19 pandemic. This Agreement is made without prejudice and with precedent reflective of these circumstances and does not constitute a modification of the terms and conditions of the Collective Agreement.

Consistent with these principles, the parties agree to the following exceptions to the collective agreement on a without prejudice and precedent basis:

1. Any Regular Sessional English Language Teacher who is eligible and elects in writing, no later than August 31, 2021, to retire will receive severance support in an amount equal to one thousand dollars (\$1,000.00) per year of amortized service.
2. All other Regular Sessional English Language Teachers having been moved off their amortized appointment in 2020, and subject to work availability, qualifications and seniority, will be either:
 - a. appointed temporarily to on-campus or online teaching; those who accept this option for Fall Term will be given priority hiring for teaching until the end of this LOA; or
 - b. placed in a temporary ambassador role as directed by UVic for the 2021 fall session that may go up to thirteen (13) weeks; or
 - c. provided opportunity for a personal leave of absence without pay up to June 30, 2022.
3. Neither (a), (b) or (c) in Term 2 above will negatively affect the status or position of Regular Sessional English Language Teachers on the seniority list.
4. All University policies and the Collective Agreement provisions between the parties apply unless modified by this LOA.
5. This agreement supersedes all other temporary workforce adjustments agreements between the parties, including the most recent agreement signed on June 15, 2021.
6. For the purposes of this LOA the recall period under Article 26.07 will be in effect from September 1, 2021 to June 30, 2022. As such, this LOA remains in full force and effect until the end of the recall period for affected employees or upon provision of two (2) months written notice by either the University or the Union.


Signed the 12th day of August, 2021.

For CUPE, Local 4163, Component 2:



Greg Melnechuk
President

For UVic:



Steve Gorham
Director, Labour Relations