

**LOU: 2019-2022 Collective Agreement
Study Leaves for Teaching Stream Faculty**

Between

The University of Victoria Faculty Association

And

The University of Victoria

Whereas changes were made to the collective agreement provisions related to duration of Study Leave for Teaching Stream faculty in the 2019-2022 Collective Agreement and in particular to the course release entitlements during Study Leave;

And whereas the Parties recognize that teaching assignment practices vary across academic units and that faculty may be impacted by these new provisions in differential ways depending on the manner in which their teaching load is assigned;

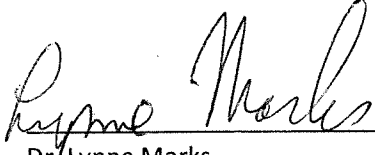
And whereas the parties wish to provide for a predictable and equitable administration of s. 34.15 and s. 34.16;

The Parties hereby agree:

1. This Letter of Understanding is only in effect during the period of this Collective Agreement and is made without prejudice to the position of either party to future Collective Agreement negotiations.
2. In the case of full Study Leave, the interpretation of s. 34.15 is that a Teaching Stream Faculty Member will have release for the course load normally assigned to them during their two terms of Study Leave. For example, if normally teaching 4/3/0, then 7 courses are released for a Study Leave taken in Fall and Spring terms and 3 are released for a Study Leave taken in Spring and Summer. Similarly, if normally teaching 3/3/1, then 6 courses are released for a Study Leave taken in Fall and Spring, and 4 courses are released for a Study Leave taken in Spring (or Fall) and Summer terms. "Normally" in this context is what the Member teaches most frequently when looking at the past 5 years.
3. In the case of a half Study Leave, because the release could be 4 courses or 3 courses or 1 course depending on the term the Leave is taken, and because this would encourage Study Leave proposals that would favour particular terms to the detriment of academic planning and may result in inequities among faculty, the Parties have agreed that academic units may elect to restrict course releases, notwithstanding s. 34.16 in the following way:
 - a. An academic unit may, where their Normal teaching Workload is 7 courses, provide for release of 4 courses and then 3 courses (or 3 courses and then 4 courses) alternating one

Study Leave to the next so that over a period of 2 Study Leaves, they will have had release equal to Normal teaching Workload. Any costs associated with this measure are to be borne by the academic unit responsible for assignment.

SIGNED this 27th day of October, 2020



Dr Lynne Marks
President
Faculty Association
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Michele Parkin
Associate Vice-President
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