

## MEMORANDUM OF AGREEMENT #8

This Memorandum of Agreement ("MOA") forms part of the (2019-2022) Full-time Collective Agreement between Mount Allison University and the Mount Allison Faculty Association.

WHEREAS New Brunswick issued a Declaration of a State of Emergency and Mandatory order in March 2020 as a result of the increased presence of COVID-19 and its risks to the health and safety of the public;

WHEREAS the state of emergency and pandemic is certain to have effects into the 2020-21 academic year;


Mount Allison University and the Mount Allison Faculty Association ('the parties') agree as follows:

1. That notwithstanding Full-time Clause 17.01 g) and Full-time Clause 23.02 f), the parties commit to using an electronic, not mail ballot, voting systems for those elections covered by the Collective Agreement. The system used shall be mutually agreed upon by the parties and may include the Simply Voting system. This change shall take effect from June 1, 2020, to enable electronic voting for the Tenure and Promotion and Sabbatical Leaves committees, until June 30, 2021, subject to renewal.
2. That notwithstanding Full-time Clause 17.16 and 17.34, that the 2020 deadlines for the submission of documents for tenure will be October 1<sup>st</sup> and for the submission of documents for promotion will be October 15<sup>th</sup>.
3. That notwithstanding Full-time Article 17 and the provisions of a member's letter of appointment, that a probationary member serving in the 2019-20 academic year, and new probationary members serving in the 2020-21 academic year, shall have the option of extending their probationary appointment by one year. This option to extend is to be exercised no later than one year in advance of the termination of their probationary period, or within two weeks of the signing of this agreement whichever is later, as defined on the date of signing of this MOA.
4. That notwithstanding Full-time Clause 23.08 a), that in assessing applications during the fall of 2020, the Sabbatical leaves Committee will give due regard for the difficulty applicants may have, as the result of COVID-19, in specifying a "detailed program of the activity proposed for the leave".
5. That notwithstanding full-time Clause 17.16 v), Clause 17.34 v) and the provisions of Appendix-B, to suspend the obligation of full-time members seeking tenure or promotion to Professor to submit data from student surveys for courses offered during the Spring/Summer 2020, Fall 2020 and Winter 2021 terms.
6. That notwithstanding Full-time Articles 14, 16, 17, 19 and 20, in future hiring, evaluation and tenure and promotion processes due regard will be given to the challenges employees may have in the 2019-20 and 2020-21 academic years, in their performance in teaching, research, creative activity, librarianship and service, as the result of COVID-19.

Agreed:

  
Employer

Aug 14, 2020  
Date

  
MAFA

August 24, 2020  
Date