

MEMORANDUM OF AGREEMENT #11

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

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

1. That the Full-Time Collective agreement will be extended two additional years and will now expire on June 30, 2024. Clause 40.01 shall be amended such that "ending June 30, 2022" is changed to "ending June 30, 2024".
2. That notwithstanding Full-Time Clause 30.01b, on July 1, 2022 the scale ceiling shall be increased by 1.9%, and on July 1, 2023 the scale ceiling shall be increased by 2.0%.
3. Memorandum of Agreement #3 will expire on July 1, 2022 and be replaced by Article 23.31, which shall read as follows:

Sabbatical Leave Replacements

23.31 Whereas the parties recognize that the absence of employees who go on sabbatical leave has an impact on the functioning of departments, programs, and the library, the following process for replacement shall be used:

- i) By November 30, the Provost and Vice-President, Academic and Research shall circulate to departments, programs, and Library Council a draft plan for proposed replacements for the following academic year.
- ii) In constructing the replacement plan the Employer shall have due regard for what is appropriate, taking into account: a) for each department, for each program, and for the library and archives, academic requirements and disciplinary priorities; b) for each department, for each program, and for the library and archives, existing and expected complement and the number and length of sabbatical leaves approved; c) the teaching duties or duties in the operation of the library that would normally be assigned to each sabbaticant during the term or terms of a leave; d) the impact that non-replacement or limited replacement may have on the integrity and delivery of academic programs and library services and the professional responsibilities of other employees.
- iii) In following the guidelines outlined above and making decisions concerning the number and kind of replacement that may be required, in cases where recommendations from departments, programs, and the library and archives are judged to have equal merit, the Provost and Vice-President, Academic and Research shall consider the past distribution of leave replacements across the university's Faculties and the Library over a reasonable period of time.
- iv) This plan shall include replacement for at least seventy percent (70%) of the courses that would comprise the normal teaching duties of those who will be on leave. Replacement of the duties of a librarian on sabbatical leave shall be at a minimum of 17.5 hours per week for duties in the operation of the library with the intention of replacing at least seventy percent (70%) of the normal duties.

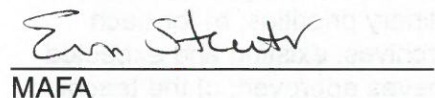
- v) For the first ten (10) FTE employees on sabbatical leave, at least six (6) full-time instructors, sessionals, or term employees shall be included in the replacement plan. Of these six (6) positions, no more than three (3) shall be instructors. For each additional four (4) FTE employees on sabbatical leave, at least one (1) additional full-time instructor, sessional, or term employee shall be included in the replacement plan. No more than four (4) teaching post-doctoral fellows, as specified in Clause 30.07, shall be employed in an academic year for sabbatical leave replacement teaching. Neither pre-doctoral fellows as specified in Clause 30.08, nor research post-doctoral fellows, as specified in Clause 30.06, shall be employed in an academic year for sabbatical leave replacement teaching.
- vi) Departments, programs, and Library Council will have five (5) days to provide further input before the replacement plan is confirmed.
- vii) Departments, programs, and Library Council, following consultation with the Dean and the University Librarian, may at any time recommend the combination of resources in the anticipated operating budget or in the replacement plan to create different types of appointment.

4. All other articles shall remain the same.

Agreed:


Employer

Dec 16, 2021
Date


MAFA

Dec. 16. 2021
Date