

**LETTER OF AGREEMENT  
REGARDING THE PRESERVATION OF SENIORITY**

<b>BETWEEN:</b>	<p><b>Concordia University</b>, having its principal place of business at 1455 de Maisonneuve Boulevard West, in the city and district of Montreal, Province of Quebec, H3G 1M8, herein acting and represented by <b>Dr. Nadia Hardy, Vice-Provost, Faculty Development and Inclusion</b> and <b>Ms. Sonia Coutu, Executive Director, Employee and Labour Relations</b>, duly authorized to act hereunder for the purposes of the present Agreement;</p> <p style="text-align: center;">(Hereinafter the "Employer")</p>
<b>AND:</b>	<p><b>Concordia University Part-Time Faculty Association</b>, having its address for the purposes of the present Agreement at Concordia University;</p> <p style="text-align: center;">(Hereinafter the "Association")</p>

**WHEREAS** The novel coronavirus has had an appreciable effect on University operations and the broader society at large;

**WHEREAS** Some CUPFA members may have been prevented from applying for courses for the summer 2020 terms through no fault of their own as a result of the novel coronavirus;

**WHEREAS** Some CUPFA members may be at risk of losing their seniority through no fault of their own as a result of the novel coronavirus;

**WHEREAS** Article 8.03 of the 2018-2021 Collective Agreement binding the parties does not account for potential disruptions caused by the novel coronavirus;

**WHEREAS** The Association and the Employer met on several occasions to discuss a mutually agreed upon solution to this situation;

**WHEREAS** The parties have decided to allay potential disruption to the seniority status of CUPFA members in consideration of the difficulties they may have encountered with respect to applying for courses for the summer 2020 terms;

**WHEREFORE** the parties have agreed as follows:

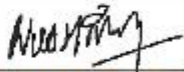
1. The preamble forms an integral part of the present Letter of Agreement ("LOA");

2. Part-time faculty members who are featured in the 2020 Seniority List published in February 2020 shall have their "last-contract-end-date" extended by one term;
3. The extension to the last-contract-end-date cannot be beyond August 31, 2020;
4. The one-term extension shall be reflected as follows:
  - Teaching contracts ending in December, will be amended to an end date on April 30 of the same academic year;
  - Teaching contracts ending in April, will be amended to an end date on August 31 of the following academic year;
  - Teaching contracts ending in June, will be amended to an end date on Dec 31 of the same academic year;
  - Teaching contracts ending in August, will be amended to an end date on Dec 31 of the same academic year;
5. This LOA shall come into effect on the date of its signature until April 30, 2021;
6. This Agreement shall be filed with the Minister within 60 days of its signing, pursuant to Article 72 of the Quebec Labour Code;
7. The Agreement constitutes a transaction under article 2631, and following, of the Civil Code of the Province of Quebec and shall be governed by and interpreted and construed in accordance with the laws of the Province of Quebec;

IN WITNESS WHEREOF the authorized representatives of the parties have signed in Montreal, Province of Quebec, this 8th day of September 2020.

**Concordia University**


**Concordia University Part-Time Faculty Association**



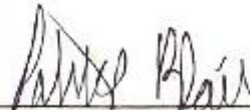
Dr. Nadia Hardy, Vice-Provost,  
Faculty Development and Inclusion



Mr. Robert Soroka, President



Ms. Sonia Coutu, Executive Director,  
Employee and Labour Relations



Me. Patrice Blais, Vice-President,  
Collective Agreement and Grievance