

**LETTER OF AGREEMENT
BETWEEN CONCORDIA UNIVERSITY ("UNIVERSITY")
AND
THE CONCORDIA UNIVERSITY PART-TIME FACULTY ASSOCIATION ("CUPFA")
REGARDING THE SETTLEMENT OF CUPFA GRIEVANCE #1511**


- WHEREAS the parties, after signature of the 2002-2012 Collective Agreement, have met on numerous occasions to discuss various topics related to the Collective Agreement;
- WHEREAS the parties have concluded negotiations for the 2012-2015 CUPFA Collective Agreement and wish to resolve outstanding issues arising from grievances filed under the 2002-2012 Collective Agreement in a spirit of cooperation;
- WHEREAS the Association filed Grievance #1511 and the parties have extensively discussed the issues raised in the grievance, particularly the requirement that a certain percentage of courses offered by the Faculty of Engineering and Computer Science (ENCS) be taught by Licensed Professional Engineers;

WHEREFORE the parties have agreed as follows:

1. The preamble forms an integral part of the present Letter of Agreement ("LOA");
2. ENCS will support half the cost of applying for registration as a professional engineer for a part-time faculty member on a one-time-only basis, provided that the request satisfies the following conditions:
 - i. The PT professor meets the CEAB requirement that he/she complete the registration process within five (5) years of teaching his/her first course.
 - ii. The PT professor is typically teaching in ENCS for the second year, or longer.
 - iii. The PT professor typically teaches courses with engineering science and/or engineering design content that require professional registration.
3. The maximum number of requests that ENCS will fund in a given academic year is ten (10). The determination of the suitability of an application for support will be made by the Associate Dean of Academic Affairs in ENCS;
4. The Union withdraws grievance 1511;
5. The parties agree that the undertakings in this Agreement are in no way an admission of liability and do not constitute or shall not be cited as a precedent;
6. This Agreement shall be governed by, and interpreted and construed in accordance with the laws of Québec and constitutes a transaction according to the Civil Code of Québec;
7. The parties agree that this Letter of Agreement shall be drawn up in English. Les parties se sont entendues pour que la présente lettre d'entente contrat soit rédigée en anglais.

IN WITNESS WHEREOF the authorised representatives of the parties have signed in Montreal, Province of Quebec this 9th day of November, 2015.

Concordia University


Ms. Sonia Coutu
Executive Director, Employee and Labour relations

CUPFA


Dr. David Douglas
President



Dr. Jorgel Hansen
Vice-Provost, Faculty Relations



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



Dr. Amir Asif
Dean, Faculty of Engineering and Computer Science