

LETTER OF AGREEMENT
BETWEEN CONCORDIA UNIVERSITY ("UNIVERSITY")
AND
THE CONCORDIA UNIVERSITY PART-TIME FACULTY ASSOCIATION ("CUPFA")
REGARDING THE CUPFA HIRING PROCEDURES
AT THE STUDENT SUCCESS CENTRE PERTAINING TO UNSS 201

- WHEREAS CUPFA and the University signed a Letter of Agreement (LOA) on May 20, 2016, regarding the hiring procedures at the Student Success Centre, which specifically addressed conditions concerning CUPFA members applying to teach the general skills for university success component of SEL 149 (now UNSS 200);
- WHEREAS the parties recognize that UNSS 200 and UNSS 201 replaced SEL149 as two courses for failed students as a condition of readmission, with UNSS 200 retaining the self-management strategies component of SEL149 and UNSS 201 extending the study skills component of SEL 149;
- WHEREAS ambiguities exist concerning the application of the aforesaid LOA to UNSS 201;
- WHEREAS the parties recognize that UNSS 201 is offered in order to address study skills content as applied to core program courses in Social Sciences, Humanities or Science, Engineering and Computer Science, and Business, and that the distinct sections require that the applicants demonstrate discipline-specific competencies, which include teaching a core program course in the specified subject area in the five (5) years preceding the application;
- WHEREAS the parties have recognized that the hiring provisions contained in the 2015-2017 CUPFA Collective Agreement ("CA") need to be adapted to meet the hiring needs of these Courses;
- WHEREAS the parties have reached an agreement on an adaptation of the hiring process to be used for these Courses;

WHEREFORE the parties have agreed as follows:

1. The preamble forms an integral part of the present Letter of Agreement ("LOA");
2. The Letter of Agreement signed on May 20, 2016 is amended to include the following provision specific to applicants interested in teaching UNSS 201.
3. The applications of all CUPFA members who apply will be considered in order of seniority in accordance with the provisions of Article 10.18 of the CUPFA CA. In the event that members who have taught either component of SEL 149 and who do not meet the requirements as stated in the posting are first in consideration, they will be offered the courses with the following stipulation;
4. The member must demonstrate discipline-specific competencies, which include teaching a core program course in the specified subject areas (Social Sciences, Humanities or Science, Engineering and Computer Science or Business) in the five (5) years preceding the application;
5. Such CUPFA member will participate in a two (2) -day workshop offered on a once per year basis, to enable the member to receive instruction on applying the course's study skills approach to the member's discipline-specific content;
6. The present LOA is made without prejudice and shall not constitute a precedent which can be invoked by either party;

7. This Agreement shall be governed by, and interpreted and construed in accordance with the laws of Quebec and constitutes a transaction according to the Civil Code of Quebec;
8. 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 soit rédigée en anglais;
9. This LOA shall come into effect on the date of its signature;

IN WITNESS HEREOF the authorised representatives of the parties have signed in Montreal, Province of Quebec this 20th day of March, 2019.

Concordia University



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



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



Dr. Laura Mitchell
Director, Student Success Centre

CUPFA



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



Mr. Robert Soroka, President