

LETTER OF UNDERSTANDING D
Special Circumstances in Annual Report and Review

Between The University of Western Ontario
(hereafter referred to as the "Employer")

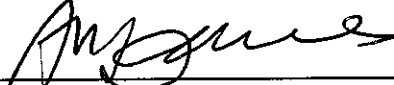
and

The University of Western Ontario Faculty Association
(hereafter referred to as the "Association")

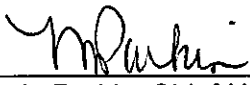
This Letter of Understanding forms part of the Librarians and Archivists Collective Agreement (July 1, 2006-June 30, 2009) for the life of this Collective Agreement.

The Parties agree that for the purposes of the *Annual Report and Review* Article and associated provisions of the *Compensation and Benefits* Article:

1. A Member who has not had a Librarian or Archivist Appointment for more than three months within the assessment period shall receive 2.4 Salary Points.
2. A Member who is absent from work on an approved leave under the Collective Agreement for more than six months within the assessment period shall have the period of his/her leave removed from the assessment period for the purpose of evaluation under this Article.
3. A Member who is absent from work on an approved leave under the Collective Agreement at the time his/her Annual Report is to be submitted may elect to submit an Annual Report. Should the Member elect not to submit an Annual Report, the Annual Report and Review process shall proceed on the basis of materials in his/her Official File.
4. Nothing in this Letter of Understanding shall limit the ability of the Parties to negotiate freely the terms and conditions of any subsequent renewal of this Collective Agreement.



Mike Dawes, Chief Negotiator
The UWO Faculty Association



Michele Parkin, Chief Negotiator
The University of Western Ontario

07-07-27
Date

July 25/07
Date