

BETWEEN:

**THE UNIVERSITY OF WESTERN ONTARIO**

("the Employer")

-and

**THE UNIVERSITY OF WESTERN ONTARIO  
FACULTY ASSOCIATION**

("the Association")

**MINUTES OF SETTLEMENT AND RELEASE**

**WHEREAS** UWOFA has grieved that Administration violated copyright provisions in its administration of the Senate Regulation on Course Outlines (October 2006) in a grievance dated February 26, 2008 (hereinafter the "Grievance");


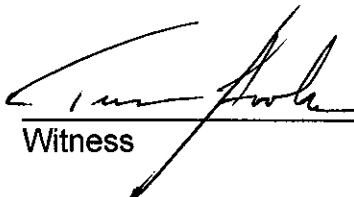
**AND WHEREAS** the Employer and the Association wish to resolve all outstanding issues between them, without admission and without prejudice or precedent;

**NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:**


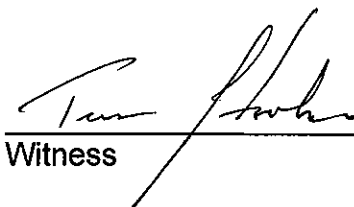
1. In consideration of the withdrawal of the Grievance, the Employer agrees:
  - a) Faculty may provide course syllabus information in a less detailed form, akin to what is provided in the course calendar, together with information on assignment expectations, for posting by the Faculty on the world wide web. The document must direct readers to the Office of the Registrar should further details be required.
  - b) A faculty member who is concerned about the publication of his/her name on public course outline information may request that his/her name and contact information be replaced by a notification to readers to contact the Office of the Dean for this information. Where a Dean's Office is contacted for this information, the person responding to the inquiry shall ascertain the status of the person calling (eg prospective student, current student) and shall only release the information to current students through their UWO email address.
  - c) These measures are not intended to represent changes to the Senate Policy, but are clarifications in acceptable application.

2. The parties acknowledge this settlement is reached without admission of wrongdoing or non-compliance with the Collective Agreement.
3. The parties acknowledge by signing this settlement that each understands its terms and has had a reasonable opportunity to obtain independent legal advice with respect to it.
4. The parties further confirm that this settlement constitutes the entire agreement between the parties, and that the undertakings in paragraphs 1 are the sole consideration for the withdrawal of the grievance.
5. These Minutes of Settlement shall not be the subject of a grievance or arbitration except to enforce its terms.

Dated at London, Ontario, this 23<sup>rd</sup> day of March, 2009.

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For the University: Michele Parkin	Witness

Dated at London, Ontario, this 20<sup>th</sup> day of March, 2009

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For the Association: Michael Carroll	Witness