

MEMORANDUM OF AGREEMENT

Between The University of Western Ontario
(hereafter referred to as the "Employer")
and
The University of Western Ontario Faculty Association
on behalf of Librarians and Archivists
(hereafter referred to as the "Association")

Annual Report and Review and Workload Timelines Transitions Provisions

Annual Review Committee

By March 8, 2010 an Annual Review Committee will be struck, to consider the criteria and supporting evidence to be used for the 2009-2010 Annual Report and Review.

By March 29, 2010 the Committee shall review the criteria and supporting evidence currently used for the assessment of the performance of Members. The Committee shall provide comments and/or recommendations for amending the criteria and supporting evidence to the University Librarian and Deans, and shall report to the Members on the results of its review.

The University Librarian and Deans shall consider the input from the Committee and shall confirm criteria and supporting evidence to be used for the 2010 Annual Review and shall supply reasons in writing for their decisions to the Annual Review Committee.

By April 8, 2010 the University Librarian and Deans shall distribute the confirmed criteria and supporting evidence to all Members.

Annual Report

By May 7, 2010 Members shall submit their Annual Reports for the review period May 1 2009 to December 31, 2009.

By June 4, 2010 the Member's immediate supervisor shall send to the Member the draft Review specified in Clause 8 of the new Collective Agreement. The Member may respond to questions or concerns identified in the draft Review as per Clause 8.1.

Requests for meetings as specified in Clauses 9, 9.1 and 9.2 shall be made within 10 working days of receipt of the draft Review.

Annual Review

By July 7, 2010 the Annual Review Meetings shall be held for all Probationary Appointment Members as per Clause 9.2.

By July 7, 2010 any requested Annual Review Meetings shall be held for all Continuing Appointment Members as per Clauses 9 and 9.1.

By July 15, 2010 the University Librarian or Dean shall send the final Annual Review Report to the Member.

Member's responses to the final Review shall follow Clauses 10.3 through 10.4.2.

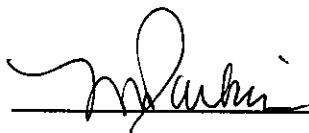
Unit Workload Plan

By May 1, 2010 each Unit shall submit a Unit Workload Plan for the Academic Year 2010-2011 to the University Librarian or Dean.

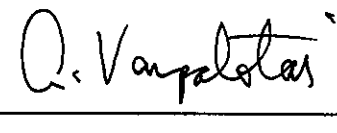
Transitions for 2010-11

Annual Report and Review and Workload processes shall occur in accordance with the collective agreement, except as modified by Appendix A attached.

Dated at London, Ontario, this 26th day of March, 2010.



For the Employer: Michele Parkin



For the Association: Aniko Varpalotai