

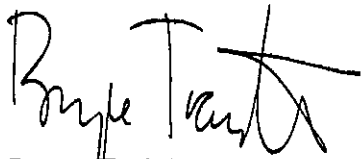
LETTER OF UNDERSTANDING
DOCUMENTATION OF WAIVERS

The Parties agree that this Letter of Understanding forms part of the 2010-2014 Collective Agreement for the life of that Collective Agreement.

Waivers of provisions of the Collective Agreement agreed to by the Parties shall be documented in writing. A copy of email or written correspondence documenting the nature of the waiver and the agreement of the parties, as between authorized individuals, suffices to evidence the waiver, without need for original signature.

On request of either party, the parties shall share and reconcile their respective lists of waivers, and if necessary copies of the waivers, to ensure accuracy and completeness.

Signed this 4th day of August, 2011 at London, Ontario



Bryce Traister
UWOFA President
For the Association



Michele Parkin
Director, Faculty Relations
For Administration