

## LETTER OF UNDERSTANDING

### CAREER TRAJECTORY FUND FOR LIBRARIANS AND ARCHIVISTS

The Parties agree that this Letter of Understanding forms part of the 2015-2019 Librarians and Archivists Collective Agreement for the life of the Collective Agreement.

Whereas the Parties are engaged in an appeal before the Pay Equity Hearings Tribunal regarding salaries for Librarians and Archivists;

And whereas the results of that appeal will not be known before pending implementation of the Career Trajectory Fund for 2016-2017 as articulated under clauses 17, 17.1, 17.1.1 and 19-21 of the *Compensation and Benefits* article of the Librarians and Archivists Collective Agreement;

And whereas the Parties agree that the results of the Pay Equity Hearings Tribunal are necessary to effect a fair and appropriate distribution of the Career Trajectory Fund;

The Parties hereby agree to delay the implementation of the Career Trajectory Fund for 2016-17 until such time as the results of the Pay Equity Hearings Tribunal appeal are known, or until 30 days after either party gives notice to the other that it no longer agrees to delay, at which time the Career Trajectory Committee shall be struck to commence its work.

Signed this 28th day of March, 2017

  
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For the Association:  
Ann Bigelow

  
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For the University:  
Jennifer King