

**LETTER OF UNDERSTANDING**  
**EMPLOYMENT EQUITY (CLAUSE 9)**

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.

Clause 9 of the Article *Employment Equity*, shall be amended as follows:

1. The Parties agree to maintain the presently established Employment Equity Committee. This Committee shall consist of: two representatives appointed by the Association, at least one of whom shall be a member of one of the designated groups; two representatives appointed by the Employer, at least one of whom shall be a member of one of the designated groups; and the Director of Equity & Human Rights Services (or designate), who shall be a non-voting member. A representative of the Association and a representative of the Employer shall serve as co-chairs of the Committee

Signed this 28 th day of March, 2017

Ann Bigelow  
For the Association:  
Ann Bigelow

Jennifer King  
For the University:  
Jennifer King