

MEMORANDUM OF UNDERSTANDING

BETWEEN:

THE UNIVERSITY OF TORONTO
(the "University")

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 3902
(the "Union")

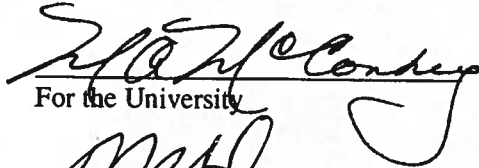
Whereas the advancement processes in the appendices of the CUPE 3902 Unit 3 Collective Agreement and the guarantees in Article 31 do not deal directly with the issue of applied music instructors; and

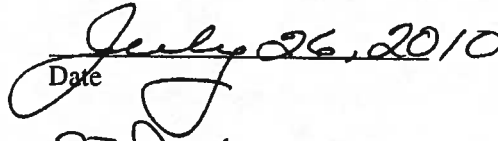
Whereas the parties are interested in finding a way in which to integrate applied music instruction into the advancement process;

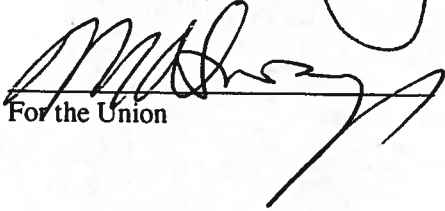
THEREFORE the parties agree to a pilot project to recognize applied music instruction on the following terms:

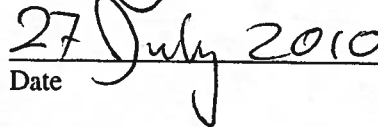
1. Members who have taught as a Sessional Lecturer may elect to count applied music instruction towards the number of courses required for advancement according to the following ratio:
 - a. 5 applied students over an entire year (24 lessons/student) shall count as 1 FCE (so, 1 student over an entire year (24 lessons) counts as 0.2 FCE)
2. Members will only be eligible for advancement if they have at least the minimum number of courses required under the applicable eligibility provisions, without rounding any fraction of a FCE up to the nearest whole number (E.g., A member who has taught 3.8 FCEs, including applied music instruction, will not be eligible for advancement from Level 1 to Level 2).
3. Members who counted applied music instruction as part of the minimum needed for advancement to the rank of Sessional Lecturer III may receive part of their guaranteed entitlement (under Article 31) through applied music students counted per the ratio in this Memorandum. Again, rounding up will not be used in determining whether the guaranteed entitlement is satisfied (E.g., The entitlement will not be satisfied if a member is offered one full year course plus applied music instruction for 4 students over one full year—which amounts to a total of 1.8 FCEs).
4. All provisions of the CUPE 3902 Unit 3 Collective Agreement not specifically altered by this Memorandum remain in force and effect.
5. This agreement is restricted to an interpretation of the advancement procedures in Appendices A-1 and A-2 and guarantees in Article 31 and shall not be relied on or referred to in any other matter whatsoever.
6. This agreement and pilot project shall remain in effect until the renegotiation of the Unit 3 contract has been concluded. The parties agree to review this agreement and pilot project at that time, and to renew, renegotiate, or terminate this agreement and pilot project following such a review.

7. Members in the Faculty will be advised of the terms of this Memorandum upon signing and shall be entitled to make initial application for advancement within 30 days of the signing of this Memorandum. Thereafter, members will make application for advancement in the normal timeframes established by the Collective Agreement.


For the University


Date


For the Union


Date