

LETTER OF UNDERSTANDING #3

Between St. Francis Xavier University (hereafter referred to as the University)

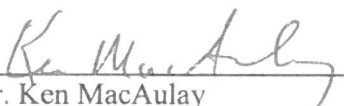
And

St. Francis Xavier Association of University Teachers (hereafter referred to as the StFXAUT)

Job Security for Part-time Faculty

The University and the StFXAUT agree that all employment groups represented in this agreement should be treated fairly and equitably. Job security was identified as a priority by the StFXAUT for its part-time academic instructors. The University identified the need for flexibility as a priority to assist in its cost management efforts. Given these priorities, the parties agree to conduct a joint investigation to identify possible work arrangements that could improve the security of part-time employment while maintaining the flexibility of employment. To this end, the parties agree to strike a committee to investigate this issue. This committee will consult with part-time academic instructors and report back to the Joint Committee by September 30, 2018. The committee will consist of one part-time instructor, one member of the StFXAUT executive, and two members appointed by the University, one of which will have an academic background.

Signed at Antigonish, Nova Scotia this 14 day of December, 2014.



Dr. Ken MacAulay
For the StFXAUT



Mr. Andrew Beckett
For the University