

LETTER OF UNDERSTANDING

CHANGES TO ANNUAL PERFORMANCE EVALUATION PROCESSES IN 2020-21 DUE TO COVID-19 PANDEMIC AND THE DECLARATION OF EMERGENCY UNDER THE *EMERGENCY MANAGEMENT AND CIVIL PROTECTION ACT*

The Parties agree that this Letter of Understanding forms part of the 2018-2022 Faculty Collective Agreement and remains in effect for the life of this Collective Agreement.

WHEREAS the COVID-19 pandemic and the Declaration of Emergency under the *Emergency Management and Civil Protection Act* may have caused disruptions to working conditions in the final months of the 2019-20 academic year and into the 2020-21 academic year;

The Parties agree to the following provisions:

1. Annual Performance Evaluation (APE) assessments will not take place during the 2020-21 Academic year.
2. Members will not submit an Annual Report for the APE process in 2020 for assessments that would normally be completed in January 2021 for the 3-year period ending June 30, 2020.
- 3.

8. The Discretionary Salary Points will
exclusive of those Members captured in paragraph 7.