

**Letter of Understanding**  
**between**  
**The University of Saskatchewan**  
**and**

**The University of Saskatchewan Faculty Association**

**Agreement on Measures in Response to COVID-19**

The parties agree to the following modifications to the provisions of the Collective Agreement during the period of the COVID-19 emergency:

**1. Assignment of Duties**

The deadlines for the 2020 process of assignment of duties as set out in Article 11.1 of the Collective Agreement shall be extended by one month.

The parties agree to revisit these deadlines as necessary.

**2. Sabbatical and Administrative Leaves for the 2019–2020 academic year**

Disruptions due to COVID-19 emergency measures may require employees to make modifications to approved sabbatical plans. Employees shall notify their Deans of changes to the original plan.

The inability of an employee to fully complete a sabbatical leave project in the academic year 2019–2020 shall be included in the sabbatical leave report, and shall not draw adverse inferences in subsequent sabbatical leave considerations.

The deadline for expenditure of sabbatical travel expense accounts (Article 22.13) for those currently on leave shall be extended by twelve months.

**3. Voluntary Cancellation of Sabbatical or Administrative Leaves for 2020–2021**

Employees may voluntarily cancel an approved 2020–21 sabbatical leave by May 15, 2020 (for leaves commencing July 1, 2020); or by November 1, 2020 (for leaves commencing January 1, 2021). Those employees who cancel their leave and resubmit their sabbatical application form or administrative leave plan of activities in fall 2020 shall have first claim on the leaves allocated by the Dean. There shall be no postponement of the sabbatical by the Dean (Article 20.6.1) by more than 24 months for those who have cancelled their sabbatical due to COVID-19, or for those who have previously had their sabbatical postponed.

The 2020–21 academic year shall count as a year of qualifying service for the employee's next sabbatical leave. If the employee is unable to resubmit an

application in the fall for a leave in 2021-22, the issue shall be referred to JCMA for resolution.

#### 4. Extension of Probationary Period

All employees who currently hold a probationary appointment or who are appointed prior to November 1, 2020, shall be granted an automatic one-year extension to their probationary period.

Renewal of the probationary period may be deferred for one extra year at the employee's request.

For all probationary faculty under the terms of this agreement, all other available extensions to the probationary period continue to apply.

#### 5. Teaching Evaluations

For renewal of probation, tenure, and promotions decisions, student and peer feedback on teaching in the Winter or Spring and Summer terms shall be included in case files for consideration only at the request of the candidate.

The parties agree to negotiate extending these provisions as necessary.

Signing for the Employer:



Ken Wilson

Date: April 27, 2020



Ana Crespo-Martin

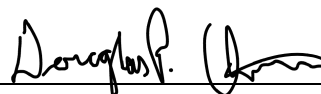
Date: April 27, 2020

Signing for the Association:



Allison Muri

Date: 24 April 2020



Douglas Chivers

Date: 26 April 2020