

**Letter of Understanding**

**Clause 14.16 – Limited-Term Appointments of Less Than One Year  
and  
Clause 14.18(a) – Part-Time or Other Staff Excluded**

The Parties agree that for the 2017-2020 Collective Agreement:

1. Clause 14.16
  - (i) The total number of limited-term appointments for less than one year shall not be greater than 6% of the total number of Members in the Bargaining Unit effective 1 July 2017 and thereafter.
  - (ii) Appointments of Members starting 1 July 2017 and thereafter shall not be for less than ten months except where:
    - (a) the appointment is to replace a Member who is on leave for less than ten months provided that the length of the replacement appointment equals the length of the leave (or the remainder of the leave in the case of sick leave) excluding the time required to recruit the replacement; or
    - (b) the Member requests, in writing, for reasons relating to the Member's personal or other employment circumstances, that the appointment be for less than ten months.
  - (iii) Instructor Members appointed for ten months or more will have vacation scheduled within the term of the appointment while those appointed for less than ten months under (ii)(a) or (b) will receive vacation payment in lieu of paid vacation in accordance with Clause 30.02.
  - (i) Appointments under Clause 14.16(b)(vii) shall be included with the Clause 14.16(b)(ii) appointments for purposes of the Letter of Understanding - Academic Staffing Appendix VII of the **2017-2020** Collective Agreement.
2. Clause 14.18(a)

Teaching duties performed by part-time or other staff excluded from the Bargaining Unit shall not be considered to have been redistributed if they are performed by:

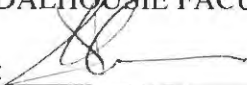
  - (i) persons excluded from the Bargaining Unit under the managerial or confidential exclusion provisions of the Trade Union Act;

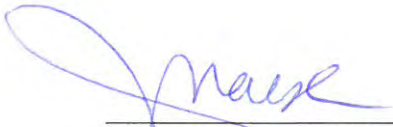
- (ii) persons who are replacing Members whose workload is reduced under Clause 7.13 or because of requirements stipulated by research grants;
- (iii) former Members who have retired from Dalhousie University;
- (iv) For the purpose of the calculation of Clause 14.18 (a), the term "Member" shall also include instructor Members holding probationary or continuing appointments. For the purpose of clarity, it is understood that instructor Members holding limited-term appointments are not included in the calculation in Clause 14.18(a).

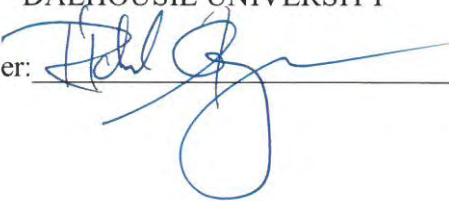
This Letter of Understanding shall form part of the Collective Agreement.

IN WITNESS WHEREOF the Parties hereto have signed this Letter of Agreement at Halifax, Nova Scotia this 15 day of April, 2019.

  
\_\_\_\_\_  
Witness to Dalhousie Faculty Association

DALHOUSIE FACULTY ASSOCIATION  
Per: \_\_\_\_\_

  
\_\_\_\_\_  
Witness to Board of Governors of  
Dalhousie University

BOARD OF GOVERNORS OF  
DALHOUSIE UNIVERSITY  
Per: \_\_\_\_\_