

**MEMORANDUM OF AGREEMENT
JOINT COMMITTEE**

July 17, 2008

In a unanimous ruling, the Joint Committee to administer the 12th Collective Agreement agrees, subject to Article 11.10:

As of July 16 and with respect to all Part Time positions for which letters of offer have not yet been sent, the following shall apply on a go-forward basis:

(1) The entry date for an Employee to the precedence list is the date on which an Employee has completed the probationary period, as determined by Article 11.10. (i) (i) *Following the successful completion of the probationary period per Article 11.10(h), an Employee shall be placed on the precedence list.*

(2) The normal exit date for an Employee from the precedence list is 3 calendar years from the termination date of their last academic appointment (subject to 11.10 (j) (i), (iii) and (k)) as determined by Article 11.10 (j) *Precedence ceases to apply if (ii) An Employee has not taught a credit course at Acadia within the last three (3) years.*

(3) The precedence list is that which is in effect up to the time of the closing date of application for a position.

(4) That to fulfil the requirements of 11.10 (i) and (j) the precedence list needs to be kept current by Human Resources so as to maintain at all times an accurate record of the entry dates and exit dates for Employees by which precedence may be determined relative to the closing date of application for a position

(5) That 11.10 (i) (v) and (vi) refers not to the current state of the precedence list which is updated and used on an on-going basis by administration in making hires, but to an annual report monitoring the status of the precedence list prepared by the Employer for approval by the Association for the purpose of ensuring its accuracy on an annual basis.

Signed:



Dr. Vernon Provencal



Dr. Janice Best



Ms. Sara Lochhead



Mr. Neil Carruthers