

MEMORANDUM OF UNDERSTANDING

Between

THE BOARD OF GOVERNORS OF MOUNT ROYAL COLLEGE

And

THE MOUNT ROYAL FACULTY ASSOCIATION

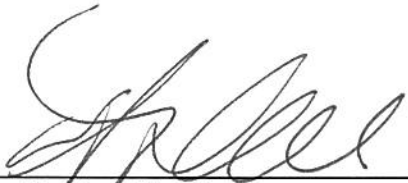
Regarding Benefits Eligibility for Part-time Faculty

The parties agree to the following:

1. Effective February 1, 2011, the eligibility requirements for part-time benefits stated in Article 16.8.1.1 shall be reduced to the continuation requirements. Accordingly, part-time employees shall be eligible for benefits as follows:

A part-time employee employed as an instructor who has had a minimum teaching load per semester of ninety-six (96) scheduled instructional course hours during each of the Fall and Winter semesters in a continuous twelve (12) month period shall be eligible for benefits at the beginning of appointment in the third (3rd) consecutive semester providing the part-time instructor carries a minimum teaching load of ninety-six (96) scheduled instructional course hours in the third (3rd) consecutive semester, or where the third (3rd) consecutive semester is the Spring or Summer Semester, a minimum teaching load of forty-eight (48) scheduled instructional course hours. Providing a part-time instructor's teaching load for future semesters is a minimum of ninety-six (96) scheduled instructional course hours, or forty eight (48) scheduled instructional course hours in either the Spring or Summer session such instructor remains eligible for benefits. If the instructor's teaching load drops below ninety-six (96) scheduled instructional course hours in either the Fall or Winter Semesters or, below forty-eight (48) scheduled instructional course hours in either the Spring or Summer Semesters, then eligibility for benefits will cease. Once the instructor regains a minimum teaching load of ninety-six (96) scheduled instructional course hours, in either the Fall or Winter Semesters, or a teaching load of forty-eight (48) scheduled instructional course hours in either the Spring or Summer session, provided the instructor has been employed by the University as a part-time credit instructor within the previous twelve months, eligibility for benefits will be restored with immediate effect and requalification for benefits is not required.

2. Changing Article 16.8.1.1 to read as above and modifying the remaining clauses under Article 16.8.1 (16.8.1.2; 16.8.1.3; 16.8.1.4; 16.8.1.5) to be congruent with the principle that the eligibility requirements be the same as the continuation requirements shall be submitted to both negotiating teams for consideration in the next round of contract negotiations commencing in 2012.



Dave Marshall, President
Mount Royal University



Gerry Cross, President
Mount Royal Faculty Association

Feb 9/11
Date