

Memorandum of Understanding

Between

THE BOARD OF GOVERNORS OF MOUNT ROYAL UNIVERSITY (the Board)

And

THE MOUNT ROYAL FACULTY ASSOCIATION (the MRFA)

Regarding Contracting Out of Teaching in the Faculty of Science and Technology

The MRFA and the Board acknowledge that exceptional circumstances may necessitate the University to contract third parties for teaching, ordinarily performed by instructors (as defined in Articles 1.43 and 1.27 of the Collective Agreement, respectively).

Due to exceptional circumstances, including those related to the COVID-19 pandemic, the Faculty of Science & Technology needs to engage in limited, contracted teaching services with individuals who are not residents of Alberta. This is to ensure delivery of the Faculty's timetable, to support the teaching and learning of students, and to uphold the academic mission of the University.

As such, the parties agree that without prejudice or precedent, the Board may, for the Fall 2020 semester only, independently contract delivery of the following courses and sections:

Contractor One

- GEOG 2225 (001, 48 SICH, three-hour lecture)
- GEOG 2230 (001, 48 SICH, three-hour lecture)

Contractor Two

- GEOG 2335 (001, 48 SICH, three-hour lecture)

Contractor Three

- PHYS 1201 (501, 502, one-hour laboratories)
- PHYS 2201 (501, two-hour laboratory)

While these contractors were secured by following the initial sessional appointment process (Article 4.7), their hiring under this MOU shall mean they are not considered an "Employee" as defined in Article 1.20, and they will therefore not be members of the Mount Royal Faculty Association.

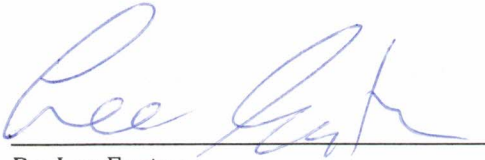
Notwithstanding the above, delivery of the above courses includes all preparation work, teaching, grading, and the entering of final grades. The rates of pay will be established using the information outlined in Article 13.2.

Upon completion of their work, these contractors will not be considered eligible for reappointment per the criteria in Article 4.8.1.

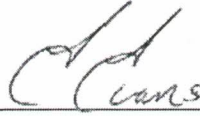
Upon signing this MOU, the Association will be provided the names of the individuals who are contracted to teach the above noted courses and sections.

A copy of this MOU will also be provided to each of the contractors.

This MOU expires December 22, 2020.



Dr. Lee Easton
President, MRFA



Dr. Elizabeth Evans
Interim Provost and Vice-President, Academic, MRU

August 28, 2020

Date