

MOA COVID Period Assessment

Whereas the Governors and the Association signed a Memorandum of Agreement (MOA) regarding the COVID-19 Merit Assessment Process in February 2021;

Whereas that MOA provided that academic staff members who wished to have their achievements from the 2019 to 2021 merit cycle recognized could do so in the 2023 review; and

Whereas the parties recognize that excellence and academic staff members' exceptional and outstanding performance during the aforementioned merit cycle ought to be recognized in a separate process outside of the general merit pool.

Now therefore the Parties agree as follows:

1. The Governors shall provide for an additional pool of funds for academic staff members whose performance during the 2019 to 2021 merit cycle was excellent, exceptional and outstanding. Recognizing that eligible academic staff members have previously been provided with a 1.2 increment for the 2019 to 2021 merit cycle, the value of this award shall be \$1,000.00. Furthermore, up to 16.5% of academic staff members in each Faculty may be eligible to receive this award. The criteria used for this award shall be the same used in determining successful OAA recipients.
2. Academic staff members who wish to be considered for additional consideration of their 2019 to 2021 accomplishments are required do so in a separate report provided along with their regular APR for the 2021 to 2023 cycle.
3. The review process shall proceed as a parallel process to the 2021 to 2023 OAA consideration, consistent with the processes established in Article 29. Moreover, the determination of successful candidates for this award shall be made in accordance with the processes set out in Article 29.
4. The rule that a member cannot receive OAAs in two successive cycles shall not apply to any OAAs awarded for the 2019 to 2021 period. (Article 29.1.4.i)
5. OAA's approved shall be applied retroactively to July 1, 2023.
6. This MOA is without precedent and without prejudice with respect to any other matter between the parties.