

**Minutes of Settlement**  
**Regarding**  
**the Temporary Absence of Academic Managers from the OCADFA Bargaining Unit**

between:

ONTARIO COLLEGE OF ART & DESIGN  
("the university")

and

ONTARIO COLLEGE OF ART & DESIGN FACULTY ASSOCIATION  
("OCADFA")

WHEREAS there is no reference in the Memorandum of Agreement concerning the temporary absence of Academic Managers from the OCADFA bargaining unit during their terms in academic administration, and

WHEREAS in revising its academic administrative structure, the university has replaced Assistant Deans with Associate Deans

The parties agree to the following, effective upon signing of these minutes of settlement for the duration of the current agreement until June 30, 2010, at which time the matter may be addressed through collective bargaining.

1. It is agreed that all references in the Memorandum of Agreement to "Assistant Dean" shall refer to "Associate Dean" in accordance with the revised academic administrative structure implemented on July 1, 2008.
2. As per Article 2.2.2.1 of the Memorandum of Agreement and #1 above, it is agreed that Academic Managers, including Associate Deans, and those above such position in academic administration, are not represented by OCADFA during their managerial tenure. Such Academic Managers shall be required to temporarily waive their membership in the OCADFA bargaining unit, and shall pay no Association dues, during their managerial tenure. Any academic manager who is excluded from the bargaining unit while serving in that capacity, shall upon completion of his/her term or resignation or removal as academic manager, take up membership in the bargaining unit as a member in the Faculty and department in which he/she holds continuous appointment.

SIGNED AT TORONTO THIS \_\_\_\_\_ DAY OF APRIL, 2009.

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Ontario College of Art & Design

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OCADFA