

## **Memorandum of Understanding**

**Between:**

**Nipissing University Faculty Association (NUFA)**

**And**

**Nipissing University (University)**

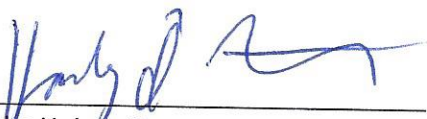
**WHEREAS** the University announced on December 15, 2014, that it would wind down its operations at the Brantford campus with program offerings ending June 30, 2018;

**THE PARTIES HEREBY AGREE** the following terms and conditions will apply to the six (6) tenured/tenure track faculty members in Brantford:

1. The University confirms that all six aforementioned Members have the option to transfer to their faculty on the North Bay campus upon notification from the Dean. Members will begin to transfer to the North Bay campus beginning the 2017/18 academic year. Members will be provided with an office.
2. A Member will have two (2) options with respect to transition:
  - a. A deposit of \$5,000 into their "Professional Expense Reimbursement" (PER) fund; or
  - b. A lump sum payment of \$5,000, less statutory deductions.
3. In addition, each Member who chooses to travel to North Bay for the first year of their transfer, will also receive a travel allowance of \$1,500 for the first year of their transfer to the North Bay campus. Reimbursement of allowable travel expenses will be paid upon receipt of approved expense reports in accordance with the Travel Expense Policy.
4. For members who choose to travel for the first academic year of their transfer to the North Bay campus (2017/18 or 2018/19), the Dean will work with the Faculty members and the Division chairs to ensure assigned teaching schedules offer Members flexibility as they transition to the North Bay campus..
5. For all years subsequent to their first year of travel after their transfer, the member's workload shall be determined through the normal process outlined in the Collective Agreement and no further travel or moving expenses will be eligible for reimbursement.

6. Upon request, a one year extension will be granted to the tenure application deadline in Article 25.
7. Retirement: Retirement options are available to members under Appendix M, Phased Retirement Program.
8. Severance: The Member will be given the option of electing severance pay instead of transferring to the North Bay campus. For those who elect severance, the severance payment shall be calculated based on the formula for severance set out in Article 44.14 (b) ii) or 44.14 (c) ii) of the Collective Agreement. The reference to Article 44.14(b)(ii) and Article 44.14 (c) (ii) is for the purposes of providing a formula for calculating severance only. The provisions of Article 44 have not been invoked.

DATED at North Bay this 11<sup>th</sup> day of May, 2016.

  
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For the University

  
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For the Association