

NOW THEREFORE, the Parties agree that:


1. _____ are required to submit: on or before February 1, 2021, an Annual Report in respect of calendar year 2020, in accordance with Article 28.1.1 (c), but not for determination of a merit rating; and, on or before February 1, 2022, an Annual Report to record achievements and activities in respect of calendar year 2021.
2. Members who, in accordance with Article 28.1.1 (b), would ordinarily submit a Biennial Report, on or before February 1, 2021 to record their accomplishments in each of calendar years 2019 and 2020 (i.e. _____), are required to submit: on or before February 1, 2021, only an Annual Report in respect of their achievements and activities in calendar year 2019; and on or before February 1, 2022, a Biennial Report to record their achievements and activities in each of calendar years 2020 and 2021;
3. Members Reviewed Annually who submitted an Annual Report on or before February 1, 2020 shall be assessed and given a merit rating in order to determine a salary adjustment, in respect of their performance in 2019, by the University in 2021.
4. Members Reviewed Annually shall be assessed and given merit ratings expressed as a separate score for each year in the review period in order to determine a salary adjustment, in respect of their performance in 2020 and 2021, by the University in 2022; these scores will be applied in accordance with Article 42.2.2.6 and 42.5.3.4.
5. Members Reviewed Biennially shall be assessed and given a merit rating in order to determine a salary adjustment, only in respect of their performance in calendar year 2019, by the University in 2021.
6. Members Reviewed Biennially shall be assessed and given merit ratings expressed as a separate score for each year in the review period in order to determine a salary adjustment in respect of their performance in calendar years 2020 and 2021 by the University in 2022; these scores will be applied in accordance with Articles 42.2.2.6 and 42.5.3.4.
7. Notwithstanding the COVID-19 Emergency temporary changes for Members set out in this MOA, relating to processes of reporting,


performance assessment and merit, the Parties confirm that the process described in Article 41.7.3 of the Collective Agreement whereby

will proceed in respect of calendar year 2020.

- 8. This Memorandum of Agreement, after execution by the Parties, will become Schedule E to the COVID-19 Emergency LOU.

Signed this 6 ~~December~~ day of 2020, 2020.

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For the UNIVERSITY

For QUFA