

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CANADIAN MILITARY COLLEGES FACULTY ASSOCIATION (CMCFA)
AND
THE TREASURY BOARD SECRETARIAT OF CANADA (TBS)
WITH RESPECT TO
SABBATICAL LEAVE – COVID-19**

1. General Provisions

This Memorandum of Agreement (MOA) is made without prejudice and without precedent to the interpretation or application of the Collective Agreement between the Treasury Board (the Employer) and the Canadian Military Colleges Faculty Association (CMCFA) for the University Teaching (UT) Group having an expiry date of June 30, 2022 (the CA), or any other agreements between the Parties, or to any similar dispute between the Parties.

2. Temporary changes to the administration of sabbatical leave

The parties have consulted with respect to Article 18, which governs sabbatical leave for employees covered by the UT Collective Agreement.

Given the uncertainty that exists due to the COVID-19 pandemic, the parties agree to the following temporary measures:

Notwithstanding the normal application of CA 18.04 (b) and (c) as well as CA 18.14 (c), UTs who become eligible for either a six (6) month sabbatical leave period or a twelve (12) month sabbatical leave period on July 1, 2021 or January 1, 2022 may choose to postpone their sabbatical leave given the disruptions in travel and research opportunities associated with the COVID-19 pandemic.

- A. Those who choose to postpone their sabbatical leave periods understand that, after July 1, 2022 the normal operation of Article 18.14 will apply. If the number of sabbatical leave applications in a particular department, discipline or programme flowing from this MOA (or the previous MOA signed on June 11, 2020 regarding the 2020-2021 academic year) makes the application of Article 18.14 necessary, the Employer commits to continuing to support sabbatical applications in a manner that is reasonable and fair.
- B. Any postponement in sabbatical leaves approved for UTs in the 2021-2022 academic year related to the COVID-19 pandemic will be deemed to have been deferred and such deferral shall be counted as service to be credited towards an application for a subsequent sabbatical leave as per CA 18.14(a).

3. Procedures for implementation and review

- A. This agreement is effective for the duration of the 2021-2022 academic year, ending on June 30, 2022.

- B. Those UTs wishing to avail themselves of this MOA shall do so by advising the RMC Principal as soon as possible but no later than June 15, 2021 for a sabbatical leave beginning on July 1, 2021 and October 1, 2021 for a sabbatical leave beginning on January 1, 2022.
- C. The parties agree that this MOA may be extended by mutual consent depending on the duration of the pandemic and that either party may seek to renegotiate or may cancel this MOA with 30 days' written notice to the other party.

4. Signed on this day in Kingston, Ontario

Signed electronically by Allison Shatford, Negotiator on June 1, 2021

Allison Shatford

FOR THE EMPLOYER

Signed electronically by Dr. Harry J. Kowal, PhD RMC Principal on June 1, 2021

Harry Kowal

FOR THE EMPLOYER

Signed electronically by Barbara J. Falk, PhD Chair, Bargaining Committee, for the CMCFA on June 1, 2021

B. Falk

FOR THE UNION