

Appendix G

LETTER OF UNDERSTANDING

Re: Gender-Based Salary Differentials

BETWEEN:

**THE UNIVERSITY OF MANITOBA
(Hereinafter referred to as “the University”)**

-and-

**THE UNIVERSITY OF MANITOBA FACULTY ASSOCIATION
(Hereinafter referred to as “UMFA”)**

The University and UMFA agree as follows:

1. Within thirty (30) days of the Collective Agreement being ratified, each party will nominate three (3) representatives to a Joint Committee to investigate gender-based salary differentials. One representative from each party will serve as a Joint Chairperson.
2. The Joint Chairpersons will schedule and hold a first meeting of the committee within sixty (60) days of the Collective Agreement being ratified.
3. The Committee will establish:
 - (a) the methods, using analytical techniques, by which it will study whether gender-based salary differentials exist and the scope/extent of any identified problems, and
 - (b) the process by which it will decide on matters related to the work of the Committee. In completing its work, the committee should consider recent Canadian university studies of a similar nature, relevant academic literature, and existing work already done at the University.
4. The Committee shall present a final report in writing to the President of the University and the President of the Association no later than twelve (12) months from the date of this Agreement taking effect. The final report shall include, but not be limited to, a description of the methods used and the conclusions and recommendations of the Committee.
5. The Committee may apply for an extension of time to present its final report by making an application in writing to the President of the University and the President of the Association no later than eleven (11) months from the date of this Agreement taking effect. An extension of time shall only be granted upon mutual consent of the President of the University and the President of the Association.

- 6. This letter of understanding shall be attached to and form part of the Collective Agreement and shall remain in force for the duration of the Collective Agreement and the period in which s. 10(4) of the Labour Relations Act applies.
- 7. The terms of this letter of understanding are a term and condition of employment.

DATED at the City of Winnipeg
in the Province of Manitoba

University of Manitoba

this ____ day of _____ 2017

University of Manitoba Faculty Association