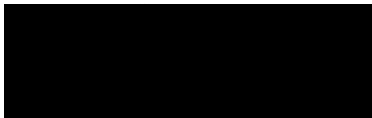


**Memorandum of Understanding**  
**between**  
**Memorial University of Newfoundland**  
**and**  
**Memorial University of Newfoundland Faculty Association**  
**“Without Prejudice”**

Whereas the Parties recognize the need to adapt to temporary local, provincial, and national requirements, the declaration that COVID-19 is a public health emergency under the Public Health Protection and Promotion Act and guidelines relating to the COVID-19 global pandemic (“the Pandemic Response Measures”);

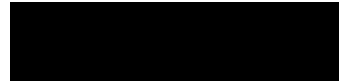
The Parties therefore agree that during the 2020/2021 Academic Year for Faculty and Librarian candidates for extension of a tenure-track appointment, promotion or tenure, all Promotion and Tenure deadlines in the Collective Agreement (April 30, 2019 - August 31, 2020), except Clause 11.11, shall be extended by twenty (20) days.



W. Schipper (for)  
Memorial University of Newfoundland  
Faculty Association

September 9, 2020

\_\_\_\_\_  
DATE



G. Williams (for)  
Memorial University of Newfoundland

September 8, 2020

\_\_\_\_\_  
DATE