

Without Prejudice unless and until executed by both Parties

In the Matter of the *Labour Relations Code*, RSBC 1996, c. 244

-and-

In the Matter of an Arbitration

Between:

Simon Fraser University

("SFU")

And:


Simon Fraser University Faculty Association

("SFUFA")

Re: 

Settlement Agreement

This Settlement Agreement has a reference date of June 2, 2023 ("Reference Date")

In full and final settlement of the grievance filed by SFUFA on behalf of  on January 17, 2022 SFU and SFUFA agree as follows.

On a With Prejudice Basis

Subject to the terms of the Collective Agreement, Members of SFUFA who create Intellectual Property have full ownership of the products of their intellectual endeavours.

Members of an admissions committee should be informed of all applications for admission. Once informed, such members have:

- a. an opportunity to identify and disclose any conflicts of interest;
- b. an opportunity to seek guidance upon discovery of a conflict of interest;
- c. an opportunity to assess with the assistance of the Committee Chair whether recusal is warranted, or whether the conflict of interest can be managed; and if it can be managed,

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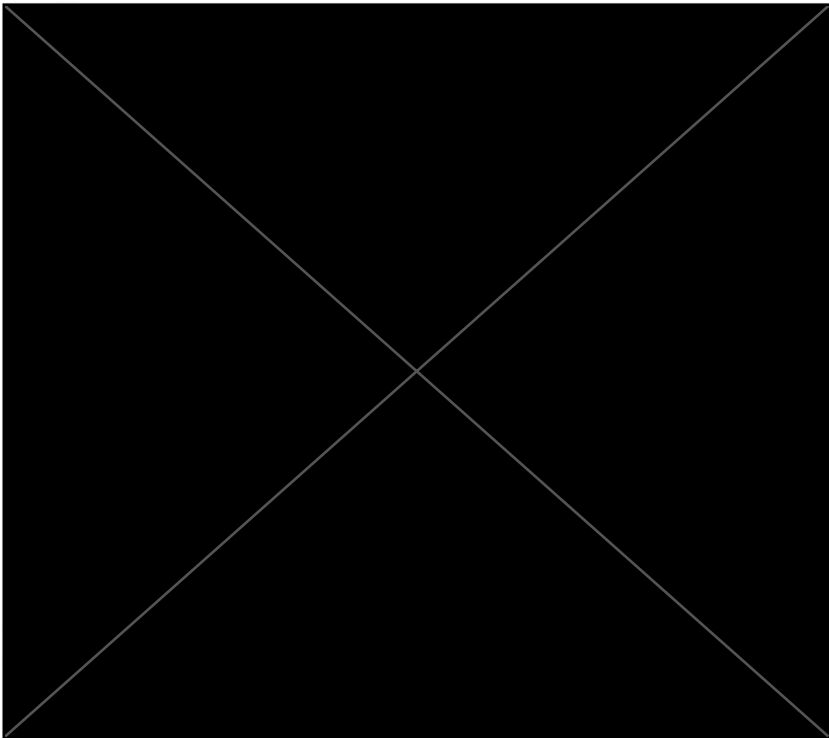
- d. an opportunity to develop with the assistance of the Committee Chair, a proposed management plan for the conflict of interest, and for monitoring the implementation of the plan once approved.

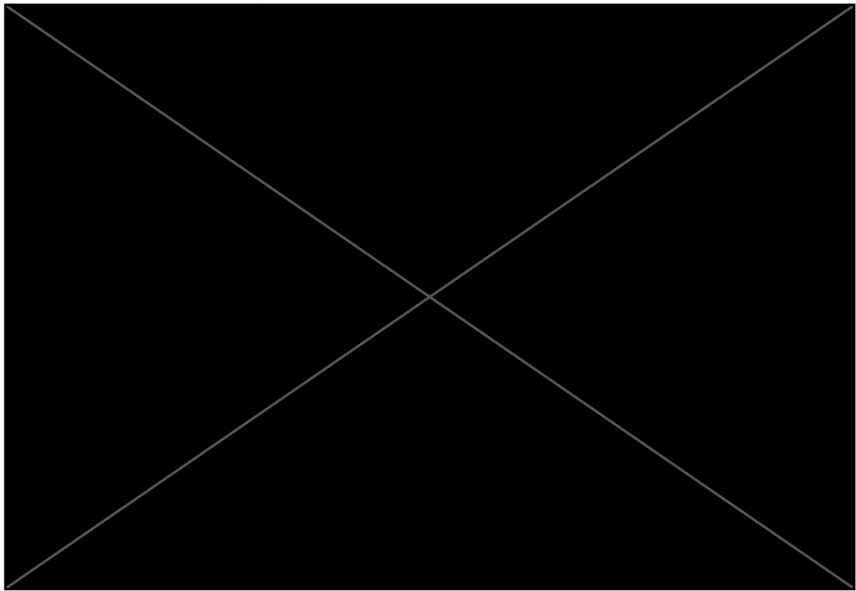
This process is followed by assessment by the Responsible Authority.

The existence of a conflict of interest does not require that information relevant to an admissions committee's deliberations should be withheld from it. An admissions committee should determine for itself the relevance of information that is put before it.



On a Without Prejudice Basis



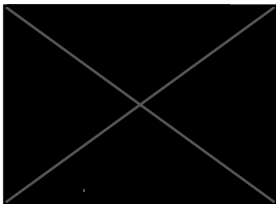


For SFU:

A handwritten signature in cursive script that reads "W. Parkhouse".

Wade Parkhouse, Provost and Vice-President, Academic pro tem

For SFUFA and on behalf of SFUFA's representatives and Members, named above:



A handwritten signature in cursive script that reads "Brian Green".

Brian Green for SFUFA