

**MEMORANDUM OF AGREEMENT NO. 4  
JOINT COMMITTEES**

The Employer and the Association agree to the establishment of joint committees with equal representation from both parties to carry out the following tasks:

1. Spousal Hiring. The parties share an interest in and commitment to spousal hiring to support the recruitment and retention of faculty and agree to establish a joint committee to review spousal hiring practices and develop principles that will guide decisions related to the hiring of a spouse. The joint committee shall report to the parties within one year of the signing of the Collective Agreement.
2. Intellectual Property. The parties agree to establish a joint committee to review the intellectual property provisions and make recommendations to the Collective Negotiating Committee with respect to the inclusion of any necessary language into the Collective Agreement.
3. Child and Elder Care. The parties agree that they shall immediately begin researching the feasibility of entering into a corporate membership with potential service providers as soon as possible.

The Employer agrees to provide administrative support resources to these joint committees.

The parties have executed the Agreement this 30<sup>th</sup> day of July, 2014.

Jim Cheesman  
Signing for the Association

Cheryl Carver  
Signing for the Employer

Eric Neufeld  
Signing for the Association

Laura Sommervill  
Signing for the Employer

Dated July 30, 2014