

## Memorandum of Understanding

Between

Renison University College (RUC)

and

Renison Association of Academic Staff (RAAS)

This Memorandum of Understanding (MOU) sets out the terms and understandings between RUC and RAAS for implementation of Article 25 – Pregnancy, Parental, and Adoption Leaves.

### Purpose:

This MOU outlines the agreement made between both parties regarding Article 25 of the Collective Agreement (2020-2023).

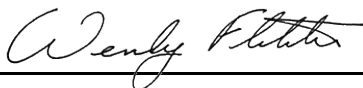
The intention of RUC and RAAS was to align Article 25 -- Pregnancy, Parental, and Adoption Leaves -- with the University of Waterloo's (UW) Policy 14 -- Pregnancy and Parental Leaves (including Adoption), and the Return to Work -- as defined at the time negotiating and ratifying the Collective Agreement. When the Collective Agreement was negotiated, UW's policy was fully documented in the Agreement, however, without explicit referencing UW's policy. In April 2021, UW revised its Policy 14. This MOU is to align Article 25 with UW's Policy 14.

Therefore, to align the Collective Agreement with UW's Policy 14, the revised text should read as follows:

**Article 25:** Members are entitled to Pregnancy, Parental and Adoption Leave in accordance with the University of Waterloo's [Policy 14 -- Pregnancy and Parental Leaves \(including Adoption\), and the Return to Work](#), as may be amended from time to time.

### Duration:

This MOU is at-will and may be modified by mutual consent of authorized officials from RUC and RAAS. This MOU shall become effective upon signature by the authorized officials from RUC and RAAS and will remain in effect until modified or terminated by any one of the partners by mutual consent. In the absence of mutual agreement by the authorized officials from RUC and RAAS this MOU shall end on April 30, 2023.



Dr. Wendy L. Fletcher  
President & Vice-Chancellor  
Renison University College

March 3, 2022

Date

*Kristina Llewellyn*

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March 3, 2022

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Dr. Kristina Llewellyn  
President  
Renison Association of Academic Staff

Date