Memorandum of Understanding
between
University of Waterloo
and
Faculty Association of the University of Waterloo (FAUW)

In recognition of the extraordinary circumstances associated with the return to in-person course delivery during the current phase of COVID-19, this Memorandum of Understanding (MOU) sets out the terms between the University of Waterloo and FAUW for a compassionate review of a Member’s accommodations request to in-person teaching assignments for the remainder of the Winter 2022 term. It is understood that normal processes for accommodations requests will return following the Winter 2022 term.

Purpose:
This MOU outlines the agreement made between both parties regarding Members’ requests for workplace accommodations that fall outside of the purview of the services offered by Occupational Health.

The University of Waterloo and FAUW agree to workplace accommodations for exceptional and extenuating circumstances regarding Family Members that may negatively impact a Member’s ability to teach an in-person course. The Member must initiate a written accommodation request to the Dean, who will triage requests in a fair, consistent, and expedient manner. The University of Waterloo reserves the right to request verifiable information supporting the request. The request and any provided documentation will be confidential. The University of Waterloo shall exercise empathy and compassion when considering accommodations requests on a case-by-case basis. Decisions will be made with consideration of student needs. Approved workplace accommodation(s) will be negotiated in coordination with the affected academic unit. Any consultations will be on a need-to-know basis and after consultation with the member.

Duration:
The MOU is at-will and may be modified by mutual consent of authorized officials from the University of Waterloo and FAUW. The MOU shall become effective upon signature by authorized officials from the University of Waterloo and FAUW and will remain in effect for the duration of the Winter 2022 term.

James W.E. Rush
Vice President Academic & Provost
University of Waterloo

Lori Curtis
FAUW President

February 14, 2022
Date

Feb 14, 2022
Date