

**MEMORANDUM OF AGREEMENT
BETWEEN
QUEEN'S UNIVERSITY
AND
QUEEN'S UNIVERSITY FACULTY ASSOCIATION**

Re: Statement Used In Advertisements for Sessional Adjuncts

The Parties agree that the statement used in advertisements for Sessional Adjuncts should read as follows:

"The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities and persons of any sexual orientation or gender identity. As part of their application, applicants are invited to self identify in confidence as a member of one or more of these groups. The sessional academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at <http://www.queensu.ca/qufa>."

DATED this _____ day of November, 2004 at Kingston.

John M. Dixon
Associate Vice-Principal (Academic)
Sessional Adjunct JCAA Co-Chair

Marvin Baer
QUFA
Sessional Adjunct JCAA Co-Chair