

VOLUNTARY RECOGNITION AGREEMENT

Whereas the University of Ontario Institute of Technology Faculty Association (hereinafter "the Association") was formed in July 2007 for the purpose of representing the academic employees of the University of Ontario Institute of Technology (hereinafter "the University");

And Whereas the Association has obtained signed membership cards from more than 50% of the core tenured and tenure track faculty members of the University indicating a desire of such members to have the Association act as their exclusive bargaining agent in all matters related to their employment with the University;

And Whereas the University and Association are committed to fostering a positive labour relations environment at the University and to avoiding unnecessary disputes and legal proceedings;

Therefore:

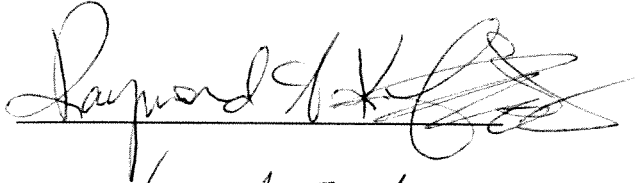
1. The University hereby voluntarily recognizes the Association as the exclusive bargaining agent, for all purposes under the *Ontario Labour Relations Act, 1995*, for the following bargaining unit:

All full-time core tenured and tenure-track faculty of the University of Ontario Institute of Technology at Oshawa, save and except Associate Deans and Associate Provosts, and those above the level of Associate Dean or Associate Provost, Emeritus Professors, Librarians, Visiting Appointments, Director Automotive Centre of Excellence and members of the Board of Governors.

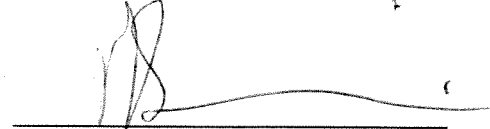
Clarity Note:

- Post-doctoral and Research Fellows are not UOIT faculty.
2. Upon this Agreement being executed, the parties agree to enter into negotiations in good faith to establish a first collective agreement and agree that this Agreement constitutes notice to bargain for the purposes of section 16 of the *Ontario Labour Relations Act, 1995*.
 3. It is recognized that nothing shall prevent the teaching of courses, pursuit of research, scholarly or creative activities by those excluded from the description of the bargaining unit.

Dated at Oshawa this 27 day of May, 2008



Gennifer Scott
For the Association



Ron Bendeira
For the University