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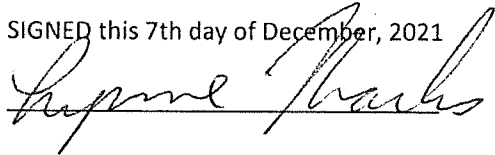
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2. This Letter of Understanding is in effect to June 30 the Parties, and is made without prejudice to the pos negotiations.

SIGNED this 7th day of December, 2021



Lynne Marks, President  
Faculty Association  
University of Victoria



Pamela Actin  
Faculty Association