

**SIDE LETTER
WAIVERS**

1. When APM-011 (in relation to APM-010 (Academic Freedom) and APM-015 (The Faculty Code of Conduct)) is issued by the University, it will apply to Professional Librarians. Complaints alleging violation(s) of APM-011 shall be reviewed in accordance with the procedures established in APM-011.

2. Between the time of ratification of this Agreement and the issuance of APM-011, if a Professional Librarian believes that a violation of APM-011 occurred which adversely affected the Professional Librarian's then-existing terms or conditions of appointment, the Professional Librarian shall have thirty (30) calendar days following the issuance of APM-011 to file a grievance pursuant to the terms of APM-011. The filing of the grievance under APM-011 shall be in accordance with the procedures established in APM-011.

3. When the revised Copyright Ownership policy is issued by the University, the Copyright Ownership policy will apply to Professional Librarians.

FOR THE UNIVERSITY

FOR THE UNION

Date: