



IV.4 Letter of Offer for Visiting Academics – Salaried Appointment.

27/06/2022

Galnya Bondarenko
Proseticka 261/16,
Teplice, Czech Republic
415 01

Dear Dr. Bondarenko,

This letter confirms an offer of employment as follows:

Title:	<i>Visiting Scholar</i>
Compensation group:	Visiting Academics
Department:	German and Slavic Studies
Faculty/School:	Faculty of Arts
Location:	Fort Garry Campus
Appointment Start Date:	September 1, 2022 or as soon thereafter as is practicable. Please note that your employment start date and subsequent payment cannot be administered until the start date stipulated in your validate Work Permit.
Appointment End Date:	August 31, 2023
Salary:	\$40,000 per annum paid in semi-monthly installments of \$1,666.67

Your appointment at the University will be governed by the by-laws, rules, regulations, policies, procedures and practices of the University of Manitoba in effect from time to time, including those relating to research. Information regarding the preceding is available in 328 Fletcher Argue Building (Department of German and Slavic Studies General Office).

Your initial duties, which may be altered from time to time, will include pursuing your own research program and accepting opportunities to present your research to members of our scholarly community. Further interaction and cooperation with the wider University community including colleagues and students, as well as participation in university events is encouraged.

It is understood that following your appointment with the University of Manitoba, it is your intention to return to your position with the Volodymyr Dahl East Ukrainian National University.

The University of Manitoba must comply with tax regulations under Canadian law. Deduction of income tax from earnings in Canada can be for federal and provincial schemes. It is the responsibility of Visiting Academics to understand how their earnings in Canada will be taxed in Canada and/or in their country of residence. Each financial situation is unique and may require the advice of a qualified financial advisor.

You are eligible for the Staff Benefits Plans at the University of Manitoba. The description of group insurance benefits is available at:
<https://umanitoba.ca/careers/benefits-policies-and-procedures>.

Coverage for your mandatory benefits (basic life insurance, accidental death and dismemberment, dental and long term disability) begins on date of hire. However, any optional coverage commences once you make application and are approved by the insurance carrier. With respect to optional coverage, certain amounts are available without medical evidence if your application is made within 31 days of your date of hire. Also, your dependents will not be covered until enrolment forms are completed and returned to the Staff Benefits Office.

Please contact the Staff Benefits Office at 204-474-7428 or benefits@umanitoba.ca, as soon as possible to ensure you receive your enrolment package or to obtain further information regarding your coverage.

Please note that we cannot process your appointment, including your payroll information, until we receive the signed copy of this letter.

The terms and conditions stated in this letter constitute the only obligations to be undertaken by the University in respect of this appointment.

Active Offer

The University of Manitoba is strongly committed to **accessibility** within its community. Please refer to the Accessibility Hub on our website. If you require accommodation support, please contact Employee Wellness at UM.Accommodation@umanitoba.ca or 204-474-7195.

Immigration Requirements

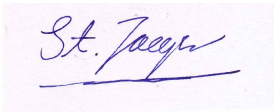
Your employment by the University is subject to the acceptance of your entry into Canada. Your entry into Canada for purposes of employment requires a Work Permit from Immigration, Refugees and Citizenship Canada (IRCC) visit <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/contact-ircc/offices/international-visa-offices.html> to obtain a Work Permit and if required, a Temporary Resident Visa (TRV). Additional information may be obtained through [IRCC's website](#).

Accessibility Training (Customer Service and Employment)

All University of Manitoba employees must complete Accessible Customer Service and Employment Standards Training in accordance with the Accessibility for Manitobans Act. These two courses are available online via self-registration on the UM Learn site www.umlearn.ca and can be accessed after claiming your UMnetID.

The University and my colleagues hope you will accept our offer.

Yours truly,



Dr. Stephan Jaeger
Department Head, German & Slavic Studies


Dr. Jeffery Taylor
Dean, Faculty of Arts

cc: Provost and Vice-President (Academic)

I accept this offer of appointment dated June 27, 2022 on the terms and conditions specified in this letter. I understand that the terms and conditions of my employment as stated in this letter are the only obligations of the University of Manitoba to me with respect to this appointment.



28/06/2022

Signature

Date