

January 18, 2021

Brendon Phillips
53 PineMeadow Cres
Waterloo ON N2T 1A6

Dear Dr. Phillips,

I am pleased to offer you a Post-Doctoral Fellowship under the supervision of Professor Seyed Moghadas in the Department of Mathematics and Statistics. You will report directly to Prof Seyed Moghadas. As a holder of the Fellowship, you will have the employment category of Post-Doctoral Visitor.

Post-Doctoral Visitors are included in the York University Faculty Association (YUFA). An electronic copy of the YUFA Collective Agreement is accessible through the following website: <http://fr.info.yorku.ca/>

The details of this offer are as follows:

Term of Appointment

Your fellowship will commence on May 1, 2021 and end on April 30, 2022.

Compensation

Salary

This award provides you with a salary equivalent to \$42,600 per annum, pro-rated for the period of the fellowship. Under Canada Revenue regulations, your earnings will be subject to standard tax and other statutory deductions. Your salary will be deposited to a bank account designated by you on or about the 25th of each month in accordance with the University's regular monthly pay schedule.

Extended Healthcare Benefits

During your time as a post-doctoral visitor you will be provided with extended health care benefits. This will be provided to you in the form of a Health Care Spending Account from which you will be reimbursed for eligible expenditures on health, dental, vision and other medical expenses that qualify for the medical expense tax credit as defined by the Income Tax Act (Canada) and its Regulations. The annual spending limit under the Health Care Spending Account is \$1,200, accessible at a rate of \$100 per month and prorated for the length of the contract. \$100 increments are accessible on the 1st of the month, on a cumulative basis. Additional details regarding the Healthcare Spending Account, including how to register for access, are available at: <http://gradstudies.yorku.ca/postdoctoral-fellows/postdoctoral-visitors-faqs/>

Leaves and Vacation

Postdoctoral Visitors are eligible for leave and vacation. For detailed information on Pregnancy/Primary Caregiver Leave, Parental Leave, Bereavement Leave, Medical Leave, Family Medical Leave, Other Leaves and Vacation, please see Article 33.2 (iii)-(iv) in the YUFA collective agreement: <http://fr.info.yorku.ca/>

You will be entitled to vacation with pay for 15 business days per year, pro-rated for the period of the fellowship. Vacation credits are intended to be used in the contract year granted and unused vacation credits will not be carried forward from one contract year to a subsequent year. If a Holiday under Article 18.02 falls during your vacation, you will not be required to use a vacation credit for that Holiday. Vacation requests must be



approved in advance by your supervisor. Requests should be submitted with as much advance notice as possible to allow for effective planning of work activities.

Position and Responsibilities

Your responsibilities are specified as follows. While you are based at York University, and supervised by Professor Seyed Moghadas, you will be working on the projects of modelling emerging infectious disease dynamics, and evaluation of intervention strategies. Your primary responsibilities in relation to the project will be: Modelling and simulations of disease transmission dynamics, and evaluating the effectiveness interventions including vaccination with behavioural and social responses. Your responsibilities will not include teaching during the terms of this offer. You will need to follow timelines provided by your supervisor for your presence at the ABM-Lab for research activities.

These responsibilities may vary during the course of this appointment due to the nature of the project and definition of its goals. Any specified timelines for assigned activities will be expected to be met. Please note that no use of any York privileges, facilities or research infrastructure is permitted for any purpose other than that outlined here.

Intellectual Property

Each Party shall retain all rights, title and interest in and to its intellectual property, including but not limited to the any material developed prior to the start date of PDV employment ("Pre-Existing Intellectual Property").

All knowledge, information, data, know-how, techniques, information technologies, infrastructures, inventions, improvements and/or discoveries which are conceived or developed by and/or reduced to practice ("Invented") during your employment as a Post-Doctoral Visitor, whether or not patentable, copyrightable or subject to trademark protection and in whatever form ("Inventions") shall be owned:

c) if Invented together by you and the faculty member and/or York University, jointly ("Joint IP"), with actual percentage of ownership to be negotiated in good faith between you and the faculty member and/or York University.

At all times, each Party will retain the right to use the Inventions for internal academic, research and educational purposes and shall retain the right to allow the use of the Inventions by other non-commercial organizations for their internal academic, research and educational purposes, and by third world countries, provided such transfer in no way derogates from the patentability of this Invention. Each Party reserves the right to use its own Pre-Existing Intellectual Property for any purpose whatsoever, including commercial purposes, and nothing in this Agreement shall be interpreted as otherwise restricting those rights

Neither Party shall take action to commercially develop Joint IP without the written consent of the other Party. Commercialization includes, but is not limited to, IP option agreement(s), IP license agreement(s), IP assignment agreement(s), and shareholders agreement(s) for a new company to commercialize Joint IP.

You are encouraged to seek independent advice on intellectual property rights before agreeing to these terms.

Parking

You will need to pay for your own parking if you choose to drive to campus. The application procedure, form and maps are provided in the parking brochure available at the parking office and on the York University website.

Policies and Procedures

While you are employed as a Post-Doctoral Visitor you are required to abide by the University policies and procedures available on the York University website.

Termination of the Award

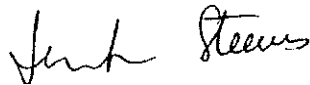
The post-doctoral fellowship and your employment as a Post-Doctoral Visitor may be terminated for cause, subject to the applicable provisions of the YUFA Collective Agreement.

York University is committed to working towards a barrier-free workplace and to expanding the accessibility of the workplace to persons with disabilities. Should you require accommodations for your new role, please notify me.

Please sign both copies of this letter below to indicate your acceptance and agreement and return one original signed copy to me.

I greatly look forward to your joining Faculty of Science and very much hope that your fellowship will be productive and enjoyable.

Sincerely,



Jennifer Steeves, Ph.D
Associate Dean, Research & Graduate Education

ACCEPTED AND AGREED:

Brendon Phillips

19 Jan. 2020

Date

Encl. Application for Direct Deposit form

Cc:

K McIntyre, kimmcint@yorku.ca

Faculty Relations: bisr590@yorku.ca

YUFA: yufa@yorku.ca

C McPherson, mcpherc@yorku.ca for international postdocs

Seyed Moghadas: moghadas@yorku.ca