



Philosophy
UNIVERSITY OF TORONTO

PERSONAL & CONFIDENTIAL

March 26, 2018

Stefan Lukits
20 - 22nd Avenue East
Vancouver, British Columbia
V5V 1T4
Canada

Dear Dr. Lukits:

We are very pleased you have decided to further your academic career development by becoming a Postdoctoral Fellow at the University of Toronto. Your fellowship will involve providing services to the University that are compatible with the University's own research and other academic needs, and participating in training and educational opportunities as part of those services. Accordingly, we are offering you a limited term engagement in the Department of Philosophy at the Faculty of Arts and Science.

The first day of your engagement will be September 1, 2017 and your engagement will end on August 31, 2019, unless a new written contract to extend your engagement beyond that end date is offered and accepted in writing. This is not an employment arrangement and you do not view yourself as an employee of the University. This letter constitutes notice to you of the last day of your engagement on the end date as noted above.

This offer is also conditional upon the requirements for your doctoral degree having been completed prior to the start date of your Postdoctoral Fellowship.

In the event that this requirement is not met by September 1, 2017, then this offer of engagement will be withdrawn on that date and this letter will be treated as void and of no effect.

During the term of your engagement you will be expected to participate in the research projects of Prof. Franz Huber as well as discuss your research with interested faculty and graduate students. You will be paid a stipend of \$3,375.00 per month, equivalent to an annual stipend of \$40,500.00. Your stipend has been provided by SSHRC. As a Postdoctoral Fellow providing services as an independent academic trainee, rather than an employee, you will be responsible for your own tax obligations. You may want to obtain advice from an accounting professional regarding your status as a trainee. Your stipend will not be subject to withholding by the University for income tax, Canada Pension Plan, Employment Insurance or other similar payments.

Your postdoctoral fellowship may include the performance of some teaching duties. These teaching duties are covered by a Collective Agreement between the University and the Canadian Union of Public Employees Unit 1. You will receive a separate letter of offer for any specific course that you will be teaching.

You will be provided with opportunities to further your professional development in addition to the training and mentoring that is part of the Postdoctoral research experience itself. Full details of your access to workshops and seminars are available on the Postdoctoral Office website at <http://www.sgs.utoronto.ca/postdoctoralfellows/Pages/Career-and-Personal-Development.aspx>

FACULTY OF ARTS & SCIENCE

Jackman Humanities Building, 170 St. George Street, Room 400, Toronto, Ontario M5R 2M8 Canada
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Upon the completion of your engagement, you may request a Parchment from the Postdoctoral Office that will reflect the dates of your engagement and include the signatures of your supervisor and the Dean, School of Graduate Studies.

As a Postdoctoral Fellow, you are required to be enrolled in the Ontario Health Insurance Plan (OHIP); if you are new to Canada, you are required to enroll after you have been in Ontario for 3 months. Details on OHIP can be found at <http://www.health.gov.on.ca/en/public/programs/ohip/>. During the three months that you are not eligible for OHIP, you must enroll in an alternative plan, the University Health Insurance Plan (UHIP). Details of this plan can be found at <http://uhip.ca/>. It is important to note that family members who accompany you may not be eligible for OHIP and you may wish to purchase medical insurance for their entire stay in Ontario. You should also note that your dependents may be limited, or even declined, for coverage if they are not enrolled within 30 days of their arrival.

To supplement your OHIP/UHIP coverage, a non-employee benefit plan has been arranged. The benefit plan includes dental care and prescription drug purchases, as well as other health care services that are not covered under OHIP/UHIP. Full details of the plan, including the cost of the premiums, are available on the Postdoctoral Office website (<http://www.sgs.utoronto.ca/postdoctoralfellows/Pages/Current-Postdocs.aspx>). Enrolment in this plan is mandatory for those postdoctoral fellows who receive their stipend payment through the University of Toronto payroll and is arranged through the Postdoctoral Office at the School of Graduate Studies. The plan is unavailable for those postdoctoral fellows who receive their stipend directly from a source other than the University of Toronto. You must enrol in the plan by visiting the Postdoctoral Office at 63 St. George Street, Room 201, or by sending a request to sgs.postdoc@utoronto.ca along with a completed enrolment form (available on the website above) as soon as possible upon arrival in Toronto. Postdoctoral fellows also have the option to purchase this plan for their families (i.e. spouse/partner and children).

Your terms and conditions of engagement will be governed by the *Policies for Postdoctoral Fellows*, a copy of which is available online at <http://www.governingcouncil.utoronto.ca/policies/postdoc.htm>. The postdoctoral engagement may be terminated for cause in writing at any time without notice and without any further payment by the University beyond that (cause is defined as "a material failure to meet the standards essential to the postdoctoral fellow relationship"). In addition, both you and the University may terminate the engagement early by providing two months written notice. In the case of the University, it may choose in its discretion to provide you the equivalent of your stipend over a two month period, instead of giving you two months' notice.

Since you are not an employee, you will not be eligible for vacation or other employment-related leaves. However, with the agreement of your faculty supervisor, you are eligible to take 4 weeks off per year for personal reasons to use as you wish.

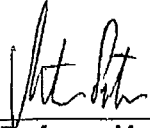
To indicate your acceptance of these arrangements, please sign a copy of this letter and return it to the Faculty Supervisor by August 31, 2017. Otherwise, this offer will be withdrawn on that date. If you have any questions regarding this offer of engagement, please do not hesitate to contact the department at 416-978-3315.

All requirements for your doctoral degree are to be completed prior to the start date of your Postdoctoral Engagement. Should there be any outstanding degree requirements on September 1, 2017, this engagement offer will be rescinded and will be of no effect. According to the information you provided, you have received your doctoral degree from UNIV OF BRITISH COLUMBIA in 2016.

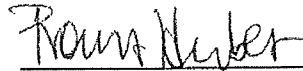
For further information about Postdoctoral Fellows at the University of Toronto, please visit the School of Graduate Studies website at <http://www.sgs.utoronto.ca/postdoctoralfellows/Pages/default.aspx>.

We look forward to having you with us.

Sincerely,



Professor Martin Pickave
Chair of Department



Prof. Franz Huber
Faculty Supervisor

I have read, understood and accept the offer of engagement as outlined above.



Signature



Date

cc: Professor David Cameron, Faculty of Arts and Science
PDF Office, SGS
LR Specialist