

MEMORANDUM OF UNDERSTANDING

Between

**THE BOARD OF GOVERNORS OF THE UNIVERSITY OF LETHBRIDGE
(the "Board")**

and

**THE UNIVERSITY OF LETHBRIDGE FACULTY ASSOCIATION
("ULFA")**

IN RESOLUTION OF ACADEMIC CAREER YEAR GRIEVANCES

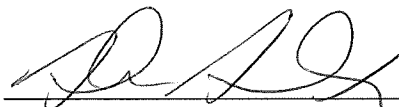
Following a meeting of February 21, 2018, the Board and ULFA ("the Parties") agree to the following in resolution of individual grievances claimed by ULFA on September 27, 2016 and a policy (group) grievance claimed by ULFA on September 13, 2016, regarding the implementation of academic career years:

1. This Memorandum of Understanding only applies to ULFA Members who hold tenurable faculty member or professional librarian appointments.
2. This Memorandum of Understanding affirms that the Board cannot unilaterally change the academic career years assigned in a Member's letter of appointment.
3. For Members who have no academic career years assigned in their letter of appointment, academic career years are to be counted from the date of their probationary appointment or appointment with tenure.
4. The letters issued to the five individual grievors on July 13, 2016 and July 11, 2016 will be rescinded. Within two weeks of the execution of this MOU, all five individual grievors will be sent a revised letter outlining their assigned academic career years, calculated in accordance with Clause (3) above.
5. Within two weeks of execution of this MOU, all other Members for whom clarification of their assigned academic career years is required consistent with Clause (3), will be sent a letter outlining their assigned academic career years calculated in accordance with Clause (3) above. A list of the names of all Members receiving such written confirmation will be provided to ULFA.

The parties agree that the elements contained in this Memorandum of Understanding constitute a full resolution of the grievances.



Board of Governors Representative
Dr. Chris Nicol



ULFA Representative
Ms. Andrea Amelinckx

22.2.2018.

Date

22-2-2018

Date