

Memorandum of Agreement

Between

Athabasca University Faculty Association (AUFA)

and

Athabasca University Governing Council (AUGC)

Amendments to the Terms and Conditions Agreement

The parties agree as follows:

1. Amend *Article 8.3* as follows (~~striketrough~~ = deletion; **bold** = new):

Before a grievance is claimed by either party to this Agreement, ~~every~~ **a reasonable** attempt will be made to settle the difference by informal discussion. **The Association may proceed to formal resolution of the grievance fifteen (15) working days after the first written communication (electronic or otherwise) with an AUGC representative if a settlement has not been reached by that time.**

2. Amend the first paragraph of Schedule D as follows (**bold** = new):

The following list is intended to contain substantially all of the positions which are subject to the position evaluation system as outlined in Schedule E. New and transferred positions will also be subject to such a system when they are designated as Professional (P) positions. **Between rounds of bargaining for renewal and amendment of the Terms and Conditions Agreement as referenced in Article 2.3, positions shall be added to Schedule D by joint agreement of the President of Athabasca University (or designate) and the President of the Athabasca University Faculty Association (or designate), subject to ratification by the parties according to the procedures in Article 2.3 and the internal procedures of the parties.**

3. Amend Article 6.3.3.a as follows (~~striketrough~~ = deletion; **bold** = new):

6.3.3 Not later than February 15:

- a. each party to the agreement shall select a negotiating team of not more than ~~three (3)~~ **four (4)** members and indicate their names to the other party;

4. Amend the first sentence of Article 16.7.3 – Parental Leave as follows (~~striketrough~~ = deletion; **bold** = new):

The Staff Member must provide the supervisor with at least ~~twenty (20)~~ **sixty (60)**

working days notice in writing of the date upon which he or she intends to commence parental leave.

5. Amend Article 9.5.6 as follows (**bold** = new):

Any and all information considered by the Appeal Committee must be seen and heard by the appellant and the Executive Officer whose recommendation is being appealed.

Written information must be received by the appellant and the Executive Officer no later than ten (10) working days prior to the Appeal Hearing.

6. Amend Article 9.5.7 as follows (~~striketrough~~ = deletion; **bold** = new):

*The Appeal Committee shall provide all parties to the appeal with not less than ~~10 (ten)~~ **20 (twenty)** working days written notice of the time and place of the Appeal Hearing.*

7. Add a *Letter of Agreement* to the Agreement as follows:

**Letter of Agreement—Review of Articles 3.2, 3.5.4, 3.6, 3.7, 3.8,
4.2, and 4.6.4**

Between

Athabasca University Faculty Association (“AUFA”)

and

Athabasca University Governing Council (“AUGC”)

The parties agree to establish a joint AUFA-AUGC committee consisting of three (3) members named by each party. The purpose of the committee will be to make recommendations regarding:

- 1) improving or clarifying collective agreement language for probation review committees referenced in articles 3.2 and 4.2,**
- 2) clarifying collective agreement language in articles 3.2 and 4.2 for constituting tenure review committees when an original member or members of a search committee are not available,**
- 3) promoting the principle of equity in the establishment of starting salaries for professional and academic staff referenced in articles 3.5.4 and 4.6.4,**
- 4) improving or clarifying collective agreement language for promotion review committees referenced in Article 3.6, possible amendments to the criteria in Article 3.7.3, and possible amendments to the guidelines in Article 3.8.**

The Committee may request the participation of additional staff from Human Resources or other Departments or Centres to act as resources.

The committee shall be constituted and shall meet for its first meeting no later than 30 September 2009.

The Committee shall report to both parties by no later than 31 August 2010. The parties shall subsequently bring the recommendations from this joint committee to the Terms and Conditions negotiations scheduled to begin in Fall 2010, unless the parties agree to negotiate these recommendations earlier.

Signed this 17th day of June 2009

For the Council

M. Haughey

For the Association

[Signature]

Signed this 17th day of June 2009

For the Council

M. Haughey

For the Association

[Signature]