

Without Prejudice

Memorandum of Understanding

Between

**The Governors of the University of Lethbridge
(the “Board”)**

and

**The University of Lethbridge Faculty Association
(“ULFA”)**

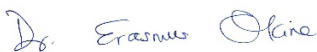
Extension of Maximum Probationary Period

Any capitalised terms or other terms used in this Memorandum of Understanding (MOU) with specific meaning prescribed in the Academic Staff Collective Agreement (ASCA) between the Board and ULFA (the Parties) have the same meaning in this MOU.

The Parties hereby rescind Clause 6, **Probationary Appointments**, in the MOU between the Parties dated April 29, 2020. All other terms and clauses in that MOU remain in full effect.

Clause 6, **Probationary Appointments**, of the April 29, 2020 MOU between the Parties is replaced with the following terms and conditions pertaining to probationary appointments, owing to the significant impacts as a result of the COVID-19 Pandemic (the “Pandemic”).

- (1) A Member currently holding a probationary appointment, or accepting a probationary appointment at the University during the Pandemic, may request an extension of their maximum probationary period by one year.
- (2) Extensions under Clause (1) above may be made to Members whose ability to execute their duties has been compromised by virtue of the Pandemic.
- (3) A Member requesting an extension of their maximum probationary period must submit their request for such an extension, with a rationale, to the Provost and Vice-President (Academic):
 - (a) by October 15, 2020 in the case of Members subject to review by an STP Committee in Spring, 2021 review cycle; and
 - (b) by September 15 in the year prior to the following Spring, in which their review by an STP Committee is to be held, up to September 15, 2026 after which date this MOU expires and is of no further effect.
- (4) A request made by a Member under Clause (1) above shall not be unreasonably denied.



Board Representative



Claudia Steinke, ULFA President

Date August 4, 2020

July 10, 2020