



Memorandum of Understanding

BETWEEN:

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

and

UNIVERSITY OF LETHBRIDGE FACULTY ASSOCIATION
("ULFA")

(Collectively referred to as the "Parties")

WHEREAS on June 9, 2023, ULFA filed a grievance that asserted it required additional information to understand the Board's interpretation and application of Schedule B.04 of the *2020-2024 Academic Staff Collective Agreement*, including the use of monies the Board collects under this Schedule;

AND WHEREAS the Board has supplied ULFA with information regarding its interpretation and application of Schedule B.04, including the use of monies collected under that Schedule;

NOW THEREFORE the Parties agree to the following to resolve the grievance as follows:

1. ULFA and the Board will direct their respective negotiating teams in the current round of collective bargaining to review Schedule B.04 and attempt to find mutually agreeable ways of clarifying its contents, including to accurately reflect the nature of the benefits provided, and what obligations exist for each Party in funding that plan.
2. The Board agrees to provide ULFA, on an annual basis, the actual claims costs for the renewal period based on data provided by the plan administrator (presently Alberta Blue Cross) including: an average headcount of ULFA Members enrolled in the plan; paid claims for at least health (including drug and extended health benefits), dental, and visions claims; plan expenses, including administrative and other costs; and the cost sharing calculation used to determine contribution rates, pursuant to Schedule B.04.2 of the *2020-2024 Academic Staff Collective Agreement* and any successor provision of future collective agreements between the Parties.



- 3. This grievance is hereby resolved upon the execution of this MOU.
- 4. The Parties each reserve the right to grieve the interpretation or misimplementation of this MOU via the grievance procedure contained in Article 9 of the Collective Agreement.

November 28, 2024

ULFA representative signature

Date

DocuSigned by:
Michelle Helstein
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12/6/2024

Board representative signature

Date