



MEMORANDUM OF UNDERSTANDING ("MOU")

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 December 14th, 2023, ULFA filed a grievance concerning the Board's practice titled "Increments for Part Time Members" (herein called 'the grievance' alleging that some elements of that practice violated the 2020-2024 Academic Staff Collective Agreement (ASCA) in the calculation of salary increments for Part Time Members (less than 1.0 Full Time Equivalent, FTE);

AND WHEREAS the Board denies that the practice violates the ASCA;

AND WHEREAS the Parties have taken all necessary steps in Article 9 – Grievance in the ASCA up to the point of Arbitration;

AND WHEREAS the Parties are currently in collective bargaining;

NOW THEREFORE the Parties agree to implement these changes to resolve the identified issue as follows:

- 1) All capitalised terms in this Memorandum of Understanding that are not defined in this Memorandum of Understanding shall have the meaning defined in ASCA.
- 2) The Parties agree to pause all timelines associated with the arbitration process set out in Article 9 of the ASCA while collective bargaining continues. The Parties will attempt to address the issues of the Grievance in the bargaining process during this time.
- 3) Within 20 Working Days of the ratification of the next Collective Agreement between the Parties, ULFA shall notify the Board in writing whether the Grievance is concluded or Arbitration shall commence at the same stage in the process as when this MOU was signed. The Arbitration timeline, as set out in Article 9 of the ASCA, shall recommence upon ULFA notifying the Board that Arbitration will proceed.



- 4) The Grievance will be resolved in its entirety if ULFA notifies the Board, pursuant to paragraph 3 herein, that the Grievance is concluded.

DATED AT Lethbridge, Alberta on the dates as set out below.

DocuSigned by:
Michelle Helstein
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Board of Governors Representative

Sep-26-2025

Date

[Signature]

University of Lethbridge Faculty Association
Representative

October 2, 2025

Date