



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 March 28, 2025, ULFA filed a grievance alleging that Article 32.05.3(b) of the 2020-2024 Academic Staff Collective Agreement (ASCA) was discriminatory;

AND WHEREAS the Board denies that the Article is discriminatory;

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

1. The Parties agree to a modification of Article 32.05.3(b) in the ASCA, upon the execution of this MOU. The following sentence shall be struck: "The total combined SUB Plan paid Maternity and Parental Leave may not exceed twenty (20) weeks; and the total combined Maternity and Parental Leave may not exceed fifty-six (56) weeks (Standard Parental Benefits) or eighty-five (85) weeks (Extended Parental Benefits)." The struck sentence shall be replaced with: "The total combined SUB Plan paid Maternity and Parental Leave may not exceed a combined total of forty (40) weeks, with a maximum of twenty (20) weeks eligibility per Member. The total combined Maternity and Parental Leave may not exceed fifty-six (56) weeks (Standard Parental Benefits) or eighty-five (85) weeks (Extended Parental Benefits)."
2. For clarity, each Member must meet the eligibility criteria in Article 32.03.4 in order to access the SUB Plan as articulated in paragraph 1 above.

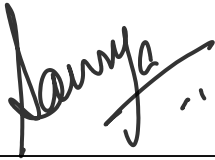
3. The grievance dated March 28, 2025 is resolved upon the execution of this MOU.
4. The Parties each reserve the right to grieve the interpretation or misimplementation of this MOU via the grievance procedure contained in Article 9 of the Collective Agreement, or any successor provision in future collective agreements between the Parties.

DocuSigned by:
Michelle Helstein
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Jan-22-2026

Board representative signature

Date



Jan-23-2026

ULFA representative signature

Date