

LETTER OF UNDERSTANDING

BETWEEN

THE SOUTHERN ALBERTA INSTITUTE OF TECHNOLOGY (SAIT)

AND

LOCAL 039 OF THE ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)

RE: LUMP SUM PAYMENT

To be eligible for consideration, employees must be employed as of May 28th, 2014 for the lump sum; there will be no retroactivity.

Eligible employees will be provided with a lump sum payment as outlined below, based on their status as of May 28th, 2014.

The lump sum is not pensionable and union dues are not deducted.

Employment Category	Payment Eligibility
Full time salaried (permanent and temp)	\$1400.00, less statutory deductions
Part time salaried (permanent and temp)	Prorated by the percentage of time assigned
Casual	Prorated based on the hours worked for the period between July 1, 2013 to June 30, 2014
Leaves	
LTD WCB LOA Maternity Leave Parental Leave	Salaried employees are eligible based on hours worked during the period from July 1, 2013 to June 30, 2014. .

Signed this _____ day of _____, 2014.

On behalf of the Board of Governors of the Southern Alberta Institute of Technology

Joe Lougheed, Chairman

On behalf of Local 039 of the Alberta Union of Provincial Employees

Guy Smith, President