

LETTER OF UNDERSTANDING
BETWEEN
THE SOUTHERN ALBERTA INSTITUTE OF TECHNOLOGY
AND
LOCAL 039 OF THE ALBERTA UNION OF PROVINCIAL EMPLOYEES

RE: Re-Employment of Retirees

The Parties agree that:

1. AUPE employees employed in permanent salaried positions, who choose to retire, may be offered term specific "Re-employed Retiree" positions as per SAIT Board Policy HR.5.1.4.
2. The Re-employment position will be designated as a Code 9 – Re-employed Retiree Salaried Position. The offer of employment will be signed by the employee and a Union Representative.
3. The terms and conditions of the Collective Agreement apply to Code 9 Employees with the exception of severance and that provision will be specified in the letter of offer.
4. The Re-employed Retiree's service shall be considered continuous for the purpose of pay and benefits exclusive of LAPP contributions.
5. The contract will be by mutual agreement of the parties. Upon the completion of the contract, the position will be posted to be filled as a Code 1 – Permanent Full-Time Salaried Position, unless the position is eliminated.

Signed this 28th day of January, 2013.

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



Bill Lingard, Chairman

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



Guy Smith, President