

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

Re: Jurisdictional Review Process

In accordance with the Public Service Employee Relations Act (PSERA) rules and guidelines published by the Alberta Labour Relations Board (ALRB), the parties agree to the following process of communications and consultation regarding all management and excluded positions prior to those positions being filled.

A. The Employer will provide to the Union, a list of the position classifications at January 1, 2008 that are deemed to be excluded from the Bargaining Unit. It is agreed that these positions will continue to be excluded from the bargaining unit and no further consultation with the Union is required.

B. The parties agree to the following:

1. For newly created positions:

The Union will be advised of Employer's intent to create a new position outside out of the bargaining unit. The new job description will be sent to the Union for review. If the Union does not agree with the classification as determined by the Employer, the parties will attempt to reach an agreement using PSERA rules and the ALRB guidelines. Should the parties not reach agreement, the Employer will move forward with its plan to recruit to the position, clearly identifying that the position is under review. The Union will be responsible for advancing the disagreement to the ALRB within thirty (30) days of the date of the disagreement. Should the Union fail to advance the new position to the ALRB within thirty (30) calendar days, the Union shall be deemed to have abandoned the classification and the position will be confirmed to be classified out of the bargaining unit.

2. For positions being reclassified out of the bargaining unit:

The Union will be advised of the Employer's interest in potentially reclassifying a current bargaining unit position out of the bargaining unit. The updated job description will be sent to the Union for review. If the Union does not agree with the classification as determined by the Employer, the parties will attempt to reach an agreement using PSERA rules and the ALRB guidelines. Should the parties not reach an agreement; the Employer will be responsible for advancing the disagreement to the ALRB within thirty (30) days of the date of the disagreement. Should the Employer fail to advance the reclassification to the ALRB within the thirty (30) calendar days, the Employer shall be deemed to have abandoned the reclassification and the position will remain within the bargaining unit.

Signed this _____ day of _____, 2008.

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

Mike Begin, Chairman

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

Doug Knight, President