

## LETTER OF UNDERSTANDING

between the

The Board of Governors  
Grande Prairie Regional College

And

The Grande Prairie Regional College  
Academic Staff Association

### RE: Academic Staff at NAIT (Northwest Campuses)

Effective July 1, 2009, the faculty members employed with the Northern Alberta Institute of Technology (NAIT) at the Northwest Campuses (Fairview and Grande Prairie Campuses) who are members of the NAIT Academic Staff Association, will become Employees of Grande Prairie Regional College (GPRC) and members of the Grande Prairie Regional College Academic Staff Association (ASA). A listing of the transferring academic staff is attached and forms part of this Letter of Understanding (Appendix 1).

1. "Employees" in this Letter of Understanding means those faculty members listed in Appendix 1, currently employed by NAIT and who, as of July 1, 2009, will be employed by GPRC.
2. Effective July 1, 2009, all Employees will be subject to all terms of the GPRC - GPRC Academic Staff Association collective agreement except as modified by this Letter of Understanding.
3. The service of affected Employees will be deemed to be continuous and uninterrupted for all purposes of the GPRC - GPRC Academic Staff Association collective agreement clauses for vacation, group benefits and severance. Continuous service is uninterrupted, unbroken service while employed with NAIT, including prior service with Fairview College.
4. Employees will maintain current employment status. Permanent Employees with NAIT will have tenured appointments with GPRC.
5. The Employees will not be required to serve a new probation period with GPRC. Any Employees who are on probationary status as of July 1, 2009 will serve the balance of their probationary period as defined by the terms and conditions in the NAIT – NAIT Academic Staff Association collective agreement.
6. Employees currently enrolled in the NAIT group benefit plans will not be required to serve any new qualifying period to participate in GPRC group benefit plans commencing July 1, 2009. Employees currently serving a qualifying period will serve the balance of that period as defined in the NAIT – NAIT Academic Staff Association collective agreement.
7. Effective July 1, 2009, the salary for affected employees will be maintained. Employees transferring to GPRC will not be eligible to receive the salary increase received by the GPRC ASA effective August 15, 2009. Effective August 15, 2010, Employees will be assigned a Level based on their academic credentials and pay step that is equal to their current salary. In no case will an Employee's salary be lower than his or her salary level at the time of transfer. With respect to pay periods salaries, are paid on a monthly basis.
8. The teaching load for Employees will be as per Appendix 2 which forms part of this Letter of Understanding.
9. Up to one year of earned annual vacation credits transferred over by NAIT (maximum 44 days) will be recognized by GPRC. Vacation credits not used by September 8, 2009 will be paid out by GPRC.

10. GPRC will determine if uniforms, coveralls, smocks or such other items should be provided for the protection of an Employee's personal clothing in carrying out their responsibilities. Protective clothing and safety equipment shall be supplied by GPRC as required by the Occupational Health & Safety Act and its Regulations.
11. GPRC will apply the NAIT – NAIT Academic Staff Association collective agreement governing Chair (Leader II) and Associate Chair (Leader I) roles, release times and stipends until June 30, 2010. Employees who have Chair and Associate Chair roles at the date of the transfer will continue to have that role for the 2009/2010 academic year.
12. Effective July 1, 2010, Employees who have the Chair role will receive the release time and stipend specified in the GPRC- GPRC ASA collective agreement. During the 2009/2010 academic year, GPRC will determine the need to create additional Chair roles.
13. All employees of GPRC, including affected employees from NAIT, embrace the mission, vision and values of GPRC (attached as Appendix 3).

Any issues arising from the implementation of this letter of understanding will be resolved with mutual agreement, maintaining the spirit of the GPRC - GPRC ASA collective agreement, and the mission, vision and values of GPRC

Grande Prairie Regional College  
Board of Governors

Grande Prairie Regional College  
Academic Staff Association

\_\_\_\_\_  
Chair

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President

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Witness

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Date