



## MEMORANDUM OF AGREEMENT

between the

**ACADEMIC STAFF ASSOCIATION**  
Grande Prairie Regional College

and the

**BOARD OF GOVERNORS**  
Grande Prairie Regional College

It is agreed, subject to ratification, that the following points constitute mutual agreement between the parties in the current collective agreement negotiations, effective August 15, 2010:

- 2.2.1** The parties agree to reopen the following clauses on the dates specified below:
- Article 8.7, 10.7 and 10.17 by November 15, 2010.
- 8.7** There will be no general increase to the salary grids. Previously negotiated increases and experience increments will continue as planned.
- 10.3.1.4 (new)** At the commencement of each academic year, tenured members shall be granted sick leave credits of 60 days for use during that academic year. Unused sick leave shall not be carried over to the next academic year.
- 10.3.1.4.1 (new)** A tenured member who is on leave when credits are granted, shall not have annual sick leave credits (60 days) available until such time as the member returns to work.
- 10.3.1.4** Becomes 10.3.1.5
- 10.3.1.5** Becomes 10.3.1.6
- 10.3.1.6** Becomes 10.3.1.7
- 10.3.1.7** Becomes 10.3.1.8
- 10.3.1.8** Becomes 10.3.1.9



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- 10.3.1.9** Becomes 10.3.1.10
- 10.3.1.10** Becomes 10.3.1.11. Change "re-appointe" to "reappointed".
- 10.7** Agreed to re-open by November 15, 2010.
- 10.9.6** The College shall bear the full cost of the insurance plan with the following exception:
- 10.9.6.1 (new)** Members shall bear the monthly cost of \$27.81 for family coverage and \$10.69 for single coverage, to cover additional extended health benefits effective August 15, 2010. Details of the additional benefits will be available in the Human Resources office.

Reddy Ganta, Chairperson  
Academic Staff Association  
Negotiating Team

Susan Bansgrove, Chairperson  
Board of Governors  
Negotiating Team

April 13, 2010  
Date

April 13, 2010  
Date



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<b>Benefit</b>	<b>Additional coverage effective August 15, 2010</b>
Acupuncture	\$500 per policy year per Participant
Chiropractor	\$500 per policy year per Participant
Physiotherapy	\$500 per policy year per Participant
Dental Implants	60% of the expense to a maximum of \$1,000 per policy year per Participant (falls under Extensive Dentistry)
Massage Therapy	\$500 per policy year per Participant
Naturopath/Osteopath	\$500 per policy year per Participant