

LETTER OF UNDERSTANDING
Between
THE GRANT MACEWAN UNIVERSITY FACULTY ASSOCIATION
And
THE BOARD OF GOVERNORS OF GRANT MACEWAN UNIVERSITY

Whereas the University and the Faculty Association previously entered into a Collective Agreement that is presently in force for the period July 1, 2017 to June 30, 2019 (the "Collective Agreement")

And Whereas the University and the Faculty Association agreed in the Collective Agreement to implement a new salary compensation structure effective July 1, 2017;

And Whereas the University and the Faculty Association agreed in the Collective Agreement to delay the effective date of the new salary compensation structure for some Sessional Members to July 1, 2018;

And Whereas the University and the Faculty Association have further reviewed and discussed the effect of the new salary compensation structure on Sessional Members, and wish to amend the Collective Agreement as follows;

Now Therefore, the parties agree that:

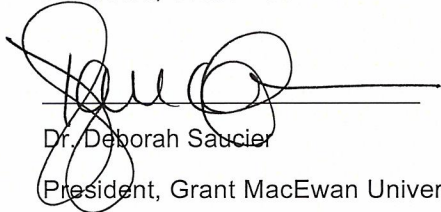
1. *Where a Sessional Member's salary, per Instructional Hour, on July 1, 2018 has been reduced or would be reduced because of the new salary compensation structure, the Sessional Member's salary, per Instructional Hour, will be restored to or maintained at the Winter 2017 amount for the duration of the current Collective Agreement. These Sessional Members shall be considered to have their salary, per Instructional Hour, "red-circled".*
2. *Eligibility for red-circling will be determined jointly by the Joint Committee for the Management of the Agreement (JCMA).*
3. *No lump sum payments will be made to Sessional Members per the Financial Settlement LOU signed August 2, 2017.*
4. *Nothing in this Letter of Understanding shall be construed to mean that any Sessional Member must receive the same number of contracts or courses as in any particular prior year. Rather, all hiring and staffing decisions remain in the discretion of the University, and this Letter of Understanding is only applicable to base salary levels under the Collective Agreement.*

Date: May 1, 2018



Mr. Chris Hancock

President, Grant MacEwan University Faculty Association



Dr. Deborah Saucier

President, Grant MacEwan University