

Memorandum of Agreement

December 11, 2025

The negotiating team for the University of Lethbridge Board of Governors has and will continue to navigate the collective bargaining process in good faith and has been flexible on many areas identified as key priorities for ULFA. To this end, the following constitutes Memorandum of Agreement as of December 11, 2025 at 9:00pm, E&OE.

This is a comprehensive package offer. If it is accepted, the Parties will work collaboratively on consequential amendments, where required. For example, in reviewing the use of the new definition of “Faculty Member”. If this package is not accepted, the Board reserves the right to revert to its previous offers.

All previously agreed to articles have changes indicated in **green** for additions and **green-strike-through** for deletions. Outstanding articles have proposed changes indicated in **blue** for additions previously proposed and **red-strike-through** for deletions.

Changes from the October 24, 2025 Memorandum of Agreement are marked in **blue highlight** for new additions, and **blue highlight strikethrough** for where a position has been withdrawn.

Term of Agreement: The Board is offering a 4-year term from July 1, 2024 – June 30, 2028 in accordance with the following:

Outstanding Articles

1. Changes to the following articles:
 - a. Article 2 – Definitions, enclosed.
 - b. Article 3 – Amendments and Modification of the Collective Agreement, as tabled by the Board on October 2, 2025.
 - c. Article 5 – Recognition, as tabled by ULFA on October 2, 2025.
 - i. With a clarifying letter.
 - d. Article 9 – Grievance and Interpretation, enclosed.
 - e. Article 11 – Rights and Responsibilities, enclosed
 - f. Article 13 – Criteria for Performance Evaluation, enclosed.
 - g. Article 19 – Supervision and Discipline, enclosed.
 - h. Article 21 – Assignment of Duties of Members, enclosed.
 - i. Article 23 – Evaluation Procedures, enclosed.
 - i. With a proposed MOU “On the Establishment of a Working Group to Develop a Guide Relating to the Evaluation of Indigenous Members in the STP and PAR Evaluations”.
 - ii. Once agreement has been reached on this Article, the Board proposes that the Parties review and adjust Schedule D as a collegial exercise.
 - j. Article 24 – Merit Awards, enclosed.
 - k. Article 25 – Personnel Committees, enclosed.

- l. Article 28 – Promotion of Members, enclosed.
- m. Article 33 – Gradual Retirement and Reduced Load Status, enclosed.
- n. Article 35 – Faculty Members, enclosed.
- o. Article 37 – Instructors and Academic Assistants, enclosed.
- p. Article 39 – Teaching-Stream Faculty Members, enclosed.
- q. Schedule A – Salary Schedules and Stipends, enclosed.
- r. Schedule B – Economic Benefits, enclosed.
 - i. With supplementary letter outlining proposed changes to benefit coverage.
- s. Schedule WW – Introduction of Teaching-Stream Faculty Member Positions, enclosed.
- t. Deletion of Schedules, as appropriate.

Article Agreed Upon

2. Changes to the following articles, as agreed to through negotiations.
 - a. Article 4 – Applications and Exclusions, as agreed to on October 2, 2024.
 - b. Article 6 – Communication and Information, as agreed to on October 17, 2024.
 - i. Please note the addition of a friendly amendment in Article 6.06.2 for consideration.
 - c. Article 10 – Appointment of Members, as agreed to on October 2, 2025.
 - d. Article 12 – Equity, Diversity, and Inclusion, as agreed to on September 4, 2025.
 - i. Please note the addition of a friendly amendment in Article 12.01.3(e) for consideration.
 - e. Article 16 – Holidays, as agreed to on April 2, 2025.
 - f. Article 18 – Intellectual Property, as agreed to on October 2, 2025.
 - g. Article 20 – Termination of Appointment, as agreed to on October 2, 2025.
 - h. Article 26 – STP Committee Procedures, as agreed to on October 17, 2024.
 - i. Article 32 – Leaves of Absence, as agreed to on October 2, 2025.
 - j. Article 36 – Professional Librarians, as agreed to on September 10, 2024.
 - k. Article 38 – Sessional Lecturers, as agreed to on October 2, 2025.
 - l. Schedule 0 – Written Notice During Pandemic, as agreed to delete on December 19, 2024.
 - m. Schedule S – SARCC-19P, as agreed to delete on August 10, 2024.
 - n. Schedule V – Consecutive Term Appointments, as agreed to delete on October 2, 2025.
 - o. Schedule W – Teaching Professoriate, as agreed to delete on August 13, 2024.
 - p. Schedule X – Joint Economic Benefits Committee, as agreed to delete on August 13, 2024.
 - q. Schedule Y – Reorganisation of the Collective Agreement, as agreed to delete on August 13, 2024.
3. All other Articles and Schedules, including Article 1 – Purpose and Objectives (with a letter), Article 8 – Delegation, Article 29 – Appeals of Recommendations by STP Committees and Appeal Committees, remain as written in the 2020-2024 Academic Staff Collective Agreement, with dates updated and other housekeeping changes consequentially.

4. While some effort was made to update cross-references within proposed articles, a full review to update cross-references within the entire collective agreement will need to be updated following agreement on the content, as a consequential amendment.
5. Recently agreed to MOUs will need to be reviewed for inclusion in the next Collective Agreement. The Board proposes that these MOUs be added, and have indicated with comments in the Memorandum of Agreement where they are relevant.
 - a. [Pro-rated Salary Increments](#), dated December 2, 2022.
 - b. [Instructor Merit](#), dated May 1, 2024.
 - c. [Performance Evaluations for Senior Administrators](#), dated September 26, 2025.