

LETTER OF UNDERSTANDING

between

THE BOARD OF GOVERNORS OF ALBERTA UNIVERSITY OF THE ARTS

and

THE ALBERTA UNIVERSITY OF THE ARTS FACULTY ASSOCIATION

RE: Part-Time Counsellors

The parties recognize the importance of ensuring consistent coverage of the counselling office and offering greater diversity in counselling styles, backgrounds, and areas of expertise to better serve the needs of the student community.

To that end the Parties agree to the following:

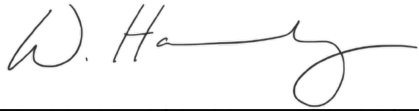
1. Reduce the number of hours of work per week averaged over the academic year for the Counsellor as outlined in Article 10.05 (a) of the Collective Agreement.
2. The University will appoint two (2) Part-Time Counsellors, whose combined assigned duties and workload total 1.0 full-time equivalent.
3. The Part-time Counsellors will be remunerated on Schedule A of the Collective Agreement and will receive a prorated annual salary based on the full time equivalent of their appointment.
4. The provisions of the Collective Agreement, including salary, benefits, workload, and other entitlements, shall be pro-rated based on the percentage of the full time equivalent appointment for each Counsellor.
5. Should the University be unable to recruit two (2) Part-Time Counsellors, the parties agree to revert to one (1) Full Time Counsellor.

This Letter of Understanding remains in force and with agreement up until otherwise agreed to by the parties.

Signed this 21 day of August, 2025.

FOR ALBERTA UNIVERSITY OF THE
ARTS:

FOR ALBERTA UNIVERSITY OF THE
FACULTY ASSOCIATION:

A handwritten signature in black ink, appearing to read "W. Hany". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Executive Director, People and Culture

A handwritten signature in black ink, appearing to read "Paul Robert". The signature is cursive and elegant, with a long horizontal stroke extending to the right.

President