

Letter of Understanding

This Agreement made this 27th day of August, 2007,

BETWEEN:

THE BOARD OF GOVERNORS OF THE ALBERTA COLLEGE OF ART AND DESIGN (the "Board")

-and-

THE ALBERTA COLLEGE OF ART AND DESIGN FACULTY ASSOCIATION (the "Association")

WHEREAS the Association is created pursuant to the *Post Secondary Learning Act* to be the exclusive bargaining agent for the faculty members of the Alberta College of Art and Design;

AND WHEREAS the Collective Agreement recognizes that, "the Board encourage and support the maintenance of scholarly competence, pedagogic effectiveness and a commitment to professional practice and College service responsibilities within the Faculty";

AND WHEREAS the Collective Agreement calls for the College to evaluate each faculty member's effectiveness in accordance with the faculty evaluation policy and procedure;

AND WHEREAS the faculty evaluation procedures (Procedure 400-18-01) indicates that, "all Faculty will be evaluated on ... service (involvement with service responsibilities to the College)";

AND WHEREAS at various times, the members of the Association participate in the Association activities;

AND WHEREAS grievances were filed in January 2007 (attached hereto as Exhibits "A" and "B");


AND WHEREAS the grievances were scheduled to proceed to arbitration;

NOW THEREFORE the parties have resolved the grievances pursuant to the terms contained herein:

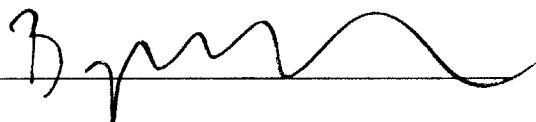
1. It is understood and agreed that the evaluation process when evaluating service will recognize and give credit for faculty members' participation in Faculty Association activities.
2. The grievances attached hereto as Exhibits "A" and "B" are withdrawn.
3. For those individuals covered by Exhibits "A" and "B", the College will complete their evaluations by providing consideration for service to the College community by including their Faculty Association activities in their evaluations.

IN WITNESS WHEREOF the parties have hereunto executed this agreement as of the day and year first above written.

THE BOARD OF GOVERNORS OF THE
ALBERTA COLLEGE OF ART AND
DESIGN

Per:  _____

THE ALBERTA COLLEGE OF ART AND
DESIGN FACULTY ASSOCIATION

Per:  _____