

Letter of Understanding
Between
Northern Alberta Institute of Technology “NAIT”
and
NAIT Academic Staff Association “NASA”

Re: Workload Thresholds for Post Diploma Certificate Programs

WHEREAS the Collective Agreement between the parties dated July 1, 2019 to June 30, 2024 remains in full force and effect;

AND WHEREAS Article 16 – Instructor Workload, identifies categories of instruction where workload is measured in scheduled instruction hours (i.e. SIH) thresholds;

Category of Instruction	2023-24
Apprenticeship	685
Diploma/Certificate	585
Applied Degree (BAIST)	515
Degree	449

AND WHEREAS Appendix A of the Collective Agreement lists NAIT educational programs for each category of instruction identified in Article 16; (see attached)

AND WHEREAS the Cyber Security and Data Analytics programs are listed in Appendix A of the Collective Agreement under the Diploma/Certificate category of instruction, thereby having a workload/ SIH threshold of 585, to be effective in the 2023/24 academic year;

AND WHEREAS the Data Analytics program commenced prior to the ratification of the collective agreement where categories of instruction and workload thresholds were negotiated, as per Article 16 – Instructor Workload;

AND WHEREAS the workload threshold of 449 SIHs for the 2022/23 academic year was adopted for instructors who teach in the Data Analytics program;

AND WHEREAS the Cyber Security program has been assigned a threshold of 606 (i.e. the 2022/23 Diploma/Certificate threshold), the threshold has not been applied to employees delivering the program due to the program being delivered by casual instructors who are not subject to workload thresholds;

NOTWITHSTANDING the Collective Agreement prescribes the workload threshold for the Cyber Security and Data Analytics programs to be 585 commencing in the 2023/24 academic year, the parties acknowledge the past practice of utilizing a workload threshold of 449 SIHs in the Data Analytics program for the 2021/2022 and 2022/23 academic years and;

NOW THEREFORE agree, on a without prejudice basis, the workload threshold for post diploma certificate programs, including Cyber Security and Data Analytics, for the 2023/24 academic year will be 449 SIHs and will continue until a new collective agreement is reached between the parties, after its expiry on June 30, 2024; at which point the threshold will revert to the level specified in the collective agreement or as negotiated between the parties.

On behalf of NAIT

Jodi Edmunds

Date

November 22, 2022

On behalf of NASA

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Date

November 22, 2022