

**Letter of Agreement  
between  
Northern Alberta Institute of Technology (NAIT)  
and  
NAIT Academic Staff Association (NASA)**

**Re: Article 9 – Consultation – organization and delivery elements of educational programming**

WHEREAS NAIT management and NASA agree that the organization and delivery elements of educational programs has been impacted by COVID-19, and any course and program decisions made for the 21/22 academic year are not assumed to carry forward to the 22/23 academic year. Program plans for the 21/22 academic year are still largely driven by NAIT's measured and safe response to COVID-19.

WHEREAS academic program areas have been involved in conversations about how to best offer courses during the 21/22 academic year, formal consultations have not been possible with all affected staff due to the ever-changing context of COVID-19. NAIT management is grateful to NASA and its members for their understanding of this challenging situation.

WHEREAS NAIT management and NASA acknowledge the importance of a thoughtful, thorough, and timely consultation process with affected staff and NASA pursuant to Article 9.

NOW THEREFORE, NAIT AND NASA AGREE:

- That the organization and delivery elements of educational programs beyond the 21/22 academic year must include consultation as per the collective agreement, to ensure affected staff have an opportunity to share the challenges and opportunities they experience with a blended education model containing in-class and online instruction.
- Topics of interest in the consultation with affected program staff will be identified by both academic leadership and instructors and may include, but are not limited to the following:
  - impacts/difficulties with instruction
  - challenges and best practises in online/in-class/blended instruction
  - opportunities for innovative teaching practises
- That as organization and delivery elements of educational programs change, it will be necessary to consider and reflect on those changes in relation to workload and the need for support and resources.

It is agreed that before consultations with the affected staff in the program areas commence, NASA and NAIT management will agree to a format/guideline for consultations, to assist academic leaders and staff to carry out the consultation process. This will include:

- An agreement as to who are the "affected staff"
- Timelines to complete an outline containing the steps to approach the consultation, which will be completed by the end of September 2021, and
- Timelines to complete the steps of consultation

NAIT management acknowledges its obligation to consult as per Article 9 of the collective agreement and confirms its intent to adhere to these provisions under the collective agreement on a go forward basis.

On behalf of NAIT



Susan Fitzsimmons, VP Academic & Provost

Date June 17, 2021

On behalf of NASA



Garry Wilson, President

Date May 24, 2021