

## SETTLEMENT AGREEMENT

Between:

The Governors of the University of Alberta  
(hereafter referred to as the “**University**”)

and

The Association of Academic Staff University of Alberta  
(hereafter referred to as the “**AASUA**”)

This agreement resolves a difference respecting Administrative and Professional Officers (APO) Members who commenced first time probationary periods pursuant to the terms of the July 1, 2018-June 30, 2020 Collective Agreement. To transition these APO Members to the terms and conditions of the current July 1, 2020-June 30, 2024 Collective Agreement, the Parties agree to the following:

WHEREAS the University and the AASUA are governed by the Collective Agreement with the term of July 1, 2020 to June 30, 2024,

AND WHEREAS pursuant to Appendix A, 1(iii), the University and the AASUA (collectively, the “**Parties**”) have agreed to an “alternate effective date” for the application of Article F5.01.4, and

NOW THEREFORE, the Parties agree to settle the difference on the following terms:

1. Any APO Member who is currently serving an initial (first time appointment) probationary period of more than one (1) year will have their probationary period reduced to one (1) year from the date they commenced their probationary appointment.
2. If the reduced probationary period end date (as per clause 1) will expire after April 28, 2023, the terms of Article F5.02.1(b) will apply, except the Supervisor will have up until April 28, 2023 to provide notice of his/her recommendation.
3. If the reduced probationary period end date (as per clause 1) has passed or will occur on or before April 28, 2023, the Supervisor will review the APO Member's performance and provide written notice to the APO of one of the following recommendations as per Article F5.02.1(b) by April 28, 2023:
  - i. that the APO Member be granted a Continuing Appointment; or
  - ii. that the probationary appointment be extended by a period not to exceed 6 months;  
or
  - iii. that no further APO appointment be offered to the APO member.
4. Any APO that is still currently on a probationary period arising from a subsequent APO appointment after March 8, 2022, should have their probation period end immediately.
5. For clarity, any APO Member that is currently on an extended probationary period, pursuant to either Article F5.02.1(a)(ii) or F5.02.1(b)(ii) shall complete their extended probationary period.

DATED at Edmonton, Alberta, March 21, 2023.

**The Governors of the University of Alberta**

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Per: Todd Gilchrist, Vice-President, University Services and Finance

**The Association of Academic Staff  
University of Alberta**

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Per: Dr. Gordon Swaters, President

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Per: Brygeda Renke, Executive Director and General Counsel