



## NOTICE TO EMPLOYER AND EMPLOYEES

On May 10, 2021, the Board received correspondence from the Association of Academic Staff University of Alberta (the "Union"), filing an application affecting the Board of Governors of the University of Alberta (the "Employer").

The application alleges that the Employer violated sections 147(3), 148(1)(a)(i), and 148(1)(a)(ii) of the *Labour Relations Code*. Specifically, the complaint alleges:

- The Employer substantially altered the terms and conditions of bargaining unit members during the statutory freeze period;
- The Employer's de-designation of several bargaining unit positions has interfered with the Union's administration as well as the representation of its members;
- The Employer avoided consultation and scrutiny regarding changes to a previously in-scope position, thus interfering with the Union's administration as well as the representation of its members; and
- The Employer's refusal to provide the Union with the affected member's appointment letter interferes with the Union's administration as well as the representation of its members.

The application also requests the Board, pursuant to section 58.6(1) of the *Labour Relations Code*, decide if those employees in the de-designated positions are academic staff members.

The Board accepts this as an application under sections 12, 58.6(1), 147(3), 148(1)(a)(i) and 148(1)(a)(ii) of the *Labour Relations Code*.

Any employees or groups of employees affected by this matter may make representations on the above matter by filing a written statement with the Alberta Labour Relations Board on or before **May 25, 2021**. The statement must provide in detail the reasons for the representation.

**Any document sent to the Board regarding this application will be placed on the file and provided to the Union and the Employer in its entirety.**

Should any affected employee desire, they may have an agent or lawyer represent their interests.

If you have any questions regarding this matter, please contact Labour Relations Officer Fenton Corey at (780) 422-8259.

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If any person has any questions relating to this matter, please contact:

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501, 10808 99 Avenue  
Edmonton, Alberta T5K 0G5  
Tel: (780) 422-5926

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