


**LETTER OF AGREEMENT**  
BETWEEN:  
THE SOUTHERN ALBERTA INSTITUTE OF TECHNOLOGY  
- and -  
LOCAL 039 OF THE ALBERTA UNION OF PROVINCIAL EMPLOYEES

**RE: Article 49 Performance Reviews**

This Letter of Agreement (LOA) is between the Board of Governors of the Southern Alberta Institute of Technology ("SAIT") and the Alberta Union of Provincial Employees ("AUPE" or the "Union").

The Parties recognize and acknowledge that: during the 2020/2021 Performance Review year, the COVID-19 Pandemic caused significant disruption to established work plans and goals. As a result SAIT and AUPE agree that:

- 1) Performance reviews for 2020/2021, as outlined in Article 49.01 - Performance Reviews, will be suspended for this cycle, i.e. no performance reviews will be required to be completed.
- 2) For the purpose of increments, employees will be deemed to have been satisfactory for the period.
- 3) For the purpose of Article 47 Long Service Allowance, eligible employees will be deemed to have been satisfactory for the period.
- 4) This LOA shall take effect upon execution by the parties, and applies to the 2020/2021 performance cycle.
- 5) This LOA may be revised, amended or extended by mutual agreement in writing between the parties.



\_\_\_\_\_  
On behalf of SAIT

June 17, 2021

\_\_\_\_\_  
Date



\_\_\_\_\_  
On behalf of AUPE

July 05, 2021

\_\_\_\_\_  
Date