

ACCEPTED

ESSENTIAL SERVICES AGREEMENT

~~Jan 16, 2026~~
Date

Between

EA No. ESA00084-2026

UNIVERSITY OF LETHBRIDGE (BOARD OF GOVERNORS)

And

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
on behalf of Local 053

PREAMBLE AND PURPOSE

A. The Parties, in accordance with the Alberta *Labour Relations Code* (the Code), acknowledge the requirement of an Essential Services Agreement (Agreement), when the Employer has elected to use the services of Designated Essential Services Workers, to ensure the continued provision of Essential Services in the event of a strike or lockout.

NOW THEREFORE, the Parties agree as follows:

ARTICLE 1 – STRUCTURE OF THE AGREEMENT

1.1. This Agreement consists of two parts, being:

- (a) Part A, which contains general provisions that apply to the entire Agreement;
- (b) Part B, which contains schedules with specific provisions related to:
 - (i) Essential Services to be maintained by Bargaining Unit Members during a Work Stoppage;
 - (ii) the positions and the number of Bargaining Unit Members within each position, required to perform Essential Services during a Work Stoppage;
 - (iii) changes, if any, to the terms and conditions of employment that are to apply to Designated Essential Services Workers; and
 - (iv) the number of Capable and Qualified Persons able to perform Essential Services during a Work Stoppage.

ARTICLE 2 – DEFINITIONS AND INTERPRETATION

2.1 The following terms shall have the meanings ascribed to them:

- (a) **“Agreement”** means this Essential Services Agreement;
- (b) **“Bargaining Unit Members”** means those employees of the Employer who are members of AUPE Local 053 and fall within the bargaining unit as defined by certificate number C2180-2023 and the Collective Agreement;
- (c) **“Call-Out”** means the situation where a Bargaining Unit Member is called by the Employer from home to work at a time outside their scheduled hours of work to perform Essential Services under this Agreement;
- (d) **“Capable and Qualified Person”** refers to management and non-bargaining unit employees who have the skills, abilities, current certifications, qualifications and designations required to perform Essential Services duties during a Work Stoppage;
- (e) **“Collective Agreement”** means the collective agreement between the Parties that has an expiry date of June 30, 2024;
- (f) **“Code”** means the *Labour Relations Code* RSA 2000, c L-1;
- (g) **“Commissioner”** means Alberta’s Essential Services Commissioner and has the same meaning as defined in the Code;
- (h) **“Designated Essential Services Worker”** means a Bargaining Unit Member who is required to work in accordance with this Agreement during those times that they are required to perform Essential Services under this Agreement, and has the same meaning as defined in the Code;
- (i) **“Emergency”** means a present or imminent event that, in the opinion of the Employer, requires prompt action, co-ordination of action, and/or special regulation of persons or property to:
 - (i) protect the safety and health of the public, which includes the University community;
 - (ii) limit significant damage to property; and
 - (iii) prevent harm to animals or livestock, or irreversible damage to the environment;
- (j) **“Employer”** means the Governors of the University of Lethbridge;

- (k) "**Employer Designate**" means a person designated by the Employer to act in that capacity;
- (l) "**Essential Services**" has the same meaning as defined in the Code;
- (m) "**Lockout**" has the same meaning as defined in and permitted by the Code;
- (n) "**Parties**" means the Employer and the Union;
- (o) "**Standby**" means the employee must be immediately available and able to report to the Employer, as required by Article 19 of the Collective Agreement;
- (p) "**Strike**" has the same meaning as defined in and permitted by the Code;
- (q) "**Umpire**" means the persons identified in Article 8 of this Agreement and if those persons are unavailable, a person appointed by the Commissioner;
- (r) "**Union**" means the Alberta Union of Provincial Employees;
- (s) "**Union Designate**" means a person designated by the Union to act in that capacity;
- (t) "**Work Stoppage**" means a Strike or Lockout permitted under the Code.

2.2 The following interpretive guides apply to this Agreement:

- (a) Whenever the singular is used, it shall be deemed to extend to and include the plural and vice versa,
- (b) The headings in this Agreement have been included for convenience only and they do not define, limit or enlarge the scope or meaning of this Agreement or any part of it.
- (c) This Agreement does not constitute a precedent for future negotiations of Essential Services Agreements between the Parties.

ARTICLE 3 – PROCESS FOR ASSIGNING DESIGNATED ESSENTIAL SERVICES WORKERS

- 3.1 No later than 48 hours prior to the commencement of a Work Stoppage, the Employer will provide the Union with contact information for the Employer Designate(s), and the Union will provide the Employer with contact information for the Union Designate(s).
- 3.2 The Employer will schedule Designated Essential Services Workers to perform Essential Services duties during a Strike or Lockout, and will distribute shifts at the Employer's discretion.

- 3.3 No later than 48 hours prior to the commencement of a Strike or Lockout, the Employer will give notice of a seven (7) day schedule to Designated Essential Services Workers, and will provide a copy to a Union Designate. Should there be any changes to that seven (7) day schedule, the Employer will advise the Union Designate.
- 3.4 At the same time the Employer provides a Union Designate with a copy of the schedule as per Article 3.3, the Employer will provide the Union Designate an updated list of the Bargaining Unit Members who are eligible to perform Essential Services, and a list of any temporary and permanent vacancies in essential services positions.
- 3.5 If a scheduled Bargaining Unit Member is ill or otherwise unavailable, they will notify the Employer Designate four (4) hours prior to the scheduled shift. The Employer will find a replacement for the worker.
- 3.6 Unless otherwise indicated in Part B of the Agreement, a Designated Essential Services Worker will be required to work the shift in its entirety to ensure the effective delivery of Essential Services duties. Exceptions may include but are not limited to sudden onset of illness, personal or family emergency or the completion of Essential Services duties.

ARTICLE 4 – PERMITTED CHANGES TO TERMS AND CONDITIONS OF EMPLOYMENT

- 4.1 Wages and all other applicable remuneration for work performed pursuant to this Agreement will be in accordance with the Collective Agreement, except where specifically outlined in this Agreement. Designated Essential Services Workers will be paid for hours worked based on their classification and rate of pay in effect at the commencement of the Work Stoppage.

The Collective Agreement (as modified by this Agreement) will only apply in respect of any Designated Essential Services Workers during those times they are required to perform Essential Services.

- 4.2 The following articles of the Collective Agreement will not apply to Designated Essential Services Workers:
 - Article 9 (Time Off for Union Business), except as it relates to members of the Union's negotiating committee requiring time off to prepare for and attend negotiations with the Employer.
 - Articles 16.04, 16.06 and 16.07 (Hours of Work)
 - Article 17 (Overtime), other than 17.01, which shall be maintained for the purpose of calculating overtime pay. For clarity, overtime worked by Designated Essential Services Workers will not be accrued as Compensatory Time Off and will be paid out.
 - Article 26.05 (Moving Household Effects), unless the requirement to move is due to

urgent, unplanned circumstances.

- Article 26.09 (Administration of Estate)
- Article 26.12 (Personal Leave)
- Articles 29.05 to 29.08 (Vacation). For clarity, vacation will be paid out as a percentage on the hours worked by a Designated Essential Services Worker in accordance with their accrual rate at the time the Work Stoppage commenced.
- Letters of Understanding other than Letter of Understanding #3 and any Letter of Understanding establishing a new classification.

4.3 During the Work Stoppage, Designated Essential Services Workers will submit manual timesheets indicating the number of hours worked. They will only be paid for hours worked. Timesheets will be submitted by Designated Essential Services Workers to an Employer Designate within one (1) week of the date the work was completed. Designated Essential Services Workers will be paid monthly in arrears for all work performed during a Work Stoppage.

4.4 The provisions of Clause 40.06 of the Collective Agreement are interpreted to mean that the Union will reimburse the Employer for full health plan premium costs, both Employer and Employee portions, prorated to account for any hours worked by Designated Essential Services Workers on Essential Services. The Employer is responsible for the Employer portion of the premiums prorated to the hours worked by each Designated Essential Services Worker performing Essential Services during a Work Stoppage.

4.5 Union dues are remitted based on a percentage of Essential Services hours worked by Designated Essential Service Workers.

4.6 Service and seniority will not accrue during a Work Stoppage.

4.7 Designated Essential Services Workers will minimize leaves (e.g., vacation, appointments, etc.) during a Work Stoppage. The Parties acknowledge that the Employer may refuse to grant any leaves where in the Employer's view it would impact the Employer's ability to ensure the performance of the Essential Services. The foregoing should not be read as limiting any rights the Employer holds under the Collective Agreement to approve leaves.

4.8 Any pre-approved leaves commenced before the start of the Strike or Lockout shall continue as originally approved.

4.9 Where possible, Bargaining Unit members eligible to perform Essential Services will make best efforts to reschedule pre-approved leaves that would commence during a Work Stoppage.

4.10 Designated Essential Service Workers will be entitled to rest periods under Article 16.02 and Article 16.03 of the Collective Agreement, provided that providing any such rest periods will not negatively impact the performance of the Essential Services. Should the

Employer determine that providing a rest period in accordance with Article 16.02 would negatively impact the performance of the Essential Services, the Employer will either (i) move the rest period to a different part of the work period, or (ii) pay out the rest period.

4.11 Every reasonable effort shall be made by the Employer not to schedule the commencement of a shift within ten (10) hours of the completion of the Designated Essential Service Worker's previous shift, excluding overtime, per Article 16.05 of the Collective Agreement. The Parties acknowledge that there will be circumstances where the Employer needs to schedule a Designated Essential Services Worker within a shorter period of time to ensure the completion of the Essential Services. The Parties also acknowledge that the forgoing will not apply where multiple shifts are scheduled on the same calendar day.

ARTICLE 5 – CAPABLE AND QUALIFIED PERSONS

5.1 The Employer shall utilize the services of its Managers and Out of Scope Employees, who are Capable and Qualified Persons, to the fullest extent possible with the focus being on the delivery of Essential Services duties. In the event that a Capable and Qualified Person is also involved in collective bargaining, priority will be placed on collective bargaining activities, and the Employer may not be required to use them to perform Essential Services.

5.2 If a dispute arises as to the utilization of a Capable and Qualified Person, Designated Essential Services Workers will cover shifts not able to be filled by the Capable and Qualified Person until such time as any dispute is fully resolved in accordance with Article 8 of this Agreement.

ARTICLE 6 – RESPONDING TO EMERGENCIES

6.1 The Union will ensure that Bargaining Unit Members will be available in the event of any Emergency or disaster situation and will provide additional Designated Essential Services Workers immediately upon request.

6.2 Where an Emergency cannot be responded to safely by the number of Designated Essential Services Workers and Capable and Qualified Persons available as per Part B of this Agreement, the Employer will immediately contact a Union Designate and provide that Union Designate with a verbal summary of the situation, and advise that Union Designate of the number of additional Designated Essential Services Workers that will be required to appropriately respond to the situation.

6.3 During an Emergency where additional Designated Essential Services Workers are

required, the Employer will provide the Union Designate with reasonable updates as to the status of the Emergency, including its anticipated duration.

- 6.4 Where a Work Stoppage is still in effect and the Employer determines that some or all of the additional Designated Essential Services Workers are no longer required to respond to the Emergency, the Employer will release those unrequired Designated Essential Services Workers as soon as reasonably possible.
- 6.5 In the event of a dispute between the Employer and the Union as to the number of staff required to respond to the Emergency, the Designated Essential Service Workers will perform the work in question immediately and without delay. If such a dispute arises the dispute will be addressed in accordance with Article 8 of this Agreement.

ARTICLE 7 – CHANGES IN CIRCUMSTANCES AND AMENDMENTS TO THIS AGREEMENT

- 7.1 Either Party may, by written notice, propose amendments to this Agreement, including an increase or reduction in the number of Bargaining Unit Members required to maintain Essential Services.
- 7.2 If the Parties are unable to agree on an amendment proposed under Article 7.1, either Party may apply to the Umpire or Commissioner to mediate or determine the issue of the proposed amendment.
- 7.3 Despite Articles 7.1 and 7.2, Part B of this Agreement may contain more specific provisions to increase or reduce the number of Designated Essential Services Workers needed to maintain Essential Services.

ARTICLE 8 – DISPUTE RESOLUTION AND UMPIRES

- 8.1 The Parties will make every reasonable effort to resolve Essential Services Agreement disputes through negotiations between a Union Designate and an Employer Designate. Should the Parties be unable to reach agreement, either Party may refer the matter to the Umpire.
- 8.2 The Parties agree to the following individuals as acceptable Umpires to resolve disputes in a timely manner on the interpretation, application or implementation of this Agreement or any allegations that the terms of this Agreement have been breached.

Umpire Name	Contact Information
Mia Norrie (the “Lead Umpire”)	mia@norrieoco.com 780-266-0963 Assistant: Peggy Fryer, pegfryer@gmail.com

Michael Hughes (the "Alternate Umpire")	michael@hugheslr.ca 780-953-9841
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- 8.3 When a dispute arises during the implementation and application of this Agreement, the dispute will be referred to the Lead Umpire to be heard within twenty-four (24) hours of the referral. Notice will also be provided to the other Party. All notices will be in writing. A decision will be rendered as quickly as possible, by in no event longer than forty-eight (48) hours from the time of the referral.
- 8.4 If the Lead Umpire is unavailable, the Parties will refer the issue to the Alternate Umpire. If the Alternate Umpire is unavailable, the Parties will refer the issue to the Commissioner for the appointment of a replacement Umpire.
- 8.5 When either Party refers a dispute to an Umpire, they may also choose to make an application to the Umpire for an immediate interim order to have the terms of this Agreement enforced until such a time that the Umpire resolves the matter.
- 8.6 All costs for the Umpire will be paid for in equal parts by the Employer and the Union.

ARTICLE 9 – COMMUNICATION

- 9.1 The Parties agree to develop a joint communication for the purpose of informing all Designated Essential Services Workers of their obligations during a Work Stoppage, including but not limited to:
 - (a) Reporting for assigned shifts;
 - (b) Reporting to work on time;
 - (c) Completion of Essential Services duties;
 - (d) Protocol for calling in sick;
 - (e) Protocol for leaves of absence;
 - (f) Protocol for reporting to work when responding to emergencies, unanticipated or foreseeable changes to the Essential Services;
 - (g) Protocol for discussing the strike or lockout while on site.

ARTICLE 10 – TERM OF THE ESSENTIAL SERVICES AGREEMENT

- 10.1 This Agreement is effective on the date on which it is accepted for filing by the Commissioner and applies with respect to any lawful Work Stoppage related to the round of collective bargaining underway at the time of filing.
- 10.2 This Agreement shall be in effect until the Parties have ratified a new Collective Agreement.

ARTICLE 11 – NOTICE

- 11.1 Where notice is required or permitted to be given under the Agreement, it may be delivered personally, by registered mail, signed receipt courier, or email.
- 11.2 Notice to the Employer shall be provided to:

Associate Vice-President Human Resources
University of Lethbridge
Anderson Hall
4401 University Drive
Lethbridge, AB T1K 3M4
Email: Human.resources@uleth.ca

- 11.3 Notice to the Union shall be provided to:

President
Alberta Union of Provincial Employees
10025 182 ST
Edmonton, AB T5S 0P7
Email: s.azocar@aupe.org

PART B – ESSENTIAL SERVICES

- 1.1. The following services shall be deemed “Essential Services” for the purposes of this Agreement.
- 1.2. When notice of a Work Stoppage is served, the number of eligible Bargaining Unit Members and Capable and Qualified Persons may be modified in accordance with provisions of this Agreement to reflect changes in staff or positions.

2. Campus Security

- 2.1. Essential Service duties include dispatching; responding to emergencies; providing emergency first response (including first aid and activating life-saving equipment); monitoring life safety alarms; and conducting preventative campus patrols to maintain building and life safety.
- 2.2. During a Work Stoppage, the Manager of Security will participate in performing these Essential Service duties, providing that manager is capable and qualified.
- 2.3. During a Work Stoppage, licensed Security Representatives will be scheduled on a 24/7 schedule, with consideration being given to 12-hour shifts, which do not, in and of themselves, attract overtime.

Position Name (Position Classification) [Number of Employees]	Number of Capable and Qualified Persons	Required Shifts	Staffing Level Per Shift
Security Representatives (Security 8) [18]	1 full-time APO Manager (Manager of Security)	Required coverage is 24 hours / 7 days per week	3 individuals per shift (crew)
Security Shift Leads (Security 10) [4]		Shifts will be 12 hours, at straight time wages	

3. Animal Care Services – Rodent Facility

3.1. Essential Service duties include proper husbandry of the research animals. Proper husbandry includes provisions of the appropriate room temperatures, humidity levels, light cycle maintenance, ventilation, food, water, environmental enrichment as well as the support and guidance of out-of-scope staff on cage cleaning within Canadian Council on Animal Care (CCAC) guidelines and regulations pertaining to the proper care and use of animals in research. Essential Service duties also include animal welfare checks and the provision of medical support to sick animals.

3.2. The Employer agrees not to reasonably escalate animal orders following a strike vote and no new animals will be ordered by the Employer during any Work Stoppage, although orders made before the Work Stoppage will still be received and animals will be cared for.

3.3. The Parties acknowledge that:

- (a) The care of animals does not meet the legislated definition of Essential Services;
- (b) The Employer requires the use of qualified Bargaining Unit Members to care for the health and survival of the animals and to maintain research assets;
- (c) The loss of animal life will result in irreparable harm; and
- (d) It is in the best interests of both parties to allow for Bargaining Unit Members to care for the animals.

Position Name (Position Classification) [Number of Employees]	Number of Capable and Qualified Persons	Required Shifts	Staffing Level Per Shift
Animal Care 12 (Rodent Facility) [1]	1 veterinarian with limited availability due to other Essential Service commitments	Coverage required is 7 days/week Monday to Friday shift is 7 hours each day.	Monday to Friday: 2 Animal Care positions (12, 11, 10 and/or 5), and 1 veterinarian. Saturday & Sunday: 1 Animal Care positions (12, 11, 10 and/or 5), and 1 veterinarian.
Animal Care 10 (Rodent Facility) [1]		Saturday is a 2 hour shift.	
Animal Care 5 (Rodent Facility) [2]		Sunday is a 3.5 hour shift.	

4. Animal Care Services – Aquatic Research Facility

4.1. Essential Service duties for the Aquatic Research Facility will include proper husbandry of the research animals, ordering of necessary supplies, and inspection and maintenance of mechanical systems. Proper husbandry includes provisions of the appropriate water temperature, oxygenation, light cycle, water quality, food, and tank cleaning within the CCAC guidelines and regulations pertaining to the proper care and use of fish and amphibian in research. Proper inspection implies provisions of daily readings and maintenance work of multiple complex instrumentation required for the fish live support system.

4.2. The Employer agrees not to unreasonably escalate animal orders following a strike vote and no new animals will be ordered by the Employer during any Work Stoppage, although orders made before the Work Stoppage will still be received and animals will be cared for.

4.3. The Parties acknowledge that:

- (a) The care of animals does not meet the legislated definition of Essential Services;
- (b) The Employer requires the use of qualified Bargaining Unit Members to care for the health and survival of the animals and to maintain research assets;
- (c) The loss of animal life will result in irreparable harm; and
- (d) That it is in the best interests of both parties to allow for Bargaining Unit Members to care for the animals.

Position Name (Position Classification) [Number of Employees]	Number of Capable and Qualified Persons	Required Shifts	Staffing Level Per Shift
Aquatic Research Coordinator (Technical 11) [1]	1 Veterinarian with limited availability due to other Essential Service commitments	Coverage is 7 days / week Monday to Friday shift is 7 hours each day Saturday and Sunday is a 3.5-hour shift May also be subject to Call-Out 24 hours / 7 days per week	1 individual per shift
Aquatic Research Technician (Technician 10) [1]			

5. Boiler Operations and Maintenance, Skilled Trades and Others

- 5.1. Essential Services duties for Boiler Operations and Maintenance include checking the heating and cooling plant as well as auxiliary equipment to ensure compliance and safety; monitoring and responding to equipment alarms. Where necessary repairs to the heating, air conditioning, ventilation and mechanical systems are needed to protect the safety and health of the University community and the public, and limit significant damage to property.
- 5.2. Operating Engineer, Instrument Journeyman, Building Automation Tech and/or Refrigeration Technician qualified at 4th class power engineer or higher will be scheduled as needed for Essential Services Boiler Operations and Maintenance duties.
- 5.3. Skilled Trades and Other Essential Services duties include providing urgent maintenance or preventative maintenance that requires the services of a skilled tradesperson or other, which could reasonably lead to an emergency. Examples include flood, snowfall, hazardous material leak, equipment failure, system failure, cybersecurity incident, or other incidents.
- 5.4. Boiler Operations and Maintenance, Skilled trades and others will be available for Call-Out for emergency contact. The Employer will notify the Union of the required position called to attend work.
- 5.5. The position(s) subject to Call-Out are dependent upon the nature of the urgent or preventative maintenance or the emergency itself. However, given past experience, the most likely positions to be required are those listed in the table below.
- 5.6. One (1) employee from the following positions/classifications will be designated by the Employer as being on Standby during each day of a Work Stoppage:

Building Automation Technician (qualified at 4th class or higher)
Refrigeration Technician (qualified at 4th class or higher)
Instrument Journeyman (qualified at 4th class or higher)
Operating Engineer (qualified at 4th class or higher)

Position Name (Position Classification) [Number of Employees]	Number of Capable and Qualified Persons	Required Shifts	Staffing Level Per Shift
Instrument Journeyman qualified at 4 th class power engineer or higher (Trades 12) [3]	1 full-time APO Manager (is qualified to perform checks but not to perform maintenance)	14 shifts per week of approximately 2.5 hours in duration. In a given 24-hour period, the start of each shift must be not less than 7 hours apart.	One individual per shift. One per day scheduled Standby.
Refrigeration Tech qualified at 4 th class power engineer or higher (Trades 12)[1]		If additional work connected to the maintenance is required, additional time may be added to the shift.	
Operating Engineer qualified at 4 th class power engineer or higher (Trades 11)		Scheduled Standby	
1 Building Automation Technician qualified at 4 th class power engineer or higher (Trades 12) [1]		Subject to Call-Out 24 hours / 7 days per week	
Facilities Operations III (Caretaker) [5]	Manager, Caretaking	Scheduled Standby Subject to Call-Out 24 hours / 7 days per week	One per day scheduled Standby.
Grounds worker II/III (Facilities Operations 6 & 9) [6]	No one	Subject to Call-Out 24 hours / 7 days per week and may be designated by the Employer as on Standby for weather events.	Call-Out as needed to address or urgent or preventive maintenance or to respond to an emergency.

Trades 12 - Electrician [5]	No one	Scheduled Standby Subject to Call-Out 24 hours / 7 days per week	One per day scheduled Standby. Call-Out as needed to address or urgent or preventive maintenance or to respond to an emergency.
Millwright (Trades 12) [3]	No one	Subject to Call-Out 24 hours / 7 days per week	Call-Out as needed to address or urgent or preventive maintenance or to respond to an emergency.
Plumber (Trades 12) [5]	No one	Scheduled Standby Subject to Call-Out 24 hours / 7 days per week	One per day scheduled Standby. Call-Out as needed to address or urgent or preventive maintenance or to respond to an emergency.

6. Information Technology

6.1. Essential Service duties include:

- (a) resolution of any outage/incident preventing the proper operation of the telephone system, the emergency notification system or video surveillance system and any underlying systems/services required to support the telephone system and notification of constituents in case of an emergency;
- (b) responding to cybersecurity incidents which may compromise or prevent the functioning of any number of services including the telephone and emergency notification systems or video surveillance system; and
- (c) providing urgent maintenance or preventative maintenance required to ensure the proper functioning of the telephone system, emergency notification services or video surveillance system.

Position Name (Position Classification) [Number of Employees]	Number of Capable and Qualified Persons	Required Shifts	Staffing Level Per Shift
Info Technology Support 12 [1]	Systems Analyst [1]	Call-Out	As needed to respond to an emergency.
Systems Analyst - Info Technology Support 12 [1]	Systems Analyst [2]	Call-Out	As needed to respond to an emergency.
Application Support Analyst (Info Support 12) [1]	Manager, Campus Applications	Call-Out	As needed to respond to an emergency.

7. Faculty of Arts and Science – MRI/NMR maintenance

7.1. Essential Services duties include routine maintenance and filling of the liquid helium and/or nitrogen in the MRI and NMR machines to comply with safety protocol.

7.2. During a Work Stoppage, 1 bargaining unit member will perform the routine fills in accordance with the safety protocols in place for the MRI and NMR machines and will be subject to Call-Out in the event of emergencies.

Position Name (Position Classification) [Number of Employees]	Number of Capable and Qualified Persons	Required Shifts	Staffing Level Per Shift
Magnetic Resonance Facility Technician (Technical 11) [1]	No one	1 shift of 3 hours per week	1 individual per shift

This Agreement has been executed by the Employer and Union by their respective duly authorized representatives.

**THE GOVERNORS OF THE UNIVERSITY OF
LETHBRIDGE**

Per:



DATE: Dec-18-2025

**THE ALBERTA UNION OF PROVINCIAL
EMPLOYEES**

Per:



DATE: December 15, 2025