



July 14, 2020
Jody Fraser,
Director, Employee Services
SAIT

Dear Jody:

RE: Without Prejudice and Without Precedent Removal of Practical Application of Teaching Online (PATO) Policy Grievance

The intent of this letter is to remove the Policy Grievance regarding compensation for Adjunct Instructors who attended the Practical Application of Teaching Online (PATO) course. This grievance is being removed on a without prejudice and without precedent basis.

This withdrawal is due to a resolution being reached through informal discussion. The terms of the resolution are:

“Casual instructors will be paid according to their engagement letter with SAIT for PATO. The hours attending this course will form part of the hours required to teach. The rate will be as offered in their employment letter. Adjunct instructors will only participate in the first course of PATO, currently being offered during the remainder of the 2019/2020 academic year and the 2020/2021 academic year.

A set rate of \$35 per hour for the 12 hours required to complete the current module of PATO. This is a 12-hour work effort, with consideration for reading and preparations and includes participating in the two face to face required online sessions. Hours to attend the course will be approved by the hiring manager once PATO is completed.

A commitment from SAIT to enter into fulsome and meaningful bargaining with regards to the entire construct of adjunct instructors. These discussions to commence at an agreed upon date between the Parties. The practice of paying for PATO as outlined in this grievance resolution will not influence the discussions at the bargaining table and does not set an expectation for a bargaining resolution.

The participation in PATO, is not mandatory, consideration of the adjunct instructor’s schedule will be taken into consideration. Please note, if necessary, participation in PATO may be deemed required to ensure the success of the adjunct instructor and the start of the adjunct instructor’s contract. Attendance will be paid.

Adjunct instructors wishing to be part of a pool of instructors for Continuing Education and Professional Studies may be asked if they wish to participate in PATO (spaces must be available), this will not be mandatory and will not be compensated. These instructors are waiting to be assigned to courses which may or may not occur. This training provides this pool of instructors with valuable skills which they can use at other institutions, to further their personal practice and careers.

The settlement of this grievance solely considers paying for PATO, other required training with regards to health and safety, legislative compliance (privacy, copyright, ethics first and respect in the workplace) continue to be a condition of employment and is included in the all in hourly rate.”

Sincerely,

A handwritten signature in blue ink that reads 'Allan (Al) Brown'.

Allan (Al) Brown
Labour Relations Officer
SAIT Academic Faculty Association