

**Letter of Understanding  
Between  
The Board of Governors of The Southern Alberta Institute of Technology (SAIT)  
And  
The SAIT Academic Faculty Association (SAFA)**

**Re: Long Term Disability (LTD)**

The Parties agree to the following terms in respect of the qualifying period for Long Term Disability for The SAIT Academic Faculty Association (SAFA) Employees:

1. For the term of this LOU, the qualifying period for Long Term Disability has increased from eighty (80) consecutive work days to one hundred and twenty (120) consecutive work days.
2. For the term of this LOU, the provisions of paragraph 1 will be implemented for Employees employed under the terms of the Collective Agreement through the following amended Sections:

**SECTION 23 GENERAL ILLNESS**

23.01 "General Illness" means an illness that causes an academic staff member to be absent from duty for a period of more than three (3) consecutive work days but shall not exceed one hundred and twenty (120) consecutive work days. General Illness leave shall be in addition to any Casual Illness leave entitlements specified in Section 22.

23.02 An academic staff member at the commencement of each year of employment shall be entitled to General Illness leave at the specified rates of pay in accordance with the following Sub-sections, and application of such General Illness leave shall be as set out in accordance with Sub-section 23.03:

- (a) illness commencing in the first month within the first year of employment; no salary for each of the first ten (10) work days of illness and thereafter 70% of normal salary for the remaining one hundred and ten days (110) work days of illness.
- b) illness commencing in the first year of employment, but following the first month of employment; 100% of normal salary for each of the first ten (10) work days of illness and 70% of normal salary for each of the next one hundred and ten days (110) work days of illness.
- (c) illness commencing in the second year of employment; 100% of normal salary for each of the first fifteen (15) work days of illness and 70% of normal salary for each of the next one hundred and five days (105) work days of illness.
- (d) illness commencing in the third year of employment; 100% of normal salary for each of the first twenty-five (25) work days of illness and 70% of normal salary for each of the next ninety-five (95) work days of illness.
- (e) illness commencing in the fourth year of employment; 100% of normal salary for each of the first thirty-five (35) work days of illness and 70% of normal salary for each of the next eighty-five (85) work days of illness.

f) illness commencing in the fifth year of employment; 100% of normal salary for each of the first forty-five (45) work days of illness and 70% of normal salary for each of the next seventy-five (75) work days of illness.

(g) illness commencing in the sixth or any subsequent years of employment; 100% of normal salary for each of the first sixty (60) work days of illness and 70% of normal salary for each of the next sixty (60) work days of illness.

(h) for the purposes of Sub-section 23.02, "employment" includes salaried employment and also any prior employment as "casual employment" provided there is no break in service.

23.03

(a) Subject to Sub-section 23.03(b), an academic staff member upon return to active work after a period of General Illness of one hundred and twenty (120) consecutive work days or less, will have any illness leave days used for which normal salary was paid at the rate of 100%, reinstated for future use at the rate of 70% of normal salary, within the same year of employment. General Illness leave days used for which normal salary was paid at the rate of 70% shall be reinstated for future use within the same year of employment, at the rate of 70% of normal salary.

23.04 For purposes of this Section, the maximum period of continuous absence recognized shall be one hundred and twenty (120) consecutive work days. Absences due to illness or disability in excess of that period shall be subject to Section 25.

SECTION 25 LONG TERM DISABILITY (LTD)

25.03 An eligible academic staff member who becomes ill or disabled and who, as a result of such illness or disability is absent from work for a period of one hundred and twenty (120) consecutive work days, may apply for long term disability benefits as provided under the applicable LTD Plan. The final ruling as to whether or not the claimant's disability is of a nature that qualifies the claimant for benefits within the interpretation of the provisions of the Plan shall be made by the carrier (insurance company).

- 3. The Parties agree that the foregoing will take effect as of July 1, 2023, and expire as of June 30, 2024 (the "term" of this LOU).
- 4. The term of this LOU may be extended by mutual agreement in writing.

Signed on the 28 day of June., 2023.

FOR:

The Board of Governors of the Southern Alberta Institute of Technology (SAIT)



Greg Juliano, Associate Vice President

The SAIT Academic Faculty Association (SAFA)



Blair Howes, President