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[August 1, 2024 ingoing proposals for NAIT and NASA can be found at this link.](#)

Signed off Proposals

“Signed off” means both NAIT and NASA have signed their agreement that the Article or sometimes proposal has been changed as agreed upon. This means that the item is no longer up for discussion in bargaining, mediation, or arbitration, except for the rare occasion where both parties agree to revisit it.

This is technically not the final say - if NASA members vote to reject a tentative agreement, there may be a need to revisit proposals which were a barrier to NASA members accepting the agreement. NAIT would still have to agree to revisit the proposal in that case.

Article 7 - Proposed by NASA, amended through discussion with NAIT

Signed March 20, 2025

Makes improvements to 7.04 requiring NAIT to provide more information to the NASA office with bi-weekly dues payments, as well as providing template letters used for Chairs, Associate Chairs, and Temporary staff when people are assigned to those roles, and a list of those who have been assigned to Chair and Associate Chair roles on a monthly basis.

Article 13 Resignation – Proposed by NAIT, amended through discussion with NASA

Signed February 11, 2025

The main improvement to this article is allowing shorter resignation notice for non-instructor positions (Counsellors, Librarians, and Curriculum and Instruction Specialists) to a minimum of four weeks (instead of eight weeks). Other language changes update references to different leaders to “out-of-scope leader” and add that “the last date of employment shall not typically fall in the middle of a term or intake; however, this preference does not take away the right for the staff member to choose their date of resignation.”

Article 14 Attendance – Proposed by NAIT

Signed February 11, 2025

The only change to this article comes in 14.05. “. . . unless it is subsequently shown by the staff member that circumstances beyond control prevented the staff member from reporting to the place of work ~~or~~ **and** prevented the staff member from contacting the employer.” This clarifies the reasonable expectation that if a staff member is absent from work for three days – not approved by a leader – that they must be able to prove that they were unable to attend work AND unable to contact the employer.

Article 33 Employment Insurance Premium Reduction Update – Proposed by NAIT

Signed January 15, 2025

The only change in this article is in 33.02, which changes the requirement of the employer to report to NASA annually, rather than quarterly. There is no detrimental effect to NASA members or the operation of the union office.

Article 38 Protective Clothing – Proposed by NAIT

Signed January 15, 2025

Changes to this article are for clarity only, and do not have any impact on the coverage received under this article.

In 38.01 it clarifies that it is NAIT Hazard Assessment that determines and an out-of-scope leader confirms when protective clothing should be provided, cleaned, and replaced.

In 38.02 there are small changes to accurately refer to the “. . . Occupational Health and Safety Act, Regulations, and Code . . .”

Article 41 Performance Evaluation – Proposed by NAIT, amended through discussion with NASA

Signed March 21, 2025

The changes to this article clarify that 41.01 is regarding performance evaluation for continuing staff, and the addition of 41.04 outlines the performance evaluations for temporary and casual staff (although NASA’s proposal to change casual instructors to temporary instructors is still on the table).

41.04 The out-of-scope leader or program leadership may provide performance feedback and/or a performance evaluation to casual and temporary staff members. If the out-of-scope leader decides to provide feedback and/or an evaluation, they may choose to seek input from program leadership.

A casual or temporary staff member may also request performance feedback if the staff member is assigned two or more intakes or semesters in an academic year.

Article 50 - Payment - Proposed by NAIT, amended through discussion with NASA
Signed March 21, 2025

Changes 50.03 to reflect current practice on payment of final pay after termination, to be paid to an employee within 10 consecutive days after the end of the pay period where they were terminated.

Letter of Understanding (LOU) Re: Article 3 - Application
Signed January 15, 2025

The existing LOU allows NAIT to hire up to 25 contractors, typically for work as “vendors” through an incorporated company instead of as employees. Changes include allowing NAIT to make payment for deductions equal to NASA dues on a quarterly basis instead of bi-weekly. The current LOU was restricted to the School of Health and Life Sciences as well as the now non-existent SAST. Changes allow NAIT to hire these vendor contractors in any school, but keeping the limit of 25 total hired in an academic year for all of NAIT.

Withdrawn by NAIT

With the proposal withdrawn, there will be no changes to the existing Article, unless both parties mutually agree to revisit this later.

Article 55 Phased In Retirement Plan
Withdrawn on March 19, 2024

NAIT’s ingoing proposal added new language in 55.05 which they said mirrored language in HR policy to “provide clarity” that phased-in retirement is “intended” for the “transfer of experience and expertise to new employees”. NASA stated to NAIT that it is preferable if NAIT’s procedure changes in the future not to have to change that through negotiations, and so it would not be necessary to add this in to the collective agreement. NAIT then withdrew the proposal.

Deleted Letters of Understanding (LOU)

There can often be letters of understanding agreed to that can be applicable one time or otherwise time limited.

LOU re: Article 10

Signed January 14, 2025

The 2022 LOU agreed that there would be discussions around a “tenant agreement” for the terms of the NASA office. Those discussions took place in 2023. NAIT was proposing restrictions on communications from the NASA office, and no agreement was reached.

LOU EPDA Administrative Process

Signed January 14, 2025

This 2022 LOU established a process for transitioning the work of EPDA administration to NAIT. That work has been completed.

LOU Tie-breaking Process for Seniority

Signed January 14, 2025

The collective agreement ratified in 2022 introduced seniority into the NASA collective agreement as a new concept. This 2022 LOU established a process to “tie-break” seniority for NASA members who have the same seniority date. The process was carried out and continues on an ongoing basis as needed per 45.05. The LOU is now unnecessary.

Articles not being opened

These articles did not have an ingoing proposal from either NASA or NAIT, and so will not likely have any discussion leading to changes through bargaining, unless the parties later mutually agree to revisit them.

Article 5 - Continuation of Collective Agreement

Article 6 - Management Recognition

Article 11 - Recognition of Representatives

Article 20 - Court Leave

Article 26 - Leave on Election Days

Article 29 - Business Travel Coverage

Article 30 - Workers' Compensation Supplement

Article 31 - Group Insurance

Article 35 - NAIT Tuition Benefit

Article 37 - Supplies and Equipment

Article 39 - Travel and Subsistence

Article 40 - New Classifications

Article 51 - Health & Safety

Article 54 - Salary