



LETTER OF UNDERSTANDING

Between the University of Northern British Columbia and the Exempt Group of the University of Northern British Columbia

Date: October 30, 2008

Subject: Clarity re: Absence of Exempt Handbook Language

Due to the nature of the Exempt Group and its relationship with University Senior Administration, the current Handbook for Exempt Employees is not a comprehensive representation of the terms and conditions of employment.

Recognizing that, from time to time, instances may arise for which there is no specific language in the Exempt Group Handbook, Senior Administration acknowledges that any absence of language in the Exempt Group Handbook does not constitute irrelevance of the issue for the Exempt Group.

In instances where the Exempt Group Handbook does not include specific language, the CUPE Collective Agreement will be referenced as a baseline for discussion around the issue until such a time that the issue is resolved or the Exempt Group and/or the University have determined the need for addition of language to the Handbook and have mutually agreed to same.



Charles J. Jago
Interim President & Vice Chancellor



Greg Beattie
President, Exempt Group