

Article 3.02 - Continuing Employee

Add:

Part-time employees who work regularly scheduled hours may elect to be paid by the month.

Article 17.01 - Picket Lines

- (a) as is
- (b) The Union Executive shall inform the University, in writing, as soon as possible that they regard the picket line which has been set up as a bona fide picket line.
- (c) as is.

Article 19.04 - Notice of Intent

Before such changes (as outlined in Article 19.02) can come into effect, the University shall provide the Union and the employee(s) affected with at least three (3) months notice of intent to introduce automation, equipment or procedures which might result in displacement of or a reduction in employees, or in changes in employees' job classification.

Such notice of intent will include details pertinent to such changes.

After expiry of the three (3) months notice period, the University shall implement the proposed changes. If at the end of three (3) months these changes have not been implemented, the University shall submit to the Union and the employee(s) affected, a progress report on the status of such changes, with further update reports at three (3) month intervals.

Article 22.08 - Orientation Period for Transfer and Promotion

When promoted or transferred, the employee shall be on an orientation period for three (3) months. If an employee finds the job unsatisfactory or is unable to meet the basic job requirements, she/he shall be returned to a vacant position of her/his choice in her/his former salary range. If such a position is not available, she/he shall be returned to her/his former position.

Article 31.04 - Reclassification

- (a) - (b) as is
- (c) The employee shall be notified by letter, within eight (8) weeks of the date Employee Relations receives the employee's completed reclassification form referred to in (b) (1) above, of the decision regarding the request. If the reclassification is not recommended, the letter shall contain the reasons for not recommending the reclassification. A copy of the aforementioned letter shall be forwarded to the Union.
- (d) - (e) as is

Article 33.06 - Disciplinary Action/Employee Files

Any written censures, letters of reprimand and adverse reports shall be removed from the employee's files and destroyed by the employee concerned in the presence of both parties after the expiration of twenty-four (24) months from the date it was issued, provided there has been no further infraction. The University agrees not to introduce as evidence in any hearing any document from any file of an employee, the existence of which the employee was unaware at the time of filing.

Article 34.06 (i) - Recall Procedure

Employees recalled to a position other than that which they held prior to layoff shall be on an orientation period of three (3) months. If the employee finds the job unsatisfactory or is unable to meet the basic job requirements, she/he shall be returned to the recall list.

Article 34.06 (1) - Recall Procedure

Part-time, full-time or sessional employees who have been laid-off may, in addition to being listed on the part-time, full-time or sessional recall lists respectively, submit their names in writing to:

Employee Relations Department

for work on an irregular basis.

A copy of each request shall be sent to the Union office within five (5) working days of receipt of such request.

Article 34.07 (a) - Notice shall not apply to employees working under Section (34.06 (1)) due to the short duration of each job.