

1. Article 21.01 - Tuition Waiver

On completion of the probationary period a continuing full-time employee, excluding a sessional employee, shall be entitled to tuition waiver to take or audit one (1) credit course per session to a maximum of six (6) units per year (12 months). One (1) non-credit course at any one time may be taken up to the equivalent in fees for credit courses over a year. To determine the equivalent value in fees, reference should be made to the fee for three (3) unit courses in the University Calendar under the heading "Fees, Summer Session". Tuition fees shall be waived, but the employee shall pay the cost of materials, equipment or travel associated with the course.

This benefit shall also be available to a continuing part-time employee who works more than seventeen and one-half (17½) hours per week.

The remainder of the Article remains the same.

2. 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. If such a position is not available, she/he shall be returned to her/his former position.

3. Article 30.01 - Leave of Absence Without Pay

(a) An employee may apply for and receive a leave of absence without pay for personal reasons for up to three (3) months duration. Leave for longer than three (3) months shall only be considered under exceptional circumstances, or for medical reasons.

(b) Permission shall be obtained in writing from the Department Head. The request shall contain the date the leave is to commence and terminate.

(c) Request for extension of leave for medical reasons must be accompanied by a doctor's certificate.

(d) Every effort shall be made by the University to comply with an employee's request for such leave. Refusals for such leave must be given in writing to the employee with reasons for refusal stated.

(e) Upon return to work the employee shall be placed in her/his former position provided the leave has not exceeded one (1) year. If leave has exceeded one (1) year, the employee shall be placed in a coincidentally vacant position. If no vacancy exists, she/he shall be placed on the recall list.

(f) During leave of absence without pay, employees shall accrue seniority for up to one (1) month. The University agrees to maintain employees on the Medical and Dental Plan during a leave of absence without pay for up to one (1) month, subject to Article 30.05 (a).

4. Article 31.04 - Reclassification Procedure

(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) (i) 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) (Remains unchanged)

(e) (Remains unchanged)

5. Article 31.05 - Wage Increase Awarded Through Reclassification

(a) (Remains unchanged)

(b) Delete

6. Article 31.06 - Wage Increase Awarded Through Misclassification

Where the position does not entail new job duties and has in fact been misclassified since date of hire, the employee shall be placed on the same seniority step in the appropriate classification as she/he was on in the original job classification, and shall receive full pay rate adjustment retroactive to date of hire, except where date of hire is prior to July 1, 1979, in which case, pay rate adjustment shall be retroactive to July 1, 1979. On April 1, 1981 this date shall read July 1, 1980 and July 1, 1980 where appropriate.

7. 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.

8. Article 34.06 (1) - Recall Procedure - NEW

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:

Employment Section - Employee Relations Department

to be considered for employment on an irregular, hourly 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.

9. Article 37.01 - Duration of Agreement

This Agreement shall be in force effective from April 1, 1980 until March 31, 1983.

Either party to this Agreement may, not more than three (3) months, and not less than two (2) months prior to March 31, 1983, present to the other party, in writing, proposed terms of a new, or further agreement and/or amendments to this Agreement.

Failing settlement by March 31, 1983, this Agreement will continue in force until:

(Remainder unchanged)

10. Article 36.02 - Wage Rates

A three year agreement with a general increase in the first year of seven percent (7%), a seven and one-half percent (7.5%) increase in the second year and an eight percent (8%) increase in the third year.