

DATED: September 26, 2002

COLLECTIVE AGREEMENT

between

DALHOUSIE UNIVERSITY

- and -

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION

July 1, 2001 TO June 30, 2004

ALPHABETICAL INDEX

ARTICLE	SUBJECT	PAGE
45.00	Affirmative Action.....	70
38.00	Annual Vacation.....	55
42.00	Arbitration Procedure.....	65
32.00	Call-in and Standby	43
5.00	Contracting Out	5
50.00	Copies of Agreement.....	71
2.00	Definitions.....	2
40.00	Discipline and Discharge	61
51.00	Duration of Agreement.....	72
23.00	Employee Benefits.....	25
46.00	Employee Records	70
48.00	Future Legislation	71
41.00	Grievance Procedure	63
24.00	Health and Safety	27
37.00	Holidays.....	54
27.00	Hours of Work.....	36
26.00	Job Evaluation.....	33
25.00	Job Posting.....	30
21.00	Joint Employer - Union Committees	24
22.00	Labour-Management Relations	25
11.00	Lay-off, Redeployment, Recall and Severance Pay	11
35.00	Leaves of Absence.....	50
14.00	Management Rights.....	18
29.00	Medical/Dental Appointments	41
43.00	No Discrimination	68
13.00	Organizational Change	17
28.00	Overtime	38
47.00	Pay Periods	71
36.00	Pregnancy, Parental, Adoption and Paternity Leave	51

Continued. . .

ARTICLE	SUBJECT	PAGE
15.00	Probationary Employees.....	19
1.00	Purpose.....	1
3.00	Recognition.....	3
18.00	Recurring Sessional Employment.....	22
19.00	Retirement	23
49.00	Revision or Waiver by Mutual Agreement	71
10.00	Seniority.....	10
44.00	Sexual Harassment	68
31.00	Shift Work	42
34.00	Sick Leave	46
9.00	Statistics Concerning Employees	9
12.00	Technological Change	17
30.00	Temporary Assignment.....	41
17.00	Temporary Employees.....	21
16.00	Term Positions	20
20.00	Termination of Employment	24
39.00	Tuition Waiver	58
8.00	Union Notices and Meetings.....	9
7.00	Union Officers and Stewards	6
6.00	Union Security and Check Off.....	6
33.00	Wage Rates	44
4.00	Work Jurisdiction	4
	 Appendix “A”	
	- Bargaining Unit.....	74
	 Key to Appendix “B”	77

Continued. . .

WAGE RATES:

Appendix “B” (Page 1)
Effective, July 1, 2001
to June 30, 2002..... 78

Appendix “B” (Page 2)
Effective, July 1, 2002
to June 30, 2003..... 79

Appendix “B” (Page 3)
Effective, July 1, 2003
to June 30, 2004..... 80

Appendix “B” (Page 4)
Effective, July 1, 2002
to June 30, 2003, (**for
Employees hired on or after
August 22, 2002**)..... 81

Appendix “B” (Page 5)
Effective, July 1, 2003
to June 30, 2004 (**for
Employees hired on or after
August 22, 2002**)..... 82

Appendix “C”, Supplementary
Unemployment Benefit Plan 83

Appendix “D”, Grievance Form..... 89

Continued. . .

Memoranda of Agreement:

(Benefits)	90
(Former TUNS Vacation)	91
(Data Sheets)	92
(Job Evaluation Procedures).....	93
(Seniority for Part-Time Employees)	94
(Service Awards for Former TUNS Employees)	95
(Effective Date of Negotiated Changes)	96
(Holidays)	97

TABLE OF CONTENTS

ARTICLE	SUBJECT	PAGE
1.00	Purpose.....	1
2.00	Definitions.....	2
3.00	Recognition.....	3
4.00	Work Jurisdiction	4
5.00	Contracting Out	5
6.00	Union Security and Check Off.....	6
7.00	Union Officers and Stewards	6
8.00	Union Notices and Meetings.....	9
9.00	Statistics Concerning Employees	9
10.00	Seniority.....	10
11.00	Lay-off, Redeployment, Recall and Severance Pay	11
12.00	Technological Change	17
13.00	Organizational Change	17
14.00	Management Rights.....	18
15.00	Probationary Employees.....	19
16.00	Term Positions	20
17.00	Temporary Employees.....	21
18.00	Recurring Sessional Employment.....	22
19.00	Retirement	23
20.00	Termination of Employment	24
21.00	Joint Employer - Union Committees	24
22.00	Labour-Management Relations	25
23.00	Employee Benefits.....	25
24.00	Health and Safety	27
25.00	Job Posting.....	30
26.00	Job Evaluation.....	33
27.00	Hours of Work.....	36
28.00	Overtime	38
29.00	Medical/Dental Appointments	41

30.00 Temporary Assignment..... 41

Page 2, Table of Contents

Continued. . .

ARTICLE	SUBJECT	PAGE
31.00	Shift Work	42
32.00	Call-in and Standby	43
33.00	Wage Rates	44
34.00	Sick Leave	46
35.00	Leaves of Absence.....	50
36.00	Pregnancy, Parental, Adoption and Paternity Leave	51
37.00	Holidays.....	54
38.00	Annual Vacation.....	55
39.00	Tuition Waiver	58
40.00	Discipline and Discharge	61
41.00	Grievance Procedure	63
42.00	Arbitration Procedure.....	65
43.00	No Discrimination	68
44.00	Sexual Harassment	68
45.00	Affirmative Action.....	70
46.00	Employee Records	70
47.00	Pay Periods	71
48.00	Future Legislation	71
49.00	Revision or Waiver by Mutual Agreement	71
50.00	Copies of Agreement.....	71
51.00	Duration of Agreement.....	72
	Appendix “A”	
	- Bargaining Unit.....	74
	Key to Appendix “B”	77

Continued. . .

WAGE RATES:

Appendix "B" (Page 1)
Effective, July 1, 2001
to June 30, 2002..... 78

Appendix "B" (Page 2)
Effective, July 1, 2002
to June 30, 2003..... 79

Appendix "B" (Page 3)
Effective, July 1, 2003
to June 30, 2004..... 80

Appendix "B" (Page 4)
Effective, July 1, 2002
to June 30, 2003, (**for
Employees hired on or after
August 22, 2002**)..... 81

Appendix "B" (Page 5)
Effective, July 1, 2003
to June 30, 2004 (**for
Employees hired on or after
August 22, 2002**)..... 82

Appendix "C", Supplementary
Unemployment Benefit Plan 83

Appendix "D", Grievance Form..... 89

Continued. . .

Memoranda of Agreement:

(Benefits)	90
(Former TUNS Vacation)	91
(Data Sheets)	92
(Job Evaluation Procedures).....	93
(Seniority for Part-Time Employees)	94
(Service Awards for Former TUNS Employees)	95
(Effective Date of Negotiated Changes)	96
(Holidays)	97

PARTIES TO THE AGREEMENT

THIS AGREEMENT, hereinafter referred to as the "Agreement", is entered into this 26th day of **September**, A.D. **2002**.

BY AND BETWEEN: DALHOUSIE UNIVERSITY, a body corporate, incorporated under the laws of the Province of Nova Scotia, hereinafter referred to as the "EMPLOYER".

AND: NOVA SCOTIA GOVERNMENT **AND GENERAL EMPLOYEES UNION**, hereinafter referred to as the "UNION".

ARTICLE 1.00 - Purpose

1.01 The Parties to the Agreement, having regard to their mutual goal of achieving cooperative, congenial and productive relations based on respect, trust and dignity among and between all members of the Dalhousie Community, agree that the purpose of this Agreement is:

- (a) to set out terms and conditions of employment for members of the bargaining unit; and,
- (b) to provide a method of settling any differences which arise between the Parties hereto.

ARTICLE 2.00 - Definitions

2.01 For the purpose of this Agreement:

- (a) "Union" means the Nova Scotia Government **and General** Employees Union;
- (b) "Employer" means Dalhousie University;
- (c) "Employee" means an Employee of the University included in the Bargaining Unit defined in Appendix "A";
- (d) "Bargaining Unit" means the bargaining unit described in Appendix "A";
- (e) "Associate Director, Personnel Services" means said Associate Director with responsibility for administration of this agreement or his or her designate;
- (f) "Union Notice Boards" means existing notice boards or parts of existing notice boards in University buildings which have been designated and reserved for the use of the Union.
- (g) "Regular Full-time Employee" means one who is appointed to a regular position in the bargaining unit with normal hours of work in accordance with Article 27.01 of the Collective Agreement;
- (h) "Regular Part-time Employee" means one who is appointed to a regular position in the bargaining unit with hours of work which are less than the normal hours of work of a Regular Full-time Employee. Unless specifically expressed otherwise in this agreement, and in accordance with the University Benefits Plan, Regular Part-time Employees are entitled to the benefits of this agreement on a pro rata basis;
- (i) "Spouse" means a person who is either

- (i) married through an ecclesiastical, religious, or civil ceremony to an Employee,
or
- (ii) although not married to an Employee, cohabits with the Employee for at least 12 months in a conjugal relationship. The term “conjugal relationship” shall be deemed to include a conjugal relationship between partners of the same sex.

- (j) “Recurring Sessional Employee” means an Employee who is appointed to a “recurring sessional appointment” in accordance with Article 18.

- (k) “Temporary Employee” means an Employee hired **to fill a temporary vacancy or temporary job for a period of up to one hundred and eighty-three (183) calendar days or for the purpose of replacing a member of the Bargaining Unit during a temporary absence from her/his position.**

- (l) “Term Employee” means an Employee who is appointed to a term position, **that is, a new position that is created for a specified term or project, in the Bargaining Unit of more than one hundred and eighty-three (183) calendar days expected duration.**

2.02 Throughout this Agreement, the masculine includes the feminine and the plural includes the singular, and vice versa as the context may require.

ARTICLE 3.00 - Recognition

3.01 The Employer recognizes the Union as the sole and exclusive bargaining agent for all Employees in the bargaining unit described in Appendix "A". Except for arrangements which may have existed prior to March 10, 1982, or as may be authorized by the Union, no Employee shall be required or permitted to make a written or verbal agreement with the Employer which may conflict with the terms of this Agreement.

3.02 If new positions are established by the Employer which the Union claims to come

within the jurisdiction of the bargaining unit as described in Appendix "A", the Parties hereto shall meet and attempt to reach agreement on such new positions. If no agreement is reached, the matter may be referred by either party to the Labour Relations Board (Nova Scotia) for final resolution and such employee shall remain outside the bargaining unit until a decision is rendered by the Labour Relations Board (Nova Scotia).

3.03 The Employer shall notify the Union of the proposed exclusion of any existing position from the bargaining unit and the basis for such exclusion. If the Union objects to the exclusion, the Parties shall endeavour to reach agreement, and if no agreement is reached, the matter may be referred by either party to the Labour Relations Board (Nova Scotia) for final resolution.

ARTICLE 4.00 - Work Jurisdiction

4.01 Positions normally filled by employees within the bargaining unit shall continue to be filled by Employees within the bargaining unit, but this shall not prevent contracting out, subject to the provisions of the Trade Union Act and the provisions of this collective agreement.

4.02 No Employee shall be laid off because the principal duties of her/his position are reassigned to, or assumed by, an employee outside the bargaining unit.

4.03 (a) Student employees shall not displace members of the bargaining unit or fill bargaining unit positions.

(b) The funding of any bargaining unit position shall not be changed from operating to grant sources for the purpose of excluding that position from the bargaining unit.

- (c) Without restricting the right of the Employer to establish and maintain appropriate management structures, the assignment of nominal management functions shall not result in the exclusion of a position from the bargaining unit.

ARTICLE 5.00 - Contracting Out

5.01 No Employee shall be laid off due to the contracting out of work normally done by members of the bargaining unit providing the Employee agrees to relocation. Every effort will be made to relocate such Employee to a **comparable** position. A relocation under this article shall be in accordance with the provisions of Article 11.10. It is understood that the posting process may be suspended to facilitate relocation.

5.02 Contracting out without notice may occur only to the extent required to maintain normal operations and to compensate for fluctuations in service levels and demand.

5.03 Prior to finalizing any decision about contracting out all or a significant part of the services provided by members of the bargaining unit, the Employer agrees to advise the Union of its intention to contract out with supporting reasons. Within thirty (30) days of such advice the Union may consult and/or make representations on the matter to the Employer.

Should the Employer thereafter decide to contract out, a further thirty (30) days' notice will be given to the Union, prior to such contracting out.

5.04 The Union shall be provided with information relating to a specific instance of contracting out upon request to the Associate Director, Personnel Services.

ARTICLE 6.00 - Union Security and Check Off

6.01 No Employee is required to join the Union as a condition of employment. However, each Employee, whether or not a member of the Union, shall pay the equivalent of Union dues to the Union.

6.02 The Employer shall deduct any monthly Union dues and initiation fees from each Employee in the bargaining unit, including Regular Full-Time, Regular Part-Time and Term Employees, in accordance with the Union's Constitution and By-Laws.

6.03 Deductions shall be made from each monthly payroll and shall be forwarded to the Treasurer of the Union not later than the seventh (7th) day of the next month, accompanied by a list of names of Employees in the bargaining unit from whose salaries such deductions have been made.

6.04 At the same time that Income Tax (T-4) slips are made available, the Employer shall supply to the Union without charge an account of the amount of Union dues paid by each Employee in the bargaining unit in the previous calendar year. Such amounts will be indicated on each Employee's Income tax (T-4) slip.

ARTICLE 7.00 - Union Officers and Stewards

7.01 The Employer acknowledges the right of the Union to elect officers and appoint stewards from within the bargaining unit and recognizes that it is the function and duty of such officers and stewards to assist in the administration of this agreement.

7.02 Up to twelve (12) such officers and up to thirty-two (32) such stewards shall be identified by the Union to the Associate Director, Personnel Services from time to time in writing.

7.03 The Employer agrees to allow reasonable time off without loss of regular pay for officers and stewards so identified to assist in the administration of this agreement. Permission of the supervisor shall be obtained before leaving the job and such permission shall not be unreasonably withheld.

7.04 Stewards, or recognized substitutes, will have reasonable time-off without loss of regular pay for the investigation and handling of grievances, within their assigned areas.

- (a) Before leaving her/his department the steward shall obtain the permission of the responsible supervisor. S/he will advise the supervisor of the reason for the absence and an estimate of the time required. As much notice as is reasonably possible will be given.
- (b) Prior to entering another department to meet with a grievor the steward must obtain the permission of the responsible supervisor.
- (c) Permission relating to (a) or (b) above shall not be unreasonably withheld. If permission is not granted, the steward shall be informed of the reason.

7.05 The President of the Union, or designate, may meet with new members of the bargaining unit following personnel documentation sessions to explain to new Employees the benefits and duties of Union membership.

7.06 The Employee Relations Officer of the Union shall have access to the University's premises as may be required to discuss matters of mutual concern with representatives of the University or to observe conditions at the workplace but such access shall not interfere with normal departmental operations.

7.07 (a) The Employer agrees to recognize a negotiating committee to be appointed by the Union for the purpose of representing the Employees in negotiations for the renewal of this Collective Agreement. The committee shall consist of a chief negotiator and

not more than four (4) Employees or their alternates who shall not suffer any loss of pay for the time spent, during their normal working hours, in meetings with the Employer, or at conciliation, provided the Parties have made reasonable efforts to reach agreement on outstanding issues.

- (b) Such Employees shall give as much notice as possible to their supervisor when requesting leave pursuant to this article and the granting of such leave shall be subject to operational requirements.

7.08 Where operational requirements permit, and on reasonable notice, the Employer may grant special leave without pay to Employees who:

- (i) are elected as members of the Board of Directors of the NSGEU;
- (ii) attend the Union's Convention;
- (iii) participate in training programs provided by the Union; or
- (iv) attend meetings of Committees or Councils of the Union.

Such leaves shall not total more than ten (10) days per annum per Employee, unless the Parties agree to a greater number for an Employee. However, the total number of days for the bargaining unit shall not exceed ninety (90) days in a calendar year.

7.09 Where operational requirements permit, an Employee who has been elected as full-time President of the NSGEU shall be granted a leave of absence without pay for that period of time agreed to by the Parties at the time of the request for leave. Such Employee shall return to their former or equivalent position upon expiration of such agreed upon time period. Where possible, under the terms of the University's benefit plan, an Employee may continue to participate in benefit plans provided that the Employee shall be responsible for both the Employee and Employer contributions or premiums.

ARTICLE 8.00 - Union Notices and Meetings

8.01 The Employer will permit the posting of notices on Union notice boards concerning meetings, nominations, elections, lists of officers and stewards, job postings, Union social events and other matters which have been approved by the Union Executive Committee.

8.02 The Employer shall endeavour to arrange work schedules so that an Employee may attend monthly general meetings of the Union during the lunch break at least once every two months.

8.03 The Employer shall endeavour to provide space for general meetings and monthly stewards' meetings of the Union.

ARTICLE 9.00 - Statistics Concerning Employees

9.01 The Employer shall provide the following data elements from Employees' files to the Union on a monthly basis; employee name, employee number, department name, department number, employment date, classification, step level, status (FTE/Sessional), pregnancy/parental leave, leave of absence and termination dates.

9.02 The Employer shall endeavour to provide the Union with such information relating to Employees in the Bargaining Unit as may be required for collective bargaining purposes.

9.03 Upon request the Employer shall provide information on the level of student employment and/or work experience placements, by Department.

ARTICLE 10.00 - Seniority

10.01 Except as otherwise provided in this article, seniority shall be defined as the length of an Employee's compensated service with the University (excluding service as a Temporary Employee) excluding overtime since the most recent date of hiring.

10.02 Employees of the University who transfer from outside the bargaining unit into positions in the bargaining unit shall not retain previously earned seniority for the purpose of determining lay-offs under Article 11.03 unless such seniority had been earned as a member of the bargaining unit or in a position excluded from the bargaining unit because of the confidential nature of the work and which is classified in accordance with Article 26.00, or in a position which is included in the bargaining unit as a result of the Union seeking inclusion of their position in the bargaining unit.

10.03 (a) An Employee who proceeds on an approved leave of absence without pay shall retain the seniority acquired up to and including the last day of work provided that the period of absence does not exceed twelve (12) months. Seniority shall not accumulate during the period of such absence. Approved leaves of absence of **up to ten (10) working** days per year shall not affect an Employee's seniority.

(b) An Employee shall continue to accumulate seniority throughout the term of an approved pregnancy leave.

(c) An Employee who is laid off (excluding sessional lay-offs) shall retain the seniority acquired up to and including one month beyond the last day of work provided that the period of lay-off does not exceed twelve (12) months. For lay-offs of Recurring Sessional Employees, such Employees shall retain seniority acquired up to and including ten (10) working days beyond the last day of work. Seniority shall not otherwise accumulate during the period of such lay-off.

10.04 Seniority and employment shall be considered broken:

- (a) if an Employee voluntarily terminates employment at the University; or
- (b) if an Employee is discharged and not reinstated by the grievance procedure; or
- (c) if an Employee is absent from work because of illness or injury for a period in excess of thirty (30) months **or when their rights expire pursuant to Article 34.08**; or
- (d) if an Employee has been laid off for a period in excess of twelve (12) consecutive months; or
- (e) if an Employee who has been laid off declines to have her/his name placed on the re-employment list, voluntarily withdraws her/his name from the re-employment list, refuses to accept an offer of a position in the same classification as the original position, or **subsequent to receiving notice of lay-off**, neglects to reply within two (2) weeks to communications sent **by the Employer** to the last reported address.

10.05 The Employer shall make available to the representatives of the Union seniority information upon specific request.

ARTICLE 11.00 - Lay-off, Redeployment, Recall **and Severance Pay**

Lay-off

11.01 In the application of any provision of this article, the Employer shall avoid the use of its right to lay-off long service Employees until it has exhausted all other avenues to facilitate the continuing employment of such Employees. In any event, the reduction of positions shall be achieved, where possible, by attrition.

11.02 The Employer shall inform the Union of any pending lay-off and, if requested by the Union, shall meet with the affected Employee present before the lay-off takes place in order that both Parties may make every reasonable effort to facilitate continuing employment elsewhere in the bargaining unit.

11.03 If lay-offs become necessary, such lay-offs shall take place from among those Employees doing similar work within the department in the reverse order of seniority, the Employee with the least seniority being laid off first. A department, for the purposes of this clause, shall refer to an academic department within a faculty or a distinct operational unit serving a specific and distinguishable function and with its own supervisory structure.

11.04 Employees who are to be laid-off shall be given minimum prior notice in writing, or pay in lieu thereof, as follows:

Compensated Service

Since Date of Last Hire

Written Notice

Less than two (2) years	Four (4) calendar weeks
Two (2) but less than five (5) years	Eight (8) calendar weeks
Five (5) but less than ten (10) years	Twelve (12) calendar weeks
Ten (10) but less than fifteen (15) years	Twenty (20) calendar weeks
Fifteen (15) or more years	Twenty-four (24) calendar weeks

“Service”, for the purpose of this article, shall exclude service as a temporary employee except temporary service that has been credited toward his/her probationary period in accordance with Article 17.02.

In each case a copy of such notice will be sent to the Union. Acceptance of pay in lieu of notice shall not alter a laid-off Employee's rights under this article, and her/his name shall be placed on the re-employment list as of the expiry date contained in the notice of lay-off.

11.05 Training Assistance

Employees who have been given notice of lay-off shall be eligible on request for reasonable training at the University unless the University can substitute an equivalent course elsewhere at less cost, to develop their job skills if the provision of such training would assist in their redeployment or relocation within the University and can be completed during the notice period of lay-off. Such a request shall not be unreasonably denied even though such training program or course

may extend beyond the final date of the notice period of lay-off, with the understanding that, under normal circumstances, salary and benefits shall not continue beyond the final date of the notice period of lay-off. Tuition shall be waived for any such reasonable training that is approved by the University. This shall not prevent the Employee from proposing a cost sharing arrangement with the Employer if they are requesting training that goes beyond a reasonable amount of training.

11.06 Concurrent with any notice in accordance with Article 11.04 being given to an Employee of ten (10) or more years' compensated service, a meeting of the concerned Parties (a representative from Personnel Services, the Union, the affected Employee and her/his department head) shall be convened to discuss:

- (i) the reasons for the reduction and the necessity for lay-off;
- (ii) any available options for early retirement, redeployment, reduced hours, sessional employment, job training or retraining. Upon request, any such available options shall be put in writing.
- (iii) the Employer will provide an agenda prior to the meeting.

11.07 When an Employee receives a notice of lay-off, her/his name, address, telephone number, department, classification and seniority date shall be placed on a re-employment list. This list shall be maintained by the Employer, but it shall be the responsibility of the Employee, or former Employee, to keep the Employer informed of her/his current address and telephone number. The Union shall be provided with the up-

to-date re-employment list and shall be advised of changes as they may occur. The name of such an Employee or former Employee shall remain on the re-employment list for a period of up to twelve (12) months following her/his last day of work as determined in the lay-off notice, unless s/he successfully relocates to another position.

Redeployment

11.08 All vacancies shall be reviewed and postings selectively suspended by agreement between the Employer and the Union in those instances where an Employee who has been given notice of lay-off appears to be qualified to fill any comparable position to be posted. In the event of disagreement between the Employer and the Union, the position will be posted.

11.09 Employees who have been given notice of lay-off shall receive priority consideration as specified in Article 11.12 for all comparable positions for which they are qualified. The initial appointment to one of these will be by temporary transfer. In accommodating such transfers university departments will provide an additional one (1) month's training, if necessary, beyond the normal familiarization period for new staff. During the first three (3) months in such an appointment an assessment of performance against position requirements will be conducted after one (1) month and after three (3) months. If, during this period, either the Employee or the department wishes to terminate the temporary transfer, the Employee will be laid off at that time, or when the original notice of lay-off expires, whichever is later. If a transfer is mutually satisfactory at the conclusion of the three (3) month assessment period, it shall be confirmed in writing and the Employee shall become a regular staff member in the department.

11.10 Where an Employee who is on notice of lay-off accepts:

- (i) a position in a higher classification, no decrease in salary shall result;

- (ii) a position in a lower classification **pursuant to Article 11.09** the Employee's salary shall be maintained until it may be slotted into a higher step in the appropriate salary scale as follows:
 - (a) if the Employee's salary is greater than the maximum step for the new classification, it shall be maintained until exceeded by such maximum and increased to the new maximum at that time;
 - (b) if the Employee's salary is within the range established for the new classification, it shall be maintained until her/his next normal anniversary date and increased to the next higher step at that time;
- (iii) a position in the same classification, her/his salary and anniversary dates shall remain unchanged.

Recall

11.11 A person whose name is on the re-employment list shall be offered her/his original position before other candidates are considered. If s/he should accept this position an assessment period shall not be required. Where job requirements within the same department are similar, candidates shall be recalled in order of seniority, the person with the most seniority being rehired first.

11.12 Qualified persons whose names are on the re-employment list shall be given priority consideration for all appropriate vacancies which may occur within the bargaining unit. For this purpose priority consideration shall mean that the Employee shall be considered first to determine whether, in the Employer's assessment, s/he has the requisite skill, aptitude and ability to perform the basic duties of the job in a satisfactory manner. Such consideration shall be without competition from any other Employee unless there are two or more persons on the re-employment list who apply for the vacancy concerned, in which case the criteria specified in Article 25.04 shall be applied. Appropriate vacancies shall be those at the same classification level for which the person is qualified.

11.13 For recall to other than the laid-off Employee's original position or department, as provided in Article 11.11, recall shall be on the basis of seniority, with the most senior qualified Employee being recalled first and the recalled Employee shall serve a three month assessment period.

The department head may terminate this arrangement based on her/his assessment of the Employee's job performance during or at the end of the assessment period. The Employee may also terminate this arrangement during or at the end of the assessment period. In either case the Employee shall revert to lay-off and eligibility for recall shall expire in accordance with the original notice of lay-off given under Article 11.04. Despite the above, in the first instance that the Employee terminates such an arrangement eligibility for recall shall be extended by the amount of time spent in that position.

11.14 Persons on the re-employment list may be offered positions in another classification. Where an Employee refuses an offer of a position at a lower classification, her/his name shall remain on the re-employment list. Neither acceptance nor refusal of temporary employment shall restrict a laid-off Employee's rights under the collective agreement.

11.15 Formal offers of employment or recall shall be in writing with copies sent to the Union.

11.16 Severance Pay

An Employee with ten (10) years seniority may opt for severance unless an offer of alternative employment at the same or higher classification has been made or is pending. An Employee electing to request severance pay and forego any remaining entitlement to redeployment and recall shall notify the Employer of her/his choice at least one (1) week before the expiry of the lay-off notice. Once one-half (1/2) of the period of notice of lay-off has expired, the election to take severance pay shall be irrevocable by either party without the mutual agreement of the Parties. Severance pay shall be one (1) week of pay for every one (1) year of **full-time or pro-rated equivalent** paid service since date of last hire by the Employer.

ARTICLE 12.00 - Technological Change

12.01 If the Employer decides to introduce new machinery, equipment or material which will adversely affect the employment of any member of the bargaining unit, it shall notify the Union at least three (3) months before such changes take place. The Employer will meet with the Union during this period in order to consider measures which might be taken to assist Employees so affected or to consider other viable solutions.

12.02 An Employee whose employment will be or is directly affected by technological change shall be eligible for a reasonable amount of retraining at the Employer's expense in order to qualify the Employee to perform the new or altered duties in the same position, or a new position which may result from such change, or in order to qualify for alternative employment at the University consistent with the procedures in Articles 11.08 and 11.09

12.03 In the event that new positions do not result from technological change or that reasonable retraining is not available or acceptable to affected Employees, the Employer shall make every reasonable effort to relocate them to other suitable positions within the bargaining unit consistent with past responsibility and salary level and with due consideration being given to the personal wishes of individual Employees.

12.04 In order to facilitate the relocation of Employees affected by technological change the job posting requirements of this agreement may be suspended by mutual agreement between the Parties.

ARTICLE 13.00 - Organizational Change

13.01 The Employer shall advise the Union as far as possible in advance of any action, including re-organisation within a department or abolition of a position, which will result in a continuing unilateral reduction of an individual Employee's regular hours of work or an Employee's classification downgrade, lay-off or re-deployment.

13.02 Without precluding the Employer's right to implement change, no change will be implemented until the Associate Director, Personnel Services, has arranged a meeting of the Parties to discuss the method of handling the necessary staff changes and the fair and equitable treatment of any Employee affected.

ARTICLE 14.00 - Management Rights

14.01 The Union acknowledges that the primary functions of the University are to provide teaching and research services and facilities for students and faculty members of the University, with arrangements for services and facilities dictated primarily by the interests of students and faculty members.

14.02 The Union acknowledges that management and administration of services and facilities within the University are decentralized and that it is the exclusive function of the Employer to determine the authority delegated to those directly concerned with the provision of particular services and facilities.

14.03 The Union acknowledges it is the exclusive function of the University to ensure the provision of teaching and research services and facilities in the interests of students and faculty members by all reasonable measures. There shall be no strikes, lockouts, sit-downs, slow-downs, boycotts, picketing or any curtailments or stoppages of work or concerted action resulting in restriction of, or interference with, the University's operations or others concerned in providing teaching and research services and facilities.

14.04 It is agreed that in the event of a strike or lockout that essential services shall be provided by members of the bargaining unit. **Accordingly the Parties have agreed that the following Employees may be required to work during a strike or lockout:**

- 1) Employees required to perform duties related to the care of animals under the direction of the Director of Animal Care to meet the requirements of the Canadian Council of Animal Care.
- 2) Employees working in the Aquatron.
- 3) Employees working in those areas producing liquid nitrogen.

This list may be revised by mutual agreement between the Parties at any time.

14.05 Subject to the terms of this Agreement, the Union acknowledges that it is the exclusive function of the Employer to:

- (1) maintain order, discipline and efficiency;
- (2) establish and enforce reasonable rules and regulations covering the conduct, duties and methods of operation of the Employees not inconsistent with the provisions of this Agreement;
- (3) hire, discharge, direct, classify, transfer, promote, demote, lay off, and suspend or otherwise discipline Employees, subject to the provisions of this Agreement;
- (4) generally to manage and operate Dalhousie University.

ARTICLE 15.00 - Probationary Employees

15.01 Subject to Article 17.02 herein any Employee who has not completed six (6) consecutive months of employment, excluding sick leave and approved leaves of absence if they total more than eight (8) working days, shall be a probationary Employee.

15.02 After a probationary Employee has served three (3) months in a position, her/his work performance shall be discussed by the supervisor and the Employee and confirmed to the Employee in writing at that time.

15.03 A probationary Employee shall be entitled to all rights and privileges of the Collective Agreement except paid sick leave benefits as outlined in Article 34.02 (c), and Long Term Disability Insurance [**except for injuries which occur at work as determined by the University's Long Term Disability carrier**]. It is recognized, however, that a probationary Employee is serving a trial period to determine competence and suitability for a particular position and may be terminated if, in the Employer's judgement, s/he does not meet reasonable standards established by the Employer.

15.04 A probationary Employee shall accumulate paid sick leave at a rate of one (1) day per month.

15.05 A probationary Employee whose employment is terminated by the Employer for reasons other than wilful misconduct, disobedience or neglect of duty shall be given a minimum of two weeks prior notice of such termination, or payment in lieu thereof.

15.06 A probationary Employee shall be required to pay monthly Union dues.

ARTICLE 16.00 - Term Positions

16.01 Employees appointed to term positions **as defined in 2.01(1)** of more than one (1) year's expected duration shall be considered regular Employees and shall be covered by all the terms of this Agreement.

16.02 Employees appointed to term positions **as defined in 2.01(1)** of one year or less, but more than 183 calendar days expected duration, shall be covered by all the terms of this Agreement except those in Article 11.00 - Lay-off, Redeployment, Recall **and Severance Pay and Article**

34.02(c). Such Employees are entitled to accumulate paid sick leave at the rate of one (1) day per month, may be terminated upon the provision of three (3) weeks notice in writing or payment in lieu thereof, and may not be eligible for all benefit programmes while employed.

16.03 Article 13 does not apply to a Term Employee at the conclusion of the term appointment s/he was hired to fill, plus any extension(s), provided such extensions do not exceed one year in total.

ARTICLE 17.00 - Temporary Employees

17.01 Notwithstanding anything in this agreement to the contrary, **a Temporary Employee may be hired by the Employer in accordance with 2.01(k). An additional period of time for orientation/training may be provided at either the beginning and/or the end of the temporary appointment for up to one month in total, which may only be extended with the prior agreement of the Union.**

17.02 In the event that a Temporary Employee is the successful applicant for a position in which s/he is currently employed, her/his seniority shall commence from the date of appointment to the regular Bargaining Unit position but the time s/he has already served in that position shall be credited toward her/his probationary period. If the period of employment has exceeded 183 days in the same position, the probationary period shall be deemed to have been served. This is not intended to supersede the regular job posting procedure.

17.03 The Employer shall, upon request, provide information on the level of employment of Temporary Employees in specified departments.

ARTICLE 18.00 - Recurring Sessional Employment

18.01 A member of the support staff holding a "recurring sessional appointment" works regular full-time or regular part-time hours for eight (8) or more months each year. A mutually agreed condition of employment provides assurance of resumption of work in the same position and that the non-working period in each year is viewed as a temporary lay-off.

18.02 Upon appointment each recurring sessional Employee shall be provided with a letter defining the expected duration of her/his working and non-working periods and confirming that the arrangement is recurring. The return date shall be specified on the Employee's 'Record of Employment' form on temporary lay-off.

18.03 During their periods of active employment sessional Employees shall participate in pension and group benefit plans on the same basis as regular staff. Benefit coverage during non-working periods may be continued, at the Employee's option, subject to the qualifying conditions of individual plans and to prepayment of the full joint premium by the Employee. Such prepayment may be in the form of monthly post-dated cheques.

18.04 A recurring sessional Employee with appropriate seniority is entitled to pregnancy and/or parental leave and Supplementary Unemployment Benefits (S.U.B.) on the same basis as regular staff (Article 36.00 and Appendix "C") except that she shall not be eligible for S.U.B. payments from the Employer during her specified non-working periods. In the event that the birth occurs during the non-working period any balance of S.U.B. payments remaining shall commence on her specified return date.

18.05 Vacation entitlement for recurring sessional Employees shall be established on the same basis as regular staff. The amount of paid vacation earned shall be determined by the number of months worked in the normal vacation year as follows:

$$\frac{\text{months worked}}{\text{normal vacation year}} \times \text{entitlement}$$

Vacation periods may be scheduled during the normal working term if this is consistent with the operating needs of the employing department. Sessional Employees are entitled to use vacation time as accrued during the same vacation year it is earned. Any unused vacation earned up to the beginning of temporary lay-off will be paid at the conclusion of each working term.

During the periods they are actively employed sessional staff are entitled to paid holidays on the same basis as regular staff.

18.06 In the event of lay-off, recurring sessional Employees shall be eligible for and subject to Article 11.00 of this collective agreement but shall not be eligible for salary payments during specified non-working periods.

18.07 The Union shall be provided with an updated list of recurring sessional Employees on or about June 1st of each year.

ARTICLE 19.00 - Retirement

19.01 Notwithstanding any early retirement arrangements which may exist from time to time, the retirement date for Employees shall be in accordance with the applicable pension plan and it is agreed the Employer may require retirement at that time, unless this would be prohibited by the Human Rights Act, Nova Scotia.

19.02 Subject to any limitation by the Human Rights Act, Nova Scotia, employment extending beyond or commencing after the normal retirement date may be arranged at the Employer's option, and may be terminated without cause by either the Employer or the Employee on four weeks' notice in writing. Where such limitation exists, Employees shall be entitled to all rights and privileges of this Collective Agreement.

19.03 Nothing in this Agreement relating to Sick Leave or Pension and Group Benefit Plans shall necessarily apply to post-retirement staff.

ARTICLE 20.00 - Termination of Employment

20.01 Employees shall be required to give the Employer a minimum of twenty-one (21) calendar days' notice of termination, which shall exclude any scheduled period of vacation, or forfeit that portion of outstanding vacation pay which exceeds the requirements of Section 30 of the Labour Standards Code. The Department Head may waive this requirement.

20.02 Such notice shall be given in writing to the immediate supervisor with a copy to Personnel Services.

20.03 A regular Employee whose employment is terminated by the Employer for reasons other than wilful misconduct, disobedience or neglect of duty shall be given a minimum of three (3) weeks prior written notice of such termination, or three (3) weeks pay in lieu of notice. Notice of termination given under this article shall be in accordance with Article 40.01. For notice period applicable to probationary Employees see Article 15.05 herein.

20.04 If notice of termination has been given in accordance with this article, the Employer shall pay the Employee all pay to which s/he is entitled at the expiry of the period of notice.

ARTICLE 21.00 - Joint Employer - Union Committees

21.01 The Employer shall permit time off without loss of pay to Employees who are members of joint Employer-Union Committees for the purpose of attending Committee meetings provided that the prior approval of such Employee's immediate supervisor or department head is obtained.

ARTICLE 22.00 - Labour-Management Relations

22.01 No Employee or group of Employees shall undertake to represent the Union at meetings with the Employer without the proper authorization of the Union executive. The Union shall supply the Employer with the names and jurisdictions of its officers and stewards; similarly, the Employer if requested, shall supply the Union with a list of supervisors or other personnel with whom the Union may be required to transact business.

22.02 Acknowledging the mutual benefits to be derived from joint consultation, labour management forums may be established at the call of either party for the purpose of facilitating communication on matters of labour relations including concerns about workload or productivity. When such forums are established the Parties shall appoint an equal number of representatives.

22.03 This committee shall meet at the call of either Party, for the purpose of facilitating communication on matters of labour relations.

22.04 In the event that the Union or the Employer wishes to invite a guest to a meeting of the Labour Management Relations Committee, every effort will be made to give prior notice of at least one week to the chairperson of the Committee.

22.05 The Employer will advise the Union of any consulting study commissioned by it which is specifically related to both major organizational change and the employment of Union members. The Employer and the Union will consult prior to the initiation of any such implementation of any recommended changes.

ARTICLE 23.00 - Employee Benefits

23.01 The Employer agrees to maintain a Dalhousie University Employee Benefits Committee representative of interested staff groups, the Senate and the Board of Governors, to consider matters relating to benefit programs for staff, including; the administration of, participation in, contribution to, and obtaining value in the provision of, benefit programs. The committee shall meet at least four times per year unless the committee agrees to meet less frequently.

23.02 The Union shall have the right to appoint two (2) representatives to be members of the Dalhousie University Employee Benefits Committee and two (2) representatives to be members of the Pension Advisory Committee.

23.03 The Employer shall endeavour to ensure that the present insured benefits programme is only modified following a review of any proposed amendment or addition by the Employee Benefits Committee.

23.04 The Employer agrees to provide the integrated insured benefits plans and premium structure referred to in the report of the Employee Benefits Committee with respect to the amalgamation of the Dalhousie University and **former TUNS** benefits programs subject to any subsequent changes pursuant to the Memorandum of Agreement on page **90** of this agreement.

23.05 The Employer agrees that parking fees to be paid by Employees shall be the same as those paid by members of the other bargaining units on Campus.

23.06 Eligible Employees are entitled to make application to participate in the "Dalhousie University Staff Employee Benefit (Salary Deferral) Plan", subject to its review by the Employee Benefits Committee and approval by **Canada Customs and Revenue Agency**. Approval of a Member's application shall not be unreasonably withheld, it being understood that approval, when given, shall only relate to the department and position held at the time of approval.

23.07 The Employer shall supply information as to the pension plan and all insurance coverages to all members of the Union. In addition the Employer shall provide to the Union an audited balance sheet and income statement for the pension plan (the Dalhousie University Staff Pension Plan) within six (6) months of the close of each fiscal year that shall also show the rate of return earned in each of the previous two (2) fiscal years.

23.08 The Employer shall contribute an amount equivalent to, 60% of the cost of reimbursement option premiums for all Employees, 50% FTE or greater, who participate in the

Voluntary Major Medical Insurance Plan.

ARTICLE 24.00 - Health and Safety

24.01 The Union and the Employer shall continue to have a mutual co-operative concern and responsibility for the occupational health and safety of Employees.

24.02 In accordance with the Nova Scotia Occupational Health and Safety Act, the bargaining unit may appoint one member to the University's joint occupational health and safety committee, namely, the Dalhousie University Environmental Health and Safety Committee.

24.03 It is the function of the Committee to involve the Employer and the employees together in occupational health and safety in the workplace and, without restricting the generality of the foregoing, includes:

- (a) the co-operative identification of hazards to health and safety and effective systems to respond to the hazards;
- (b) the co-operative auditing of compliance with health and safety requirements in the workplace;
- (c) receipt, investigation and prompt disposition of matters and complaints with respect to workplace health and safety;
- (d) participation in inspections, inquiries and investigations concerning the occupational health and safety of the employees and, in particular, participation in an inspection by an occupational health and safety officer pursuant to the Nova Scotia Occupational Health and Safety Act.
- (e) advising on individual protective devices, equipment and clothing that, complying

with the Nova Scotia Occupational Health and Safety Act and the regulations, are best adapted to the needs of the employees;

- (f) advising the employer regarding a policy or program required pursuant to the Nova Scotia Occupational Health and Safety Act or the regulations and making recommendations to the employer, the employees and any person for the improvement of the health and safety of persons at the workplace;
- (g) maintaining records and minutes of committee meetings in a form and manner approved by the Executive Director of Occupational Health and Safety or designate and providing an occupational health and safety officer with a copy of these records or minutes on request; and
- (h) performing any other duties assigned to it
 - (i) by the Executive Director of Occupational Health and Safety or designate;
 - (ii) by agreement between the Employer and the employees or the Union, or
 - (iii) as are established by the regulations pursuant to the Nova Scotia Occupational Health and Safety Act.

24.04 The Employer shall consider the recommendations of the committee pursuant to Article 24.03 and if the action of the Employer varies from the recommendation of the committee it shall report its decision and reasons in writing to the committee as soon as that decision is made.

- 24.05 (a) Any Employee may refuse to do any act at the Employee's place of employment where the Employee has reasonable grounds for believing that the act is likely to endanger the Employee's health or safety or the health or safety of any other person until:
- (i) the Employer has taken remedial action to the satisfaction of the Employee;
 - (ii) the committee has investigated the matter and unanimously advised the Employee to return to work; or
 - (iii) a health and safety officer appointed pursuant to the Nova Scotia Occupational Health and Safety Act has investigated the matter and has advised the Employee to return to work.
- (b) Where an Employee exercises the Employee's right to refuse to work pursuant to (a), the Employee shall:
- (i) immediately report it to a supervisor;
 - (ii) where the matter is not remedied to the Employee's satisfaction, report it to the committee; and
 - (iii) where the matter is not remedied to the Employee's satisfaction after the Employee has reported pursuant to clauses (i) and (ii), report it to the Occupational Health and Safety Division of the Department of Labour.
- (c) At the option of the Employee, the Employee who refuses to do any act pursuant to (a) may accompany an officer appointed pursuant to the Nova Scotia Occupational Health and Safety Act or the committee, on a physical inspection of the workplace, or part thereof, being carried out for the purpose of ensuring others understand the reasons for the refusal.

- (d) Where an Employee refuses to do work pursuant to (a), the Employer may reassign the Employee to other work and the Employee shall accept the reassignment until the Employee is able to return to work pursuant to (a).
- (e) Where an Employee is reassigned to other work pursuant to subsection (d), the Employer shall pay the Employee the same wages or salary and grant the Employee the same benefits as would have been received had the Employee continued in the Employee's normal work.
- (f) Where an Employee has refused to work pursuant to (a) and has not been reassigned to other work pursuant to (d), the Employer shall, until a(i), (ii) or (iii) is met, pay the Employee the same wages or salary and grant the Employee the same benefits as would have been received had the Employee continued to work.
- (g) A reassignment of work pursuant to (d) is not discriminatory action.
- (h) An Employee may not refuse to use or operate a machine or thing or to work in a place where:
 - (i) the refusal puts the life, health or safety of another person directly in danger;
 - or
 - (ii) the danger referred to in (a) is inherent in the work of the Employee.

ARTICLE 25.00 - Job Posting

25.01 Unless the Parties mutually agree otherwise, when a job vacancy or a new position occurs within the bargaining unit, the Employer shall post on Union Notice Boards for at least five (5) working days a notice of such vacancy or vacancies, describing the job available, the qualifications required, and the date by which written application for the job must be received by the Staffing Unit, Personnel Services. The posting procedure shall apply to all positions within the bargaining unit.

25.02 Where such vacancy is not filled, and where the position is not under active

recruitment for a period of two (2) calendar months following the posted expiry date, the position shall be reposted and subject to all conditions following.

25.03 Except as provided in Article 11.08 herein, competition for such job vacancies or new positions within the bargaining unit shall be open to all Employees within the bargaining unit and such vacancies shall first be offered to qualified Employees within the bargaining unit who have applied in writing within the time allowed by the notice in accordance with Article 25.01. In the absence of a qualified internal applicant, external applicants shall be considered.

25.04 Among competing applicants for a posted vacancy the Employer shall consider the following factors: training and experience; demonstrated performance relevant to the requirements of the position; ability; skills and aptitudes. Where two or more candidates are relatively equal in these respects, seniority shall be the determining factor.

25.05 It is understood and agreed that Employees who have successfully completed their probationary period may apply freely and without prejudice for any position posted under this article. On enquiry to the Coordinator, Staffing Services or designate, Employees shall be provided with any available information about a posted position in complete confidence.

25.06 Where an Employee is a successful applicant for a job vacancy or new position, only the approval of the Department Head gaining the Employee is necessary for the move. The Employee shall give three (3) weeks' notice unless a shorter period of notice is agreed to by the transferring department.

- (a) The Employee's first three (3) months of service in the new position, excluding sick leave and approved leaves of absence if they should total more than four (4) working days, shall be considered a period of mutual assessment. By prior mutual agreement between the Union and the Employer, the three (3) month assessment period may be extended to up to six (6) months, provided this is specified in the job posting. Extensions may also be agreed to by the Parties in other circumstances.

- (b) Within the applicable period, employment may be terminated by the Employee by giving notice in writing to the Employer consistent in duration with that specified in Article 20.01.
- (c) Where employment is to be terminated by the Employer, for reasons other than wilful misconduct, disobedience or neglect of duty, the notice provisions specified in Article 11.04 shall apply and if during the initial three (3) month trial period their former position is available, they shall return to such position and former rate of pay.
- (d) If the move is mutually satisfactory at the conclusion of the applicable assessment period, it shall be confirmed in writing and the Employee shall become a regular Employee in the department.
- (e) An Employee who has been given notice of termination under this article shall have redeployment and recall rights as specified in Article 11.00.

25.07 Where an Employee is a successful applicant for a job vacancy or a new position carrying the same or a higher classification, there shall be no decrease in salary as a result of the move.

25.08 Where an Employee is an unsuccessful applicant for a job vacancy or a new position within the bargaining unit, that Employee shall be notified within two (2) working days of the decision. If an Employee wishes to have feedback on their application or interview, they may contact the Coordinator, Staffing Services.

25.09 Nothing in this article shall be interpreted to limit the right of the Employer to advertise and recruit outside the bargaining unit for such job vacancies or new positions, provided Employees within the bargaining unit are given first consideration for job vacancies or new positions in accordance with Article 25.04. **Eligible applicants from within the Bargaining Unit, as determined by Staffing Services in consultation with the employing department,** shall be interviewed and considered by the employing department and informed of the decision by the

Coordinator, Staffing Services, before external candidates are interviewed and considered by the employing department.

25.10 In assessing whether an applicant is eligible for referral in accordance with Article 25.09 the Staffing Office will consider the posted job requirements and job description, years of service in a related capacity and the factors outlined in 25.04. Where there is uncertainty in the assessment, the applicant shall be **interviewed**.

Applicants who are not **interviewed** shall be advised within two (2) days of such decision being made, and upon request, shall receive the reason(s) within five (5) days.

25.11 The Employer and the Union may agree to suspend normal posting procedures in order to enable the continuing employment of an Employee under special circumstances.

25.12 Grievances filed under this article may be filed at Step Two of the grievance procedure.

ARTICLE 26.00 - Job Evaluation

26.01 (a) The Employer shall routinely review the evaluations of all positions within the bargaining unit with priority being given to requests made under Articles 26.04 and 26.02, in that order. All positions shall be reviewed at least once every five years.

(b) The factor descriptions and point ranges of the job evaluation system shall be accessible to all Employees. The factor scores and classification total of

their own position shall be made available to the Employee as reviews are conducted or upon request.

26.02 A position may be evaluated at any time, but shall be evaluated within three (3) calendar months after receipt by the Job Evaluation Unit, Personnel Services of a request from an

Employee or supervisor and subsequent receipt of the Employee's completed Job Fact Sheet, provided that the incumbent has had at least six (6) months' service in the position and that the position has not been reviewed or evaluated for at least twenty-four (24) months (unless significant changes have been made to the job content).

26.03 If an Employee's duties are altered significantly by the introduction of new machinery, equipment, material, a change in procedures or a restructuring of duties within a department, the supervisor shall advise the Job Evaluation Unit, Personnel Services, in writing and the job shall be provisionally rated. Where a provisional rating indicates a change in classification Article 26.11 shall apply. The provisional rating shall become effective on the date these duties were first assigned and performed.

26.04 All jobs within the bargaining unit holding provisional rating shall be evaluated within four (4) to eight (8) months of the date the position is filled, providing the same incumbent is in the job and the Job Fact Sheet has been completed.

26.05 Rating decisions of the job analyst or of the Job Evaluation Committee, when the job analyst has requested the committee to initially rate the job, shall be reported to the supervisor and the incumbent within five (5) working days of the rating decision being made, subject to Article 26.06 herein, and shall be implemented effective the beginning of the month in which the Job Evaluation Unit, Personnel Services receives the Employee's portion of the Job Fact Sheet.

26.06 Any objections to the rating decisions as outlined in 26.05 shall be appealed to the Job Evaluation Committee within fifteen (15) calendar days of receipt of the Job Evaluation decision. Decisions on such objections shall be reported to the supervisor and

incumbent within five (5) working days of the meeting date, and shall be implemented in accordance with 26.05. There shall be no recourse for re-evaluation beyond the appeal process.

26.07 The Job Evaluation Committee shall be made up of two (2) Union representatives and two (2) Employer representatives, plus the Coordinator of the Job Evaluation Unit, or designate who,

shall act as Chairperson. Both the incumbent and the immediate supervisor shall be invited to appear before the committee on any objections raised under 26.06 above.

26.08 The Job Evaluation Committee may review aspects of the Job Evaluation Program and recommend such revisions as it considers necessary. Such recommendations shall be made to the Coordinator of the program but shall not be implemented without the agreement of the Union and the Employer, which agreement shall not be withheld unreasonably.

26.09 There shall be no additions to the job classifications and wage levels specified in Appendix "B" except as may be approved in advance by the Union and the Employer.

26.10 Newly-created jobs which fall within the jurisdiction of the bargaining unit shall be provisionally rated according to established procedure before applicants may be recruited.

26.11 (a) Where job reclassification or evaluation results in moving to a higher classification, no decrease in salary shall result. The Employee's projected salary income in the new classification over the ensuing twelve (12) months shall exceed by at least four percent (4%) what it would have been in the old classification over the same period.

(b) Where job reclassification or evaluation results in moving to a lower classification the Employee's salary shall be maintained until it may be slotted into a higher step in the appropriate salary scale as follows:

- (i) if the Employee's salary is greater than the maximum step for the new classification, it shall be maintained until exceeded by such maximum and increased to the new maximum at that time,
- (ii) if the Employee's salary is within the range established for the new classification, it shall be maintained until the next normal anniversary date and increased to the next higher step at that time.

26.12 No Employee shall refuse to participate in the Job Evaluation Program but, on request, may defer such participation for a maximum period of three months if the Employee and the

supervisor give notice to the Job Evaluation Unit, Personnel Services that the position is currently undergoing change. If this period is exceeded, there shall be no increase in the then current rate of pay.

26.13 Every Employee who so requests of the Job Evaluation Unit, Personnel Services, in writing shall be provided with a copy of either her/his current Job Fact Sheet or job description, including the position's classification level.

26.14 The time limits set out in this article may be amended by the agreement of the Parties. Such agreement will not be unreasonably withheld.

ARTICLE 27.00 - Hours of Work

27.01 Subject to the exceptions noted in this article, and permitted by Article 31.00 - Shift Work, the regular work day and regular work week for full-time Employees shall be six and one-half (6 1/2) hours and thirty-two and one-half (32 1/2) hours respectively, exclusive of meal breaks.

27.02 The work week of thirty-two and one-half (32 1/2) hours shall usually be five (5) days per week from Monday to Friday inclusive with two (2) consecutive days off and with a minimum of one-half (1/2) hour for a meal break. An employee may be scheduled by the Employer for a regular work week other than Monday to Friday and other than between the hours of 8:00 a.m. and 6:00 p.m.

27.03 Each Employee shall be entitled to one fifteen (15) minute break period in each half shift which shall be scheduled in accordance with operational requirements.

27.04 Nothing herein contained relating to the work week, work day, hours of work, overtime or vacations shall apply to non-clerical Employees of the University presently working in excess of thirty-two and one-half (32 1/2) hours per week in the following departments:

1. Division of Family Medicine

2. University Health Services

27.05 The work week of thirty-two and one-half (32 1/2) hours may occasionally be extended for equal time off in some other work week, at a supervisor's or Employee's request, if agreed upon by both Parties.

27.06 Excluding overtime and emergencies, all Employees shall be given a minimum of **twenty (20)** working days' notice of a change in their regularly scheduled hours of work.

27.07 The Employer agrees that any Employee whose regular working conditions are such that s/he must change her/his clothes to perform her/his job will be granted ten (10) minutes at the end of her/his shift to change and wash.

27.08 If an Employee is required to travel between campuses during their working hours, the Employer shall provide transportation where appropriate.

27.09 The Employer shall select at least two (2) days in the period between Boxing Day and New Year's Day to be observed by all members of the bargaining unit as scheduled days off without loss of pay. In the event that an Employee is required to work on any of these days s/he shall be entitled to equivalent time off in lieu thereof without loss of pay. Such time off shall be by mutual agreement but failing this, the Employee shall be granted such time off with pay immediately following her/his annual vacation. For part-time Employees, such entitlement shall be pro-rated.

ARTICLE 28.00 - Overtime

28.01 Overtime for Full-Time Employees shall mean all authorized time of at least fifteen (15) minutes assigned to and worked by such Employees in excess of their regular working day.

Overtime for Part-Time Employees working less than full-time shall mean all authorized time totalling at least thirty (30) minutes assigned to and worked by such Employees in

excess of thirty-two and one-half (32 1/2) hours a week and all authorized time of at least fifteen (15) minutes assigned to and worked by such Employees in excess of:

- (a) their regularly scheduled hours in one (1) day;
- or
- (b) six and one half (6 1/2) hours in one day

whichever is less.

28.02 For the purposes of this article "authorized" shall mean each allocation of work or time in excess of regularly scheduled hours specifically assigned by the responsible supervisor or delegate on or before the day the overtime work is to be performed. If proposed overtime is not assigned by the responsible supervisor or delegate, an Employee may refuse it without prejudice. Retroactive approval will not satisfy this requirement except under conditions when the supervisor or delegate is not readily available.

28.03 The Employer shall:

- (a) make every reasonable effort to equitably distribute overtime among qualified Employees in a department taking appropriate account of seniority when making any initial allocation,
- (b) give a minimum of one (1) hour's advance notice of overtime as circumstances permit,
- (c) offer overtime on a voluntary basis, however, where operational requirements dictate, overtime shall be mandatory when assigned by the responsible supervisor or delegate.

28.04 The Union is entitled to consult the Employer or its representative whenever it is alleged that Employees are required to work unreasonable amounts of overtime.

28.05 An Employee shall be advised of the form of compensation at the time the assignment

of overtime work is made. Subject to Article 28.01 and 28.02, an Employee shall be either compensated at the rate of time and one-half her/his normal rate of pay for overtime worked and the rate of double the normal rate of pay for overtime worked on a holiday, a day declared to generally be observed in lieu of a holiday, or day off; or, in lieu of overtime pay, granted time off in lieu of overtime pay equal to time and one-half or double the amount of overtime actually worked, whichever is applicable.

28.06 (a) Where time off with pay in lieu of overtime hours worked has not been granted prior to the end of the calendar month immediately following the month in which the overtime was worked, compensation for overtime shall be paid unless the Employee, with the approval of the immediate supervisor or department head, prefers to accumulate the time for a specified later date.

(b) All such accumulated overtime shall be taken within twelve (12) months of the date the overtime was worked or pay in lieu thereof shall be included in the earliest regular pay cheque thereafter. This period may be extended if such time off cannot be granted due to operational requirements.

28.07 An Employee who is required to work a minimum of three (3) consecutive hours overtime following her/his normal scheduled work day shall, where it is practicable, be granted a reasonable period without pay to enjoy her/his usual meal time before commencing such work. If this is not practicable, an unpaid meal break may be scheduled by the supervisor during or after the overtime period and under such conditions the Employee shall be reimbursed expenses for one meal in the amount of \$7.00 except where a free meal is provided.

28.08 An Employee who has been required to work at least one (1) hour beyond her/his regular hours of work and beyond 8:00 p.m., shall, on presentation of an appropriate receipt, be reimbursed for taxi fare to her/his place of residence to a maximum of \$15.00.

28.09 In computing overtime, every segment of a quarter hour worked shall be regarded and paid as one complete quarter hour.

28.10 In the computation of overtime, an Employee who is on authorized leave with pay, including sick leave, shall be deemed to have worked (a) normal working day(s) while on such leave.

28.11 By prior mutual agreement with the supervisor, an Employee may make up time missed from work which would otherwise be deducted from pay. Such time may be worked in excess of the regular work day and shall not be computed as overtime.

ARTICLE 29.00 - Medical/Dental Appointments

29.01 The Employer may, at its discretion, grant leave with or without pay for medical/dental appointments. Employees shall make every reasonable effort to arrange these appointments outside their regular working hours.

29.02 Upon request, an Employee shall be required to provide confirmation of the time of the medical or dental appointment and/or confirmation that they were unable to schedule such appointment outside their regularly scheduled hours of work.

ARTICLE 30.00 - Temporary Assignment

30.01 An Employee who is temporarily assigned **for a period of six (6) months or less** to perform in a classification paying a higher rate, shall be paid **a premium** for the entire period of assignment **which is 7 ½ % of her/his existing rate of pay unless this results in a higher rate of compensation than the top of the classification of the position they are assigned to, in which case they shall receive a premium which is the difference between their existing rate of pay and the maximum hourly rate of the position they are assigned to fill temporarily (overtime is applicable to the premium as well)** provided the Employee has worked in the higher classification for a period of **at least two (2) weeks. Where the temporary assignment exceeds six (6) months, the Employee shall be paid thereafter at a rate which is 7 1/2% higher than her/his existing rate of pay unless this results in a higher rate of compensation than the top of the classification of the position they are assigned to, in which case they shall receive a rate which is the maximum hourly rate of the position they are assigned to fill temporarily. (The higher overtime rate shall apply as well.)**

30.02 When an Employee is temporarily assigned to perform work in a classification paying a lower rate, s/he shall be paid at her/his regular rate.

30.03 An Employee who is temporarily assigned to another position under this article shall

normally be relieved of the responsibilities of her/his regular position during the period of her/his assignment.

30.04 An Employee who is temporarily assigned to another position under this article shall upon completion of such temporary assignment, return to their former or comparable position.

ARTICLE 31.00 - Shift Work

31.01 An Employee will be considered to be on shift work when one-half of the regularly scheduled hours fall between 6:00 p.m. and 8:00 a.m.

31.02 An Employee who has worked a full scheduled shift, **(in accordance with Article 31.01), of** six and one-half (6 1/2) hours or more shall receive a premium of \$3.50 for each shift so worked. This shall not apply to overtime shifts.

31.03 The regular daily and weekly hours of work for Employees who work shift may be other than six and one-half (6 1/2) hours per day, and thirty-two and one-half (32 1/2) hours per week. When a position requiring shift work is posted, the shift rotation and daily hours of work will be indicated, and shall then be considered the regular hours of work for that position. Subsequent changes to regularly scheduled hours of work are subject to Article 27.06.

Notwithstanding the foregoing, the regular hours for full-time Employees who work shift shall normally average 1690 hours per year.

31.04 Overtime shall be governed by Article 28.00.

31.05 Vacation and holidays for Employees who work shift shall be governed by Article 37.00 and Article 38.00.

31.06 There shall be no right of postponement or accumulation of vacation but, subject to

the discretion of the Employer and the continuity of essential services within the department concerned, a maximum of one (1) full work week of their shift rotation may be deferred at the Employee's request to the following vacation year.

ARTICLE 32.00 - Call-in and Standby

32.01 (a) An Employee called in to work without previous notice outside her/his scheduled working hours shall be paid at time and one-half her/his regular rate of pay for the hours worked with a minimum of four (4) hours regular pay; except, when called in on days off, s/he shall be paid at the rate of double her/his regular rate of pay for the hours worked with a minimum of four (4) hours regular pay.

(b) When an Employee is called at home by an employee of the University who is authorized by the Department Head to assign work, outside of scheduled working hours, and is required to perform a service from home as a result, s/he will be paid at time and one-half her/his regular rate of pay and at double her/his regular rate of pay on a day off for the time required to perform such service with a minimum of fifteen (15) minutes regular pay.

(c) Time off may be substituted for payment at the applicable rate as agreed by the Employer and the Employee.

(d) In no such case shall an Employee claim more than four (4) hours' pay at the applicable rate in a four (4) hour period pursuant to 32.01 (a) or more than fifteen (15) minutes at the applicable rate in a fifteen (15) minute period pursuant to 32.01 (b).

32.02 For the purpose of this article an Employee on "standby" duty is one who has been designated in advance by the Employer, through the responsible supervisor and the Associate Director, Personnel Services, to hold her/himself readily available for the period of such duty to

report to work on short notice when requested through a pre-arranged channel.

32.03 An Employee qualified under Article 32.02 shall be paid fifteen dollars (\$15.00) for each twenty-four hour period of accumulated stand-by time.

ARTICLE 33.00 - Wage Rates

33.01 The rates of pay set forth in Appendix "B" shall become effective on the dates therein specified.

33.02 The rates of pay set forth in Appendix "B" are derived from "Step 4" rates **for Employees hired prior to August 22, 2002**, as follows:

- Step 1 82%
- Step 2 87%
- Step 3 93%
- Step 4 100%

For Employees hired on or after August 22, 2002, the rates of pay set forth in Appendix "B" are derived from the top step of each scale as follows:

- 3 Step Scale Step 3 82%**
 - Step 4 91%**
 - Step 5 100%**

- 4 Step Scale Step 2 82%**
 - Step 3 87%**
 - Step 4 93%**
 - Step 5 100%**

- 5 Step Scale Step 1 82%**

Step 2 87%

Step 3 92%

Step 4 96%

Step 5 100%

33.03 Unless paid at a "Step 4" rate, an Employee shall advance to the next higher step on the first day of the month next following completion of twelve (12) months satisfactory service in a particular step and classification. When an increment is withheld, the increment may be granted at any subsequent time when, in the Employer's opinion, the performance deficiencies giving rise to the withholding have been corrected. Such date shall become the Employee's anniversary date for subsequent progressions within the same classification. The reason(s) for withholding an increment shall be given to the Employee in writing.

33.04 A new Employee shall be paid at the rate set forth as "Step 1" in the appropriate classification, unless hired at Step 2 on account of relevant experience, and shall advance to the next applicable step effective the first day of the month next following completion of twelve (12) months service in the same classification. Such date shall become the anniversary date for subsequent progressions within the same classification.

33.05 If a position is reclassified to a higher classification the Employee shall not be eligible for a progression advance until a minimum of twelve (12) months in the new classification has been served. Such Employees shall advance to the next higher step on the first day of the month next following the completion of twelve (12) months service in that step and classification.

33.06 In those cases where an Employee's salary is in excess of the maximum established for her/his classification under Appendix "B" of this Agreement her/his salary shall be maintained and not subject to adjustment of any kind. In any event salaries shall not be increased beyond these maxima ("Step 4") during the term of this Agreement.

33.07 For the purpose of determining appropriate dates for step progression as noted herein, unpaid leaves of absence, including pregnancy and parental leaves without pay, in excess of six (6) consecutive weeks shall not be considered as qualifying service.

ARTICLE 34.00 - Sick Leave

34.01 All regular Employees qualify for sick leave benefits provided in this article (for probationary Employees see Article 15.04). Sick leave is defined as the period of time an Employee is absent from work with full pay as a result of a disabling injury or illness and is seeking appropriate medical treatment.

34.02 An Employee who is unable to report for work due to illness shall inform her/his supervisor at least two (2) hours before the beginning of their shift, where required on a departmental basis unless it is not reasonably possible for the Employee to do so. In any event, as much notice as possible will be given. Employees shall be notified of the required method of providing notification.

34.03 When illness or injury causes absence from work the following shall apply:

- (a) The Employer may require medical evidence but not normally for periods of less than five (5) consecutive working days. Such medical evidence shall verify the disability or illness and inability to carry out normal duties and failure to provide such evidence may result in disciplinary measures. The Employer shall make every reasonable effort to accommodate the Employee in performing their normal duties or in finding alternate related duties in the department if an Employee is unable to perform their own duties due to illness or injury, and such requirement is substantiated by medical certification.

- (b) Frequent periods of sick leave may be reviewed in accordance with Article 34.03 (b) to determine if the Employee is medically fit to carry out responsibilities on a full-time basis.
- (c) Full salary shall be paid for the first one hundred and twenty-five (125) working days of sick leave in any 12-month period.
- (d) Following the elimination period under the terms of the salary continuance program then in effect (180 days as of date of signing this collective agreement), eligible Employees shall claim any entitlement under the terms of such program.

34.04 An applicant for employment or an Employee may be required to undergo without cost to such Employee, medical examinations by a physician of the Employer's choice in the following instances:

- (a) prior to employment but following an offer of employment, provided the medical information sought relates to a bona fide occupational requirement for the position applied for.
- (b) in order to obtain health certificates, where the Employer in its discretion deems it necessary or desirable, including cases of repeated absences of less than five (5) days, provided a duplicate copy of the physician's report is given to the Employee.

34.05 Proof of Illness

An Employee may be required to produce certification (including a standing directive to do so) acceptable to the Employer and/or certification from a physician in order to qualify for sick leave, when such Employee's absences are excessive when compared to other Employees, or where the Employer has reason to suspect an Employee's absence is not legitimate, for example, a pattern of absences not explained by a medical condition.

Any standing directive shall be reviewed after each three (3) month period to

determine whether it should be withdrawn and the Employee shall be notified within five (5) working days of the decision. Upon request, the Employer shall notify the Employee in writing of the reason for the standing directive, and/or the reason for the decision not to withdraw a standing directive.

34.06 Review of Sick Leave Entitlement

- (a) The level of sick leave entitlement in 34.02 (c) above is intended primarily to provide income protection in cases of major illness or injury during the qualification period for the insured salary continuance programme. Also it provides coverage for short-term absence, reasonable in incidence and duration, due to illness or injury. Short-term absences are defined as absences of less than two (2) calendar weeks duration.

Without detracting from any other rights of the Employer, if the frequency and/or amount of an Employee's short term absence in any twelve month period is excessive and if it is not attributable to a continuing medical condition, the Employee shall qualify for a maximum of eight (8) days of paid sick leave in the ensuing twelve month period. However, the Employee will qualify for regular coverage in the event of major illness or injury.

This limitation shall be withdrawn if after 12 months of active employment, the amount and/or frequency of short term illness returns to normal.

- (b) Where an Employee's usage of sick leave is excessive (based on the average usage of other employees), the Employer may, upon notice, advise an Employee that for the following twelve (12) month period, there will be no benefits paid for the first day of any subsequent absence(s).

Any disagreements relating to any entitlement under this Article 34.06 will be adjudicated by a panel comprised of a representative of the Union, a representative of the Employer and an agreed upon third party who may be an employee of the University. The decision of this panel is final and binding and there is no recourse to Arbitration for either party.

34.07 An Employee returning to work upon the expiration of a period of sick leave (as defined in Article 34.01) shall return to her/his original position. In the event that the position no longer exists or the Employee is incapable of carrying out the duties of that position, the Employer and the Union may agree to suspend normal posting procedures in order to enable continuing employment. In this event every effort shall be made to continue employment in a position at the same job classification and step level. If an Employee's position is eliminated while they are on sick leave, they shall receive notice of lay-off on the same basis as other Employees in accordance with Article 11. However, any entitlement to sick leave and salary continuance shall not be affected by such lay-off notice.

34.08 An Employee who has been absent from work as a result of a disabling injury or illness for more than six (6) months but less than thirty (30) months, who wishes to return to work at the University, shall submit a medical certificate to the Associate Director, Personnel Services confirming that the Employee is medically fit to resume work. The procedures set forth in Articles 11.07, 11.08, 11.09 and 33.04 herein shall apply upon receipt of such a certificate but any entitlement under these articles will lapse at a date which is twenty-four (24) months from the expiry of paid sick leave as provided in Article 34.02(c) herein.

34.09 Alcoholism and Drug Abuse

Without detracting from the existing rights and obligations of the Parties recognized in other provisions of this Agreement, the Employer and the Union agree to co-operate in encouraging Employees afflicted by alcoholism or drug dependency to undergo a recognized program directed to the objective of their rehabilitation.

ARTICLE 35.00 - Leaves of Absence

35.01 Court Leave

Leave of absence without loss of pay shall be given to every Employee, who would otherwise be at work, who is required to:

- (a) serve on a jury provided the Employee reimburses the Employer any monies received for sitting on the jury, excluding payment for travel, meals, or other expenses; or
- (b) attend by reason of being a plaintiff or defendant, unless the Employer is a principal party in the action; or
- (c) attend, by subpoena or summons, as a witness in any proceedings held:
 - i. in or under the authority of a court; or
 - i. before an arbitrator, or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it for the actual time required to give evidence; or
 - ii. before a legislative council, legislative assembly or any committee thereof that is authorized by law to compel the attendance of witnesses before it.

35.02 Bereavement Leave

- (a) In the event of a death of a husband or wife, a parent, parent-in-law, grandparent, grandchild, a son, daughter, brother, sister (including husband or wife of any of these), an Employee so bereaved shall be allowed leave with pay not exceeding three (3) working days. The days **shall normally** be consecutive, and **shall be** taken at the time of death, funeral or memorial service.
- (b) If there is a death in an Employee's family as defined under (a), while the Employee is on vacation, the Employee is entitled to use bereavement leave, pursuant to (a), rather than vacation days as scheduled.

- (c) Request for such leave must be directed to the Employee's immediate supervisor.

35.03 Leave for Family Illness

In the case of illness of an Employee's parent, spouse, or child who resides with the Employee, the Employee may be granted leave with pay for up to three (3) days per annum for the purpose of caring for such family member(s) provided such family member(s) requires care and no one other than the Employee can provide such care. The Employer may require proof of the need for such leave as they consider necessary. These days shall be deducted from the Employee's sick leave entitlement.

35.04 Conferences and Seminars

Where an Employee is required by the Employer to attend conferences, seminars, meetings or courses, time off with pay shall be granted. All reasonable expenses shall be paid by the Employer for travel, meals, accommodations and registrations.

35.05 Other Leaves

Except as otherwise provided, nothing in this Agreement shall restrict the right of the Employer, through the Department Head and the Associate Director, Personnel Services, to authorize leaves of absence with or without pay for emergencies or special circumstances.

ARTICLE 36.00 - Pregnancy, Parental, Adoption and Paternity Leave

Pregnancy Leave

36.01 The Employer shall not terminate the employment of an Employee because she is pregnant. An Employee who has passed her probationary period, and any agreed extension thereof, shall be granted pregnancy leave in accordance with Article 36.04. However only Employees who have twelve (12) **continuous** months of employment with the University shall be eligible for the Supplementary **Un**employment Benefit Plan.

36.02 Pregnancy leave must be arranged in advance with the immediate supervisor or the

department head and recorded in Personnel Services.

36.03 The Employer may require an Employee to commence a leave of absence at the time when the duties of her position cannot reasonably be performed by a pregnant woman or the performance of the Employee's work is materially affected by the pregnancy.

36.04 A qualified Employee shall be granted pregnancy leave consistent in timing and duration with the Labour Standards Code of Nova Scotia. During this period she shall

be eligible to claim benefits under the Supplementary **Un**employment Benefit Plan as approved by the federal government and outlined in Appendix "C" of this Agreement to a maximum of seventeen (17) weeks.

36.05 Before proceeding on pregnancy leave, each Employee claiming benefits shall sign an undertaking on a prescribed form that she will return to work at the end of her maternity leave, or any authorized extension thereof, and remain in the University's employ for a period of at least seventeen (17) weeks thereafter. Should an Employee fail to return to work or return for a period of less than seventeen (17) weeks, the Employer shall review each case on its own merits and may, at its option, require the Employee to repay all or part of the benefits received under the **SUB** Plan.

36.06 When an Employee reports for work upon the expiration of the period of leave, she shall resume work in the same position or, if the position has been eliminated, a comparable position to that which she held prior to the commencement of the pregnancy leave, with no loss of seniority or benefits accrued to the commencement of the pregnancy leave.

36.07 While on pregnancy leave, an Employee shall continue to accrue seniority for purposes of lay-off and/or job posting.

Parental Leave

36.08 Parental leave shall be in accordance with the Labour Standards Code (Nova Scotia).

Adoption Leave

36.09 The Employer shall, upon the request of an Employee who is not seeking a leave pursuant to Article 36.11, and receipt of a copy of the notice of proposed adoption made by the Employee under the Adoption Act of a child five years of age or younger grant the Employee a leave of absence with pay for the week in which the adoptive child comes into full care of the Employee and such additional weeks without pay, up to four (4), as the

Employee requests. In the event that both adoptive parents are employed by the Employer this provision shall have application only to one of those adoptive parents.

36.10 The Employer agrees to modify the existing Supplemental **Un**employment Benefit Plan, subject to the approval of Human Resources Development Canada, such that: When an Employee declares her/himself to be a primary care giver and qualifies for benefits under the Employment Insurance Act related to adoption, as determined by Human Resources Development Canada, the benefit payable by the Employer shall be the difference between ninety-five percent (95%) of the Employee's regular salary at the commencement of the leave and the amount the Employee receives from E.I. benefits plus any other earnings from employment, for a maximum period of **ten (10)** weeks. Any remaining entitlement to leave pursuant to the Labour Standards Code of Nova Scotia shall be without payment from the Employer. In the event that both adoptive parents are employed by the Employer this provision shall have application only to one of those adoptive parents.

Paternity Leave

36.11 On the occasion of the birth of his child, a male Employee shall be granted special leave with pay up to a maximum of four (4) work days. This leave may be granted on separate days.

ARTICLE 37.00 - Holidays

37.01 The Employer agrees that the following shall constitute paid holidays for all Employees:

New Year's Day	One half holiday to be scheduled by the Employer
Munro Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Dominion Day	Christmas Day
Boxing Day	Halifax/Dartmouth Natal Day

and any other day proclaimed as a national holiday by the Federal Government or proclaimed as a public holiday by the Provincial Government.

Effective January 1, 1985, in the event that two or more paid holidays fall on the same day the total number of paid holidays noted in this section shall not be reduced. The Employer at its option and in advance of the displaced holiday, may declare another day or one-half day to be generally observed as a holiday in lieu of the time so displaced. Otherwise, qualified Employees will receive a floating holiday of appropriate duration to be taken at a mutually convenient agreeable time during the same calendar year.

- 37.02 (a) Full-time Employees are entitled to all paid holidays. (For purposes of compensation a one-day holiday shall be equal to six and one-half (6 ½) hours.)
- (b) Part-time Employees are entitled to time off for paid holidays on a prorata basis according to their regularly scheduled weekly hours, i.e. in the case of a full day holiday, entitlement would be 1/5 of their regularly scheduled weekly hours. In the case of a half-day holiday, entitlement would be 1/10 of their regularly scheduled weekly hours. For shift workers the regularly scheduled hours shall be the average weekly hours of the prior shift rotation.
- (c) Recurring sessional Employees are entitled to paid holidays during the period they are actively employed on the same basis as regular staff.

- (d) Full-time shift workers are entitled to six and one half (6 ½) hours pay or time in lieu thereof, in accordance with Article 37.03, for holidays falling on their regularly scheduled day off.

37.03 When a paid holiday falls on a full-time Employee's scheduled day off s/he shall receive another day off within thirty (30) days at a time of her/his choice with the approval of the immediate supervisor or department head or, in lieu thereof, pay for one (1) full work day at her/his regular rate of pay. Notwithstanding the foregoing when a paid holiday falls on a Saturday or Sunday the Employer, at its option, may declare another day to be observed as a holiday, in lieu thereof, and the Union shall be notified of the exact date at least one (1) month prior to the holiday.

37.04 Where a holiday, which the Employee is entitled to, falls within an Employee's vacation period, the holiday shall not be counted as part of the vacation but shall be added to the end of the Employee's vacation period.

ARTICLE 38.00 - Annual Vacation

38.01 (a) The length of an Employee's annual vacation shall be determined by her/his seniority but, for the purpose of this article, seniority does not include pregnancy/parental leaves or leaves of absence without pay.

(b) **Taking a pregnancy leave will affect the annual vacation an Employee is entitled to in the vacation year(s) immediately following such leave, however, pregnancy leave will not affect their entitlement to an additional week of vacation pursuant to Article 38.07 (b) and (c).**

(c) Vacation entitlement shall be calculated on the basis of a regular six and one half (6 1/2) hour work day.

38.02 An Employee shall receive regular salary for the period of annual vacation.

38.03 The vacation year shall be considered to be the period from June 1st to the succeeding May 31st, except for recurring sessional Employees where Article 18.05 shall apply.

38.04 Except as provided in Articles 38.08 and 38.10, vacations shall be taken within this period at a time authorized by the department head concerned, with due consideration being given to the efficient operation of the department and the personal wishes and seniority of the Employees. **All requests for and approval or denial of vacation shall be in writing. Any request for a change in scheduled vacation shall be in writing and may only be changed with the written approval of the department head or designate. Where the vacation time requested by the Employee is not approved, the Employee shall, upon request, be provided the reasons in writing.**

38.05 Where an Employee has become sick in excess of three (3) days, and it is verified that an Employee was hospitalized for at least 24 hours for all or a portion of this period, that period of hospitalization and one-half of the total period of such illness falling within her/his annual vacation shall be considered as sick leave and the number of vacation days which have been so displaced may be taken at a later time in the same vacation year.

 The Employee must notify the Employer at the time such illness commences and must submit medical verification to the satisfaction of the Employer in order to qualify for sick leave in these circumstances.

38.06 Initial Vacation

 Employees commencing employment with the University during one vacation year shall be entitled to vacation with pay during the following vacation year in the amount of one and one-quarter (1 1/4) days for each complete month of service during the qualifying vacation year.

38.07 Subsequent Vacation

- (a) Employees with more than one year but less than ten (10) years of seniority as of June 1st shall be granted three weeks (15 working days (97.5 hours)) vacation in that vacation year.

- (b) Employees with ten (10) years or more of seniority shall be granted four weeks (20 working days (130 hours)) vacation beginning with the vacation year in which their tenth anniversary falls.
- (c) Employees with twenty (20) years or more of seniority shall be granted five weeks (25 working days (162.5 hours)) vacation beginning with the vacation year in which their twentieth anniversary falls.

38.08 There shall be no right of postponement or accumulation of vacation, but, subject to the discretion of the Employer and the continuity of essential services within the department concerned, a maximum of one week (5 working days) vacation may be deferred at the Employee's request to the following vacation year. **The maximum carry over of five (5) vacation days does not apply when an Employee is commencing a pregnancy leave. By mutual agreement with the department head she may carry up to one (1) year's vacation entitlement.**

38.09 Except as provided in Article 38.10 herein, vacations in excess of the foregoing shall not be granted but under special non-recurring circumstances leaves of absence without pay up to a maximum of one week (5 working days) may be authorized for vacation purposes by the department head concerned.

38.10 Advance Vacation

- (a) Subject to subsection (b) hereof, at the request of an Employee and upon approval of the supervisor or department head, an Employee with two (2) years or more of continuous completed service may be granted a maximum of five (5) days from the vacation to be earned for the following vacation year.
- (b) If an Employee has taken advance vacation and terminates employment without having earned such advance vacation, the equivalent pay for the number of days taken shall be deducted from monies owing at the time of termination.

38.11 Except as noted in Article 20.01 herein, on termination of employment an Employee

shall be entitled to pay in lieu of vacation as follows:

- (a) If the Employee has not taken the vacation earned as of the preceding June 1st: Pay for the vacation at her/his current salary plus accrued vacation pay at 6%, 8%, or 10% (whichever is applicable) of gross straight time earnings from the preceding June 1st to the last day of work.
- (b) If the Employee has taken the vacation earned as of the preceding June 1st: Accrued vacation pay at 6%, 8%, or 10% (whichever is applicable) of gross straight time earnings from the preceding June 1st to the last day of work.
- (c) If the Employee was not in the University's employ on the preceding June 1st: Accrued vacation pay at 6% of gross straight time earnings from her/his service date to the last day of work.

ARTICLE 39.00 - Tuition Waiver

39.01 Subject to the conditions set forth in this article, all non-probationary Employees who are Regular Full-time or Regular Part-time (50% FTE or greater) shall be entitled to Tuition Waiver as follows:

- (a) Employee:
Up to twelve (12) credit hours in the 12 month period ending August 31 of each year in any Faculty of Dalhousie University.
- (b) Spouses and Children:
Provided the Employee is Regular Full-time and has two or more years of seniority as of the date of registration, fifty percent (50%) of tuition fees in all courses offered at Dalhousie University in any undergraduate program in any Faculty other than Dentistry (excluding the School of Dental Hygiene), Law and Medicine. Where both parents are Employees, the tuition fee waiver for children shall be 100%.

(c) Deceased or Retired Employee:

Tuition waivers in accordance with the provisions of (a) and (b) above shall continue to be available to:

- (1) Employees who have retired, having been employed for five or more years, and to their spouses and children, and to the spouses and children of former Employees who are deceased and who had been employed for five or more years;
- (2) the children of those Employees who are divorced or legally separated provided satisfactory documentary evidence of support equivalent to 7% of annual earnings is provided;
- (3) Employees who are ill or disabled and to their spouses and children, provided the Employee is in receipt of sick leave or long term disability benefits.

39.02 For purposes of tuition waiver administration, the following definitions shall apply:

- (a) “Spouse” - as defined in Article 2.
 - (b) “Child” shall mean any dependent child of the Employee to the end of the academic year of the child’s 25th birthday, or beyond that date if dependent on the Employee by reason of mental or physical disability. Dependents are defined as children of the Employee for whom the Employee is entitled to claim tax credit under the Income Tax Act in the year in which the tuition waiver is requested for children not over the age of twenty-five (25) to whom the Employee declares that they provide regular financial support.
 - (c) “Tuition Fee” shall mean the basic tuition fee applicable to specific programmes and shall include auxiliary fees which are for required instruction but shall exclude any other fees such as international student differential fees, co-op fees, and student union fees.
- 39.03
- (a) All requests for tuition waiver must be approved in advance of registration by the Department Head concerned and the Assistant Vice-President, Personnel Services or designate.
 - (b) For Income Tax purposes and purpose of 39.03(d) and 39.04(a), all proposed courses shall be identified in advance by the Employee and the Department Head concerned as job related or non-job related.
 - (c) Courses may be taken during working hours only if the time required for attending classes can be adjusted to the requirements of the Department.
 - (d) Tuition fees may be reimbursed, at the sole discretion of the Employer, to Employees who have successfully completed job-related university credit courses taken at Institutions other than Dalhousie University.

39.04 Non-Credit Courses

- (a) Tuition fees may be waived at the sole discretion of the Employer, for Employees taking job-related non-credit courses at Dalhousie University. Employees who fail or do not complete a course, forfeit entitlement to this waiver and must successfully complete a subsequent job-related non-credit course in order to qualify for reimbursement in that instance and in order to regain entitlement.

- (b) Tuition fees may be reimbursed, at the sole discretion of the Employer, to Employees who have successfully completed work-related courses taken at Dalhousie which are relevant to the pursuit of alternative employment at Dalhousie.

ARTICLE 40.00 - Discipline and Discharge

40.01 No Employee shall be disciplined or discharged except for just cause. Notice of discharge shall be consistent with the provisions of Article 20.03.

40.02 Before an Employee is disciplined (verbal warning, written warning or suspension only) or discharged s/he shall be advised of the right to have a Union representative present. This shall not preclude the right of the Employer to suspend "pending investigation" when a representative is not available.

40.03 On the request of an Employee who has been disciplined or discharged, the Associate Director, Personnel Services shall notify the Employee in writing stating the reasons therefor, with a copy of such notice to be sent to the Union's Employee Relations Officer, with a copy to the President of the Local. Such requests shall be made within three (3) working days of the discipline or discharge, and such notice shall be provided within three (3) working days of receipt of request. The Employer shall not be bound by the exact language of the statement of reasons at any subsequent arbitration hearings.

40.04 Where an Employee alleges that s/he has been disciplined or discharged in violation of

Article 40.01, a grievance may be lodged in accordance with Article 41.00, provided that, in the case of a discharge, a grievance may be lodged at Step Two of the grievance procedure.

40.05 Where it is determined that an Employee has been disciplined or discharged without just cause, all records held by the Personnel Department and the Employee's department dealing with such discipline or discharge shall be removed from the files and destroyed. References, if any, to such discipline or discharge on documents required for bona fide administrative purposes shall not be released to unauthorized persons and under no circumstances shall be used to the disadvantage of the Employee concerned.

- 40.06 (a) The record of any Employee shall not be used against such Employee following a disciplinary action if twelve (12) months have elapsed without further similar or related incidents **provided such further incident(s) have been brought to the Employee's attention and the Employee has been advised that the initial disciplinary action may be relied upon for a further twelve (12) months.**
- (b) The record of any Employee shall not be used against such Employee following a disciplinary action if twelve (12) months have elapsed without written warning or more serious disciplinary action for any reason, in accordance with 40.01 above.
- (c) For discipline relating to serious wilful misconduct, serious disobedience, or neglect of duty, the period shall be extended to five (5) years.
- (d) Discipline relating to sexual harassment, assault, including sexual assault, or theft is not covered by this article.

40.07 The Employer shall provide liability coverage of Employee's liability while performing duties or tasks required and authorized by the Employer. Such liability coverage shall be within the terms and conditions of the insurance policies of the Employer.

41.01 For the purpose of this Agreement a grievance is defined as a claim by an Employee, the Union, or the Employer that there is a complaint or disagreement relating to the meaning, application, interpretation or alleged violation of this Agreement.

A Union grievance shall concern matters of general application or those involving the interpretation/administration of the collective agreement. Although a Union grievance may affect a specific individual, it is not intended to bypass the regular grievance procedure provided for Employees.

41.02 A grievor shall have reasonable time off without loss of pay to consult her/his steward when meeting with the Employer in the grievance process.

41.03 An Employee who feels that s/he has a grievance shall first discuss the matter with the immediate supervisor within ten (10) working days of the occurrence of the incident or cause giving rise to the grievance and may have a Union representative present during such discussions if so desired by the Employee. The supervisor shall provide the Employee with an answer to the grievance within three (3) working days of the discussions.

When any matter cannot be settled by the foregoing informal procedure it shall be submitted to the steps of the grievance procedure specified in Article 41.05 and the supervisor shall be notified accordingly.

Where the immediate supervisor is the Department Head the Employee may present the grievance at Step Two. In this event the grievance shall be in writing, on the prescribed form (see Appendix "D"), shall specify the section or sections of this Agreement alleged to have been misinterpreted, misapplied or violated and shall specify the redress sought. A copy of the written grievance shall be provided concurrently to the Department Head.

41.04 When a grievance is submitted to the steps specified in Article 41.05 the Employee shall be accompanied by a representative of the Union.

41.05 STEP ONE

If the Employee is not satisfied with the decision of the immediate supervisor, s/he, within five (5) working days of receipt of that decision, may present the grievance in writing to the Department Head. Such written grievance shall be on the prescribed form, (see Appendix "D") shall specify the section or sections of this Agreement alleged to have been misinterpreted, misapplied or violated, and shall specify the redress sought. If the Employee does not receive a satisfactory settlement within eight (8) working days from the date on which the grievance was presented, the Employee may proceed to Step Two.

STEP TWO

Within five (5) working days from the expiration of the eight (8) day period referred to in Step One, the Employee may present the grievance as written to the Associate Director, Personnel Services. Any formal proposal of settlement of the grievance presented at Step One and correspondence must accompany the grievance when it is presented to the Associate Director, Personnel Services. The Associate Director, Personnel Services shall reply in writing to the Employee within twelve (12) working days from the date the grievance was presented to her/him. If the Employee does not receive a reply or satisfactory settlement of the grievance from the Associate Director, Personnel Services the Employee may refer the grievance to Arbitration as provided in Article 42.00 hereof.

41.06 A grievance to be initiated by the Union shall be presented in writing to the Associate Director, Personnel Services at Step Two within ten (10) working days of the Union being notified of the occurrence or cause giving rise to the grievance. Such written grievance shall be on the prescribed form, (see Appendix "D") shall specify the section or sections of this Agreement alleged to have been misinterpreted, misapplied or violated, and shall specify the redress sought. Failing settlement, the arbitration provisions set forth in Article 42.00 shall apply.

41.07 A grievance to be initiated by the Employer shall be presented in writing to the Union's Employee Relations Officer, with a copy to the President of the Local at Step Two within ten (10) working days of the Employer being notified of the occurrence or cause giving rise to the grievance.

Such written grievance shall be on the prescribed form, (see Appendix "D") shall specify the section or sections of this Agreement alleged to have been misinterpreted, misapplied or violated, and shall specify the redress sought. Failing settlement, the arbitration provisions set forth in Article 42.00 shall apply.

41.08 The time limits referred to above and also in Article 42.00 (Arbitration Procedure) shall be strictly adhered to unless extended by mutual agreement of the Employer and Union. Requests for extensions must be made in writing to the Union's Employee Relations Officer, with a copy to the President of the Local if requested by the Employer or Associate Director, Personnel Services if requested by the Union.

41.09 Grievances alleging violations of Article 11.00 -- Lay-off, Redeployment and Recall (pertaining to recalls only); Article 25.00 -- Job Posting (except in those cases where the current supervisor is the hiring supervisor); Article 33.00 -- Wage Rates; Article 40.00 -- Discipline and Discharge (pertaining to discharge only); Article 44.00 -- Sexual Harassment may be filed directly at Step Two within ten (10) working days of the occurrence of the incident or cause giving rise to the grievance.

41.10 Regardless of any provision herein to the contrary, the Employer and the Union may agree to omit any or all of the procedures and/or steps set forth in the article and refer a grievance directly to arbitration as specified in Article 42.00.

ARTICLE 42.00 - Arbitration Procedure

42.01 The Employer and the Union shall make every effort to promote and ensure the speedy dispatch of arbitration cases. Both Parties wish and expect Arbitration Boards

and single arbitrators named under this article to observe the time limits specified, to conduct business and to render decisions with as much expedition as is reasonably possible.

42.02 When either party requests that a grievance be submitted to arbitration, the request shall be made within ten (10) working days of the date when the final decision referred to in Articles 41.04, 41.05 or 41.06 was made or should have been made. Such request shall be in writing and shall notify the other party of its desire to submit the difference or allegation to arbitration and the notice shall contain the name of the person appointed to be an arbitrator by the party giving the notice.

42.03 The party to whom notice is given shall, within five (5) days after receiving the notice, name the person whom it appoints to be an arbitrator and advise the party who gave the notice of the name of its appointee.

42.04 The two arbitrators named in accordance with this provision shall within five (5) days after the appointment of the second of them name a third arbitrator who shall be the Chairperson of the Arbitration Board.

42.05 If the party to whom notice is given fails to name an arbitrator within the period of five (5) days after receiving the notice, or if the two arbitrators named by the Parties fail to agree upon the naming of the Chairperson within five (5) days after the naming of the second arbitrator, the Minister of Labour of Nova Scotia shall, on the request ther party, name an arbitrator on behalf of the party who failed to name an arbitrator or shall name the Chairperson, as the case may be, and, if the case so requires, the said Minister shall name the second arbitrator and Chairperson.

The Arbitration Board named under this provision shall hear relevant evidence adduced relating to the difference or allegation and argument thereon by the Parties or counsel on behalf of either or both of them and make a decision on the difference or allegation and the decision shall be final and binding upon the Parties and upon any person on whose behalf this Agreement was made. The decision of the majority of the members of an Arbitration Board named under this provision shall be the decision of the Board and if there is no majority decision the decision of the Chairperson shall be the decision of the Board.

42.06 Regardless of any article herein to the contrary, should both Parties agree, a single

arbitrator may be used instead of a three (3) member Arbitration Board. It is agreed that the appointment of a single arbitrator shall be seriously considered by both Parties in cases concerning an Employee's seniority or salary.

42.07 (a) On selection, the Chairperson of the Arbitration Board or the single arbitrator shall, with all possible dispatch, arrange for the case to be heard. In any event, the hearing will take place within forty-five (45) calendar days of her/his selection unless this requirement is expressly waived by the Parties to the Agreement.

(b) The Chairperson of the Arbitration Board or the single arbitrator shall render a written decision with all possible dispatch and, in any event, within thirty (30) calendar days following the hearing unless this requirement is expressly waived by the Parties to this agreement.

42.08 The Arbitration Board or single arbitrator shall have the power to modify or set aside any penalty imposed by the Employer relating to the disciplinary matters before them, but shall not have the power to add, subtract or modify any terms of this Agreement, or to make any decision inconsistent with this Agreement.

42.09 An Employee who is required to attend an arbitration hearing by reason of being a grievor or a witness at such hearing shall be permitted to be absent from work for the required period and shall suffer no loss in normal pay.

42.10 Any member of the Arbitration Board or the single arbitrator named under this article shall have access to university premises to view working conditions, machinery or operations which may be relevant to the resolution of the grievance.

42.11 Each party who is required to name a member of the Arbitration Board shall pay the remuneration and expenses of the member and witness(es) and the Parties shall pay the remuneration and expenses of the Chairperson, or a single arbitrator in accordance with Section 43 (2) of the Trade Union Act.

ARTICLE 43.00 - No Discrimination

43.01 The Parties agree that there shall be no discrimination or harassment exercised or practiced with respect to any Employee by reason of marital status, whether or not the Employee has children, familial relationship, race, creed, colour, sex, sexual orientation, ethnic or national origin, physical or mental disability (providing the disability does not preclude the Employee carrying out assigned duties to the extent permitted by the Human Rights Act, Nova Scotia), age (except as may be permitted by the Human Rights Act, Nova Scotia), religious or political affiliation or lack of affiliation, place of residence, or Union affiliation or involvement.

ARTICLE 44.00 - Sexual Harassment

44.01 The Employer and the Union agree that it is of mutual benefit to support the procedures and recommendations outlined in the Dalhousie University Sexual Harassment Policy hereafter referred to as the Policy. It is recognized that such procedures and recommendations may be modified in accordance with the Policy.

44.02 Subject to Article 44.01 herein the Employer and the Union agree that sexual harassment is defined as any sexually-oriented behaviour of a deliberate or negligent nature which adversely affects the working or learning environment. It includes but is not limited to:

- (a) Sexual solicitation or advance of a repeated, persistent or abusive nature made by a person who knows or ought to know that such solicitation or advance is unwanted;
- (b) implied or expressed promise or reward for complying with a sexually oriented request;
- (c) reprisal in the form either of actual reprisal, or of the denial of opportunity, or implied or expressed threat of actual reprisal or denial of opportunity for a refusal to comply with a sexually-oriented request;

- (d) sexually-oriented remarks or behaviour on the part of a person who knows or ought to know that such remarks or behaviour may create a negative psychological or emotional environment for work or study.

44.03 The Employer and the Union acknowledge that an Employee within the bargaining unit alleging or accused of sexual harassment shall continue to have the right to Union representation where consistent with procedures established under the Policy.

44.04 An Employee may make a complaint of sexual harassment through the procedures outlined in the Policy or alternatively, at her/his option, at Step Two of the grievance procedure specified in Article 41.00 of this Agreement, but shall not do so concurrently. In the event that an Employee uses the procedures outlined in the Policy the time limits for filing the same complaint under Article 41.00 shall be extended to a maximum of ten (10) working days from the date on which the Hearing Panel forwards its decision on the case to the President or from the date the Employee withdraws from the procedure, whichever is applicable.

44.05 When authorized in writing by an Employee who is a complainant or respondent in an action being processed in accordance with the Policy, the appropriate Union representative shall be provided with all documented information relative to the case as may be permitted by the operating procedures established by the Policy.

44.06 Nothing in this article shall be construed as restricting the Employer's rights to manage the University including the right to determine and impose appropriate discipline.

ARTICLE 45.00 - Affirmative Action

45.01 The Employer agrees that the Union shall have the right to be represented on the Council on Employment Equity through Affirmative Action.

ARTICLE 46.00 - Employee Records

46.01 For the purpose of this article, personnel files shall be those records pertaining to the employment of individual members of the bargaining unit as may be maintained by their current Departments and/or Personnel Services.

46.02 All information contained in personnel files relating to disciplinary matters or to an Employee's job performance, financial status or health shall be considered confidential and shall not be released without the express written consent of the Employee involved except as required by law or the internal administrative purposes of the Employer.

46.03 A copy of any disciplinary document to be placed in an Employee's personnel file shall be supplied concurrently to the Employee. Such document shall be placed in an Employee's file within ten (10) days of the occurrence of the incident or cause giving rise to the disciplinary action.

46.04 An Employee shall have the right to examine, during regular office hours, all documents in her/his personnel file except for confidential references recorded or obtained during the appointment process, which shall be held confidential. On written request to the supervisor concerned an Employee may receive, at her/his own expense, copies of any documents to which s/he has the right of examination.

ARTICLE 47.00 - Pay Periods

47.01 All Employees shall be paid **by direct deposit** on the twenty-seventh day of each month or, in the event that this is a non-working day, on the working day immediately preceding the twenty-seventh. In December of each year Employees shall be paid prior to Christmas Day but not earlier than December 17th.

47.02 A payroll error in excess of twenty dollars (\$20.00) shall be corrected and an appropriate cheque issued within two (2) working days of being brought to the attention of Personnel

Services by the Employee's supervisor.

ARTICLE 48.00 - Future Legislation

48.01 In the event that any laws passed by the Legislature applying to the Employees covered by this Agreement render null and void any provision of this Agreement, the remaining provisions of this Agreement shall remain in effect for the term of the Agreement.

ARTICLE 49.00 - Revision or Waiver by Mutual Agreement

49.01 The Employer and the Union agree that any provision in this Agreement except that relating to its duration may be cancelled, waived, or amended by mutual agreement.

ARTICLE 50.00 - Copies of Agreement

50.01 The Employer agrees to supply each employee in the bargaining unit with a copy of this Agreement as soon as possible after the date of signing and also to supply one to each new employee as soon as is reasonably possible following their appointment. The Employer and the Union will bear the cost of printing equally.

ARTICLE 51.00 - Duration of Agreement

51.01 This Agreement shall be in effect for a term beginning **July 1, 2001**, to and including **June 30, 2004**, and shall be renewed thereafter unless either party gives to the other party notice in writing consistent with Section 34 of the Trade Union Act of Nova Scotia, that it desires to amend its provisions.

51.02 Where notice to amend the Agreement is given, the provisions of this Agreement shall continue in force until a new agreement is signed or a legal right to strike or lockout accrues, whichever comes first.

DATED at Halifax Regional Municipality, in the Province of Nova Scotia, this **26th** day of **September, 2002.**

SIGNED, SEALED AND DELIVERED

in the presence of

DALHOUSIE UNIVERSITY

THE NOVA SCOTIA GOVERNMENT AND
GENERAL EMPLOYEES UNION

APPENDIX "A" (Page 1)
BARGAINING UNIT OF NOVA SCOTIA GOVERNMENT
AND GENERAL EMPLOYEES UNION

All non-academic regular full-time and regular part-time employees of Dalhousie University located on its campus at Halifax and other locations including the Victoria General Hospital, the Halifax Infirmary, the Camp Hill Hospital, the Institute of Pathology (Dr. D. J. MacKenzie Diagnostic Centre), the Izaak Walton Killam Hospital for Children, the Grace Maternity Hospital, and the Dalhousie Arts Centre, who perform clerical, technical, non-professional library, and other non-academic duties, who are not covered under any other collective agreement, save and except, (a) All employees in the Advisory Group on Planning and Co-ordination and those persons exercising managerial functions and those persons excluded by other collective agreements;

(b) Persons employed in the following positions associated with the central business office:

Controller

Business Manager

Chief Accountant

Budget Officer

Finance Officer

Internal Auditor

Accountants

Payroll Supervisor

Head Cashier

Accounts Supervisor

Research Grants Officer

(c) Persons employed in the following positions:

President

Vice-Presidents

Assistants to the President and Assistants to the Vice-Presidents

Dean of Student Services, Freshmen, Residences

Deans of Faculty

Registrar

Assistant and Associate Registrars

Purchasing Agent and Assistant Purchasing Agent

Head Co-ordinator of the Aquatron

Building Superintendent and/or managers

Bookstore Manager and Assistant Manager

Chaplains

Security Police

Centrex Supervisor

Confidential secretaries in the office of the President,

Vice-Presidents, Assistants to the President and Vice-Presidents

The personal secretaries to each academic Dean

Administrative Officers

Professional Librarians

Directors, Assistant Directors or Heads of the following Schools and Departments:

Admissions

Alumni

Arts Centre

Athletics and Recreational Services

Awards

A/V Graphics

Business Administration

Computing and Information Services

Dental Hygiene

Development

Health Service

Henson College of Public Affairs and Continuing Education

Housing and Conferences

Library and Information Studies

Nursing

APPENDIX "A" (Page 3)

Personnel Services

Pharmacy

Physical Plant and Planning

Physiotherapy

Printing Centre

Public Relations

Recreation, Physical and Health Education

Security/Traffic

Social Work

Student Counselling

Summer School

- (d) Students and casual or irregularly employed persons;
- (e) Post Doctorate Fellows, Research Fellows, Teaching Fellows,
Research Associates and Assistants, Instructors, Laboratory Demonstrators, Sport Coaches
and Trainers;
- (f) Grant-paid employees.

KEY TO
APPENDIX "B"
EFFECTIVE 1 JULY 1991

GROUP A - CLERICAL/SECRETARIAL		GROUP B - TECHNICAL	
JOB CLASSIFICATION	LEVEL	JOB CLASSIFICATION	LEVEL
Centrex Operator	C-1	Technical Assistant	T-1
Secretary	C 1	Technical Assistant	T-2
Clerk	C-1	Technical Assistant	T-3
Clerk Typist	C-1	Technical Assistant	T-4
Secretary	C-2	Technician	T-5
Clerk	C-2	Technician	T-6
Clerk Typist	C-2	Technician	T-7
Secretary	C-3	Technician	T-8
Clerk	C-3	Technologist	T-9
Clerk Typist	C-3	Technologist	T-10
Secretary	C-4		
Clerk	C-4	PAY EQUITY CLASSES	
Clerk	C-5	Admin. Secretary 1	AS-1
Senior Clerk	C-6	Admin. Secretary 2	AS-2
Specialist	C-7	Dental Assistant	DA-1
Specialist	C-8	Library Assistant 3	LA-3
GROUP C - LIBRARY			
JOB CLASSIFICATION	LEVEL		
Library Assistant	LA-1		
Library Assistant	LA-2		

WAGE RATES
Effective July 1, 2000 - June 30, 2001

Level	Annual Rate			
	Step1	Step 2	Step 3	Step 4
	82%	87%	93%	100%
<u>Clerical</u>				
C1	15,504	16,449	17,583	18,907
C2	17,891	18,982	20,291	21,819
C3	18,597	19,731	21,092	22,679
C4	20,372	21,614	23,105	24,844
C5	22,862	24,256	25,929	27,880
C6	24,364	25,850	27,633	29,713
C7	27,534	29,213	31,228	33,578
C8	28,986	30,754	32,875	35,349
<u>Technical</u>				
T1	15,430	16,371	17,500	18,817
T2	17,172	18,219	19,476	20,942
T3	18,828	19,976	21,353	22,961
T4	20,986	22,266	23,802	25,593
T5	22,346	23,709	25,344	27,251
T6	24,558	26,055	27,852	29,949
T7	26,617	28,237	30,185	32,457
T8	31,726	33,661	35,982	38,690
T9	35,751	37,931	40,547	43,599
T10	37,896	40,207	42,979	46,214
<u>Library</u>				
LA1	20,372	21,614	23,105	24,844
LA2	21,393	22,697	24,263	26,089
LA3	26,241	27,747	29,553	31,661
<u>Dental Assistant</u>				
DA1	26,402	27,834	29,551	31,554

The Step 4 rates shown above represent a 2% scale increase over the June 30, 2000 rates, and the steps are derived in accordance with Article 33.02 of the Agreement.

WAGE RATES
Effective July 1, 2001 - June 30, 2002
Scale Increase 2.0%

Level	Annual Rate			
	Step 1	Step 2	Step 3	Step 4
	82%	87%	93%	100%
<u>Clerical and Secretarial</u>				
C1	15,814	16,778	17,935	19,285
C2	18,249	19,362	20,697	22,255
C3	18,969	20,126	21,514	23,133
C4	20,780	22,047	23,567	25,341
C5	23,319	24,741	26,447	28,438
C6	24,852	26,367	28,186	30,307
C7	28,085	29,798	31,853	34,250
C8	29,566	31,369	33,532	36,056
<u>Technical</u>				
T1	15,738	16,698	17,849	19,193
T2	17,516	18,584	19,866	21,361
T3	19,204	20,375	21,781	23,420
T4	21,406	22,711	24,278	26,105
T5	22,793	24,183	25,850	27,796
T6	25,049	26,577	28,410	30,548
T7	27,147	28,802	30,789	33,106
T8	32,360	34,334	36,702	39,464
T9	36,466	38,690	41,358	44,471
T10	38,653	41,010	43,838	47,138
<u>Library</u>				
LA1	20,780	22,047	23,567	25,341
LA2	21,821	23,152	24,748	26,611
<u>Pay Equity Classes</u>				
AS1	26,458	28,071	30,007	32,266
AS2	27,991	29,697	31,746	34,135
DA1	26,392	28,001	29,932	32,185
LA3	26,481	28,096	30,033	32,294

The Step 4 rates shown above represent a 2% scale increase over the June 30, 2001 rates, and the steps are derived in accordance with Article 33.02 of the Agreement.

WAGE RATES
(for Employees hired on or after August 22, 2002)
Effective July 1, 2002 - June 30, 2003
Scale Increase 2.6%

Level	Annual Rate				
	Step 1	Step 2	Step 3	Step 4	Step 5
			82%	91%	100%
		82%	87%	93%	100%
	82%	87%	92%	96%	100%
<u>Clerical and Secretarial</u>					
C1			16,225	18,005	19,786
C2			18,724	20,779	22,834
C3		19,462	20,649	22,073	23,734
C4	21,320	22,620	23,920	24,960	26,000
C5	23,925	25,384	26,843	28,010	29,177
C6	25,498	27,053	28,607	29,851	31,095
C7	28,816	30,573	32,330	33,735	35,141
C8	30,334	32,184	34,034	35,513	36,993
<u>Technical</u>					
T1			16,147	17,920	19,692
T2			17,971	19,944	21,916
T3			19,704	21,866	24,029
T4		21,963	23,302	24,909	26,784
T5	23,386	24,812	26,237	27,378	28,519
T6	25,700	27,268	28,835	30,088	31,342
T7	27,853	29,551	31,250	32,608	33,967
T8	33,202	35,226	37,251	38,870	40,490
T9	37,414	39,695	41,977	43,802	45,627
T10	39,658	42,077	44,495	46,429	48,364
<u>Library</u>					
LA1		21,320	22,620	24,180	26,000
LA2	22,388	23,754	25,119	26,211	27,303
<u>Pay Equity Classes</u>					
AS1	27,146	28,801	30,457	31,781	33,105
AS2	28,719	30,470	32,221	33,622	35,023
DA1	27,078	28,729	30,380	31,701	33,022
LA3	27,170	28,827	30,483	31,809	33,134

The top step rates shown above represent a 2.6% scale increase over the top step rates at June 30, 2002, and the steps are derived in

accordance with Article 33.02 of the Agreement.

WAGE RATES
(for Employees hired on or after August 22, 2002)
Effective July 1, 2003 - June 30, 2004
Scale Increase 2.6%

Level	Annual Rate				
	Step 1	Step 2	Step 3	Step 4	Step 5
			82%	91%	100%
		82%	87%	93%	100%
	82%	87%	92%	96%	100%
<u>Clerical and Secretarial</u>					
C1			16,646	18,473	20,300
C2			19,211	21,319	23,428
C3		19,968	21,185	22,646	24,351
C4	21,874	23,208	24,542	25,609	26,676
C5	24,548	26,044	27,541	28,739	29,936
C6	26,160	27,756	29,351	30,627	31,903
C7	29,565	31,368	33,171	34,613	36,055
C8	31,123	33,021	34,919	36,437	37,955
<u>Technical</u>					
T1			16,567	18,386	20,204
T2			18,439	20,462	22,486
T3			20,216	22,435	24,654
T4		22,534	23,908	25,556	27,480
T5	23,993	25,456	26,919	28,090	29,260
T6	26,369	27,977	29,584	30,871	32,157
T7	28,577	30,320	32,062	33,456	34,850
T8	34,065	36,142	38,220	39,881	41,543
T9	38,387	40,727	43,068	44,940	46,813
T10	40,689	43,170	45,651	47,636	49,621
<u>Library</u>					
LA1		21,874	23,208	23,809	26,676
LA2	22,971	24,371	25,772	26,892	28,013
<u>Pay Equity Classes</u>					
AS1	27,852	29,550	31,249	32,607	33,966
AS2	29,466	31,263	33,059	34,497	35,934
DA1	27,782	29,476	31,171	32,526	33,881
LA3	27,876	29,576	31,275	32,635	33,995

The top step rates shown above represent a 2.6% scale increase over the top step rates at June 30, 2003, and the steps are derived in

accordance with Article 33.02 of the Agreement.

APPENDIX "C" (Page 1)

SUPPLEMENTARY UNEMPLOYMENT BENEFIT PLAN

FOR

Members of Nova Scotia Government **and General** Employees Union

Purpose

The purpose of the plan is to supplement **un**employment insurance benefits paid during periods of pregnancy leave to female members of the Nova Scotia Government **and General** Employees Union Bargaining Unit certified by Nova Scotia Labour Relations Board.

Term of Agreement

The term of the plan will coincide with the term of the collective agreement signed March 10, 1982 and all subsequent agreements which provide the pregnancy leave to be supported under a similar plan. The plan will be effective on July 1, 1983 and will terminate June 30, 1984, subject to extensions as may be provided under successor collective agreements.

Administration

The Employer will administer the plan and, subject to the provisions of the collective agreement and the provisions contained herein, will be the only authority for determining eligibility for benefits under the plan.

Plan Funding

The Employer's contribution to the SUB plan will be paid from operating funds. A separate accounting will be maintained on all SUB plan payments. Since no trust fund will be established, the Union members will have no vested interest in such a fund.

Eligibility

Any Employee in the bargaining unit, as defined in the collective agreement, having been employed with the University for a minimum of twelve (12) months, who is granted pregnancy leave consistent in timing and duration with the Labour Standards Code of Nova Scotia, will be eligible for benefits under the plan, provided the employee has registered at and complied with the reporting requirements of the Employment Insurance Commission and the University, and qualifies under the Employment Insurance Act for employment insurance benefits and supplementary benefits as outlined herein.

Benefit

The benefit payable by the Employer under the SUB plan is a weekly amount, which combined with the employment insurance benefit and any other earnings from employment, will equal 95% of the Employee's normal authorized prorated annual salary from service with the University at the commencement of the pregnancy leave. Benefits will be paid up to a maximum of fifteen (15) consecutive weeks preceded by an employment insurance waiting period of two weeks. The Employee will receive as the sum total of SUB payments and any other earnings, a maximum benefit equal to 95% of her normal university salary during the waiting period since employment insurance benefits will not be paid. All amounts paid under the plan will be subject to normal income tax deductions.

Benefit Non-Entitlement

1. Total benefits are not payable for any period in which the Employee is disqualified or disentitled from receipt of benefits under the Employment Insurance Act.

APPENDIX "C" (Page 3)

2. Benefits are not payable if:
- (a) the Employee has been dismissed or suspended without pay as per Article 40.00 of the collective agreement;
 - (b) the Employee has terminated her employment through resignation;
 - (c) an application is made during a period when the Employee is currently on strike, participating in picketing or concerted work interruptions;
 - (d) the Employee is on an approved leave of absence without pay;
 - (e) the Employee is receiving insurance benefits under the University's long term disability program.

Application for Benefits

An Employee may make application to the Employer for pregnancy leave commencing at any time during a period of ten (10) weeks immediately preceding the specified week of birth. Application should also be made at the same time to the Employment Insurance Commission so that the employment benefits may commence at the end of the two (2) week waiting period.

A claimant for benefits under this plan must sign an undertaking with the University on a prescribed form (see end of Appendix "C") providing that:

- (a) she will return to work on the working day immediately following the expiry date of her pregnancy leave, or any authorized extension thereof, and
- (b) she will remain in the employ of the Employer for at least seventeen

APPENDIX "C" (Page 4)

(17) weeks following her return to work, and

- (c) should she fail to return to work as provided under (a) above the Employer at its option, may require her to repay the full amount of Supplementary **Un**employment Benefits received during the entire period, and
- (d) should she leave the Employer's employ before seventeen (17) weeks have elapsed as provided under (b) above the Employer at its option, may require her to repay a proportion of such benefits equal to that proportion of the seventeen (17) week period she has not worked.

Benefit Adjustment

If the Employer determines that any benefit paid under the plan should not have been paid or should have been paid in a lesser amount, the amount of overpayment will be recovered from any subsequent benefit payable under the plan, or by making a deduction from any future monies payable by the Employer to the employee.

Other Staff Benefits

A full-time or regular part-time Employee shall continue to participate in the group life insurance, long term disability insurance, pension plan and may continue the dental plan, voluntary group term life insurance, voluntary personal accident insurance and Blue Cross major medical plan. The Employee's portion of the applicable premiums and pension contributions would be deducted from the Supplementary **Un**employment Benefit payments made by the Employer up to a maximum of seventeen (17) weeks. Although eligibility for long term disability benefits is maintained, benefit payments will not be made during the term of the pregnancy leave.

Modifications

The Employer will inform the Canada Employment and Immigration Commission of any changes in the plan within thirty days of the effective date of the change.

Interpretation/Grievances

No question involving the interpretation or application of the Employment Insurance Commission portion of the benefit will be subject to the formal grievance procedure provided for in the collective agreement between the Employer and the Union acting as bargaining agent for the employees covered by the plan.

* * * * *

SUPPLEMENTARY UNEMPLOYMENT BENEFITS CLAIM/UNDERTAKING
(per collective agreement Dalhousie University/Nova Scotia Government **and**
General Employees Union)

TO: (Department Head) [Please print or type]

FROM: (Claimant) [Please print or type]

This will advise you that I am eligible for pregnancy leave and Supplementary Unemployment Benefits as specified in Article 36.00 and Appendix "C" of the above-noted collective agreement and hereby claim such leave and benefits for the period , to , inclusive.

APPENDIX "C" (Page 6)

In consideration of the foregoing I hereby undertake:

- (a) to return to work following conclusion of my leave, or any authorized extension thereof, and
- (b) to remain in the employ of the University for a period of at least seventeen (17) weeks from that date.

If these two conditions are not met, I understand and agree that the Employer, at its option, may require me to repay, in the first instance

- (a) the full amount of Supplementary **Un**employment Benefits received during the entire period of my leave, and in the second instance
- (b) a proportion of such benefits equal to that proportion of the seventeen (17) week period which I have not worked.

Claimant's signature

Department Head's signature

Date of Claim

Date of Approval

(Please attach original approved copy of this form to appropriate Staff Payroll Information Profile.)

APPENDIX "D"

GRIEVANCE FORM

NOVA SCOTIA GOVERNMENT **AND GENERAL** EMPLOYEES UNION

Print or Type

Date:

Name:

Address:

Department:

Division:

Location:

Classification:

Length of Service:

Length of Service:
at Present Job

Supervisor:

Employee Relations Officer:

Contract Violation(s):

Summary of Issue(s):

Redress:

Signature of Steward

Signature of Grievor(s)

Distribution: Original - To Supervisor
Copies to: NSGEU, Grievor, Chief Steward, Steward

MEMORANDUM OF AGREEMENT

BETWEEN

DALHOUSIE UNIVERSITY (“UNIVERSITY”)

AND

NOVA SCOTIA GOVERNMENT **AND GENERAL EMPLOYEES UNION** (“UNION”)

The above named Parties agree that if any substantive change is made to the benefit coverage level through a concurrent majority of the Board's representatives and the employee groups' representatives on the Employee Benefits Committee voting in favour of the amendment, and the Union does not agree with these changes,

- a) the pre-existing coverage level shall, subject to the insurer's willingness to underwrite the coverage, be retained for bargaining unit members, however, any dollar amount of subsidization provided by the Employer shall not increase as a result of the Union's decision to retain the pre-existing coverage level; or if the insurer is unwilling to underwrite the coverage,
- b) the change shall be implemented.

For the University:

For the Union:

Dated: September 26, 2002

MEMORANDUM OF AGREEMENT

BETWEEN:

DALHOUSIE UNIVERSITY ("Employer")

-and-

NOVA SCOTIA GOVERNMENT **AND GENERAL** EMPLOYEES UNION
("Union")

The above named Parties agreed that for those Employees who were employees of TUNS as of 31 March 1997, and who have not had a break in employment with the University, the practice of taking vacation in the year in which it is earned shall be continued; it being understood that any vacation taken but not earned shall be re-paid by the Employee to the University upon termination.

FOR THE EMPLOYER:

FOR THE UNION:

Dated: September 26, 2002

MEMORANDUM OF AGREEMENT

BETWEEN:

DALHOUSIE UNIVERSITY ("Employer")

-and-

NOVA SCOTIA GOVERNMENT **AND GENERAL** EMPLOYEES UNION
("Union")

The above named Parties agree as follows:

Effective with the signing of the collective agreement, the Employer will supply to a designated officer of the Union substantiating data sheets as jobs are evaluated and/or after jobs go through job evaluation appeals.

The Union agrees that this information will be kept confidential by this Officer, and will only be used by her/him to advise members, in general terms without release of specific data, why jobs have been classified as they are, and to assist members going through job evaluation appeals.

FOR THE UNIVERSITY:

FOR THE UNION:

Dated: September 26, 2002

MEMORANDUM OF AGREEMENT

BETWEEN:

DALHOUSIE UNIVERSITY ("Employer")

-and-

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION
("Union")

The above named Parties agree that the practice of having the job analyst attend Job Evaluation Committee meetings as a resource person to the committee, when not designated to act as Chairperson, shall continue.

FOR THE EMPLOYER

FOR THE UNION

Dated: September 26, 2002

MEMORANDUM OF AGREEMENT

BETWEEN:

DALHOUSIE UNIVERSITY ("Employer")

-and-

NOVA SCOTIA GOVERNMENT **AND GENERAL** EMPLOYEES UNION
("Union")

The above named Parties agree as follows:

Notwithstanding the fact that Regular Part-time Employees accumulate seniority on a pro-rata basis, effective February 3, 1999, Regular Part-time Employees shall retain the seniority they earned prior to February 3, 1999 and shall continue to accumulate seniority on the same basis as other Regular Part-time Employees thereafter.

FOR THE EMPLOYER

FOR THE UNION

Dated: September 26, 2002

MEMORANDUM OF AGREEMENT

BETWEEN:

DALHOUSIE UNIVERSITY ("Employer")

-and-

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION ("Union")

RE: Service Awards/Former TUNS Employees

The provisions of this Memorandum of Agreement shall apply only to Employees in the bargaining unit who were employees of TUNS on March 31, 1997, employed on September 14, 1981, and shall not apply to any Employee hired after September 14, 1981.

(a) A person who is retired or who is about to be retired because of age or mental or physical incapacity shall be granted an award, the equivalent of five (5) calendar days pay at her/his then salary for each completed year of service. For example: A person with twenty-two (22) years service would be eligible to receive an amount equal to:

$$5 \times 22 \times \frac{\text{Last Yearly Salary}}{365}$$

(b) If a person dies while still employed in the Employer's service, and if he would have been entitled to the Retiring Service Award had he retired from the Employer's service immediately prior to his death, the amount to which he would be entitled shall be paid to the person who is eligible to receive the deceased pension benefits or to his estate if there is no such beneficiary.

The salary which shall be used to calculate the amount of the Service Award in accordance with this Article shall be the salary which the Employee was receiving on the date of termination of her/his employment.

FOR THE EMPLOYER

FOR THE UNION

Dated: September 26, 2002

MEMORANDUM OF AGREEMENT

BETWEEN:

DALHOUSIE UNIVERSITY ("Employer")

-and-

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION
("Union")

The above named Parties agree as follows:

Notwithstanding Article 51 of the collective agreement, all negotiated changes to the agreement shall be effective on the date of ratification by both parties, August 22, 2002, with the exception of wage rates (for regular hours worked, excluding overtime) for Employees who were in the employ of the University on August 22, 2002 and Employees who retired between July 2001 and August 22, 2002.

FOR THE EMPLOYER

FOR THE UNION

Dated: September 26, 2002

MEMORANDUM OF AGREEMENT

BETWEEN:

DALHOUSIE UNIVERSITY ("Employer")

-and-

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION ("Union")

The above named Parties agree as follows:

- 1) Dominion Day, referred to in Article 37 of the collective agreement, shall hereinafter be referred to as Canada Day.
- 2) One-half holiday to be scheduled by the Employer, referred to in Article 37 of the collective agreement, shall be scheduled on a day other than the holidays listed in Article 37.
- 3) When the Employer declares another day to be observed as a holiday in lieu of a holiday that falls on a Saturday or Sunday pursuant to Article 37.03, this shall apply to members of the bargaining unit who work in areas that normally do not operate on week-ends. For areas that continue to operate on Saturdays and Sundays, premium payment pursuant to Article 28.05 will be applicable on the actual named holiday and not on the day designated by the President to be observed for those who normally work Monday to Friday.

FOR THE EMPLOYER

FOR THE UNION

Dated: September 26, 2002