

Employer Counter Proposal - Revise Unit 2 Article 12.12.1 and 12.13.3 as follows:

12.12 NOTIFICATION OF APPLICANTS FOR POSITIONS

12.12.1 ~~Each hiring unit shall notify~~ **The Employer shall** ~~A send a notification will be sent to~~ all applicants for each position in the unit of the candidate(s) recommended for appointment to the position by a "Notice of Recommended Appointment" in the form contained in Appendix A.

...

12.13.3 Further, after the dates specified in Article ~~11.12~~ **12.12** ~~(and where there are qualified applicants), and no query or grievance has been received, i.e., in exceptional circumstances necessitating a Late Posting or Late Appointment, and in the absence of queries and grievances,~~ an "Offer of Appointment" shall be made **within 10 calendar days** ~~forthwith.~~ ~~Applicants for such positions, if not already notified of the recommended appointee(s), shall be sent a "Notice of Recommended Appointment."~~ The requirement for posting of a position shall delay the appointment dates ~~specified in Article 11.12~~ only to the extent necessary to comply with the posting requirements.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.

The University reserves the right to add, delete or modify its proposals at any time during collective bargaining negotiations. Any agenda items or proposals are without prejudice or precedent to the University's position on any issues regarding the interpretation of the Collective Agreement, including with respect to any current or future grievances.