

Employer proposal – Unit 2 – Article 12.01.2

Revise Article 12.01.2 to establish a second CSSP posting and appointment deadline as follows:

12.01 CONTINUING SESSIONAL STANDING PROGRAM

12.01.1 Eligibility

Bargaining unit employees shall be granted Continuing Sessional Standing upon the completion of three consecutive contract years (September 1 to August 31) with an average annual minimum teaching intensity of 2 Type 1 or equivalent positions over the three years. Further:

- (i) All employees with Continuing Sessional Standing will retain this status unless and until such status ends pursuant to the terms set out below.
- (ii) The contract year (September 1 to August 31) will be used for the purposes of determining whether the eligibility criteria for Continuing Sessional Standing have been met.

12.01.2 Appointment Process

- (i) A list of employees who have Continuing Sessional Standing shall be produced by the Employer by October 1st of each year. Bargaining Unit Employees who are newly granted Continuing Sessional Standing will be advised of such by the Employer by October first of the academic year in which their Continuing Sessional Standing is granted.
- (ii) On or before each November 1st, employees with Continuing Sessional Standing shall, for each applicable hiring unit, submit an updated curriculum vitae and provide notice of intent to participate in the Continuing Sessional Standing appointment exercise by filling out the appropriate section of the Blanket Application Form.

Prioritization of Summer Session

- (iii) By no later than January 22nd, a list of all of the courses identified for Unit 2 posting for the upcoming Summer, ~~Fall and Winter Terms~~ Session as of this date will be posted electronically in a location accessible to employees and the Union. Any courses identified as of this date for the Fall and Winter Terms will also be posted electronically in a location accessible to employees.
- (iv) By no later than January 22nd, hiring units will offer employees who have provided notice of their intent to participate in the Continuing Sessional Standing Program courses from the posted list for which they are the selected candidate from among employees participating in the Continuing Sessional Standing Program in the hiring unit according to the appointment processes in Articles 12.04.1 and 12.04.2.

Fall and Winter Terms

- (v) By no later than March 22nd, a list of all of the courses identified for Unit 2 posting for the upcoming Fall and Winter Terms as of this date will be posted electronically in a location accessible to employees and the Union.
- (vi) By no later than March 22nd, hiring units will offer employees who have provided notice of their intent to participate in the Continuing Sessional Standing Program courses from the posted list for which they are the selected candidate from among

employees participating in the Continuing Sessional Standing Program in the hiring unit according to the appointment processes in Articles 12.04.1 and 12.04.2.

- ~~(v)~~ (vii) Offers of appointment will be copied to the other participating candidates in the hiring unit and all offers of appointment will be copied to the Union.
- ~~(vi)~~ (viii) A three-week deadline will be provided for offers to be accepted, counted from January 22nd for positions offered as of that date and March 22nd for positions offered as of that date.
- ~~(vii)~~ (ix) Employees participating in the Continuing Sessional Standing Program exercise may make use of the Article 6 grievance procedure in respect of any courses posted in the exercise that they were not offered but believe they should have been offered pursuant to the terms of the Continuing Sessional Standing Program.
- ~~(viii)~~ (x) Following the conclusion of the Continuing Sessional Standing Program exercise, assignments which were not accepted will be posted during the common posting periods, together with other assignments not included in the Continuing Sessional Standing Program.

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.