Parties in agreement to move language from Article 4.
New Employer Proposal re: Electronic copies of the collective agreement.

~~4.06 PRINTING AGREEMENT~~
~~4.06.1 The Employer shall prepare the final form of this agreement for approval of the parties prior to printing. The Employer shall assume responsibility for the and distribution of the agreed to number of sufficient copies of the agreed upon final form of this agreement. The parties agree to share equally the costs of printing the agreement. The Employer is also responsible for ensuring that members with visual impairments have access to the collective agreement in an appropriate and accessible format.~~

~~4.06.2 The Union shall be responsible for translating the collective agreement into French and printing sufficient copies of the translated agreement for its bilingual and Francophone members and the Employer. The Employer agrees to bear one-half the cost of translating the agreement to a maximum of $5000. The Employer also agrees to bear one-half the cost of printing and distributing a maximum of 100 copies of the translated agreement.~~
~~Where there is any disagreement as to the interpretation of this agreement, the English version shall be binding.~~

Unit 1

21.03 ~~PRINTING AGREEMENT~~ COPIES OF THE AGREEMENT
~~21.03.1 The Employer shall prepare the final form of this agreement for approval of the parties prior to printing. The Employer shall assume responsibility for the and distribution of the agreed to number of sufficient copies of the agreed upon final form of this agreement. The parties agree to share equally the costs of printing the agreement. The Employer is also responsible for ensuring that members with visual impairments have access to the collective agreement in an appropriate and accessible format.~~

21.03.1 The Employer agrees to prepare and make an electronic copy of the Collective Agreement and make it available on a website accessible to employees within sixty (60) days of the parties signing off on the updated version of the collective agreement. Any costs of the printing of the Collective Agreement shall be shared equally by the Employer and the Union. Ten (10) copies of the Collective Agreements shall be printed and bound, for distribution in the Union office.

21.03.2 The Union shall be responsible for translating the collective agreement into French ~~and printing sufficient copies of the translated agreement~~ for its bilingual and Francophone members and the Employer. The Employer agrees to bear one-half the cost of translating the agreement to a maximum of $5000. ~~The Employer also agrees to bear one-half the cost of printing and distributing a maximum of 100 copies of the translated agreement.~~

Where there is any disagreement as to the interpretation of this agreement, the English version shall be binding.

Unit 2

21.03 ~~PRINTING AGREEMENT~~ COPIES OF THE AGREEMENT
~~21.03.1 The Employer shall prepare the final form of this agreement for approval of the parties prior to printing. The Employer shall assume responsibility for the and distribution of the~~

~~agreed to number of sufficient copies of the agreed upon final form of this agreement. The parties agree to share equally the costs of printing the agreement. The Employer is also responsible for ensuring that members with visual impairments have access to the collective agreement in an appropriate and accessible format.~~

21.03.1 The Employer agrees to prepare and make an electronic copy of the Collective Agreement and make it available on a website accessible to employees within sixty (60) days of the parties signing off on the updated version of the collective agreement. Any costs of the printing of the Collective Agreement shall be shared equally by the Employer and the Union. Ten (10) copies of the Collective Agreements shall be printed and bound, for distribution in the Union office.

21.03.2 The Union shall be responsible for translating the collective agreement into French ~~and printing sufficient copies of the translated agreement~~ for its bilingual and Francophone members and the Employer. The Employer agrees to bear one-half the cost of translating the agreement to a maximum of $5000. ~~The Employer also agrees to bear one-half the cost of printing and distributing a maximum of 100 copies of the translated agreement.~~

Where there is any disagreement as to the interpretation of this agreement, the English version shall be binding.

Unit 3

13.02 ~~PRINTING AGREEMENT~~ COPIES OF THE AGREEMENT

~~13.02.1 The Employer shall prepare the final form of this agreement for approval of the parties prior to printing. The Employer shall assume responsibility for the and distribution of the agreed to number of sufficient copies of the agreed upon final form of this agreement. The parties agree to share equally the costs of printing the agreement. The Employer is also responsible for ensuring that members with visual impairments have access to the collective agreement in an appropriate and accessible format.~~

13.02.1 The Employer agrees to prepare and make an electronic copy of the Collective Agreement and make it available on a website accessible to employees within sixty (60) days of the parties signing off on the updated version of the collective agreement. Any costs of the printing of the Collective Agreement shall be shared equally by the Employer and the Union. Ten (10) copies of the Collective Agreements shall be printed and bound, for distribution in the Union office.

13.02.2 The Union shall be responsible for translating the collective agreement into French ~~and printing sufficient copies of the translated agreement~~ for its bilingual and Francophone members and the Employer. The Employer agrees to bear one-half the cost of translating the agreement to a maximum of $5000. ~~The Employer also agrees to bear one-half the cost of printing and distributing a maximum of 100 copies of the translated agreement.~~

Where there is any disagreement as to the interpretation of this agreement, the English version shall be binding.

**For the University**

**For the Union**

Janelle Hanna

*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.*