Employer counter proposal – Unit 1 and Unit 2 – U1 Article 12.09 and U2 Article 12.21

Revise Article 12.09 in the Unit 1 Collective Agreement and Article 12.21 in the Unit 2 Collective Agreement as follows:

Unit 1

12.09 APPOINTMENT DATES

The appointment dates for contracts ~~in the fall/winter session~~ shall normally be ~~1 September to 30 April.~~ as follows:

(1) Fall and Winter Term (Y Term): 1 September to 30 April
(2) Fall Term: 1 September to 31 December
(3) Winter Term: 1 January to 30 April
(4) Summer Term (SU Term): 1 May to 31 August

Where an employee is required to work after the formal termination date, the employee shall receive individual notice of this work requirement, where known, as soon as possible and not later than ~~15 March~~ four (4) weeks prior to the formal termination of the contract in the Fall, Winter and Y Term, two (2) weeks in the summer terms. Such individual notice shall detail the specific duties to be performed and their expected date of completion.

(i) In the event of grade appeals, or academic dishonesty cases, such notice is not required. Such work on grade appeals or academic dishonesty shall be compensated at the Overwork Rate. ~~Whenever such work exceeds two hours, it shall be compensated at the Overwork rate.~~

(ii) For required attendance at Academic Dishonesty meetings following the expiry of the contract, such notice will also not be required. This work will be compensated at the Overwork rate. ~~Such individual notice shall detail the specific duties to be performed and their expected date of completion.~~

Where an employee is required to work after the formal termination date, the period of such work shall not be unreasonably extended.

Unit 2

12.21 APPOINTMENT DATES

The appointment dates for contracts ~~in the fall/winter session~~ shall normally be ~~1 September to 30 April.~~ as follows:

(1) Fall and Winter Term (Y Term): 1 September to 30 April
(2) Fall Term: 1 September to 31 December
(3) Winter Term: 1 January to 30 April
(4) Summer Term (SU Term): 1 May to 31 August

Where an employee is required to work after the formal termination date, the employee shall receive individual notice of this work requirement, where known, as soon as

possible and in any case not later than ~~15 March~~ four (4) weeks prior to the termination date of the contract in the Fall, Winter and Y Term, two (2) weeks in the summer terms. Such individual notice shall detail the specific duties to be performed and their expected date of completion.

(i) In the event of grade appeals, or academic dishonesty cases, such notice is not required. Whenever such work exceeds two hours, it shall be compensated at the marker/grader rate.

(ii) For required attendance at Academic Dishonesty meetings following the expiry of the contract, such notice will also not be required. This work will be compensated at the marker/grader rate. ~~Such individual notice shall detail the specific duties to be performed and their expected date of completion.~~

Where an employee is required to work after the formal termination date, the period of such work shall not be unreasonably extended.

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.