

U2

10.05.6 Protection from Technology Changes

No employee in the bargaining unit shall suffer a reduction of regular earnings as a result of any technological change introduced during a work assignment.

10.05.7 The Employer will not, without training, require an employee to use technological skills other than those agreed to at the time of hiring. The Employer shall bear all costs associated with the training. As in 10.04.5, any such employer-required training shall be paid at the tutor 3 rate.

10.05.8 Where there are changes in new or existing practices with respect to computing and information technology that, if implemented, will directly affect employees and/or conditions of employment, the union should receive written notification a minimum of 90 days prior to any such changes (e.g., any plan to significantly change methods of course delivery).

10.05.9 Immediately following the written notification a minimum of 90 days prior to any change in existing practices with respect to computing and information technology, the employer and the union will discuss establishing a Joint Committee to consider the implications of this new technology and to make recommendations to the Employer, including suggestions for minimizing any negative impact to employees directly affected by the changes.

--

U1

10.05.7 Protection from Technology Changes

No employee in the bargaining unit shall suffer a reduction of regular earnings as a result of any technological change introduced during a work assignment.

10.05.8 The Employer will not, without training, require an employee to use technological skills other than those agreed to at the time of hiring. The Employer shall bear all costs associated with the training. Any such employer-required training shall be paid at the tutor 3 rate.

10.05.9 Where there are changes in new or existing practices with respect to computing and information technology that, if implemented, will directly affect employees and/or conditions of employment, the union should receive written notification a minimum of 90 days prior to any such changes (e.g., any plan to significantly change methods of course delivery).

10.05.10 Immediately following the written notification a minimum of 90 days prior to any change in existing practices with respect to computing and information technology, the employer and the union will discuss establishing a Joint Committee to consider the implications of this new technology and to make recommendations to the Employer, including suggestions for minimizing any negative impact to employees directly affected by the changes.

—

U3

15.08 TECHNOLOGY

15.08.1 Where communication and the dissemination of information are deemed indispensable to the normal functioning of the faculty councils or departments/divisions (e.g., the scheduling of Senate, Council, departmental and/or course meetings), hard copy versions of this information shall be posted and readily accessible to all CUPE members of the appropriate body.

15.08.2 Where on-line applications are required for internal bursaries, scholarships or awards administered by the Faculty of Graduate Studies, hard copy versions of these application forms will be made available to the union at their request

on behalf of specific CUPE 3903 employees for whom on-line access is not reasonably available. No Unit 3 employee's application will be rendered ineligible owing to difficulties with internal electronic applications.

15.08.3 If a graduate assistant is unable to perform assigned duties due to a lack of technological skills or knowledge they will be assigned different duties or a different graduate assistantship, with no reduction in their remuneration under Article 10.02.

15.08.4 Protection from Technology Changes

No employee in the bargaining unit shall suffer a reduction of regular earnings as a result of any technological change introduced during a work assignment.

15.08.5 The Employer will not, without training, require an employee to use technological skills other than those agreed to at the time of hiring. The Employer shall bear all costs associated with the training. Any such employer-required training shall be paid at the tutor 3 rate.

15.08.6 Where there are changes in new or existing practices with respect to computing and information technology that, if implemented, will directly affect employees and/or conditions of employment, the union should receive written notification a minimum of 90 days prior to any such changes (e.g., any plan to significantly change methods of course delivery).

15.08.7 Immediately following the written notification a minimum of 90 days prior to any change in existing practices with respect to computing and information technology, the employer and the union will discuss establishing a Joint Committee to consider the implications of this new technology and to make recommendations to the Employer, including suggestions for minimizing any negative impact to employees directly affected by the changes.

UNIVERSITY SECTOR TECHNOLOGICAL CHANGE PROTECTION LANGUAGE

xx.1 Technological change and training¶¶

¶¶

~~xx.1.1 In matters not specifically covered by the Collective Agreement where changes in existing practices with respect to computing and information technology would have a significant impact on terms and conditions of employment and/or the professional responsibilities of all, or potentially all employees, changes in existing practices would be effected through written notification.¶¶~~

¶¶

~~xx.1.2 In matters of a Faculty-wide nature where technological change would have significant impact on terms and conditions of employment and/or professional responsibilities, changes in existing practices would be effected through written notification.¶¶~~

¶¶

~~xx.1.3 In the case of a written notification sent to employees through articles xx.1.1 or xx.1.2 there will be training provided by the employer to all affected employees. The Employer shall bear all costs associated with the training. ¶¶~~

¶¶

xx.2 Protection from Technology Changes

xx-2.1 No employee in the bargaining unit shall suffer a reduction of regular earnings as a result of any technological change introduced during a work assignment.

xx-2.2 The Employer will not, without training, require an employee to use technological skills other than those agreed to at the time of hiring. The Employer shall bear all costs associated with the training.

xx-2.3 In matters where changes in existing practices with respect to computing and information technology, or in matters of any new technology in regards to computing or information technology potentially implemented that will directly affect employees and/or conditions of employment, the union should receive written notification a minimum of 90 day prior to notice of any such changes (e.g., any plan to significantly change methods of course delivery).

xx.4 Immediately following the written notification a minimum of 90 days prior to any change in existing practices with respect to computing and information technology, after which the employer and the union will discuss establishing a Joint Committee to consider the implications of this new technology and to that can then make recommendations to the Employer, including suggestions for minimizing any negative impact to employees directly affected by the changes. ¶

¶

~~Once such a change is to be implemented the Union and the employees shall be provided at least 30 days prior notice of any such change. Within this 30 day period, the Union has the opportunity to make a presentation on the issue including suggestions for minimizing any negative impact to employees directly affected by the changes.~~