Employer counter proposal – Unit 2 – Article 24

ARTICLE 24 – LONG SERVICE TEACHING APPOINTMENTS (LSTAS)

24.01 **ELIGIBILITY**

(i) Employees who effective September 1 preceding the date of the award of an LSTA, have been in the Unit 2 "Affirmative Action Pool" and who have taught at an intensity of an average of 2.5 FCEs over the three previous years (may include approved leaves) are eligible to apply for a Long Service Teaching Appointment. The Employer shall notify all eligible candidates in the Affirmative Action Pool of their eligibility in writing by no later than November 1 of each contract year.

(ii) For the purposes of Article 24.01 only, for appointments commencing on September 1, 2028 and September 1, 2029, candidates who meet the following criteria shall be deemed to be in the Affirmative Action Pool:

a. have at least ~~four~~ five years of service to the University and who, from 1 May 1983 to 30 April in the year preceding the current contract year, held at least 1 Type 1 position in each of ~~three~~ four years and a total of at least ~~6~~ 8 Type 1 or equivalent positions over those ~~three~~ four years; or

b. have at least ~~two~~ three years of service to the University and who, from 1 May 1983 to 30 April in the year preceding the current contract year, held at least ~~1~~ 2 Type 1 positions in ~~each of~~ any ~~two~~ three years and at least ~~4~~ 6 type 1 or equivalent positions in ~~each of~~ any ~~two~~ three years and who belong to at least one Equity Group; or

c. have at least two years of service to the University and who, from 1 May 1983 to 30 April in the year preceding the current contract year, held at least 1 Type 1 position in each of two years and at least 4 type 1 or equivalent positions in any two years and who self-identify as Indigenous or Racialized.

24.02 **TERM OF LSTAS AND COMPENSATION**

24.02.1 LSTAs will be awarded for a three to five year period, depending on academic need and the recommendation of the hiring unit, and will consist of contract assignments comprising 3 full course equivalents and, subject to availability, up to 3.5 full course equivalents in each of the three to five years of the term, subject to the condition that the employee has incumbency in the additional 0.5 full course equivalent assignment or is qualified for and has taught the additional 0.5 FCE assignment 2 of the last 4 times it was offered. Effective September 1, 2014 compensation for these 3 or 3.5 full course equivalents will be the current applicable rate for the position plus an amount equivalent in value to 1/8th the rate of a type 1 position per full course equivalent.

24.02.2 In assigning teaching positions assignments will first consist of courses in which the employee has incumbency or, where the employee meets the qualifications, has held the courses 2 out of the last 4 times they were posted in unit 2.

24.02.3 Employees awarded an LSTA may, through applications for additional contracts, teach up to the applicable cap in each year of the LSTA.

24.02.4 Courses assigned as part of an LSTA are subject to the course cancellation provisions of article 12.16.1 – 12.16.2.

24.03 **CROSS APPOINTMENT**
LSTAs may be cross appointed between and/or among two or more hiring units. Hiring units may wish to discuss with cognate/sibling units, intra- or inter- Faculty, their needs and priorities and how they are currently met by the eligible employee.

24.04 **APPLICATIONS**
An individual may apply for an LSTA to a Dean/Principal or to a hiring unit or units. Applications are expected to address the quality of the applicant's teaching and will be forwarded on or before March 1 for appointments commencing the following September 1.

24.05 LSTAs will be awarded on the basis of hiring unit teaching needs, quality of the applicant's teaching file, and the applicant's number of years in the Affirmative Action Pool.

24.06 Employees who are awarded an LSTA will have their teaching reviewed by a member of the full time faculty in the hiring unit(s), which review will encompass the course syllabus and teaching materials, over the term of the LSTA. The hiring unit will consult with the employee who may suggest one or more names for consideration in the selection of the reviewer. The employee's suggested names will not be unreasonably denied.

24.07 In the ~~2024-25~~ 2027-28 contract year a minimum of ~~6~~ ~~3~~ 4 new LSTAs will be offered for September 1, ~~2025~~ 2028 and in the ~~2025-26~~ 2028-29 contract year a minimum of ~~6~~ ~~3~~ 4 new LSTAs will be offered to eligible applicants for September 1, ~~2026~~ 2029.

A minimum of ~~three~~ four recommendations during the term of the 2026-2029 Collective Agreement ~~in each of the two years~~ will be prioritized for candidates who self-identify as Indigenous or Racialized. Where ~~in either of the two years~~ during the term of the 2026-2029 Collective Agreement, the Office of the Provost and Vice-President Academic is unable to make a recommendation with respect to a prioritized candidate who self-identifies as Indigenous or Racialized, the next priority will be to make a recommendation with respect to a candidate from one or more of the other Equity Groups.

24.08 On or before May 31, the University will advise the Union of the names of the persons who will have an LSTA and the employment equity status of the applicants who applied in that year.

24.09 If an applicant is not recommended by the School or Department, an explanation based on Article 24.05 will be provided to the applicant on request.

24.10 Employees holding an LSTA may submit a written application to renew the LSTA for another three-year term. Written applications must be submitted no later than January 31

of the third year of the LSTA (e.g., no later than January 31, 2013 for an LSTA that expires August 31, 2013.

To be eligible for renewal applicants must have had their teaching reviewed by a member of the full-time faculty in the hiring unit(s) pursuant to Article 24.06 above over the course of their current LSTA.

Applications will be assessed on the basis of the quality of an applicant's teaching, evidence of which will include the review pursuant to Article 24.06 above. Applications will also be assessed on the basis of the unit's academic planning needs. All applications must also include a current CV. Applications shall not be unreasonably denied.

The total number of LSTAs in any contract year will not exceed eighty. Members who hold an LSTA and who do not have a summer contract shall maintain access to faculty IT services, email and library services and will be able to access any individual PER allocations and/or Research Grant funds, Conference Travel funds or Professional Development funds or other funds during this period as if an active member.

For the University **For the Union**

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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.