

2019 Tentative Collective Agreement Summary – Term Appointments

SUMMARY OF CHANGES

Articles in the section Agreement on Conditions and Term of Employment (ACTE)

Article	Subject Matter	Summary of Change
3.1.2	Term Employees	<p><i>Changes create a definition of what constitutes term employment</i></p> <p>A term employee is an employee hired with a stated period of employment that is:</p> <ul style="list-style-type: none"> • working on a specific project, in which case the stated period of employment shall be the anticipated duration of the project; and/or • replacing another employee on a leave, in which case the anticipated duration of the employment shall be the anticipated duration of the leave; and/or • the funding for the employee's position is provided for a limited term <p>In cases where an employee is working on a specific project or as a leave replacement that is funded, the stated period of employment shall be the shorter period between the anticipated duration of the project/leave and the duration for which the funding is provided.</p>
3.1.3	Term Employees With Three or More Years of Service	<p><i>Reflects the change to notice entitlements for employees on a Term appointment.</i></p> <p>A term employee who has accumulated three (3) years of service within a five (5) year period with the University shall receive the same benefits and entitlements as a regular employee with the exception of notice entitlements set out in Article 9.1. Notice will be in accordance with Article 9.2.</p>
9.1.7	Notice Entitlements	<p><i>This change removes reference to notice for Term employees who have accumulated three (3) years of service within a five (5) year period. Notice for these employees is now addressed in Article 9.2.</i></p>
9.2.2	Termination of Employment During the Term	<p><i>Please note that current Terms remain under the 2014-2019 Collective Agreement. For Term Employees beginning a new term as of June 1, 2020 and who, as per Article 3.1.3, have accumulated three (3) years of service within a five (5) year period:</i></p> <p>A term employee who has qualified under Article 3.1.3 will receive written notice or pay in lieu for the amount of time remaining in</p>

		<p>their term to a maximum of twelve (12) months. The minimum period of notice provided will be three (3) months.</p> <p><i>There is no change for term employees with less than three years service within a five-year period.</i></p>
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Letters of Agreement

Letter	Subject Matter	Change	Summary of Change
LOA #4	Search for Alternatives	Renewed with deferral	<i>The parties agree to refer discussions regarding the University obligations under 9.1.4 to ISIPS meetings. *</i>
LOA #7	Term Employees	NEW	<p>Employees in a term appointment on June 1, 2020, will receive notice entitlements if their employment is terminated during their term as set out below for their <u>current term appointment only</u>:</p> <ul style="list-style-type: none"> • If the employee has less than the equivalent of three years of service within a five (5) year period the employee will receive at least one (1) month's written notice of termination, or pay in lieu. • For those term employees with greater than the equivalent of three (3) years of service within a five (5) year period, notice will be as stated in 9.1. 7. <p>All term appointments <u>provided after June 1, 2020</u> will receive notice entitlement in accordance with Article 9.2.</p>
LOA #8	Long Service Term Employees 12 years of service or more	NEW	<ul style="list-style-type: none"> • University will create a fund to support term employees with 12 years of service or more and who must transition to new employment. • Support would include services such as transition coaching, professional development, or other options that may assist the employee in obtaining new employment. • The University will establish the fund and any associated criteria for applications by eligible employees within four (4) months of implementation of the revised Agreement on Conditions and Terms of Employment (ACTE).