

**COLLECTIVE AGREEMENT**  
**BETWEEN THE**  
**BOARD OF REGENTS OF THE UNIVERSITY OF WINNIPEG**  
**AND THE**  
**UNIVERSITY OF WINNIPEG FACULTY ASSOCIATION**  
**COLLEGIATE DIVISION**

**April 1, 2006 - March 31, 2009**

## TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE</u>
1.	Definitions.....	1
2.	Preamble.....	2
3.	Recognition.....	2
4.	Academic Freedom.....	3
5.	Non Discrimination, Freedom from Harassment and Conflict of Interest.....	3
6.	Management Rights.....	4
7.	Rights and Responsibilities of the Members.....	4
	Notice of Resignation or Retirement.....	5
8.	Appointments.....	5
	Term Appointments.....	7
	Probation.....	7
9.	Re-entry.....	7
10.	Tenure.....	8
11.	Copyrights and Patents.....	9
12.	Personnel Files.....	10
13.	Rights and Privileges of the Association.....	11
	Support Services.....	11
	Association Dues.....	12
	Officers of the Association.....	12
	Printing of the Collective Agreement.....	13
	Correspondence Between the Parties.....	13
14.	Amalgamation and Consolidation.....	13
15.	Employment of Non-Members.....	13
16.	Access to Information.....	13
17.	Grievance and Arbitration.....	14
	Types of Grievances.....	14
	Steps of the Grievance and Arbitration Procedure.....	15
	Appointment of Arbitrator.....	17
	Arbitration Board.....	17

	Time Limits.....	18
	Technical Irregularities.....	18
	Duties and Powers of the Arbitrator.....	18
	Costs.....	18
18.	Reduction of Teaching Staff.....	18
19.	Health and Safety.....	20
20.	Classification and Salaries.....	21
	Educational Qualifications.....	21
	Salary Schedule.....	21
	Method of Payment.....	22
	Allowance for Teaching Experience on Placement.....	23
	Allowance for Related Work Experience .....	23
	Increments.....	23
	Anniversary Date.....	23
	Partial Teaching Load.....	23
	Reclassification.....	23
	Overload Teaching.....	24
	Auxiliary Sessions.....	24
	Cancellation of Courses.....	24
21.	Benefits.....	24
	Travel and Professional Development Allowance.....	25
	Tuition Scholarships.....	26
	Parking.....	27
	Physical Education/Recreation Facilities.....	27
22.	Discipline.....	27
23.	Joint Consultative Committee.....	27
24.	Outside Professional Activities.....	28
25.	Amendments to The University of Winnipeg Act.....	29
26.	Annual Evaluation.....	29
27.	Leaves.....	30
	Educational Leave.....	30
	Research Leave.....	31
	Jury and Witness Duty.....	33
	Political Leave.....	33
	Unpaid Leave of Absence.....	34
	Partial Leave: Reduced Workload with Pro-rated Salary.....	34
	Maternity, Parental and Adoption Leave.....	34
	Maternity Leave with Allowance.....	34
	Maternity Leave without Allowance.....	36
	Parental/Adoption Leave with Allowance.....	36
	Parental/Adoption Leave without Allowance.....	37
	Compassionate Leave.....	38
	Emergency Leave.....	38
	Sick Leave.....	39

	M.P.I. Wage Loss Replacement Benefits.....	39
	Holidays.....	39
	Vacation.....	40
	Compassionate Care Leave.....	40
28.	Reduced Appointments.....	41
29.	Employee Assistance Program.....	42
30.	Duration and Renewal.....	43
	<b>SIGNATURE PAGE</b> .....	44

Appendix

Appendix I Certificate No. MLB 3634

**ARTICLE 1:**            **DEFINITIONS**

In this Collective Agreement, the following terms shall be defined as:

- Academic Session:**    Regular Session and Spring Day Session
- (a) Regular Session ....            the period during which courses are scheduled from September to April.
- (b) Spring Day Session ....        the period during which courses are scheduled in the daytime during May and June.
- Auxiliary Sessions:**    (a) Spring Evening Session            the period during which courses are scheduled from April to June
- (b) Summer Day or Evening Session ....            the period during which courses are scheduled during July and August.
- Academic Year:**        The twelve (12) calendar month period commencing on the first day of September and ending the thirty-first day of the following August.
- Agreement:**            The Collective Agreement negotiated between and ratified by the Board of Regents and the Collegiate bargaining unit of the Faculty Association.
- Association:**            The University of Winnipeg Faculty Association (UWFA or Faculty Association).
- Board:**                    The Board of Regents of The University of Winnipeg.
- chair:**                    When printed with a lower case letter, means the person chairing a committee.
- Collegiate:**            The Collegiate Division of The University of Winnipeg.
- Collegiate Faculty Council:**        A body of persons recognized by the Senate as an advisory body within the Collegiate Division.
- Collegiate Unit:**        When printed with an initial upper case letter, means the Collegiate bargaining unit of the University of Winnipeg Faculty Association.
- Dean:**                    The Dean of the Collegiate Division of The University of Winnipeg.
- designate:**            A person authorized to act on behalf of an officer of the University, an officer of the Association, or a chair of a committee.
- employee:**            When printed with a lower case letter, means an employee of The University of Winnipeg who is not a Member of the bargaining unit.
- Employer:**            The Board of Regents of The University of Winnipeg.
- Faculty:**                The teaching staff of the Collegiate Division of The University of Winnipeg which is administered by the Dean.

<b><u>Faculty member:</u></b>	A member of the teaching staff designated as an Instructor.
<b><u>Instructor:</u></b>	A member of the teaching staff of the Collegiate Division of The University of Winnipeg.
<b><u>Member:</u></b>	When printed with an initial upper case letter, means a Member of the bargaining unit.
<b><u>member:</u></b>	When printed with a lower case letter, means a member of a committee or the teaching staff.
<b><u>Parties:</u></b>	The Board of Regents of The University of Winnipeg and the University of Winnipeg Faculty Association.
<b><u>President:</u></b>	The President of The University of Winnipeg.
<b><u>Senate:</u></b>	The Senate of The University of Winnipeg.
<b><u>Spouse:</u></b>	Includes common-law husband/wife.
<b><u>University:</u></b>	The University of Winnipeg.
<b><u>Vice-President:</u></b>	A Vice-President of The University of Winnipeg.
<b><u>working day:</u></b>	A day, exclusive of Saturdays, Sundays and holidays.

**ARTICLE 2: PREAMBLE**

- 2.01 The Parties recognize that the purposes and objectives of the Collegiate Division of The University of Winnipeg are:
- (a) to maintain high standards of a liberal education at the pre- university level, serving the needs of the community as a clear alternative to other pre-university level schools, and
  - (b) to develop self-discipline as well as emotional, social and intellectual maturity in its students by providing an atmosphere of tolerance and compassion through sound teaching, scholarship and collegial relationships within the university community.
- 2.02 The Parties agree to cooperate in encouraging in the Collegiate Division of The University of Winnipeg a climate of freedom, responsibility and mutual respect appropriate to education at the pre-university level and pursuant to the purposes and objectives of Clause 2.01.
- 2.03 The objectives of this Collective Agreement are to promote and maintain harmonious relationships between the Parties and to facilitate the peaceful settlement of all disputes, misunderstandings and grievances pursuant to the terms and conditions of this Collective Agreement.

**ARTICLE 3: RECOGNITION**

- 3.01 The Employer, pursuant to the certification by the Manitoba Labour Board (Appendix 1 to the Collective Agreement), recognizes the University of Winnipeg Faculty Association as the

exclusive bargaining agent for all Members of the Collegiate Unit of the Association as described in Certificate No. MLB 3634 dated the 5th day of October, 1981.

**ARTICLE 4: ACADEMIC FREEDOM**

- 4.01 The search for knowledge and its free exposition is a fundamental characteristic of continuing self-examination necessary to maintain a dynamic, free and vital society. To that end, Members are entitled to academic freedom in critical analysis, freedom to teach and discuss, and freedom from arbitrary censorship by either Party.
- 4.02 Academic freedom in the Collegiate implies a respect for the rights of others, tolerance of other points of view and a duty to use such academic freedom responsibly when expressing opinions and beliefs so as not to impose them on others. The Parties recognize the need to use academic freedom in such a manner that the objectives and purposes of the Collegiate as a pre-university level educational institution are maintained and enhanced.
- 4.03 The Collegiate Instructor's primary responsibility to the institution is to teach. To that end, Members shall not be hindered in the exercise of professional improvement including related research or in their teaching, except that their teaching shall be bounded by the curriculum requirements of the Manitoba Department of Education, the regulations of the Senate of The University of Winnipeg as they apply to the Collegiate, and the guidance of the Collegiate Faculty Council.

**ARTICLE 5: NON DISCRIMINATION, FREEDOM FROM HARASSMENT AND CONFLICT OF INTEREST**

- Non-Discrimination and Freedom from Harassment:*
- 5.01 Except as otherwise provided in this Agreement, or by statute, the Parties agree, that there shall be no discrimination, interference, restriction or coercion exercised or practised with respect to any Member in regard to any terms or conditions of employment by reason of age (except as provided in University Pension, Disability and Group Life Plans), race, language (except where the lack of language competence would clearly prevent the carrying out of the required duties), creed, colour, ancestry, national origin, political or religious affiliation or belief, lay or clerical status (except for the participation of ordained United Church ministers in their compulsory pension plan), sex, sexual orientation, marital status, family relationships (except as provided in Clauses 8.03 and 8.04), physical or psychiatric disability/illness (except where the disability/illness would clearly prevent the carrying out of the required duties), place of residence (except where the place of residence would clearly prevent the carrying out of the required duties), membership or activity in the Association and social and personal lifestyle (except where the lifestyle would clearly prevent the carrying out of the required duties or interfere with the carrying out of the required duties of other University employees).
- 5.02 The Parties to the Collective Agreement declare that they do not condone harassment or discrimination as defined in the University of Winnipeg Respectful Learning and Working Environment Policy. Allegations of harassment or discrimination will be dealt with in accordance with the procedures established by the Board. Nothing in the policy shall preclude or diminish the right of a Member to be advised of his/her rights to representation prior to and during any discussions, meetings, hearings or other process undertaken pursuant to those procedures.
- Conflict of Interest:*
- 5.03 No Member and no person acting on behalf of the Employer or the Association shall take part in formal discussions or vote with regard to the determination of the terms and conditions of employment which apply particularly to a member of his/her immediate family.

- 5.04 No Member shall employ, except with the approval of the President or his/her designate, any member of his/her immediate family in any capacity where the position is supported by University administered funds for which the Member has signing authority.
- 5.05 All Members are governed by the provisions of the University of Winnipeg Conflict of Interest Policy.

**ARTICLE 6: MANAGEMENT RIGHTS**

- 6.01 The Parties agree that this Collective Agreement shall codify the terms and conditions of employment for all Members of the Collegiate Unit of the University of Winnipeg Faculty Association, that both Parties shall abide by and be bound to act within its provisions, and that no change in the provisions contained herein shall occur except by mutual agreement.
- 6.02 The Employer acknowledges the importance of maintaining a climate in which the responsibilities of Members can effectively be carried out and, therefore, agrees that facilities and support services shall continue to be provided to Members as far as is practicable, reasonable and available. Proposed reductions in facilities and support services shall be referred to Collegiate Faculty Council for consideration of the proposal and its alternatives. The findings of the Collegiate Faculty Council shall be forwarded to the Dean for his/her consideration.
- 6.03 The Association recognizes the authority and responsibility of the Employer to hire, discipline, assign duties and plan, co-ordinate and otherwise direct the employment of Members of the Collegiate Unit, and manage the affairs of the Collegiate Division. The Employer agrees to exercise its authority and responsibilities fairly and reasonably and in a manner consistent with the provisions of this Collective Agreement.

**ARTICLE 7: RIGHTS AND RESPONSIBILITIES OF MEMBERS**

- 7.01 The primary responsibility of a Member in the Collegiate is to teach. In addition, a Member has the responsibility to undertake other activities in accordance with this Collective Agreement. A Member may also exercise rights as specified in this Collective Agreement.
- 7.02 A Member shall:
- (a) teach, including instructing laboratories where applicable, and
  - (b) supervise laboratory assistants and markers where assigned, and
  - (c) provide individual instruction to students where required, and
  - (d) provide academic and career advice to students, and
  - (e) perform administrative duties related to his/her teaching as a contribution to the operation of the Collegiate, provided that these do not unduly interfere with his/her primary responsibility, and
  - (f) participate in committee work in the Collegiate and in the University community, and
  - (g) assist in planning and supervising social and extra-curricular activities in the Collegiate, provided that this does not unduly interfere with his/her primary responsibility, and
  - (h) comply with prescribed procedures and established deadlines.

- 7.03 (a) The normal teaching load per year shall be six (6) sections, to be taught during the Fall/Winter and Spring or the Fall/Winter and Summer sessions.
- (b) Subject to Clause 7.03(a) above, sections shall be distributed as equitably as possible among all Members.
- (c) Where a Member agrees to teach more sections than the accepted teaching load for that year, according to Clause 7.03(b) above, he/she shall be compensated in accordance with Clause 20.10.
- 7.04 The standard work year for a Member on regular appointment shall include the Regular Session, September 1 of one year to April 30 of the following year, and the May/June Spring Day Session for a total of ten (10) teaching months. Every reasonable effort shall be made to accommodate a Member's request to teach in the Spring Evening and/or the July/August Summer Session in place of the May/June Spring Day Session provided staffing requirements permit. A Member shall inform the Dean by December 1 of his/her preference to teach in the next July/August Summer Session.
- 7.05 Every reasonable effort shall be made to inform the Member one (1) month prior to the beginning of the Collegiate's Regular Session and three (3) months prior to the beginning of the Spring Day Session or an Auxiliary Session of the courses he/she would be expected to teach, except that the expected teaching assignment shall be subject to change based on enrollment of students.
- 7.06 Normally a Member, upon request, shall be given the opportunity to teach an Auxiliary Session in addition to his/her standard work year as in Clause 7.04 above.
- 7.07 Where a Member receives financial or other assistance from the Collegiate/University for any published work or creation, the Member shall acknowledge his/her affiliation with the Collegiate.
- 7.08 A Member shall foster an environment which is conducive to sound education at the pre-university level, shall treat students fairly and ethically, and shall prepare, organize and keep up-to-date his/her instructional material.
- 7.09 A Member has the right to seek Collegiate funds, facilities and/or support services in the exercise of professional improvement related to his/her teaching responsibilities in the Collegiate Division.
- 7.10 *Notice of Resignation or Retirement*  
Members intending to resign their appointments shall provide the Dean with at least three (3) months written notice. Members intending to retire shall provide the Dean with at least five (5) months written notice. The normal date of resignation or retirement shall be August 31.
- 7.11 Members shall make recommendations for and assist in the maintenance of a healthy and safe work environment in which to carry out their duties and responsibilities in the Collegiate.

**ARTICLE 8: APPOINTMENTS**

- 8.01 Collegiate Faculty appointments shall be:
- (a) Term (for a specified period of time pursuant to Clause 8.07)

(b) Regular (tenure track)

- 8.02** The Dean of Collegiate shall recommend to the Vice-President (Academic) the most suitable candidate to fill the vacancy and shall identify to the Vice-President (Academic) whether there was a consensus on the Advisory Committee with respect to the Dean's selection. Where consensus is not achieved, the Dean shall provide a written report on specific reasons preventing the consensus. The Vice-President (Academic) may meet with the Advisory Committee to discuss the selection process. The Vice-President shall forward his/her recommendations along with the recommendations of the Dean to the President. The President may make an offer of appointment to the candidate recommended by the Vice-President, on behalf of the Board.
- 8.03** Where a regular position or a term position of ten (10) months, or greater is to be filled, the Dean shall establish an advisory committee to assist the Dean with the screening, interviewing and relative assessment of the candidate(s). The Committee shall consist of the Dean as Chair, the Associate Dean(s), at least two tenured members of the Collegiate Faculty, and a person who is knowledgeable of human rights and employment equity practices in recruitment. Whenever possible, the two faculty representatives shall be from the appropriate discipline area.
- 8.04** Instructor positions shall be bulletined and advertised for a period of not less than five (5) teaching days. The bulletin and advertisement shall include a statement of duties and required qualifications. It shall also include the following statements: "Instructors of The Collegiate are represented by the University of Winnipeg Faculty Association (Collegiate Unit). The appointment and employment of an Instructor is subject to the provisions of the UWFA (Collegiate) Collective Agreement" which can be accessed on the University web-site at [www.uwinnipeg.ca/index/hr-colagr.](http://www.uwinnipeg.ca/index/hr-colagr.)"
- A copy of this communication shall be sent to the Association. Term positions of ten (10) or more months duration shall be bulletined and posted to the University web-site.**
- 8.05** A successful candidate for appointment shall receive a letter of appointment signed by the President or designate specifying the terms and conditions of employment including:
- (a) type of appointment (term or regular);
  - (b) date on which the appointment commences;
  - (c) equivalent years granted for teaching and related work experience elsewhere;
  - (d) initial salary;
  - (e) duration of appointment where applicable;
  - (f) duration of probationary period where applicable;
  - (g) date at which renewal or tenure proceedings may be commenced;
  - (h) initial teaching, professional duties and other responsibilities.
- A copy of this Collective Agreement shall be included with the letter of appointment.
- 8.06** A copy of each letter of appointment, including all material pursuant to Clause 8.05, except

the copy of the Collective Agreement, shall be forwarded to the Association within five (5) working days of receipt of acceptance by the candidate.

8.07

Term Appointments

The Employer agrees that regular appointments shall be made except that a term appointment may be made in the following circumstances:

- (a) to replace an individual on leave;
- (b) to staff a position which is part of a new program presented by the Collegiate on an experimental basis, or the expansion or modification of an existing program on an experimental basis for no more than three (3) years;
- (c) in the event of death or unexpected resignation, termination or suspension of a Member;
- (d) a dramatic enrollment increase in one year;
- (e) long term illness of a Member;
- (f) where combining courses and/or sections to enable the making of a regular appointment is not feasible;
- (g) where such a part-time appointment continues in excess of thirty-six (36) months, the Member shall be placed on a part-time regular appointment which is subject to the application of Clause 18.01 (b).

8.08

An Instructor on full-time term appointment who subsequently is offered and accepts a regular appointment, and whose regular appointment is contiguous with the term appointment, shall be credited with all time spent on term appointment for the purposes of placement on the salary scale and consideration for tenure.

8.09

The total consecutive years a Member may serve on a full-time appointment with term shall not exceed three (3) years. A Member who serves more than three (3) years on a full-time appointment with term, except those identified in this Clause as exceptions, shall be considered to hold a regular appointment and the Member's service during the period of the appointment with term shall be continued.

8.10

Probation

An Instructor appointed to a regular position shall be on probationary status for a period of no more than three (3) years at the end of which time the Instructor shall either be granted tenure or have his/her appointment terminated. A Member whose appointment is terminated before the end of the second year of the probationary period shall not have access to grievance or arbitration.

8.11

While the Board is entitled to fill an administrative vacancy, preferential consideration shall initially be given to applicants who are Members.

**ARTICLE 9: RE-ENTRY**

9.01

An administrator in the Collegiate Division who has been excluded from the Collegiate bargaining unit by virtue of holding such an appointment and who would otherwise be included in the bargaining unit shall, at the termination of the administrative appointment, automatically become a Member of the bargaining unit with all the benefits and privileges pursuant to membership as if he/she had been a Member continuously during the period of

the administrative appointment, and shall be bound by the provisions of the Collective Agreement. If the appointment of an academic administrator is terminated prematurely, he/she shall automatically become a Member under the terms set forth in this Clause, providing that the causes for the termination are not such as would normally lead to the dismissal of a Member.

- 9.02 Upon re-entry, a Member shall resume teaching in his/her discipline area unless the Member and the Employer agree on retraining or an alternative.

**ARTICLE 10: TENURE**

- 10.01 Tenure shall mean confirmation of a Member on regular appointment in a continuing position and the right to protection from termination of employment except for just cause or layoff in accordance with the provisions of this Collective Agreement.

- 10.02 When a Member with regular appointment is granted tenure, it shall be effective immediately upon the approval of the Board, but in no case later than the first day following the end of the probationary period.

- 10.03 A Member's performance shall be evaluated at least once per year during the probationary period in accordance with established procedures. Performance evaluation shall be based upon the Member's responsibilities as specified in Article 7.

- 10.04 When the evaluations of a Member's performance during the probationary period have been satisfactory, the Dean shall, not later than five (5) months prior to the end of the Member's probationary period, meet with the Member to discuss the recommendation for tenure.

The Dean may grant an extension of the probationary period of up to two (2) years beyond the period defined at the time of the original probationary appointment if the Member has applied in writing prior to November 15 of the final year of a probationary appointment. An extension of the probationary period shall be granted if the Member takes maternity/adoption/parental leave, takes leave to care for an infirm family member, or takes sick leave.

- 10.05 When the Dean recommends tenure, such recommendation shall be communicated in writing to the Vice-President (Academic) with a copy to the Member. The Vice-President (Academic) shall forward his/her recommendation to the President with a copy to the Member. If the President supports the recommendation, it shall be forwarded in writing to the Board for its decision.

- 10.06 When the evaluations of a Member's performance during the probationary period have not been satisfactory, the Dean shall meet with the Member no later than five (5) months prior to the end of his/her probationary period. At that meeting the Member shall be informed of the Dean's decision not to recommend tenure.

- 10.07 When the Dean recommends that a Member not be granted tenure and that the Member's appointment be terminated, such recommendation shall be communicated in writing to the Vice-President (Academic) and the President with a copy to the Member within five (5) calendar days of the meeting between the Dean and the Member. In the event of such a recommendation, the Member, within seven (7) calendar days of notification of the recommendation, may request in writing that a Tenure Review Committee be convened to review the Dean's recommendation and the Member's case for grant of tenure. Where the Member decides not to make such a request, no committee shall be formed.

- 10.08           **The Tenure Review Committee shall be chaired by the Vice-President (Academic) and shall include an Associate Dean and two (2) tenured members selected from and by the Collegiate Faculty, at least one (1) of whom, whenever possible, should be from the appropriate discipline area. The Tenure Review Committee shall meet and discuss the matter before it with the Dean and the Member. The Tenure Review Committee shall consider all documentation pertaining to the matter under review submitted to it by the Dean and the Member. In addition, the Tenure Review Committee shall have access to documentation considered by the Committee to be relevant to the case. If the Member wishes, he/she shall be accompanied by a colleague at the meeting of the Tenure Review Committee. The Vice-President (Academic) shall establish the meeting process for the Tenure Review Committee and its meeting and all related deliberations shall be "in camera".**
- 10.09           **Within fifteen (15) calendar days of a written request from the Member to convene a Tenure Review Committee, the committee shall have met and considered the matter. The Tenure Review Committee shall communicate its recommendation in writing and the supporting rationale for the recommendation, within a further fifteen (15) calendar days of its meeting, to the President with a copy to the Member, the President of the Association in care of the UWFA Office and the Dean. The President shall forward the recommendations from the Dean and the Tenure Review Committee along with his/her own recommendation to the Board for its decision.**
- 10.10           The Board's decision shall be communicated in writing to the Member as soon as is practicable but no later than June 1 of the final year of probation.
- 10.11           Where tenure is denied, the Member's employment shall terminate at the end of his/her probationary period.

**ARTICLE 11:   COPYRIGHTS AND PATENTS**

- 11.01           The Board waives, disclaims and abandons any interest in or claim to the copyright(s) and patent(s) of printed material (books, articles, letters, notes, manuals), electronically recorded materials and computer programs produced by a Member without the use of Collegiate/University funds, facilities, support services or support staff. Such productions and any copyright(s) or patent(s) arising therefrom shall be the sole property of the Member who shall bear all costs of copyrighting or patenting and receive all proceeds therefrom. A Member who is employed by the Board to produce such material or magazine(s) shall not own any copyright(s) or patent(s) therein save and except for articles, reviews or literary pieces written by him/her.
- 11.02           The Board waives, disclaims and abandons any interest in or claim to any invention, design, development, device or process made by a Member without the use of Collegiate/University funds, facilities, support services, or support staff. Such inventions and any copyright(s) or patent(s) arising therefrom shall be the sole property of the Member who shall bear all costs of copyrighting or patenting and receive all proceeds therefrom.
- 11.03           Where any printed and electronically recorded material and computer programmes, resulting from the Member's obligations to the Collegiate, are produced by a Member with the use of Collegiate/University funds, facilities, support services, or support staff, the Member and the University shall share equally in the net proceeds, as defined in Clause 11.05 below, of any copyright(s) or patent(s) arising therefrom.
- 11.04           Where an invention, design, development, device or process is made by a Member with the

use of Collegiate/University funds, facilities, support services or support staff, the Member and the University shall share equally in the net proceeds of any copyright(s) and patent(s) arising therefrom.

- 11.05 The term "net proceeds" is defined as the profit derived from licensing or commercialization of the copyrighted or patented material, production or invention after deduction of expenses incurred for patent searches and obtaining and maintaining copyright or patent protection.
- 11.06 The Member shall grant to the Board a non-exclusive, royalty-free, irrevocable, indivisible and non-transferable right, solely for the internal use of the Collegiate/University, to any copyrighted or patented material, invention, design, development, device or process where Collegiate/University funds, facilities, support services or support staff was used in the production of such copyrighted or patented item. Such right shall not include the right to transfer or to exploit any copyrighted or patented material, products or processes.
- 11.07 For the purposes of interpreting Clauses 11.01, 11.02, 11.03, 11.04 and 11.06, the payment of salary to Members and the provision of an environment in which to work shall not be construed as use of the University's funds or use of its support services or support staff except when the work resulting in patents was assigned as specific work which was funded by the University.
- 11.08 Members shall have the right to seek Collegiate/University funds and the use of Collegiate/University facilities, support services and support staff for the production of material or items which may be copyrighted or patented.
- 11.09 The parties agree that, for the duration of this Agreement, should any situation arise regarding the Intellectual Property rights of a Member or the Board that is not specifically covered in this Article, the provisions of Article 17 (Intellectual Property, Patents and Copyright) of the UWFA (main unit) Collective Agreement (2002-2007) shall apply.

**ARTICLE 12: PERSONNEL FILES**

- 12.01 There shall be one (1) official University file, hereinafter referred to as the personnel file. This file shall be maintained and stored in the Dean's Office. In addition the Human Resources Department shall maintain a salary and benefits file. These files shall be the only files used in decisions respecting any and all terms and conditions of employment of a Member. Once each calendar year the Human Resources Department shall inform each Member of his/her current status in terms of salary and benefits.
- 12.02 A Member, upon written request to the Dean, shall be given one (1) copy of any of the materials in his/her personnel file. The request shall be fulfilled within seven (7) calendar days.
- 12.03 A Member shall be informed, in writing, of additions to his/her personnel file and be given one copy of the document being added to the personnel file unless the document has been supplied by the Member and acknowledged by the Dean. Where a document is expunged from the personnel file, the document shall be destroyed, and the Member shall be informed in writing.
- 12.04 A Member shall have access to the entire contents of his/her personnel file upon request and with reasonable notice to the Dean, but not later than seven (7) calendar days following the request.

A Member shall not remove any document from the personnel file. The Employer reserves the right to have its representative present at the time a Member is examining his/her

personnel file.

- 12.05 A Member has the right to discuss with the Dean the accuracy or meaning of any of the contents of his/her personnel file. A Member shall have the right to have included in his/her personnel file his/her written comments on the accuracy or meaning of any of the contents of his/her personnel file and shall have the right to have removed from his/her personnel file any material which he/she can show is false, irrelevant or unsubstantiated. Such requests for removal shall be made in writing to the Dean.
- 12.06 A Member's personnel file shall contain data pertaining to the Member's personal employment history including but not limited to academic records, employment records, evaluations by the Dean and Associate Deans, authorized student evaluations, disciplinary documents, salary documents and correspondence relating to a Member's terms and conditions of employment.
- 12.07 No anonymous material shall be retained in the personnel file except for cumulative results of student evaluations of teachers obtained by using forms duly authorized pursuant to this Collective Agreement.
- 12.08 Unless authorized in writing by the Member, no information or material contained in the personnel file shall be made available to any person except when required:
- (a) for normal administrative purposes,
  - (b) for the tenure review process,
  - (c) for grievance and arbitration purposes,
  - (d) by this Collective Agreement,
  - (e) by law.
- The personnel file shall contain a record of all persons granted access and the date of access to the personnel file with the following exceptions:
- (a) Dean's Office authorized personnel; and
  - (b) the Member.
- A Member may request, from the person granted access, the reason(s) for the access to the personnel file.
- 12.09 A Member shall not have access to confidential material. Confidential material shall be restricted to signed letters of reference and evaluations which the Member has solicited or for the soliciting of which he/she has given approval.

**ARTICLE 13: RIGHTS AND PRIVILEGES OF THE ASSOCIATION**

- 13.01 Support Services  
Services including long distance telephone calls, external mail service, photocopying, printing and typing shall be provided as such services are available, at internal rates, and priority for such services shall be on the same basis as is afforded other internal users.
- 13.02 Members have the right to participate in Association business and shall be permitted to participate in Association/Unit meetings and transact Association business during the regular

working day provided that such participation does not interrupt or interfere with the Member's responsibilities, duties and obligations to the Collegiate.

13.03 On the invitation of the Association, persons doing business with or for the Association/Unit shall have reasonable access to the Collegiate during the hours it is open. Conduct of such business and access to the Collegiate shall not interrupt or interfere with a Member's responsibilities or the regular operations and activities of the Collegiate.

13.04 Association Dues  
The dues as established by the Association from time to time shall be deducted from the salary of each Member.

13.05 No later than thirty (30) calendar days after such deductions are made, a list of the names of the Members from whose salaries deductions have been made and the amount deducted from each together with a cheque for the total amount deducted shall be remitted to the Treasurer of the Association. An annual statement of the Association dues which have been deducted from his/her salary during the calendar year shall be provided to each Member on his/her T4 Income Tax slip by February 28 each year.

13.06 The Association shall advise **Human Resources** in writing of any changes in the dues of the Association **one month in advance** of the date on which the change is to become effective.

13.07 In the event the Association receives dues on account of an employee who is not a Member, or if on account of a Member in excess of the amount required, the Employer agrees to reimburse or credit the employee as the case may be, for the amount received in error by the Association and shall deduct such amount from the following month's cheque to the Treasurer of the Association. The Employer shall not be held liable for the wrongful deduction of money for Association dues resulting from an error in the Association's instruction.

13.08 Officers of the Association  
The President of the Association shall inform, in writing, the Director of Human Resources of the names of Members holding official positions in the Association and/or those selected for responsibilities pursuant to this Collective Agreement within seven (7) calendar days of their appointment.

13.09 The Employer agrees to arrange for a section or course reduction in normal teaching or professional load for the Chief Negotiator for the Collegiate Members, provided that the Association inform the Employer in sufficient time that such arrangements may be made, and provided that necessary replacements are paid for by the Association.

(a) If the Chief Negotiator is a member of the Collegiate Faculty, the cost to the Association shall not exceed the prevailing stipend for part-time replacement.

(b) If the Chief Negotiator is a member of the University Faculty, the cost to the Association for replacement shall not exceed the stipendiary replacement.

Where the Employer is unable to hire a replacement for the Chief Negotiator within the maximum cost guidelines specified in (a) and (b) above, the Employer shall not be required to grant reduction in normal teaching or professional load for the Chief Negotiator unless the Association is willing to pay the additional cost.

13.10 Service of a Member on behalf of the Association shall be considered as service to the Collegiate.

- 13.11 Printing of the Collective Agreement  
The Employer agrees to have the Collective Agreement printed within (45) forty-five calendar days of the signing of the Collective Agreement. The costs of the printing shall be shared between the Parties on a pro rata basis dependent upon the number of Collective Agreements required by each Party. The Human Resources Department shall provide the Association with a copy of the diskette containing the signed Collective Agreement in the format currently in use.
- 13.12 Correspondence Between the Parties  
Correspondence between the Parties relating to the negotiation and administration of this Collective Agreement shall be between the President of the Association and the Director of Human Resources. The foregoing shall not prohibit the communication by the President of the Association with the President of the University or his/her designate.
- 13.13 The Employer shall be responsible to file a true copy of this signed Collective Agreement with the Manitoba Labour Board.

**ARTICLE 14: AMALGAMATION AND CONSOLIDATION**

- 14.01 Before the Board contracts to amalgamate the Collegiate Division with another educational institution, or before the Board consolidates a Collegiate course or courses into the University Division of The University of Winnipeg, the Board shall notify the Association. The Association, at its discretion, may make written representation to the Board concerning the proposed amalgamation and/or consolidation. Such representation shall be forwarded to the Board within thirty (30) days of notification.
- 14.02 In the event of an amalgamation of the Collegiate Division with another educational institution and/or consolidation of a course or courses into the University Division of The University of Winnipeg, the terms of this Collective Agreement shall continue in force until the expiry of the Collective Agreement pursuant to Article 28, "Duration and Renewal".

**ARTICLE 15: EMPLOYMENT OF NON-MEMBERS**

- 15.01 The Employer agrees that non-Members of the bargaining unit, except as specified in the list of exclusions in the Manitoba Labour Board Certificate No. MLB 3634, shall not perform the responsibilities of Members pursuant to Article 7. For the purpose of this Clause the teaching of Auxiliary Session courses shall not be considered as the responsibility of Members unless mutually agreed by the Member and the Dean in accordance with Clauses 7.04 and 7.06.
- 15.02 In the performance of their duties, Members may be assisted by non-Member markers and laboratory demonstrators.

**ARTICLE 16: ACCESS TO INFORMATION**

- 16.01 The Association Office shall be provided with the following information:
- (a) By October 31 of each year a list of all Members of the Collegiate Unit including each Member's name, type of appointment, current salary, year of first and subsequent appointments with the Collegiate, years of service to the Collegiate, year of first and last degree, highest degree earned, and Department of Education classification.
  - (b) By October 31 of each year a list of the names of Instructors employed in the Collegiate Regular and Spring Day Sessions who are not Members of the Collegiate Unit.

- (c) Within fourteen (14) calendar days of approval the name of a Member who has been granted leave, the type of leave, the effective dates, salary or stipend paid, and, within five (5) calendar days of appointment the name of a replacement for that Member. This Clause does not include sick leave or short term leave where no replacement is required.
- (d) At the same time as they are sent to the members of the Board, the agenda, meeting materials, and minutes of open and closed meetings of the Board, except references to matters pertaining to labour relations.
- (e) Within five (5) calendar days of receipt, a copy of a request from any government agency or commission for a formal University submission where such a request clearly affects the terms and conditions of employment of Members of the Collegiate Unit, pursuant to this Collective Agreement, and at the same time it is sent, a copy of the response to such a request.
- (f) Within ten (10) working days of Board approval, the names of Members who have been granted renewal or change in appointment, tenure or continuing appointment or classification.

In complying with the requirements of this Clause, the Employer shall not be required to compile information in the form requested if such data are not already compiled in the form requested, nor shall the Employer be required to supply confidential information.

16.02 Prior to submission, the Employer and the Association shall consult on any formal submission to a government agency or commission where such a submission clearly affects the terms and conditions of employment of Collegiate Unit Members pursuant to this Collective Agreement.

16.03 The President of the Association shall provide the President of the University with:

- (a) a copy of any official Association publication,
- (b) a copy of any Association press release, twenty-four (24) hours prior to its release,
- (c) at the time of distribution, a copy of the agenda and minutes of open meetings of the Association.

16.04 The Board shall provide the President of the Association with a copy of any official Collegiate Division press release, twenty-four (24) hours prior to its release.

**ARTICLE 17: GRIEVANCE AND ARBITRATION**

17.01 A grievance shall be either a dispute or difference arising out of the alleged meaning, application, administration or violation of the provisions of this Collective Agreement or any dispute or difference arising out of the bad faith, arbitrary or unreasonable treatment by either Party in respect to terms and conditions of employment.

17.02 Types of Grievances

- a) *An Individual Grievance* is one initiated by a Member against the Employer.
- b) *A Group Grievance* is one initiated by two or more Members against the Employer.
- c) *A Policy Grievance* is one initiated by the Association against the Employer.

- d) *A Board Grievance* is one initiated by the Employer against one or more Members of the bargaining unit or the Association.
- 17.03 All grievances and replies to grievances shall be in writing and delivered to the appropriate persons specified at each step of the grievance procedure. Grievances and replies to grievances shall be delivered by registered mail or receipted hand delivery.
- 17.04 One or more of the grievance steps may be bypassed by mutual agreement between the Association and the Director of Human Resources.
- 17.05 Individual Members may not initiate Group Grievances or Policy Grievances. Only Individual Grievances shall be initiated by a Member. A Member may not proceed to any step beyond the informal stage of the grievance procedure without the authorization and representation of the Association.
- 17.06 a) Nothing in this Article shall preclude the Association from initiating as a Policy Grievance any grievance which is also capable of constituting an Individual Grievance or a Group Grievance.
- b) In the event that a Policy Grievance is processed successfully in arbitration pursuant to this Article, the Arbitrator shall have the jurisdiction to grant remedies to individual Members with respect to losses sustained by them arising from the breach which is the subject matter of the Policy Grievance.
- 17.07 a) A grievance may be mutually settled by the Parties at any time or withdrawn at any time by the Party initiating the grievance informing the other Party in writing.
- b) Where the Association proceeds with a grievance on behalf of a Member or group of Members, such grievances shall only be withdrawn from procedure with the written consent of the Association.
- 17.08 Accredited Association Grievance Officer(s) shall be entitled to investigate and process grievances during the regular working day and shall have access to information provided in Clause 12.08(c) for the purpose of investigating and processing a grievance. Upon the request by the Association Grievance Officer for additional information necessary for the resolution of grievances, the Employer shall provide either the information requested or reasons for the denial of the request.
- 17.09 The Employer shall not harass, intimidate, coerce or penalize a Member in respect of terms and conditions of employment and/or matters related to employment by reason of his/her *bona fide* participation in the investigation and/or resolution of his/her own grievance or the grievance of any other Member.
- 17.10 All grievances shall be in writing and shall specify the Article(s) or Clause(s) alleged to have been violated, a statement of the facts of the matter in dispute, the specific redress sought, and the date.
- 17.11 *Steps of the Grievance and Arbitration Procedure*  
*A. INDIVIDUAL OR GROUP GRIEVANCE*  
 The Parties agree to use every reasonable effort to encourage the informal, amicable and prompt resolution of problems and potential grievances. To this end, any Member or Group of Members may informally discuss a problem or potential grievance with the Dean at any time. The discussions are to be informal in nature and directed at improving communication

and solving problems.

*STEP I*

A Member or Group of Members, who is/are not satisfied with the solution arising from the informal discussion, may with the authorization and representation of the Association submit a grievance to the Dean with a copy to the Director of Human Resources within twenty (20) working days of the date upon which the Member(s) knew or ought to have known of the event(s) giving rise to the grievance, whichever is later.

No later than seven (7) working days following receipt of the grievance, the Association Grievance Officer, the grievor(s), the Director of Human Resources and the Dean shall meet to discuss the grievance and make every reasonable effort to resolve the grievance. The Dean shall have ten (10) working days from the date of receipt of the grievance in which to render a decision including the reason(s) for denial, if applicable, in writing to the Member(s) with a copy to the Association Grievance Officer and to the Human Resources Department.

*STEP II*

If the decision rendered in Step I does not resolve the grievance, then the Association on behalf of the Member(s) may refer the grievance to the President within twenty-five (25) working days of the Step I response. The Association shall advise the Dean and the Director of Human Resources in writing of the decision to refer the grievance to the President. The President of the University shall, within seven (7) working days of the receipt of the grievance, call a meeting among the Association Grievance Officer, the grievor(s), the Dean and the Director of Human Resources. After the final meeting, the President shall, within ten (10) working days, submit his/her decision in writing, including the reasons(s) for denial, if applicable, to the Parties concerned.

In the event that no settlement is reached at Step II, the matter may be referred to arbitration as provided by this Article.

*B. POLICY GRIEVANCE*

*STEP I*

If the Association alleges a violation of this Collective Agreement, or if a difference between the Parties relating to the meaning or application of this Collective Agreement arises, then the Association may present a grievance in writing to the Director of Human Resources within twenty-five (25) working days of becoming aware of the alleged violation or difference. The Director of Human Resources shall respond in writing to the grievance including the reasons for denial, if applicable, within ten (10) working days of the receipt of the grievance.

*STEP II*

If the decision rendered in Step I does not resolve the grievance, then the Association may refer the grievance to the President within twenty-five (25) working days of the Step I response. The Association shall advise the Director of Human Resources of the decision to refer the grievance to the President. The President of the University shall, within seven (7) working days of the receipt of the grievance, call a meeting of the Association Grievance Officer and the Director of Human Resources. After the final meeting, the President shall, within ten (10) working days, submit his/her decision in writing, including the reasons for denial, if applicable, to the parties concerned.

In the event that no settlement is reached at Step II, the matter may be referred to arbitration as provided by this Article.

C. BOARD GRIEVANCE

If the Employer alleges a violation of this Collective Agreement or a difference between the Parties relating to the meaning or application of this Collective Agreement arises, then the Employer may present a grievance in writing to the President of the Association within twenty-five (25) working days of becoming aware of the alleged violation or difference.

The President of the Association shall respond to the grievance within ten (10) working days of the receipt of the grievance. If the matter is not resolved to the satisfaction of the Employer, then the Employer may refer the grievance to arbitration as provided in this Article.

D. ARBITRATION

When an Individual, Group, Policy or Employer Grievance is not resolved after utilizing the appropriate grievance procedure, either Party may refer the matter to arbitration by providing the other Party with written notice by registered mail of intent to arbitrate, within fifteen (15) working days of the other Party's final response.

17.12 Appointment of Arbitrator

Within seven (7) working days of receipt of the notice to arbitrate, the Parties shall meet to appoint an Arbitrator. The following persons will be called upon, on a rotation basis commencing with the first person on the list, who shall then serve at the first arbitration. Thereafter, for each successive arbitration, the person on the list immediately following the last person to have served as Arbitrator shall then be called upon to serve. In the event the person requested to serve is not available within two (2) months, the next person on the list will be requested to serve as Arbitrator.

1. **Diane Jones**
2. **Michael Werier**
3. **Arne Peltz**

17.13 By mutual agreement, the Parties may select an Arbitrator who is not named on the above list, or refer to the Minister of Labour to select an Arbitrator if no person named on the above list is available within two (2) months.

17.14 No person may be appointed as an Arbitrator who has been involved in an attempt to negotiate or settle the grievance in question or acted as a member of a panel or committee which has been involved in the case at any level.

17.15 Unless exceptional circumstances dictate, the arbitration hearing shall be held within one (1) month of the availability of the Arbitrator and the Arbitrator's decision shall be delivered within one (1) month after the arbitration hearing. The decision of the Arbitrator shall be binding on both Parties and on all persons bounded by the Collective Agreement.

17.16 Arbitration Board

A three-person arbitration board shall be convened in the event of any grievance regarding:  
a) Article 4, Academic Freedom, or  
b) Article 10, Tenure.

Within seven (7) working days of receipt of notice to arbitrate, each Party shall advise the other of its nominee to the arbitration board. Nominees shall not be members of the Board of Regents or persons who are employed at the University of Winnipeg. The chair of the arbitration board shall be selected from the list and in the manner provided in Clauses 17.12 and 17.13.

The Parties may agree to select an arbitration board to resolve any other matter referred to arbitration. The procedures for an arbitration board shall be those set out for a single Arbitrator.

17.17

Time Limits

Where time limits have not been complied with by the grievor in processing the grievance from one step to the other, including arbitration, the grievance shall be deemed abandoned. The Parties may agree to extend any prescribed time limit in either the grievance or arbitration procedure. In addition, the arbitrator shall have the power to provide a remedy against non-compliance with time limits by the respondent.

17.18

Technical Irregularities

No technical violation or irregularity in the grievance and arbitration process shall prevent the substance of a grievance from being heard and judged on its merits nor shall it affect the jurisdiction of the Arbitrator.

17.19

Duties and Powers of the Arbitrator

- a) The Arbitrator shall not have jurisdiction to amend, modify, or act inconsistently with the Collective Agreement,
- b) The Arbitrator shall have the duty and power to adjudicate all matters in dispute including a question of the arbitrability of an issue,
- c) Where an Arbitrator determines that a Member has been discharged or otherwise disciplined by the Employer for cause and the Collective Agreement does not contain a specific penalty for the infraction that is the subject matter of the arbitration, the Arbitrator may substitute such other penalty or penalties for the discharge or discipline as he/she deems just and reasonable in all the circumstances,
- d) Without limiting the generality of Clause 17.19 (c), the Arbitrator shall have the power to award compensation to individual Members even where a dispute originated as a policy grievance.

17.20

Costs

In all cases costs shall be shared equally between the Parties. Costs of presenting the case to arbitration shall be borne by the respective Parties.

**ARTICLE 18: REDUCTION OF TEACHING STAFF**

18.01

The Employer may reduce teaching staff in the Collegiate:

- (a) when substantial and recurring financial deficits have occurred or are projected to continue for at least two (2) consecutive years, which affect the total Collegiate budget and which threaten the solvency of the Collegiate as a whole, or
- (b) where enrollment in a course or courses makes it unfeasible to continue to offer the course or courses, or it becomes necessary to combine course assignments, and
- (c) when natural attrition, study leaves, resignations and retirements are not sufficient to effect the necessary staff reduction.
- (d) when a Collegiate administrator re-enters the bargaining unit. Implementation of a reduction in teaching staff with tenured or probationary appointments shall be subject to the provisions of Clauses 18.04 and 18.05.

- 18.02 Reduction of teaching staff for reasons of Clause 18.01 (a) above shall occur only after efforts to alleviate the financial insolvency by economies in all other segments of the budget have been undertaken and after all reasonable means of improving the Collegiate's revenues.
- 18.03 Where reduction of teaching staff appears necessary, the Association shall be invited to consult with the Dean of Collegiate and the President prior to November 15th to discuss possible action, the reasons for it, and possible alternatives and solutions for the next academic year.
- 18.04 Prior to implementing any layoff, the Employer shall make every reasonable effort to secure alternate employment, including administrative positions, in the Collegiate/University for Members. Members accepting such alternate employment shall retain all benefits and privileges as specified by this Collective Agreement. The Employer shall provide all reasonable support, including professional placement service consultants, leaves with or without salary, and release time for training courses for Members prepared to train for such alternate employment.
- 18.05 Where reduction of teaching staff becomes necessary, the Employer shall give first consideration to retaining Members having the greatest seniority with the Collegiate. The Employer may disregard the seniority of a Member and/or the effect of resignations and retirements and identify another Member for layoff after taking into account the program needs of the Collegiate and the expertise of Members, provided that the senior Member is unwilling to be retrained or cannot retrain in time to meet Collegiate needs.
- 18.06 For the purpose of this Collective Agreement, seniority shall mean the length of continuous experience as an Instructor in the Collegiate. Part-time experience shall be pro-rated for seniority purposes according to the following formula:
- $$\frac{\text{No. of sections per year} \times \text{years of service}}{6 \text{ sections}}$$
- Where Members have the same length of continuous experience, the total experience as an Instructor in the Collegiate shall determine seniority.
- Where Members have the same total experience with the Collegiate, the Employer shall determine the order of layoff.
- 18.07 A Member being laid off shall be given written notice of layoff, including the reason(s) for the layoff, not later than March 1st. The effective date of the layoff shall be August 31. The Association shall receive a list of Members being laid off by March 1st.
- In the event the period of notice is less than six (6) months, the Member shall be paid, at his/her then current salary rate, an amount equal to the difference between six (6) months salary and the amount earned during the notice period. In no case shall a Member receive less than the equivalent of six (6) months salary, including salary paid during the notice period, upon layoff.
- A Member holding a tenured appointment for longer than six (6) years shall receive one (1) month's salary for each year of continuous tenured service in the Collegiate, including the period of notice, to a maximum of fifteen (15) months salary.
- 18.08 The Dean shall meet with each Member being laid off, at which time he/she shall be given the written notice of layoff. The Member shall be given, upon request, a letter of reference for

his/her use.

- 18.09 Laid-off Members shall receive notice of all teaching and administrative vacancies, including positions in the auxiliary sessions. Notices shall be mailed to the Member's last known address.
- 18.10 Members who are laid off shall be named on a re-employment list and shall be recalled in reverse order of layoff provided the Member has the qualifications and the ability to teach the course(s) available. A laid-off Member shall remain on the re-employment list and have the right of first refusal for a period of three (3) years from the date of layoff, except:
- (a) a request in writing that his/her name be deleted from the list, or
  - (b) refusal of an offer of re-employment in the Collegiate to a position for which he/she has the qualifications and ability to perform, or
  - (c) failure to respond to a recall notice within twenty (20) calendar days of the notice, or
  - (d) retirement, or
  - (e) refusal to retrain for an available position, shall result in removal of the Member's name from the re-employment list.
- 18.11 The Board shall not hire an Instructor into a teaching position in the Collegiate while there are laid off Members on the re-employment list who possess the qualifications and ability to teach the available course(s). A Member on the re-employment list may apply for any vacancy for which he/she believes he/she has the required qualifications. When there is no person on the re-employment list who has the qualifications and ability to teach the course(s) available, retraining shall be offered to persons named on the re-employment list in the order of seniority. The details of the retraining period, remuneration, and other terms of the retraining leave shall be agreed to by the Member, the Dean and the President.
- 18.12 A Member who is recalled to an Instructor position shall be placed on the salary scale in accordance with his/her qualifications and experience as evaluated by the Department of Education at the time of recall. The Member shall also retain all credit for probation, tenure and seniority that was attained at the time of layoff and shall not suffer loss of tenure if the laid off Member held tenure.
- 18.13 The layoff period shall not be deemed an interruption of service with the Collegiate, but shall not be counted for purposes of determining eligibility for leave, experience increments, tenure or probation. A laid off Member shall retain service accumulated to the date of layoff and shall not accumulate additional service until he/she is recalled to work.
- 18.14 Each laid-off Member may at his/her discretion retain full pension participation subject to provisions of the Plan. Cost of such coverage shall be shared equally by the Board and the Member while the Member remains on the payroll and shall be assumed in total by the Member for the remainder of the recall period.
- 18.15 Layoff shall not be treated, described or recorded as dismissal for cause.

**ARTICLE 19: HEALTH AND SAFETY**

- 19.01 The Parties agree that applicable federal, provincial and municipal legislation and regulations shall be the standard for health and safety in The University of Winnipeg.

19.02 The Board shall take reasonable measures to maintain the security of the buildings and grounds while at the same time providing access for members to their offices and laboratories at all times except in cases of emergency.

**ARTICLE 20: CLASSIFICATION AND SALARIES**

20.01 For the purpose of the salary schedule, Members of the Collegiate Unit shall be classified according to Manitoba Department of Education regulations.

20.02 **The Salary schedule effective April 1, 2006 to March 31, 2007 shall be:**

<b>Years of Teaching Experience</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
0	41,324	44,309	47,100	49,965
1	43,266	46,306	49,288	52,360
2	45,208	48,510	51,480	54,759
3	47,440	50,878	53,820	57,384
4	49,759	53,228	56,158	60,026
5	52,063	55,590	58,668	62,887
6	54,381	57,932	61,200	65,746
7	57,441	61,007	64,765	69,145
8	60,501	64,085	68,331	72,524
9	64,162	67,883	72,106	75,955

**The Salary schedule effective April 1, 2007 to March 31, 2008 shall be:**

<b>Years of Teaching Experience</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
0	42,563	45,638	48,513	51,464
1	44,564	47,695	50,766	53,931
2	46,564	49,965	53,025	56,402
3	48,863	52,404	55,434	59,106
4	51,252	54,825	57,842	61,827
5	53,625	57,258	60,428	64,773
6	56,012	59,670	63,035	67,718
7	59,164	62,837	66,708	71,219
8	62,316	66,007	70,381	74,700
9	66,087	69,920	74,269	78,234

**The Salary schedule effective April 1, 2008 to March 31, 2009 shall be:**

<b>Years of Teaching Experience</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
0	43,840	47,007	49,968	53,008
1	45,901	49,126	52,289	55,549
2	47,961	51,464	54,616	58,094
3	50,329	53,976	57,097	60,879
4	52,790	56,470	59,578	63,682
5	55,234	58,976	62,241	66,716
6	57,693	61,460	64,927	69,750
7	60,939	64,722	68,710	73,356
8	64,186	67,987	72,493	76,941
9	68,069	72,017	76,497	80,581

20.03

*Method of Payment*

- (a) Instructors shall be paid one twenty-fourth (1/24) of their annual salary semi-monthly. The first payment shall be made no later than the 15th of the month and the second payment shall be made on the last working day of the month.
- (b) Whenever in this Collective Agreement deduction of salary or payment of salary is to be

made at the per diem rate, the amount shall be calculated in accordance with the following formula:

$$\frac{1/12 \text{ of the Member's deemed annual salary}}{20} \times \text{No of teaching days in that month at the per diem rate}$$

- (c) A Member who commences employment after the first teaching day of a teaching month shall be paid the per diem rate for each day the Member teaches in that month.
- (d) Where a Member leaves the employ of the Collegiate the Member shall be paid all salary owing within thirty days of his/her last teaching day.
- (e) Salary paid to a Member shall include vacation pay.

20.04 Allowance for Teaching Experience on Placement  
For the purpose of placement on the salary schedule, allowance shall be made for all teaching experience recognized by the Department of Education.

20.05 Allowance for Related Work Experience  
For the purpose of placement on the salary scale, experience related to the duties of teachers shall be recognized as follows:  
Less than 2 years related experience = minimum step  
2 to less than 5 years related experience = 1 step  
5 to less than 9 years related experience = 2 steps  
9 or more years related experience = 3 steps

Claims for recognition of experience related to the duties of teachers shall be made within five (5) years of acquiring such experience.

20.06 Increments  
Each member paid on a step of the salary grid in Clause 20.02 shall receive one increment for each year of teaching experience recognized by the Department of Education until the Member reaches the maximum of his/her classification. Increments in annual salary shall become effective on the 1st of April each year provided the Member was employed by the Collegiate at the beginning of the Regular Session in the preceding calendar year.

20.07 Anniversary Date  
For the purpose of calculating service to the Collegiate and leave and benefit entitlements, a Member's anniversary date shall be the first day of his/her continuous full-time employment in the Collegiate.

20.08 Partial Teaching Load  
For a Member appointed for a Full Year Term, the salary of a Member appointed to teach fewer sections than the weekly teaching load for that year shall be pro-rated on the basis of:

$$\frac{\text{No. of Sections Taught}}{6 \text{ sections}} \times \text{Member's annual salary}$$

20.09 Reclassification  
Where a Member has obtained additional qualifications satisfactory to the Department of Education and is, therefore, eligible for reclassification to a higher classification on the salary schedule, the effective date of the Member's reclassification shall be the first day of the month following the date of qualification provided that evidence of such additional

qualification is filed with the Dean and confirmed by the Department of Education. For the purpose of this Clause, date of qualification shall mean the date specified by the Department of Education.

20.10

Overload Teaching

If a Member teaching in the Regular Session teaches more than the established weekly teaching load for that year, the Member shall be paid a stipend for this overload according to the following formula:

$$\frac{\text{No. of Overload Sections Taught}}{6 \text{ sections}} \times \text{Member's annual salary}$$

20.11

Auxiliary Sessions

- (a) Effective March 31, 2002, the stipend paid to a Member who elects to teach in an Auxiliary Session in addition to his/her normal Fall/Winter and Spring or Fall/Winter and Summer teaching load during the calendar year shall be no less than \$3,000 per section.
- (b) If, at the conclusion of registration on the last working day prior to the start of classes, fewer than eight students are registered for a class, the Instructor has the option to cancel that class after consultation with the Dean. If eight or more students are registered at that time, the teacher is required to teach the class.
- (c) Members teaching in Auxiliary Sessions shall be paid over a period of **two (2) months**. The final payment shall be made at the end of the month in which the course has been completed and all of the responsibilities related to the course have been fulfilled.
- (d) A Member who teaches in an Auxiliary Session in lieu of the Spring Day Session or of a portion of the Regular Session does not qualify for the stipend specified in Clause 20.11 (a) above.
- (e) **A Member who agrees to assume responsibility during an Auxiliary Session for being available to open the Collegiate Office doors to provide access to other Instructors and to subsequently lock the doors after such access shall be paid at the rate of \$150 for the session.**

20.12

Cancellation of Courses

The Dean retains the right to cancel any classes or course for administrative, staffing or enrolment reason in consultation with the Member(s) affected. When the Dean cancels an Auxiliary Session course which is not a part of a Member's normal teaching load, a Member shall be paid a stipend of \$100 for each section he/she was scheduled to teach that was cancelled.

**ARTICLE 21: BENEFITS**

21.01

Except as modified by Memoranda of Agreement:

- (a) The Employer agrees to maintain the current employee benefit plans, namely, the University of Winnipeg Pension Plan, Group Life Insurance, Group Long Term Disability, the Extended Health Benefits Plan and the Dental Plan for the duration of the Collective Agreement unless changed by recommendation of the Joint Employee Benefits Committee or the Pension Committee and approved by the Board of Regents.
- (b) The Employer agrees to maintain its share of contributions to the Pension Plan and other benefits during the Member's period of sick leave.

- (c) The Employer agrees to maintain an Employee Assistance Plan that is equivalent to that provided to other employee groups within the University.
- (d) The Employer agrees to maintain a Vision Care Plan that is equivalent to that provided to the majority of other employee groups within the University.
- (e) Effective January 1, 2003, the Employer agrees to provide the following employee benefits improvements:

Physiotherapy; Athletic Therapy; Chiropractic; Occupational Therapy; Massage Therapy; and Acupuncture, for a combined maximum coverage of \$500.00 per eligible person per calendar year;

Health Spending Account in the amount of \$150.00 per eligible Employee per calendar year;

Increased dental coverage to \$1,200.00 per eligible person per calendar year; and, an increase in the lifetime maximum for orthodontic coverage to \$1,600.00 per eligible dependent;

Increase in Vision Care coverage by \$50.00 (\$30.00 for part-time employees) per covered person to cover the cost of an eye examination.

21.02 The Parties shall maintain a Joint Employee Benefits Committee with membership as follows:

- 3 representatives from U.W.F.A.;
- 3 representatives from AESES;
- 1 representative from the U.W.F.A. (Collegiate Unit)
- 3 representatives of the Employer;
- 1 representative from I.U.O.E., Local 987; and
- 1 representative from the **excluded employee groups.**

Annually, and as changes are made, the Association shall be notified of the composition of the Joint Employee Benefits Committee.

The Committee shall operate under the **Terms of Reference dated November, 2003 as agreed upon by the parties to this collective agreement.**

The Committee shall be provided with the necessary information and documents **relevant to its Mandate as set out in the Terms of Reference.**

**The Terms of Reference shall be reviewed in 2008.**

21.03 The Employer shall provide to each Member a comprehensive pamphlet or pamphlets setting out in detail the positions of all the benefit plans described in Clause 21.01.

21.04 Travel and Professional Development Allowance

(a) Whereas the Employer expects that Members may attend workshops, study sessions or conferences necessary to communicate and extend knowledge, and need to purchase items such as books, journals, equipment, memberships in professional associations, related to the performance of their professional and teaching duties, the Employer shall provide a travel and professional development allowance (TPDA).

(b) **Effective April 1, 2006, the Employer shall make available a sum of thirteen**

**hundred dollars (\$1,300) to each Member for travel and professional development**

The annual TPDA amount shall be reduced on a pro-rated basis for Members who go on a reduced or part-time appointment, or on leave of absence without pay.

The TPDA shall not accrue to a Member while on leave pursuant to Clauses 27.12, 27.23, 27.24 and 27.27 except that a Member on leave may have access to carry-over amounts from previous years pursuant to Clause 21.04 (c).

Except for travel, a Member may draw on these funds to defray his/her legitimate expenses pursuant to Clause 21.4 (a) at any time that the Member has accumulated receipts totalling at least \$250 or the remainder of the Member's allowance, whichever is the lower amount.

- (c) A Member may elect to carry over the unexpended portion of his/her TPDA into the next fiscal year provided that this portion is not less than one hundred and fifty dollars (\$150) and the Member notifies the Dean in writing, by March 31 of the fiscal year in which the unexpended portion has been accumulated. A Member who elects to carry over TPDA into the next fiscal year shall also be eligible to carry over TPDA to a third consecutive fiscal year. At the conclusion of the third fiscal year, carry over to a fourth consecutive year will not be permitted.
- (d) A Member shall present an application for travel to the Dean who shall approve it provided that such travel is for the purposes specified in Clause 21.04 (a) and provided further that the Member's obligations and responsibilities are covered during his/her absence.
- (e) Members shall provide the Dean with receipts or records of purchase of items or of travel and related expenses, to accompany any request for reimbursement to be charged against the Member's TPDA.
- (f) Members travelling on authorized University business, except those travelling under the provisions of Clause 21.04 (a), shall be reimbursed for incurred expenses in accordance with current University policy.

21.05

Tuition Scholarships

The Employer will establish and maintain a University Tuition Scholarship Fund to which eligible Members and other eligible employees, their spouses (including same sex spouses) and their eligible dependents may apply. For the purpose of this Clause eligible Member shall be defined as a full-time or part-time (at least 50% of the normal workload) Member with a probationary, tenured, or continuing or term appointment of more than two (2) consecutive years. Eligible dependents shall be all natural children, legally adopted children, and stepchildren (including the children of same sex spouses) who are unmarried and under the age of 21 and dependent on the Member for support; or **single** and under the age of twenty-five (25) and a full-time student of The University of Winnipeg. The age restrictions do not apply to a physically or mentally incapacitated child. The applicants must meet the eligibility requirements at the date of application for the Tuition Scholarship Plan.

The Tuition Scholarship Fund will be administered by the Employer and will provide scholarships for credit courses leading to the applicant's first undergraduate degree. For the purpose of this clause the University of Winnipeg B. Education degree shall be considered as a first undergraduate degree. Scholarships will apply only to credit courses completed at The University of Winnipeg or where The University of Winnipeg Bachelor of Education Programme requires students to complete courses offered by another institution. The scholarships shall be equal to the tuition fees paid for courses which the applicant has completed with the grade of C or better within the twelve (12) month period ending June 30th immediately preceding the application. Tuition fees shall not include special charges associated with certain courses, such as supplementary course service fees, travel costs, student association fees, caution fees or any other charges or expenses added to the normal standard fees. The maximum value of scholarship support available to an applicant will be the minimum number of full course equivalents required to complete one undergraduate degree program at the University of Winnipeg as defined by Senate regulations. Applicants are required to pay all fees according to the University's normal schedule of fees and associated deadlines.

21.06 Parking  
Parking shall be assigned to Members as space is available and at rates approved by the Employer from time to time in a manner consistent with past practice. Parking shall be allocated to Members based on such criteria as age, seniority, need for the use of a vehicle, and gender, with primary consideration given to security and physical handicaps of Members.

21.07 Physical Education/Recreation Facilities  
Members, their spouses and children shall have access to the physical education and recreation facilities of the University during their normal hours of operation on the same basis as the facilities are available to the faculty and staff of the University.

**ARTICLE 22: DISCIPLINE**

22.01 Discipline shall be for just and sufficient cause. The disciplinary action taken shall be just and appropriate for the offence.

22.02 The Association agrees that the Employer has the right to suspend a Member with or without pay for just cause.

22.03 Except for a verbal warning or reprimand, whenever a Member is disciplined, he/she shall be given written notification thereof together with a written statement of the reason(s) for taking this action. A copy of the written notification shall be placed in the Member's personnel file. The Human Resources Department shall advise the Association of the disciplinary action within two (2) working days.

**ARTICLE 23: JOINT CONSULTATIVE COMMITTEE**

23.01 Upon request of either party, a Joint Consultative Committee shall be established consisting of two (2) members appointed by and from the Employer and two (2) Members of the Collegiate Unit appointed by the Association.

In the event that the interests of UWFA (Collegiate Unit) are in common with those of UWFA (Main Unit), Clause 4.01 of the latter Collective Agreement shall apply, which provides the Association with the right, as appropriate, to appoint one (1) additional Member of the UWFA Collegiate unit. Where the Association chooses to exercise this right, the Employer shall also have the right to appoint one (1) additional member to the Committee.

- 23.02 The terms of reference of the Committee are:
- (a) to assist the Parties in creating and maintaining harmonious relations between the Association and the Board by providing a forum for discussion of issues that may arise from time to time between the Parties.
  - (b) to consider any questions as to the meaning, interpretation or application of provisions of the Collective Agreement.
- Matters that would normally be dealt with in Article 17 Grievance and Arbitration or during collective bargaining shall not be subject matter of these discussions except by mutual agreement.
- 23.03 The Committee may make recommendations pursuant to Clause 23.02 above to the Parties to the Collective Agreement and members of the Committee may make recommendations to their respective principals.
- 23.04 The Committee shall have no power to bind either Party in the application of the Collective Agreement nor to change the Collective Agreement in any way.
- 23.05 Upon the request by either Party, the Committee shall meet within ten (10) working days or within a mutually agreed time period. An appointee from the requesting Party shall be responsible for preparing and circulating the agenda, notices and minutes of the meetings.

**ARTICLE 24: OUTSIDE PROFESSIONAL ACTIVITIES**

- 24.01 The nature of the professional competence of Members may afford opportunities for the exercise of that competence outside the Member's regular duties and responsibilities to the Collegiate on both remunerative and non-remunerative bases. Recognizing that such professional activities can bring benefit to and enhance the reputation for the Collegiate Division and Members of the Collegiate Unit of the Association, Members may engage in part-time professional activities, paid or unpaid.
- 24.02 A Member may participate at his/her discretion in the activities of professional societies or associations outside of the Collegiate provided that such participation does not interfere with his/her duties and responsibilities to the Collegiate as specified in this Collective Agreement. Permission from the Dean must be obtained prior to the Member's participation in activities of such societies and associations whenever such participation would require time off during normal school hours or absence from duties and responsibilities in the Collegiate. In such situations an attempt shall be made to arrive at a mutually satisfactory arrangement in advance between the Member and the Dean.
- 24.03 Where a Member wishes to use the Collegiate/University facilities, supplies or services for purposes related to his/her outside professional activities, permission for their use must be obtained in advance from the Dean or Vice-President and shall be paid for at prevailing rates unless the Dean or Vice-President agrees in writing to waive all or part of the fees.
- 24.04 A Member shall not purport to represent the Collegiate or the University or speak for it or them or to have approval for any communication without prior written approval in each instance from the President or his/her designate, although nothing shall prevent the Member from stating the nature and place of his/her employment and/or his/her position in connection with outside professional activities, pursuant to this Article.
- 24.05 Members shall inform the Dean of the nature and scope of outside or other University of

Winnipeg professional activities of a substantial nature to ensure that such activities do not interfere with the Member's duties and responsibilities to the Collegiate. Permission from the Dean must be obtained prior to the Member's acceptance in the aforementioned activities whenever it is known that such participation would require time off during normal school hours or absence from duties and responsibilities in the Collegiate. In such situations, an attempt shall be made to arrive at a mutually satisfactory arrangement in advance between the Member and the Dean.

**ARTICLE 25: AMENDMENTS TO THE UNIVERSITY OF WINNIPEG ACT**

- 25.01 The Parties shall arrange for joint consultation on formal submissions to the Province of Manitoba with respect to the University of Winnipeg Act, where such submissions clearly affect the Collegiate Division. Such consultation shall not preclude either Party from making independent submissions to the Province.
- 25.02 The Board shall inform the Association of the details of all correspondence between the Province of Manitoba and the Board with respect to the Act where such correspondence clearly affects the Collegiate Division, within five (5) working days of receipt of such correspondence.
- 25.03 The Association shall inform the Board of the details of all correspondence between the Association and the Province of Manitoba with respect to the Act, where such correspondence clearly affects the Collegiate Division, within five (5) working days of the date of the correspondence.

**ARTICLE 26: ANNUAL EVALUATION**

- 26.01 The Parties recognize the principle of annual evaluation of a Member's performance of his/her responsibilities to the Collegiate Division pursuant to this Collective Agreement.
- 26.02 Each Member shall establish a teaching dossier pursuant to the requirements of 26.03, contribute components to it annually and submit these to the Dean by September 15<sup>th</sup> of each year.
- 26.03 i) The dossier must include:
1. Annual professional growth plan.
    - a) Areas of focus.
    - b) Related professional growth activities.
  2. Other professional development activities.
  3. Course Outlines.
  4. Reflections on student evaluations.
- ii) The dossier may include:
1. Committee work.
  2. Personal/professional achievements.
- 26.04 The Dean will respond to the Member's annual teaching dossier by October 31<sup>st</sup> of each year.
- 26.05 When the Dean decides to make a formal evaluation, such evaluation shall be communicated, in writing, to the Member and placed in the Member's personnel file. The Member and/or the Dean may request that peer evaluations and/or student evaluations inform this evaluation by the Dean. The Member may respond in writing to this evaluation

and has the right to have this response placed in his/her personnel file.

**ARTICLE 27: LEAVES**

EDUCATIONAL LEAVE

- 27.01 The Employer shall make available educational study leaves, pursuant to Clause 27.09 to tenured Members in order to foster their effectiveness as teachers. Tenured Members shall be eligible for a full educational study leave after every six (6) years of full-time tenured service in the Collegiate. A Member shall be eligible for a spring or summer educational study leave for a period of two (2) months (May/June or July/August) after every four (4) years of full-time tenured service in the Collegiate. For first-time applicants, the number of consecutive years of service in a full-time probationary appointment prior to the granting of tenure shall count towards determining eligibility for educational study leave. The Board shall have the discretion to approve applications for educational study leave where applicants do not meet the eligibility requirements listed above.
- 27.02 (a) A full educational study leave will be for a period of twelve (12) consecutive months including the Regular, Spring and Summer Sessions and shall begin on May 1st, July 1st or September 1st as arranged with the Employer.
- (b) A Member may choose, upon agreement with the Employer, a partial educational study leave for the Regular Session (September to April) in lieu of a full education study leave on a pro-rated full leave salary.
- 27.03 Members on educational study leave shall receive salary paid twice a month based upon two-thirds of full salary of the Member at the time the leave is taken.
- 27.04 Members on educational study leave shall be eligible for all general salary adjustments effective at the prescribed time of year except that the period of time on educational study leave shall not be counted as service for the purpose of salary increments.
- 27.05 While on educational study leave a Member shall be entitled to apply for the use of Collegiate travel funds.
- 27.06 Time taken on educational study leave shall not constitute a break in service or disruption of tenure. A leave of absence with pay will not constitute a break in service but shall not be counted toward leave entitlement.
- 27.07 A Member shall make application to the Dean of Collegiate for educational study leave by October 1st for leaves commencing the following May 1st or July 1st subject to satisfactory staffing arrangements, or by November 1st for leaves commencing the following September. The application shall be accompanied by a detailed proposal of the educational and study project the Member intends to pursue while on leave. The Dean shall not make any firm commitment to hire a term replacement for the Member taking a full educational study leave prior to five (5) months before the commencement of the leave.
- 27.08 Upon receipt of the application for educational study leave the Dean shall chair an ad hoc committee established by and from the Collegiate Faculty to assist with vetting of the applications. The committee shall consist of at least three (3) members including the Dean and two full-time tenured Members of the Collegiate Faculty, one each from arts and from science areas.

No Member shall serve on such a committee when his / her own application is to be considered.

The study leave committee shall vet the application(s) in the light of the curriculum requirements of the Collegiate Division and the resulting benefit to both the Collegiate and to the Member.

The Dean may forward his/her own recommendation along with that of the committee to the Vice-President (Academic). The Vice-President (Academic) shall forward these recommendations along with his/her recommendation to the President. The candidate shall be informed of the decision. Decisions on the granting of educational study leave shall be made at least six (6) months prior to the commencement of the leave.

Should the study leave be granted, any change in the proposal must be vetted by the committee. The Dean may forward his/her own recommendation along with that of the committee to the Vice-President (Academic). The Vice-President (Academic) shall forward these recommendations along with his/her own to the President. The candidate shall be informed of a decision within ten (10) working days from the date of notification of such proposed change.

A Member granted educational study leave shall be obliged to return to the Collegiate/University following the expiry of the leave and shall undertake not to resign or retire from the Collegiate/University for a period of three (3) years in the case of a full educational leave of twelve (12) months or for a period of one (1) year in the case of a spring or summer educational study leave. If the Member fails to return to the Collegiate or resigns or retires prior to the completion of obligatory service, the Member shall reimburse the Collegiate on a pro-rated basis. The requirement for return of service may be waived in writing by the Employer in exceptional circumstances.

A Member granted educational study leave shall be obliged to complete a Study Leave Information Form provided by the Dean by August 31 prior to the commencement of the leave. This form will include only information necessary for the Dean in order that he/she may keep in contact with the Member during the leave and verify the educational study leave program. Upon request, the Member shall provide the Dean with any information relating to the Member's program of study. A reasonable amount of time will be provided to comply with such a request, if required. Within two (2) months of the end of the educational study leave, a Member shall submit a written report to the Dean as to the scholastic and professional activities undertaken during that leave.

27.09 The Collegiate shall attempt to make one full and one partial educational study leave available each year and **may substitute a research leave for an educational leave, where circumstances warrant.**

27.09.1 **RESEARCH LEAVE**

**A Member who has previously completed a Masters degree, may apply for a Research Leave instead of an Educational Leave in which case the eligibility criteria and all related processes associated with an Educational Leave as set out in clauses 27.01 to 27.09 shall apply except as modified herein:**

**(a) Clauses 27.01, 27.02, and 27.04 – 27.06 shall apply to Research Leave in the same manner as to Educational Leave.**

**(b) Clause 27.03 shall be replaced with the following:**

A Member on Research Leave shall receive salary paid twice a month based upon eighty (80%) percent of full salary of the Member at the time the leave is taken.

(c) Clause 27.07 shall be replaced with the following:

By October 1<sup>st</sup>, a Member shall make an application, supported by a detailed research proposal, to the Dean of the Collegiate for a Research Leave that would commence the following academic year, if approved.

The Dean shall not make any firm commitment to hire a term replacement for the Member taking a full Research Leave prior to five (5) months before the commencement of the leave.

(d) Clause 27.08 shall be modified as follows:

Upon receipt of the application for research leave, the Dean shall establish an ad hoc committee to vet the application(s) in the light of the curriculum requirements of the Collegiate Division and the resulting benefit to both the Collegiate and to the Member. The committee shall consist of at least three (3) members including an Associate Dean and two full-time tenured Members of the Collegiate Faculty, one each from arts and from science areas.

No Member shall serve on the committee if to do so would create either a real or perceived conflict of interest.

By October 15<sup>th</sup>, the Collegiate research leave committee shall forward its comments or recommendation, together with the application and research proposal, to the University Study Leave Committee, for consideration.

The University Study Leave Committee shall consider the application using the same academic rigour as would be used in reviewing any University of Winnipeg application for research leave.

By November 15<sup>th</sup>, the University Study Leave Committee shall forward its recommendation, together with the application and research proposal, to the Dean.

By November 30<sup>th</sup>, the Dean shall forward the Member's application and the Dean's recommendation(s) along with that of the Collegiate and University committees to the Vice-President (Academic). The Vice-President (Academic) shall forward these recommendations along with his/her recommendation to the President who shall make a recommendation to the Board.

The Member shall be informed of the decision concerning their research leave application at least five (5) months prior to the commencement of the leave.

Should the study leave be granted, any significant change in the research proposal must be vetted by the University Leave Committee. The Dean may forward his/her own recommendation along with that of the committee to the Vice-President (Academic). The Vice-President (Academic) shall forward these recommendations along with his/her own to the President. The candidate shall be informed of a decision within twenty (20) working days from the date of notification of such proposed change.

**A Member granted research leave shall be obliged to return to the Collegiate/University following the expiry of the leave and shall undertake not to resign or retire from the Collegiate/University for a period of three (3) years in the case of a full research leave of twelve (12) months or for a period of one (1) year in the case of a spring or summer leave. If the Member fails to return to the Collegiate or resigns or retires prior to the completion of obligatory service, the Member shall reimburse the Collegiate on a pro-rated basis. The requirement for return of service may be waived in writing by the Employer in exceptional circumstances.**

**Within two (2) months of the end of the research leave, a Member shall submit a written report to the Dean as to the research activities undertaken during the leave and the results pertaining.**

- 27.10 Members are entitled to leaves to attend conferences, workshops and study sessions away from the Collegiate campus with the prior knowledge and approval of the Dean. Every effort shall be made to grant financial assistance upon request.
- 27.11 Jury and Witness Duty  
A Member who has been summoned for jury duty or as a witness by any body in Canada with the power of subpoena shall be granted paid leave of absence during the period of service to the court or summoning body.
- 27.12 Political Leave  
A Member planning to allow his/her name to stand either before a party convention or for actual nomination for an election to a federal, provincial, or municipal office shall notify the Dean within a reasonable time and make arrangements with the Dean to ensure that the Member's responsibilities can be carried out during the nomination and election campaigns.
- 27.13 A Member elected to office shall be entitled to leave of absence as follows:
- (a) to appointment as a Minister of the Crown or Leader of the Opposition; leave of absence without pay up to five (5) years while holding such office.
  - (b) to the Parliament of Canada, the Legislature of Manitoba, the Mayoralty of the City of Winnipeg, or Reeve of a Municipality; leave of absence without pay for one (1) term of office.
  - (c) Term of office shall be taken to include the period between dissolution of Parliament or of the Legislature or expiry of a Municipal Council, and the subsequent election. Beyond such period of time, or if the Member ceases to hold office (office being taken to include the period ending with the individual's failure to be re-elected), the Member must either resign his/her Collegiate position, or return to full-time duties at the Collegiate or be granted additional leave without pay at the discretion of the Employer.
- 27.14 The Employer shall arrange in consultation with the Dean for a substitute or shall provide appropriate remuneration to Members who assume the responsibilities of colleagues on political leave.
- 27.15 A Member on political leave pursuant to Clause 27.12 shall have the right to participate at his/her own expense in Employee benefit plans, unless prohibited from doing so by the plan(s).

- 27.16 A Member shall return from political leave to the same rank and appointment classification as he/she held at the time leave was granted, and shall be paid the salary he/she received when leave was granted plus any across-the-board adjustments paid to Members in his/her classification during the period of leave.
- 27.17 Unpaid Leave of Absence  
Leave of absence without salary may be granted to a Member for a period of time mutually agreeable to the Employer and the Member. A leave of absence without salary shall not constitute a break in service but shall not be counted as service to the Collegiate for the purpose of step increments on scale, leave and benefit entitlement.
- 27.18 A Member taking a leave of absence without salary to hold a position in The University of Winnipeg shall count the years of leave toward seniority and shall, on return to the Collegiate, receive all across-the-board general salary adjustments received by Members in his/her classification during the period of leave.
- 27.19 A Member taking leave of absence without salary pursuant to Clauses 27.17 and 27.18 shall have the right to participate at his/her own expense in the benefit plans unless prohibited from doing so by any plan(s).
- 27.20 Partial Leave: Reduced Workload with Pro-rated Salary  
Members shall be entitled to partial leave at any time upon application by the Member and upon recommendation of the Dean. The terms of the reduction shall be determined by the Dean in consultation with the Member.
- 27.21 Reduced workload means a reduction in the total academic responsibilities, which include teaching and non-teaching duties, as normally carried out by Members.
- 27.22 A Member on partial leave shall:
- (a) continue both as a member of the Faculty and a Member of the bargaining unit;
  - (b) be entitled to pro-rated employment benefits as plans allow and credits towards educational study leave;
  - (c) receive such adjustments to his/her salary as changes in this Collective Agreement during the period of the partial leave specify, and shall be eligible for the same salary adjustments as if he/she were employed full-time and for the same pro-rated teaching experience increments;
  - (d) be entitled to return to a full workload by giving one month notice, or at the beginning of the next academic term, as deemed appropriate by the Dean.
- 27.23 Maternity, Parental and Adoption Leave  
The purpose of Maternity Leave is to provide a pregnant Member with leave for child care which is necessitated by the birth of that Member's child.  
  
The purpose of Parental Leave or Adoption Leave is to provide a Member with leave for child care which is necessitated by the birth or adoption of a child.
- 27.24 Maternity Leave with Allowance  
(a) In order to qualify for benefits under this provision a Member must:
- i) be in a probationary, tenured, or continuing appointment immediately prior to the date on which the proposed leave commences and have completed twelve (12)

consecutive months of full-time paid employment with the University;

- ii) submit to the Dean an application in writing for leave under this provision prior to the commencement of the academic term during which the requested leave would occur;
  - iii) provide Human Resources with a certificate from a duly qualified medical practitioner certifying that the Member is pregnant and specifying the estimated date of delivery;
  - iv) upon request, provide proof that the Member has applied for Employment Insurance (EI) maternity benefits and that the Human Resources Development Canada (HRDC) has agreed that the Member has qualified for and is entitled to such EI maternity benefits pursuant to the Employment Insurance Act, 2000.
- (b) A Member who qualifies under this provision is entitled to a maternity leave consisting of a period of seventeen (17) weeks plus an additional period equal to the period between the estimated day of delivery specified in the medical certificate and the actual date of delivery, if delivery occurs after the date mentioned in the certificate.
- (c) During the period of maternity leave, the Member who receives EI maternity benefits pursuant to the Employment Insurance Act, 2000 and who has met the eligibility requirements in Clause 27.24 (a), is entitled to a maternity leave allowance as follows, where “weekly salary” = annual salary / 52 weeks):
- i) for the first two (2) weeks the Member shall receive from the Employer ninety-five percent (95%) of the Member's weekly salary;
  - ii) up to a maximum of fifteen (15) additional weeks, the Member shall receive payments from the Employer equivalent to the difference between the EI maternity benefits she is eligible to receive and ninety-five percent (95%) of her weekly salary;
  - iii) the combination of payments from the University under this provision, EI benefits, and any earnings received from all sources can not exceed one hundred percent (100%) of the Member's salary for the period of maternity leave taken by the Member;
  - iv) The maternity leave must commence no later than the date of delivery. The leave must be taken in one consecutive period.
  - v) An applicant for maternity leave under this provision will be required to sign an agreement in which she commits that she will return to her normal duties and will remain in the employ of the University for a period of time equivalent to the maternity leave.
  - vi) Failure to return for the time period specified above will result in a requirement for repayment of the salary received from the Employer during the maternity leave.
  - vii) Contributions to the pension plan and staff benefits plans shall be continued by the University and the Member throughout the period of leave on the basis of one hundred percent (100%) of annual salary. The Member's contributions will be deducted from the maternity leave allowance. The period of maternity leave shall be credited towards years of service in the calculation of pension benefits.
- (d) A Member who holds a probationary appointment should consult Article 10.04 regarding

an extension to their maximum untenured period.

- (e) A Member who has been granted a maternity leave shall, upon written application to the Dean, be granted an additional contiguous parental leave with allowance pursuant to 27.26 and an additional contiguous parental leave without allowance pursuant to 27.27 such that the total period of leave is not greater than fifty-four (54) weeks.

27.25

Maternity Leave without Allowance

A pregnant Member who qualifies for EI maternity benefits but who does not meet the eligibility requirements for a maternity leave allowance under Clause 27.24 is entitled to 17 weeks of maternity leave without pay. The Member must provide written notice to the Dean at least four weeks before the start of the maternity leave and provide Human Resources with a medical certificate specifying the expected date of delivery.

See also Clause 27.27 Parental/Adoption Leave without Allowance.

27.26

Parental/Adoption Leave with Allowance

Where both parents are Members, the period of the Parental leave Allowance may be taken wholly by one parent or shared between the two parents during the same time period or separately.

The provisions of the parental leave with allowances are as follows:

- (a) In order to qualify for benefits under this provision, a Member must:
  - i) be a birth or adoptive parent and assume actual care and custody of the new born child or newly adopted child;
  - ii) be in a probationary, tenured, or continuing appointment immediately prior to the date on which the proposed leave commences leave and have completed twelve (12) consecutive months of full-time paid employment with the University inclusive of any maternity leave taken immediately prior to the parental leave;
  - iii) submit to the Dean an application in writing for leave under this provision prior to the commencement of the academic term during which the requested leave would occur unless the application has already been made with respect to maternity
  - iv) provide Human Resources with proof that the Member has applied for EI parental benefits and that HRDC has agreed that the Member has qualified for and is entitled to such EI parental benefits pursuant to the Employment Insurance Act, 2000.
- (b) The parental leave must be completed within one (1) year of the birth of the child or the date on which the child comes into the actual care and custody of the Member;
- (c) The leave must be taken in one consecutive period. A Member taking parental leave, in addition to maternity leave, must commence the parental leave immediately following the maternity leave prior to her return to work;
- (d) A Member who qualifies under this provision is entitled to a parental leave with allowance consisting of:
  - i) a period not exceeding fourteen (14) weeks for leaves beginning on or after January 1, 2003.
  - ii) a period not exceeding fifteen (15) weeks for leaves beginning on or after April 1,

2005.

- (e) During the period of parental leave under this provision, the Member who receives EI parental benefits and who has met the eligibility requirements in Clause 27.26 (a), is entitled to a parental leave allowance as follows, where “weekly salary” = annual salary / 52 weeks):
  - i) where EI has determined that there will be a two-week waiting period before EI parental benefits begin, the Member’s parental leave allowance during the two-week waiting period shall be ninety-five percent (95%) of the Member’s weekly salary;
  - ii) where EI benefits are being paid to the Member, the Member shall receive payments from the Employer equivalent to the difference between the EI parental benefits the Member is eligible to receive and ninety-five percent (95%) of the Member’s weekly salary;
  - iii) the combination of payments from the University under this provision, EI benefits, and any earnings received from all sources can not exceed one hundred percent (100%) of the Member’s salary for the period of parental leave taken by the Member;
- (f) An applicant for parental leave under this provision is required to sign an agreement in which the Member commits to return to normal duties and to remain in the employ of the University for a period of time equivalent to the parental leave provided to the Member under this provision.
- (g) The Member will return on the date of the expiry of the leave unless this date is modified by mutual agreement.
- (h) Failure to return for the time period specified above will result in a requirement for the Member to repay the parental leave allowance received from the Employer.
- (i) Contributions to the pension plan and staff benefits plans shall be continued by the University and the Member throughout the period of leave on the basis of one hundred percent (100%) of annual salary. The Member’s contributions will be deducted from the parental leave allowance. The period of parental leave shall be credited towards years of service in the calculation of pension benefits.
- (j) A Member who holds a probationary appointment should consult Article 10.04 regarding an extension to their maximum untenured period.
- (k) A Member who has been granted a parental leave allowance which is not preceded by a maternity leave shall, upon written application to the Dean, be granted an additional contiguous parental leave without allowance such that the total period of parental leave is not greater than thirty-seven (37) weeks.

27.27

Parental/Adoption Leave without Allowance

There shall be one period of parental leave, with parental allowance as provided under 27.26 and/or without parental allowance as provided under this Clause, per pregnancy or adoption. The total period of parental leave is not greater than thirty-seven (37) weeks. The parental leave without pay may be taken wholly by one eligible parent or shared between the two eligible parents during the same time period or separately.

- (a) A Member is entitled to and shall be granted parental leave without allowance for a

period of up to thirty-seven (37) consecutive weeks provided that the Member:

- i) is the parent of a new born or newly adopted child;
  - ii) has completed seven (7) consecutive months of full-time paid employment with the University immediately prior to the date on which the proposed leave commences;
  - iii) submits to the Dean an application in writing for leave under this provision at least four (4) weeks prior to the commencement of the proposed leave;
- (b) The parental/adoption leave must be completed within one (1) year of the birth of the child or the date on which the adopted child comes into the actual care and custody of the Member.
- (c) Upon written application and where arrangements satisfactory to the Dean can be made to ensure that the Member's academic duties will be met, a Member who has become the parent of a newly born or newly adopted child and who is not eligible for either maternity leave or parental/adoption leave, with or without allowance, is entitled to a leave of absence without pay up to six (6) continuous weeks as follows:
- i) beginning either on the day of the child's birth or at any time during the ninety (90) days immediately following the birth of the child; or
  - ii) in the case of the adoption of a child, beginning on the date that the child comes into the care and custody of the parent or at any time during the ninety (90) days following immediately thereafter.
  - iii) In addition, the Member may be authorized to use up to three (3) weeks paid vacation which the Member has accumulated.
- (d) A Member who holds a probationary appointment should consult Article 10.04 regarding an extension to their maximum untenured period.

27.28

Compassionate Leave

Members shall be granted up to three (3) working days absence with full compensation in the case of:

- a) critical illness in the Member's immediate family, and/or
- b) death in the immediate family.

Immediate family is defined as spouse, child or children, mother, father, brother, sister, mother-in-law, father-in-law.

When it is deemed reasonable by the Dean, additional or other compassionate leave shall be granted by the Employer upon request. Such leave may be with or without pay.

Whenever possible, before taking such leave, a Member shall notify the Dean so that arrangements can be made to carry on the Member's duties during the period of absence.

27.29

Emergency Leave

In case of emergency a Member shall be granted short periods of time during the regular working day to attend to personal emergencies without loss of pay. The Member shall make reasonable effort to notify the Dean in advance.

27.30

Sick Leave

Members who are unable to carry out their duties due to accident or physical or psychiatric illness, including drug and alcohol addiction, shall be entitled to receive one hundred percent (100%) of salary for the first one hundred and eighty (180) calendar days of absence. The Long Term Disability Income Plan continues to cover eligible Members immediately thereafter.

Members shall notify the Dean of their absence and its probable duration as soon as is reasonably possible. Members may be required to submit a medical certificate to cover illnesses and/or injuries which cause more than five (5) working days absence. The University may require the Member to obtain a second medical opinion from a physician mutually agreed upon by the Director of Human Resources and the Member either during a period of sick leave or prior to a return to regular duties. In the event that the Director of Human Resources and the Member are unable to agree upon a physician, the Member shall select from a list, mutually agreed upon by the President of U.W.F.A. and the Director of Human Resources, containing a maximum of five physicians who are specialists in the areas related to the illness/injury. Such agreement shall not be unreasonably withheld. The Member will authorize his/her physician to release medical information to the physician so selected. The University shall pay the medical costs associated with the second medical opinion.

After one hundred and eighty (180) calendar days sick leave, a Member is entitled to a maximum of two (2) years sick leave without pay if he/she is not eligible for benefits under the Long Term Disability plan. If he/she is replaced while on such leave, his/her replacement's term of appointment shall be governed by Clause 8.06 and the Member may not return from sick leave to his/her regular duties before the replacement's contract has expired. If a Member recovers before the termination of the replacement's appointment and is not entitled to benefits under the LTD, the Member shall be assigned appropriate responsibilities consistent with Article 7 and after consultation between the Member and the Dean.

27.31

Manitoba Public Insurance Wage Loss Replacement Benefits

Manitoba Public Insurance (MPI) provides wage loss replacement benefits resulting from motor vehicle accidents regardless of the existence of sick leave benefits provided by employers. Members shall not receive combined wage loss benefits in excess of 100% of sick leave salary from the two sources for the same absence from work.

A Member who qualifies for wage loss replacement benefits from Manitoba Public Insurance shall either:

- (a) continue to receive their regular salary, as if on sick leave, and have the wage loss replacement benefits reimbursed to the University and offset against the Member's salary so as to preserve the non-taxable nature of MPI benefits; or,
- (b) if the process in (a) is problematic to either the Member or the Employer, the Member shall receive wage loss replacement benefit from MPI and the Employer will pay to the Member a top-up sick leave benefit equal to the difference between the Member's sick leave salary for the period of absence from work due to the injury and the MPI wage loss replacement benefits.

For purpose of the Collective Agreement, the employee shall be considered as on sick leave for the duration of the entitlement to wage loss replacement benefits or until all sick leave entitlements have been used up, in which case the normal provisions of long term disability coverage shall apply.

Normal pension and benefits shall be continued based on the employee's regular salary while on sick leave.

27.32 (a) The following shall constitute paid holidays for all Members:

New Year's Day	August Civic Holiday
Good Friday	Labour Day
Easter Monday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day (July 1)	Christmas Day
Boxing Day	

and any other day proclaimed as a national holiday by the Federal Government or proclaimed as a public holiday by the Provincial Government. When any of the afore mentioned days falls on a Saturday or Sunday, the Employer shall designate another working day which immediately precedes or follows a weekend or another declared holiday to be observed as a holiday in lieu thereof.

(b) A "floating" paid holiday shall be observed in lieu of Easter Monday. The President shall declare by March 1st the day the floating holiday is to be observed as a paid holiday in that year for all Members.

27.33 A Member requiring bona fide religious leave additional to the leave in sub-clause 27.29 (a) above shall, prior to September 30 each year or when employment begins after the beginning of the fall session in September within thirty (30) calendar days of active employment with the University, inform the Dean in writing the days required for such leave. A Member shall be entitled to three (3) additional bona fide religious holidays without loss of salary when they do not coincide with the holidays named in Clause 27.29 (a) above. The Member taking the leave agrees to provide adequate assignments to cover the period of absence from classes. Additional days granted by the Dean and taken by the Member shall be without pay.

27.34 Members appointed on a twelve (12) month basis shall be entitled to forty-four (44) working days vacation each year. Vacation dates shall be arranged so that they are mutually satisfactory to the Members and the Dean.

### 27.35 **COMPASSIONATE CARE LEAVE**

**The purpose of Compassionate Care Leave is to provide a release from duties and responsibilities to enable staff members to provide care or support to a member of their family who is gravely ill with a significant risk of death.**

27.35.1 **In order to qualify for Compassionate Care Leave a staff member must:**

- (a) have completed a minimum of 30 calendar days of employment**
- (b) where possible, provide the Employer notice of at least 10 working days notice, unless circumstances necessitate a shorter period;**
- (c) provide the Employer as soon as possible a certificate from a physician who provides care to the eligible family member and who is entitled to practice medicine under the laws of the jurisdiction in which the care is provided stating that:
  - (i) an eligible family member of the Employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from the day the certificate is issued, or if the leave started before the certificate was issued, the day the leave began; and****

(ii) the family member requires the care and support of one or more family members.

- 27.35.2 An eligible family member means the Employee's parents, spouse, child, spouse's parents, brother, sister or ward of Employee or any relative residing in the same household.
- 27.35.3 An eligible Employee is entitled to Compassionate Care Leave of absence without pay of up to eight (8) weeks duration in a twenty-six (26) week period. The leave of absence without pay must be taken in no more than two (2) periods. No period of leave of absence may be less than one (1) week's duration, except where the Compassionate Care Leave is immediately followed by Compassionate Leave as set out in clause 27.28.
- 27.35.4 An eligible Employee may end the Compassionate Care Leave of absence earlier than the end of the date of the requested period of leave by giving the Employer at least forty-eight (48) hours notice of the expected date of return or such shorter period as may be agreed with the dean/director.
- 27.35.5 An Employee returning from Compassionate Care Leave shall be returned to his/her former position.
- 27.35.6 An Employee on Compassionate Care Leave, shall have the option to continue at his/her cost all benefits during leave, subject to Canada Revenue Agency restrictions.
- 27.35.7 An Employee who takes a Compassionate Care Leave shall continue to be eligible for Compassionate Leave as defined in Clause 27.28.

**ARTICLE 28: REDUCED APPOINTMENTS**

- 28.01 A reduced appointment shall be defined as an appointment in which a Member on a voluntary basis carries a workload which is reduced by a mutually agreed factor and for a mutually agreed period of time. To be eligible Members must have a full-time tenured appointment and a minimum of ten (10) years service with the Collegiate immediately preceding the commencement of the proposed reduced appointment.
- 28.02 The maximum reduction in workload from full-time status shall be fifty (50%) and the maximum duration of the reduced appointment shall be subject to Revenue Canada regulations.
- 28.03 A written application for a reduced appointment shall be submitted to the Dean of The Collegiate by no later than March 1st prior to the academic year (September 1st through August 31st) in which the reduced appointment is requested to commence. The Dean shall forward his/her recommendations to the Vice-President (Academic). The Vice-President (Academic) shall forward his/her recommendations along with those of the Dean to the President. A decision on the granting of the reduced appointment shall be made by the President by no later than May 1st. The President shall inform the Member of the reduced appointment by letter, specifying in the letter the amount by which the appointment is to be reduced, the duties to be performed by the Member while on reduced appointment, and the duration of the reduced appointment.
- 28.04 A Member whose application for a reduced appointment is approved shall continue to be a Member of the bargaining unit and shall be covered by the Collective Agreement unless excluded by the MLB Certificate.

- 28.05 A Member whose application for a reduced appointment is approved shall have a base salary computed as if the Member were continuing on a full-time status. All relevant salary adjustments shall be applied to the base salary. The actual salary to be paid to the Members shall be pro-rated from the base salary in direct relation to the approved reduction in the workload for the reduced appointment.
- 28.06 A Member on a reduced appointment shall continue to participate in the University of Winnipeg Pension Plan and other staff benefits provided in Article 21 Benefits. The Employer's and the Member's contributions and coverage shall be based on the base salary of the Member, except as provided in Clause 28.07. For pension purposes a Member on reduced appointment shall receive credited service in accordance with the terms of the University of Winnipeg Pension Plan.
- 28.07 The contributions and coverage under the Long Term Disability plan shall be based on the Member's actual salary. The provisions of Clause 27.27 shall also apply to such a Member, with payments being based on his/her actual salary.
- 28.08 A Member whose application for a reduced appointment is approved shall receive a letter of reduced appointment from the President which shall state:
- (a) the Member's current base salary;
  - (b) the Member's initial actual salary on the effective date of the reduced appointment;
  - (c) the commencement date of the reduced appointment;
  - (d) the duration of the reduced appointment;
  - (e) the percentage of workload;
  - (f) the workload responsibilities of the Member;
  - (g) any other terms and conditions related to the appointment.
- A copy of the letter of reduced appointment shall be forwarded to the Association.
- 28.09 The reduced appointment shall not take effect until and unless the Member indicates in writing to the President his/her acceptance of the reduced appointment and all its terms and conditions as specified in the letter of reduced appointment. Within ten (10) working days of receipt of the letter of reduced appointment from the President, the Member shall inform the President and the Association in writing of his/her decision to accept or reject the reduced appointment.
- 28.10 A Member on a reduced appointment may not, prior to the end of the duration of the reduced appointment, return to his/her former full-time appointment or change the percentage of workload without the approval of the President.

**ARTICLE 29: EMPLOYEE ASSISTANCE PROGRAM**

- 29.01 The University of Winnipeg Employee Assistance Program will continue to cover eligible Members during the life of this Collective Agreement. The cost of the program shall be paid by the Employer.
- 29.02 The Collegiate Unit of the U.W.F.A. shall be entitled to have one (1) representative on the

University of Winnipeg Employee Assistance Advisory Committee.

**ARTICLE 30: DURATION AND RENEWAL**

- 30.01 This Agreement shall commence April 1, **2006** and terminate March 31, **2009**.
- 30.02 If either Party to this Collective Agreement should desire to renew or revise this Collective Agreement, then such Party shall give written notice thereof to the other, together with particulars relating thereto, not less than sixty (60) calendar days nor more than ninety (90) calendar days prior to the expiry date established in Clause 30.01.
- 30.03 If, during the term of this Collective Agreement, the Parties hereto shall mutually agree on a change, amendment or alteration to any of the provisions of this Collective Agreement, or if the Parties shall mutually agree on any additional conditions of employment, then the same may be added to this Collective Agreement in the form of a Letter of Understanding or a supplement hereto, and shall henceforth become part of this Collective Agreement.

# DECLARATION

The Parties are pleased to sign this Collective Agreement at Winnipeg this \_\_\_ day of April , 2006.

For the BOARD OF REGENTS OF  
THE UNIVERSITY OF WINNIPEG

For the COLLEGIATE UNIT OF  
THE UNIVERSITY OF WINNIPEG  
FACULTY ASSOCIATION

\_\_\_\_\_  
C. Wylie, Chair, Board of Regents

\_\_\_\_\_  
Kristine Hansen, President, UWFA

\_\_\_\_\_  
Lloyd Axworthy, President

\_\_\_\_\_  
Karen Zoppa, Chief Negotiator

\_\_\_\_\_  
Alaa Abd-El-Aziz, Chief Negotiator

\_\_\_\_\_  
Peter Andrusiak

\_\_\_\_\_  
Stephen Willetts

\_\_\_\_\_  
Kelly Livesley

\_\_\_\_\_  
Karn Sandy

\_\_\_\_\_  
Ishmael Mustapha

\_\_\_\_\_  
Lisa Mc Gifford

**THE BOARD OF REGENTS OF THE UNIVERSITY OF WINNIPEG  
(hereinafter referred to as "The University")**

**and**

**THE UNIVERSITY OF WINNIPEG FACULTY ASSOCIATION (COLLEGIATE UNIT)  
(hereinafter referred to as "The Association"),**

**RE: SALARY DEFERRAL LEAVE PLAN**

The Parties recognize that teaching is a demanding occupation and that teachers would value having the ability to plan for a leave that can be used for the purpose of personal rejuvenation.

Therefore, the Parties agree to establish a Joint Consultative Committee to pursue the creation of a self-funded leave plan for teachers.

The Joint Consultative Committee shall seek to develop a mutually agreeable recommendation on a self-funded leave option and to report on the outcomes of their deliberations to the Association and The University by no later than December 31, 2006.

DATED this \_\_\_\_\_ day of April, 2006.

\_\_\_\_\_  
**FOR THE BOARD OF REGENTS OF  
THE UNIVERSITY OF WINNIPEG**

\_\_\_\_\_  
**FOR THE UNIVERSITY OF WINNIPEG  
FACULTY ASSOCIATION**

**THE BOARD OF REGENTS OF THE UNIVERSITY OF WINNIPEG  
(hereinafter referred to as "The University")**

**and**

**THE UNIVERSITY OF WINNIPEG FACULTY ASSOCIATION (COLLEGIATE UNIT)  
(hereinafter referred to as "The Association"),**

**RE: COLLEGIATE TUITION SCHOLARSHIP**

The Parties recognize the mutually beneficial effects of encouraging employees to enrol their children at the Collegiate.

Therefore, the University agrees to provide a tuition scholarship program for Member's children in an amount equal to twenty (20) percent of the tuition fees (before any special, additional fees or levies) for a natural or adopted child of a Member who achieves a mark of C or greater in courses taken at the Collegiate.

The Association agrees that all the normal selection criteria for a student to the Collegiate remain in effect and that a decision to decline to enrol a Member's child is not subject to grievance if the normal selection process has been used.

The Parties agree that no Member shall teach or mark or attempt to influence the progress of a student who is their child and that any attempt to do so may be subject to disciplinary measures.

This Letter of Understanding shall cease to be in effect on the earlier date of either capacity enrolment of students within the Collegiate or March 31, 2009 unless re-negotiated between the parties.

DATED this \_\_\_\_\_ day of April, 2006.

\_\_\_\_\_  
FOR THE BOARD OF REGENTS OF  
THE UNIVERSITY OF WINNIPEG

\_\_\_\_\_  
FOR THE UNIVERSITY OF WINNIPEG  
FACULTY ASSOCIATION

**THE BOARD OF REGENTS OF THE UNIVERSITY OF WINNIPEG  
(hereinafter referred to as "The University")**

**and**

**THE UNIVERSITY OF WINNIPEG FACULTY ASSOCIATION (COLLEGIATE UNIT)  
(hereinafter referred to as "The Association"),**

**RE: UNIVERSITY OF WINNIPEG PENSION PLAN**

WHEREAS the parties wish to enter into a three year agreement, and

WHEREAS there is a need to resolve the current pension solvency deficiency before three (3) years have passed.

THEREFORE, should the University request, the Association agrees that it will establish a Joint Consultative Committee, or an alternative mutually agreed upon mechanism, to discuss issues related to the pension solvency deficiency.

This agreement expires March 31 2009 unless otherwise agreed between the parties in writing.

DATED this \_\_\_\_\_ day of April, 2006.

\_\_\_\_\_  
FOR THE BOARD OF REGENTS OF  
THE UNIVERSITY OF WINNIPEG

\_\_\_\_\_  
FOR THE UNIVERSITY OF WINNIPEG  
FACULTY ASSOCIATION

