

May 30, 2021

Employer Proposal re Unit 2 Article 12.01 – CSSP

corresponds to CUPE proposal #30 of December 14, 2020

~~Strikeouts~~ and underlines reflect changes from the current language of the collective agreement

12.01 CONTINUING SESSIONAL STANDING PROGRAM

12.01.1 Eligibility

Bargaining unit employees shall be granted Continuing Sessional Standing upon the completion of three consecutive contract years (September 1 to August 31) with an average annual minimum teaching intensity of 2 Type 1 or equivalent positions over the three years. Further:

- ~~(i) All employees who met the criteria outlined above as of September 1, 2014 will be granted Continuing Sessional Standing effective the date of ratification of the 2014-2017 collective agreement.~~
- (iii) All employees with Continuing Sessional Standing will retain this status unless and until such status ends pursuant to the terms set out below.
- ~~(iiiii) The contract year (September 1 to August 31) will be used for the purposes of determining whether the eligibility criteria for Continuing Sessional Standing have been met.~~
- (iii) A list of employees who have Continuing Sessional Standing shall be produced by the Employer by October 1st of each year.
- (iv) Bargaining Unit Employees who are newly granted Continuing Sessional Standing will be advised of such by the Employer by October first of the academic year in which their Continuing Sessional Standing is granted.

12.01.2 Appointment Process

- ~~(i) A list of employees who have Continuing Sessional Standing shall be produced by the Employer by October 1st of each year.~~
- (ii) On or before each November 1st, employees with Continuing Sessional Standing shall, for each applicable hiring unit, submit an updated curriculum vitae and provide notice of intent to participate in the Continuing Sessional Standing appointment exercise by filling out the appropriate section of the Blanket Application Form.
- (iii) By no later than January 22nd, a list of all of the courses identified for Unit 2 posting for the upcoming Summer, Fall and Winter Terms as of this date will be posted electronically in a location accessible to employees and the Union
- ~~(iiiv) By no later than January 22nd, hiring units will offer employees who have provided notice of their intent to participate in the~~

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Continuing Sessional Standing Program courses from the posted list for which they are ~~the most senior qualified~~ the selected candidate from among employees participating in the Continuing Sessional Standing Program in the hiring unit according to the appointment processes in Articles 12.043.1 and 12.043.2.

- (iv) Offers of appointment will be copied to the other participating candidates in the hiring unit and all offers of appointment will be copied to the Union.
- (vi) A three-week deadline will be provided for offers to be accepted, counted from January 22nd.
- (vii) ~~Articles 12.03.1 (Long Service Override) and 12.03.2 (circumstances in which candidates have equal applicable prior experience) will apply and~~ Employees participating in the Continuing Sessional Standing Program exercise may make use of the Article 6 grievance procedure in respect of any courses posted in the exercise that they were not offered but believe they should have been offered pursuant to the terms of the Continuing Sessional Standing Program.
- (viii) Following the conclusion of the Continuing Sessional Standing Program exercise, assignments which were not accepted will be posted during the common posting periods, together with other assignments not included in the Continuing Sessional Standing Program exercise.

12.01.3 Continuing Sessional Standing Program Guarantee

Employees with Continuing Sessional Standing who have a minimum average annual teaching intensity of 2 Type 1 or equivalent positions over the previous 5 contract years and who are offered 2/3 or less of their average number of Type 1 or equivalent positions based on the previous 5 contract year period will, upon application, receive as a one-time payment of 1/4 of the rate for each position less than their average number of Type 1 or equivalent positions. For example, if an employee with Continuing Sessional Standing has an average annual teaching intensity of 3 Type 1 or equivalent positions over the previous 5 contract years and is offered 2 Type 1 or equivalent positions, then upon application the employee will receive 1/4 of the rate for 1 Type 1 or equivalent position. If the employee is for a second time offered 2/3 or less of her average annual number of Type 1 or equivalent positions based on the previous 5 contract years, the employee will receive a one-time payment of 1/8th the rate for each position less than their average number of Type 1 or equivalent positions.

To qualify for the payment described in the paragraph above an employee must have:

- (a) provided notice of participation in the Continuing Sessional Standing exercise to all applicable hiring units (i.e., all hiring units whose curriculum includes courses for which, if offered as Unit 2 bargaining unit work, she would be the most senior incumbent candidate); and
- (b) additionally applied for bargaining unit positions in accordance with her “normal” historical application profile and was available

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for appointment to these positions.

An employee who is twice offered 2/3 or less of her average number of Type 1 or equivalent positions based on the previous 5 contract years and has received the two one-time payments described above may either elect to opt out of the program or accept the number of positions offered. An employee who elects to opt out of the Continuing Sessional Standing Program shall communicate such election in writing to Faculty Relations.

12.01.4 Cessation of Continuing Sessional Standing

Employees who meet the eligibility criteria for Continuing Sessional Standing shall maintain this status for a minimum of five contract years and shall continue in this status for successive five contract year periods provided that as of the September 1 at the end of each ~~3~~ five contract year period, ~~she has~~ they have a minimum average annual teaching intensity of 2 Type 1 or equivalent positions over the five contract year period just completed. In the event that the employee's average annual teaching intensity is lower than 2 Type 1 or equivalent positions at the end of a five contract year period, ~~she~~ they will no longer have Continuing Sessional Standing.

Employees whose Continuing Sessional Standing is renewed will be advised of such by the Employer by October first of the academic year in which the renewal occurs.