

Revised CSSP proposal as part of CUPE MOS – May 30, 2018

Rationale: This revised language would make a number of positive incremental changes to the program.

1) Eligibility: CSSP standing would include high seniority-low, intensity members. Therefore, the program would no longer undermine the seniority of these members. Along with the existing eligibility criteria: 3 consecutive years with an average teaching intensity of 2 Type 1 courses; we would also include members with 10 years of cumulative service with accrued applicable prior experience of 1 Type 1 position or its equivalent.

2) Postings and appointments: Each year, subsequent postings until the common posting dates (Article 11.09.1) would go through the CSSP process.

3) Hiring unit participation: Hiring units would be required to participate in the CSSP posting and appointment process, and report on their participation each year to the Labour Management Committee.

4) Compensation for reduced teaching load: The payout would no longer be a “one-time” payment. And it would not be reduced in the second year or subsequent years.

5) Staying in the CSSP: Members that qualify for the CSSP would retain their status until they retire or voluntarily leave the program.

12.01 CONTINUING SESSIONAL STANDING PROGRAM

Eligibility [replacing current section]

Bargaining unit employees shall be granted Continuing Sessional Standing upon

a) 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,

or

b) the completion of **ten** years of service in which she has accrued applicable prior experience of 1 Type 1 position or its equivalent.

Further:

(i) All employees with Continuing Sessional Standing will retain this status unless such status ends pursuant to the terms set out below.

(ii) 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.

Appointment Process [adding the following points]

Add to (iv): All subsequent postings in Unit 2 until the common posting dates in Article 11.09.1, except those associated with LSTA appointments, shall be first offered to members of the CSSP with a two week deadline to be accepted.

Add (ix): All hiring units must participate in the CSSP and hiring units must submit an annual report of the percentage of Unit 2 postings and appointments that have been designated to the CSSP to the Joint Labour-Management Committee by September 30th.

Continuing Sessional Standing Program Guarantee [replacing current section]

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 a 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.

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 for appointment to these positions.

[The subsequent paragraph in this section about members who have twice received a payment would be removed.]

Cessation of Continuing Sessional Standing [replacing current section]

Employees who meet the eligibility criteria for Continuing Sessional Standing shall maintain this status until they retire or voluntarily withdraw. An employee who elects to withdraw from the Continuing Sessional Standing Program shall communicate such election in writing to Faculty Relations.