graduate student of the University, or to a post-doctoral fellow as part of an established practice within the Unit to provide such students and fellows with teaching experience.

37.4.4 A Member, normally with a Tenured or Continuing Adjunct appointment, may request and may be granted a period of reduced teaching responsibility in order to allow the Member to concentrate on their research or for other professional activities benefiting both the Member and the University. If a period of reduced teaching responsibility cannot be realized through rescheduling the Member's duties, a Member may apply for a period of reduced teaching responsibility with a reduction in salary equivalent to the cost of replacement teaching.

37.4.5 A Member seeking a period of reduced teaching responsibility, with a reduction in salary equivalent to the cost of replacement teaching, shall apply in writing to the Dean (through the Department Head in a departmentalized faculty) ordinarily at least six (6) months in advance of the Academic Term for which a reduction is requested, in order to allow for adequate planning in the Department or Unit. The written request shall contain the reasons for the request, including a description of the research activity and an expected completion date or, if the request is to concentrate on other professional activities, a description of those activities and how those activities shall benefit both the Member and University.

37.4.6 The Department Head (in departmentalized faculties) shall submit the written request, along with their recommendation to the Dean within ten (10) Working Days of receiving a Member's written request made pursuant to Article 37.4.5. The Dean shall consider the request taking into account the reasons for the request, the academic obligations of the Faculty or Department, the recommendation of the Head (in departmentalized faculties), the availability and cost of replacement teaching, and any other relevant

37.4.7 A period of reduced teaching responsibility shall not exceed two (2) consecutive Academic Years.

37.4.8 Normally, a total buyout of teaching shall not be permitted. However, in exceptional circumstances a Dean may recommend and the Provost and Vice-Principal (Academic) may grant such a request.

37.4.9 A Member's eligibility for Academic Leave shall not be affected by a temporary period of reduced teaching responsibility.

37.4.10 A Member's type of appointment shall not be changed because of a period of reduced teaching responsibility.

37.5 **Librarian and Archivist Workload**

37.5.1 The workload of librarian and archivist Members is governed by the principles of Articles 37.1.2. Furthermore, it is recognized that librarian and archivist Members have a fixed number of scheduled hours of work, and it is expected that the work of the librarian or archivist Member shall normally be accomplished within the scheduled periods.

37.5.2 A proposed Workload Standard for the Library and Archives shall be formulated by a Workload Committee established within the Library and Archives. The Committee shall be composed of six (6) members, three (3) to be selected by the University Librarian and three (3) to be librarian and archivist Members elected by the librarian and archivist Members. The University Librarian and Associate University Librarians shall not be members of the Committee. The Committee shall consult with Members in the Library and Archives regarding the development of a proposed Workload Standard and the draft Workload Standard shall be ratified through the process outlined in Article 37.6.

37.5.3 Articles 37.1.9, 37.1.10, 37.1.12, 37.1.15 and 37.1.16 shall apply to librarian and archivist Members, mutatis mutandis.

37.5.4 The University Librarian shall accept a ratified Workload Standard, provided that it permits the Library and Archives to meet its obligations to develop and provide services. If the University Librarian rejects the ratified Workload Standard, they shall, within six (6) weeks of receiving the ratified Workload Standard from the Workload Committee:

(a) explain in writing how the proposed Workload Standard does not allow the Unit to meet its obligations to develop and provide services; and

(b) indicate in writing what changes to the obligations and/or resources of the

ARTICLE 37
WORKLOAD

ARTICLE 37
WORKLOAD

(a) The Library and Archives shall review its Workload Standard by the date that is ten (10) years after the date that the Workload Standard was established, unless Article 37.5.12(b) or (c) applies. A review as per Article 37.5.12(a) shall be precipitated by an announcement that, at a Library and Archives meeting, the Workload Standard will be reviewed provided that the Library and Archives normal quorum requirements for such a meeting have been met;

(b) If the Workload Standard provides for a review within a shorter interval than would result if Article 37.5.12(a) were applied, the timing of the review shall be in accordance with the Workload Standard;

(c) If one or more of the criteria in Article 37.5.132 applies, the Library and Archives shall review its Workload Standard within a shorter interval than would result if 37.5.12(a) or (b) were applied.

37.5.13 The Library and Archives shall review its Workload Standard after a shorter interval if, in the view of the University Librarian or a majority of librarian and archivist Members who cast secret ballots in a ratification vote, one or more of the following applies:

(a) There has been a significant change in the resources of the Library and Archives;

(b) There has been a significant change in the service obligations of the Library and Archives;

(c) The current workload does not adequately lead to a fair allocation of workload in the Library and Archives and/or a fair balance between scheduled and unscheduled duties.

37.5.14 Where the Library and Archives deems that no changes to the Workload Standard are necessary, after a review as per 37.5.13(a), the existing Workload Standard shall be ratified through the process outlined in Article 37.6.

37.5.15 Until a new Workload Standard for the Library and Archives is established in accordance with Article 37.5.2, 37.5.4, 37.5.5, 37.5.12, 37.5.13 and 37.5.14, the previous Workload Standard shall continue to apply.

37.5.16 A review mandated by 37.5.13 or 37.5.14 shall be conducted by a Workload Committee formed pursuant to Article 37.5.2.

37.5.17

ARTICLE 37
WORKLOAD

reviewed by the Subcommittee, as a ratified Workload Standard, to the Dean or University Librarian who shall respond, in accordance with Article 37.1.13 or 37.5.4 within six (6) weeks of receiving the ratified Workload Standard from the Committee.

(ii) If the Subcommittee has made modifications or recommendations, the Unit's Workload Committee will amend the document in accordance with the mandated modifications and recommendations of the Subcommittee, and hold a ratification vote as per Article 37.6.2 (a) and (b), and following ratification shall provide a copy of the Workload Standard to the Dean or University Librarian as per Article 37.6.2 (e) (i).

ARTICLE 38
FINANCIAL EXIGENCY

redeployment options offered within the previous twelve (12) months in an effort to reduce the extent of layoffs, until the notices under Article 38.5.7 are given.

38.5 **Committee to Select Members for Layoff**

38.5.1 The reduction of the academic staff complement shall be implemented by a committee created for the purposes of selecting Members for layoff. This Committee shall consist of five (5) members: the Provost and Vice-Principal (Academic) or delegate; two (2) members nominated by the Association; one (1) member nominated by the Board; and one (1) member nominated by the Senate. The Committee shall elect its chair from among its members. The chair shall be a voting member of the Committee.

38.5.2 Notwithstanding any rights of reappointment, Members who hold limited-term appointments shall not be reappointed at the end of their current appointment. If this does not, or will not, produce the required budgetary reduction within two (2) years, the Committee shall review the Official Files of each Tenured and Tenure-track faculty Member, each Continuing Adjunct faculty Member and each Continuing and Continuing-track librarian/archivist Member and apply the scoring matrix determined in Article 38.5.3 to each Member. The time limit for applying this scoring matrix shall be agreed by the Parties on recommendation of the Joint Committee on the Administration of the Agreement (JCAA) and, if the JCAA cannot reach a recommendation agreeable to the Parties, the Financial Commission shall decide the time limit. Thereafter the Committee shall determine a threshold score above which Members are not at risk of being, and cannot subsequently be, laid off. The Committee shall advise each Member scored below the threshold score.

38.5.3 A scoring scheme shall be developed by the JCAA and submitted to the Parties for approval. The scheme shall distribute scores across the following matrix of factors:

(a) Performance as a teacher during the most recent three (3) full academic years (not including leaves);

(b) Research, scholarly or creative contributions over the academic career;

(c) Service to the University community;

(d) Length of service at Queen’s;

(e) Tenure;

(f) The need to meet institutional equity goals;

(g) Potential for future teaching and research contributions; and

(h) The need to balance the impact of layoffs on the University's programs.

38.5.4 The JCAA shall also develop an appropriate scoring scheme for Continuing Adjunct faculty and librarians/archivist Members based on an analogous matrix. The JCAA shall retain, at the University's expense, relevant experts, agreeable to both Parties to advise the JCAA on fair and equitable scoring mechanisms.

38.5.5 If the JCAA cannot produce a scoring scheme agreeable to the Parties during the currency of this Agreement, and a state of financial exigency is declared, the Financial Commission shall establish a scoring scheme for layoff purposes consistent with the factors and principles set out above.

38.5.6 The scoring schemes shall give fair credit for competent service and merit and shall mitigate the impact of layoffs on programs. For faculty Members, teaching and research contributions shall have equal weight and service contributions shall have a lesser weight.

38.5.7 On the basis of the scoring scheme, the Committee shall compile a list of Members who may be subject to layoff. Each Member on the list shall be advised in writing that they may be subject to layoff and that they have a brief opportunity to be heard and submit any written material with respect to the relevant criteria and point allocation. The time limit for providing this notice and hearing to the Member shall be set by the Financial Commission.

38.5.8 To the extent permitted by law, such Members can obtain from the Committee the scoring decision and data of up to ten (10) other named Members for the purpose of comparison and argument. The Members shall keep in confidence the scoring decisions and data of other named Members.

38.5.9 The Committee shall determine the final point allocations and select those Members who will be laid off in order beginning with the lowest point allocations.

38.5.10 Those Members selected for layoff under this procedure shall be provided with written notice of the reasons

38.6.5 Layoff or severance pursuant to this Article is not dismissal for cause, and shall not be recorded or reported as such.

38.7 **Recall Rights**

38.7.1 Members who have selected Option 1 under Article 38.6.1(a) and are laid off shall have, for a period of three (3) years from their last day of regular work, a right of first refusal for any post in their former Unit, unless the University can demonstrate that the post is so specialized that it cannot be filled by the laid-off Member or by a rearrangement of the duties of other Members of the same Unit. In addition, each Member who is laid off shall have a right of first refusal for any other vacant post in the University for which they are qualified, including administrative positions. Disputes arising out of these recall procedures may be resolved as a grievance under Article 19.

38.7.2 Members who are recalled pursuant to Article 38.7.1 shall have up to two (2) months to accept such a recall offer, and up to twelve (12) further months to terminate alternative employment and take up the offered post.

38.7.3 Each Member who is recalled to an area or post other than within their original discipline shall, for a period of three (3) years from their last day of regular work, retain a right of first refusal for any opening for which they are qualified in their original discipline.

38.7.4 Members who selected Option 1 under Article 38.6.1(a) and are laid off shall enjoy full access to scholarly facilities, including office and, where appropriate, laboratory space, and library and computer services until alternative full-time employment is secured, or their recall rights expire, whichever first occurs.

38.7.5 Throughout the period during which the Member is eligible for recall, the University shall maintain, at the Member’s expense, all insurance coverage for which the Member is entitled as of their last day of regular work, until the Member has secured alternative full-time employment.

38.7.6 At the conclusion of the period during with the Member is eligible for recall, if the Member has not been recalled, the Member shall receive severance pay calculaTm0 161 229.856c( )

39.6 The Academic Review Committee shall submit its report within sixty-five (65) days of its appointment. The report may contain dissenting views of no more than two (2) members in whole or in part, or in respect of any specific issue.

39.7 The report shall address all arguments relevant to the academic quality, relevance or enrolment of the Program or Unit.

39.8 The report shall be delivered to the Senate and to the Unit, the relevant Dean and/or Unit Head, and the Association. The Unit, the relevant Dean and/or Unit Head, and the Association shall have six (6) weeks to consider the report and deliver a response in writing to the Senate. After considering the report and any responses to it, the Senate shall decide the issue by vote after a debate open to the public. An academic Program or Unit can only be closed if a two-thirds (2/3) majority of the votes cast in Senate at a properly constituted meeting decides that its condition justifies closure because of concerns about academic quality, relevance or enrolment. Senators from the Program or Unit whose closure is being considered shall not vote.

39.9 If the Senate decides that an academic Program or Unit should be closed because of concerns about academic quality, relevance or enrolment, the Senate decision, the report of the Academic Review Committee and any filed responses to it shall be forwarded to the Board. The Association and the relevant Unit, Dean and/or Unit Head shall have an opportunity of addressing the Board on the question of whether additional resources are warranted to assist the Program or Unit or whether the Program or Unit should, in light of the Senate's academic decision, be closed.

39.10 After a decision by the Board to close an academic Program or Unit, all reasonable efforts shall be made to re-assign Members from the Program or Unit in question to another academic Program or to an administrative position. Members who have been re-assigned shall have access to funds provided by the University for retraining over a period up to two (2) years if such retraining is reasonably expected to improve their suitability for re-assignment.

39.11 If a Member has been re-assigned, the Member's appointment, rank, and compensation shall remain unchanged.

39.12 If a Member has not been re-assigned pursuant to Article 39.10, the Member may be laid off in accordance with the requirements of Article 38.6 but the notice period shall be six (6) monthuld be closed bec

39.13 Members may be laid off only in accordance with Article 38 or as a result of the closure an academic Program or Unit as determined by the above provisions. Members may only be re-assigned to another academic Program, Unit or administrative division without their prior application as a result of the closure of an academic Program or Unit as determined by the above provisions.

ARTICLE 40
ACADEMIC ADMINISTRATORS

ARTICLE 41
HEADS OF DEPARTMENTS

ARTICLE 41
HEADS OF DEPARTMENTS

41.7 **Recognition for Service as Department Head**

41.7.1 Each Department Head shall receive an annual stipend to be indicated in the letter of appointment. The minimum annual stipend for the duration of this Agreement shall be as set out in Article 42.2.6.1.

41.7.2 In each academic year, a Department Head shall receive a reduction in other workload duties commensurate with their delegated administrative responsibilities.

41.7.3 A Member who serves as Department Head shall be evaluated annually on the basis of the performance of their delegated administrative responsibilities and other workload duties and shall be granted administrative merit on the basis of their performance as Department Head.

41.7.4 The Member who serves as a Department Head is eligible for one (1) year of administrative leave at full salary for each five (5) year term served. Articles 33.1.1, 33.1.3.4(b), 33.1.3.4(c), 33.1.4, 33.1.5, 33.1.7.6, 33.1.7.7 and 33.1.8 governing Academic Leaves shall apply to administrative leaves. The administrative leave is accumulated at the rate of twelve (12) months per each five (5) year term.

41.7.5 Department Heads do not accumulate credit towards Academic Leave during their terms as Heads. However, service acquired prior to their holding a headship counts towards an Academic Leave.

41.8 **Library 'Department' Heads**

41.8.1 **Heads**

41.8.1.1 There shall be ‘department’ heads in the Library who perform delegated administrative responsibilities.

41.8.1.2 In the event a 'department' head position is abolished, the University Librarian or delegate shall negotiate the reassignment of the Member and any compensation that may be appropriate in the circumstances with the incumbent. In the event that agreement cannot be reached between the Member and the Library, either party shall have the right to refer the matter to the JCAA for resolution.

41.8.1.3 Except by mutual agreement of the Parties, only Continuing-track or Continuing Members are eligible to serve as Heads.

(vi) The University Librarian may, after consultation with the rest of the Committee, appoint a committee member from outside the Library system if appropriate.

(vii) The Committee may agree to involve the Library human resource officer in the deliberations of the Committee as a resource person.

(viii) The University Librarian or delegate will chair the Committee but shall only vote to break a tie.

(ix) Any recommendation by the Committee to the Provost and Vice-Principal (Academic) or delegate must be by majority vote of the Committee.

(f) Following the deliberations of the Committee, the University Librarian shall transmit to the Provost and Vice-Principal (Academic) or delegate the recommendation of the Committee, the recommendation of the University Librarian, and the results of any consultative processes undertaken.

(g) The University Librarian will announce to the the the he he he he he12 792 re79 Tvo0000

and the value of the first, second and third senior abatement points are all tied to the value of Floor F.

42.2.2.3 Each merit point shall have a value of one-half (0.5) percent of Floor F per annum when applied to the Nominal Salary of eligible faculty Members. The mode of the academic merit score shall be ten (10) merit points having the value of five (5) percent of Floor F. For Continuing Adjunct faculty Members, the dollar value of each point shall be determined by their agreed Full Time Equivalency (FTE).

42.2.2.4 On May 1, 2019, the modal career development and merit adjustment award (prior to the application of the junior increments, or senior abatements, if applicable) will be $3,260. Thus modal career development and merit values are as follows:

(a) 2019-2020 $3,260 (i.e., 10 points at $326)

(b) 2020-2021 $3,310 (i.e., 10 points at $331)

(c) 2021-2022 $3,380 (i.e., 10 points at $338)

42.2.2.5 Merit scores that can be given shall be: 0 to 7 inclusive, 10, 12, 15 and 20.

42.2.2.6 The merit ratings assigned to a Member as per Article 28.1.1 (d) shall be averaged to determine a biennial merit score which will be applied to the merit-based salary adjustment in each of the two subsequent years.

42.2.2.7 Any Member receiving a merit score of seven (7) points or lower shall receive written reasons from the Dean that set out the basis upon which the performance has been judged to be deficient for the year(s) in question. In the event that a merit score of seven (7) or lower is grieved, and the grievance is arbitrated, the onus shall be upon the University to show that its assessment is justified.

42.2.2.8 The Provost and Vice-Principal (Academic) will add additional academic merit points to the pool, as needed, to ensure that meritorious Members can be appropriately recognized, without producing inappropriate pressures to give low scores to others.

42.2.2.9 The minimum and maximum number of merit points available in the biennial merit assessment cycle for faculty Members and Continuing Adjunct faculty Members will be maintained according to the following formula:

(a) The minimum will be (10 x the number of eligible faculty Members and Continuing Adjunct faculty Members being reviewed) x 1.06;

42.2.2.14 The Association shall receive biennially a statistical summary which shall classify the number of merit scores of twelve (12), fifteen (15) and twenty (20) on the basis of the reasons for the award. The Parties agree that the fraction of awards in which

(iii) 2021-2022 at or above $162,026 an abatement of $1,620

(c) At 2.6 times Floor F, abatement of 2.9% of Floor F:

(i) 2019-2020 at or above $169,543 an abatement of $1,891

(ii) 2020-2021 at or above $172,255 an abatement of $1,921

(iii) 2021-2022 at or above $175,529 an abatement of $1,958

42.2.4 **Indexing**

42.2.4.1 The Assistant Professor Floor, Floor F, the value of the standard career development adjustments and merit awards shall be indexed to the ATB increases in each of the four years.

42.2.5 **Anomalies Fund**

ARTICLE 42
COMPENSATION AND BENEFITS

(d) Competing demands for retention adjustments;

(e) Availability of funds.

42.2.5.3.4 The distribution under the Principal's Retention Fund may be made at any time during the year and reports shall be made every quarter (on July 31, October 31, January 31

ARTICLE 42
COMPENSATION AND BENEFITS

Table D (Minimum Stipends where there is an enrolment supplement):
Minimum Stipends including supplements for years oy1/rolmen

42.5.2 **Salary Floors**

42.5.2.1 The salary floors for librarian/archivist Members shall be adjusted effective May 1, 2019 and shall be:

(a) General Librarian/General Archivist Floor

(i) 2019-2020 $61,092

(ii) 20

(iv) an increment of 1.0 % of the General Librarian/General Archivist Floor (i.e., $632) if salary is greater than or equal to 2.1 times the General Librarian/General Archivist Floor (i.e. greater than or equal to $132,821)

42.5.3.2 The merit fund for librarians and archivists shall have a value calculated as follows when applied to the Nominal Salary of the Member:

(a) Two (2) merit points shall be the nominal mean academic merit score and equal in value to:

(i) 2019-2020 $1,006

(ii) 2020-2021 $1,022

(iii) 2021-2022 $1,042

(b) One (1) merit point is equal to fifty (50) percent of the nominal mean academic merit score:

(i) 2019-2020 $503

(ii) 2020-2021 $511

(iii) 2021-2022 $521

42.5.3.3 Academic merit scores that can be given shall be: 0, 1, 2, 3, or 4 points.

42.5.3.4 The merit ratings assigned to a Member as per Article 28.1.1 (d) shall be averaged to determine a biennial merit score which will be applied to the merit-based salary adjustment in each of the two subsequent years.

42.5.3.5 Very good or excellent performance in any or all assigned duties may result in a merit score of three (3) or four (4). To receive a merit score above two (2), a Member's performance of all assigned duties must be at least satisfactory. A score of three (3) means significantly better than average performance in one or more assigned duties. A score of four (4) means excellent performance in several assigned duties.

42.5.3.6 The minimum number of academic merit points available to the biennial merit assessment cycle of librarian and archivist Members as merit above the nominal mean academic merit shall be six (6). The Provost and Vice-Principal (Academic) will add

additional merit points to the biennial review, as needed, to a maximum of one-third (1/3) of

42.5.6 **Administrative Stipends for Librarians/Archivists**

42.5.6.1 Library ‘department’ head term positions as defined in Article 41.8.1 shall carry a minimum annual stipend of six thousand ($6,000) dollars. This minimum value is also the normal value. In the event ‘department’ head duties are less than full-time, the annual stipend shall be pro-rated according to the ‘department’ head’s administrative FTE.

42.5.6.2 Stipends may exceed the normal value in unusual circumstances, in which case the Association shall be provided with written reasons. Appropriate grounds for providing greater than normal stipends may include, but are not limited to

(a) unusually high level of responsibility;

(b) market forces; or

(c) the rapid career advancement of a person.

42.5.6.3 No stipend shall be increased by more than two thousand five hundred (2,500) dollars.

42.5.6.4 If an incumbent in a ‘department’ head term position leaves that position to take another position in the Library system, their stipend for the ‘department’ head position w^ ^ ´Y ^ ´Y

42.6.2 Except as otherwise indicated in this Article, the existing plans set out below shall be continued during the term of this Agreement and shall not be amended or changed without the agreement of the Association:

(a) Long Term Disability Insurance (100% of premiums paid by eligible Members);

(b) Group Life Insurance with a maximum of $200,000.00 coverage (55% of premiums paid by the University and 45% of premiums paid by eligible Members);

(c) Queen’s Supplementary Medical P

ARTICLE 42
COMPENSATION AND BENEFITS

ARTICLE 43
DURATION

APPENDIX A - LETTER OF UNDERSTANDING

Pursuant to a Letter of Understanding, it was agreed that upon ratification of the first

APPENDIX B - NOTICE OF INTENTION TO GRIEVE PURSUANT TO ARTICLE 19.4.1

NOTICE OF INTENTION TO GRIEVE

NAME: _____

UNIT: _____

POSITION/RANK: _____

I intend to grieve against the University for the reason(s) noted below.

(Please outline in detail the event, transaction, decision, or set of circumstances that you are grieving. Please append any materials you consider necessary).

_____

_____

_____

_____

_____

_____

_____
Signature of Member

_____
Date

Send to Faculty Relations (Office of the Provost)
Copy to QUFA

APPENDIX C - LIST OF ARBITRATORS

LIST OF ARBITRATORS

Kevin Burkett

William Kaplan

Paula Knopf

Howard Snow

Susan Stewart

Ken Swan

The JCAA may review and amend this list if agreed.

APPENDIX D
REMEDIAL ELECTORAL PROCESSES FOR APPOINTMENTS; RENEWAL/TENURE/CONTINUING APPOINTMENT/PROMOTION; AND HEADSHIP SEARCH COMMITTEES

APPENDIX E
MEMORANDUM OF AGREEMENT RE: STUDENT EXPERIENCE OF TEACHING

BETWEEN

3. The QSSET Subcommittee shall comprise:

    - three (3) faculty Members appointed by the Association, one of whom shall act as a Co-Chair
    - three (3) members appointed by the University, one of whom shall act as a Co-Chair
    - two (2) students, one nominated by the AMS, the other nominated by the SGPS

4. The QSSET Subcommittee may call upon other resources within the University to assist them in their work, including representation from the Office of the University Registrar and the Office of the Vice-Principal (Teaching and Learning).

5. The QSSET Subcommittee shall provide a report and any recommendations to the JCAA annually by June of each year of this Agreement. At the QSSET Subcommittee's discretion, it may also provide a report and recommendations at any other point in the year.

APPENDIX F
TERM ADJUNCT APPOINTMENT REPORT

APPENDIX G
COMMUTING ADJUNCT TRAVEL POLICY

APPENDIX H
UNIVERSITY TIMETABLE COMMITTEE
TERMS OF REFERENCE

APPENDIX H
UNIVERSITY TIMETABLE COMMITTEE
TERMS OF REFERENCE

responsibilities, other academic responsibilities, or because the Member is a PHPEHU RI DQ\HTXLW\JURXS´ DV GHILQHG LQ $UWL Agreement) for whom timetabling poses a barrier.

- To the extent that circumstances permit, the timetable should allow for continuous blocks of time for research.
- :KHUH SRVVLEOH D 0HPEHU¶V SUHIHUHQFHV FRQFHUQL will be supported.
- All timetabling arrangements for faculty must conform to the terms of the Agreement, including without limitation, Article 37.2.8 regarding Member Timetabling requests.
- To the extent that it is possible, the pedagogical needs of a course should determine the type of time slot used or assigned.

(b) Students

Definition: Individuals enrolled in a course for credit, part-time or full-time.

Principles:

- In accordance with the Human Rights Code, the University has a duty to afford students a right to equal treatment with respect to services, goods and facilities without discrist it is possible, the Tf1 0 'is4 Tf1 Tf T/F1 11. reagood-fnC.y a

APPENDIX D
REMEDIAL ELECTORAL PROCESSES FOR APPOINTMENTS; RENEWAL/TENURE/CONTINUING APPOINTMENT/PROMOTION; AND HEADSHIP SEARCH COMMITTEES

APPENDIX E
MEMORANDUM OF AGREEMENT RE: STUDENT EXPERIENCE OF TEACHING
BETWEEN

ARTICLE 43
DURATION

APPENDIX D
REMEDIAL ELECTORAL PROCESSES FOR APPOINTMENTS; RENEWAL/TENURE/CONTINUING APPOINTMENT/PROMOTION; AND HEADSHIP SEARCH COMMITTEES

(iii) 2021-2022 at or above $162,026 an abatement of $1,620

(c) At 2.6 times Floor F, abatement of 2.9% of Floor F:

(i) 2019-2020 at or above $169,543 an abatement of $1,891

(ii) 2020-2021 at or above $172,255 an abatement of $1,921

(iii) 2021-2022 at or above $175,529 an abatement of $1,958

42.2.4 **Indexing**

42.2.4.1 The Assistant Professor Floor, Floor F, the value of the standard career development adjustments and merit awards shall be indexed to the ATB increases in each of the four years.

42.2.5 **Anomalies Fund**

3. The QSSET Subcommittee shall comprise:

    - three (3) faculty Members appointed by the Association, one of whom shall act as a Co-Chair
    - three (3) members appointed by the University, one of whom shall act as a Co-Chair
    - two (2) students, one nominated by the AMS, the other nominated by the SGPS

4. The QSSET Subcommittee may call upon other resources within the University to assist them in their work, including representation from the Office of the University Registrar and the Office of the Vice-Principal (Teaching and Learning).

5. The QSSET Subcommittee shall provide a report and any recommendations to the JCAA annually by June of each year of this Agreement. At the QSSET Subcommittee's discretion, it may also provide a report and recommendations at any other point in the year.

APPENDIX D
REMEDIAL ELECTORAL PROCESSES FOR APPOINTMENTS; RENEWAL/TENURE/CONTINUING APPOINTMENT/PROMOTION; AND HEADSHIP SEARCH COMMITTEES