

APPENDIX 3

Agreed language



February 21, 2007

This appendix contains the formal contract language that has been agreed to by the parties during negotiations prior to February 21, 2007.

In the following pages, the existing language of the Collective Agreement article is shown in the left column, whereas the revised wording is shown in the right column.

Completely new articles are highlighted as such.

Insertions in the revised language are shown in bold; deletions are marked as [].

This is the customary manner in which language proposals are submitted during bargaining.

DEFINITIONS

Academic Unit: For the purpose of Articles 11 and 13 Academic Unit includes a College, Department, School, the Extension Division, the University Library, or similar academic structure as established by the University Council and Senate.

School for the purpose of this Agreement shall be considered as a College or Department depending on the context.

AGREED

January 17, 2007

<p>10.1.1 The parties agree that the terms and conditions of employment at the University regarding hours of work, overtime, public holidays and annual holidays are more favourable than those stated in the <i>Labour Standards Act 1994</i>, R.S.S. 1978, c. L-1 (Sections 6, 8, 10, 12, 32, 39(b), 70 and 72).</p>	<p>10.1.1 The parties agree that the terms and conditions of employment at the University regarding hours of work, overtime, public holidays and annual holidays are more favourable than those stated in the <i>Labour Standards Act</i> [].</p>
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AGREED
October 17, 2006

NEW

10.6.1(vi) a copy of letters informing new employees of the award of University start-up research grants and equipment grants.

AGREED

October 17, 2006

NEW

10.10 Where any provision of his agreement provides for a collegial meeting in a department or college, participation by employees in such meeting shall be by personal attendance or by simultaneous audio and/or video technological means that provide for full collegial participation by all employees.

AGREED

October 17, 2006

<p>13.6.3 The Search Committee shall determine whether members on leave, or absent from one or more meetings, may vote, by mail ballot if necessary, on any question before it, on the basis of the extent to which their absence from some or all of the deliberations of the Committee is judged to be significant.</p>	<p>[]</p>
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AGREED
December 19, 2006

<p>11. ASSIGNMENT OF DUTIES</p> <p>11.1 <u>Authority to Assign Duties.</u> In departmentalized Colleges, duties shall be assigned by the Department Head following consultation with the departmental faculty in committee, subject to the approval of the Dean. In non-departmentalized Colleges, duties shall be assigned by the Dean following consultation with the College faculty in committee. In the Library, duties shall be assigned by the University Librarian or the University Librarian's designate, following consultation with the Library Committee on the Assignment and Reassignment of Duties.</p> <p>11.2 <u>Limitations on Assignment of Duties.</u></p> <p>11.2.1 Employees are required to perform their duties on a twelve-month basis unless otherwise specified in their letter of appointment or subsequently by amendment in accordance with procedures set out in the Agreement.</p> <p>11.2.2 (a) No employee shall be required to teach Spring and Summer Session. Teaching these classes is rewarded with extra compensation in accordance with Article 19, unless the employee and the employee's Department Head or Dean, in accordance with the procedures specified in Article 11.1, mutually agree to reduce the employee's teaching load at other times during the year on a pro</p>	<p>11. ASSIGNMENT OF DUTIES</p> <p>11.1 <u>Authority to Assign Duties.</u> In departmentalized Colleges, duties shall be assigned by the Department Head and following consultation and discussion with faculty at a meeting of the departmental faculty [], subject to the approval of the Dean. In non-departmentalized Colleges, duties shall be assigned by the Dean and following consultation a n d discussion with [] faculty at a meeting of the College faculty. In the Library, duties shall be assigned by the [] Dean of Libraries or the [] Dean's designate, following consultation and discussion with the Library Committee on the Assignment and the Reassignment of Duties. The process of assignment of duties shall be completed by Department Heads by March 31, and approved by Deans by April 30 for the next academic year. No decision on assignment of duties shall be set aside or reversed only because of technical non-compliance with the dates and times established by this section.</p> <p>11.2 <u>Limitations on Assignment of Duties.</u></p> <p>11.2.1 Employees are required to perform their duties on a twelve-month basis unless otherwise specified in their letter of appointment or subsequently by amendment in accordance with procedures set out in the Agreement.</p> <p>11.2.2 (a) No employee shall be required to teach Spring and Summer Session. Teaching these classes is rewarded with extra compensation in accordance with Article 19, unless the employee and the</p>
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<p>rata basis in lieu of extra compensation.</p> <p>(b) No employee shall be required to teach extension, off-campus or non-credit classes, unless employees in a particular department or College have been required to teach such classes as part of their assigned duties as a matter of past practice. Where such duties have been voluntary or rewarded with extra compensation, they shall continue to be voluntary and rewarded with extra compensation in accordance with Article 19, unless the employee and the employee's Department Head or Dean, in accordance with the procedures specified in Article 11.1, can mutually agree to reduce the rest of the employee's teaching load on a pro rata basis in lieu of extra compensation.</p>	<p>employee's Department Head or Dean, in accordance with the procedures specified in Article 11.1, mutually agree to reduce the employee's teaching load at other times during the year on a pro rata basis in lieu of extra compensation.</p> <p>(b) No employee shall be required to teach extension, off-campus or non-credit classes, unless employees in a particular department or College have been required to teach such classes as part of their assigned duties as a matter of past practice. Where such duties have been voluntary or rewarded with extra compensation, they shall continue to be voluntary and rewarded with extra compensation in accordance with Article 19, unless the employee and the employee's Department Head or Dean, in accordance with the procedures specified in Article 11.1, can mutually agree to reduce the rest of the employee's teaching load on a pro rata basis in lieu of extra compensation.</p>
<p>11.2.3 No employee shall be required to teach, perform research, or provide services outside of the employee's department or non-departmentalized College or outside of the employee's field of training or experience, except as may be required in accordance with Article 31 or except as may be specified in the letter of appointment or subsequently by amendment to the letter of appointment mutually agreed upon by the Employer and the employee, and subject to the approval of the Association. The Library shall be regarded as a non-departmentalized College for the purpose of this Article.</p>	<p>11.2.3 Except in the case of the terms of a joint appointment agreement under Article 13.10 or an associate membership agreement under Article 13.9, no employee shall be required to teach, perform research, or provide services outside of the employee's department or non-departmentalized College or outside of the employee's field of training or experience, except as may be required in accordance with Article 31 or except as may be specified in the letter of appointment or subsequently by amendment to the letter of appointment mutually agreed upon by the Employer and the employee, and subject to the approval of the Association. The Library shall be</p>
<p>11.2.4 The assignment of teaching</p>	

<p>schedules shall take into consideration the individual preferences of employees as well as such other matters as the integrity of academic programs and the constraints of the physical plant.</p> <p>11.2.5 The assignment of duties within the Library shall take account of the full range of responsibilities required for the effective functioning of the Library and the individual preferences of employees.</p> <p>11.2.6 <u>Hours of Work in Library.</u> Subject to Article 11.4, employees may be required to work at specified times including evenings and weekends provided that, except in emergencies, they shall be given seven days notice of the work schedule.</p> <p>11.3 <u>Absence from Duties.</u></p> <p>11.3.1 Absence from duties for less than one month, except in the case of illness, shall be:</p> <ul style="list-style-type: none"> (i) arranged with the Department Head within guidelines established by the Dean in the case of departmentalized Colleges; (ii) arranged and approved by the Dean in the case of non-departmentalized Colleges; (iii) arranged and approved by the University Librarian in the case of the Library. <p>11.3.2 Absence from duties for one month or more, except in the case of illness, requires the approval of the Dean, in addition to that required in Article 11.3.1.</p>	<p>regarded as a non-departmentalized College for the purpose of this Article.</p> <p>11.2.4 The assignment of teaching schedules shall take into consideration [] the priorities and integrity of academic programs, the constraints of the physical plant, and the individual preferences of employees.</p> <p>11.2.5 The assignment of duties within the Library shall take account of the full range of responsibilities required for the effective functioning of the Library and the individual preferences of employees.</p> <p>11.2.6 <u>Hours of Work in Library.</u> Subject to Article 11.4, employees may be required to work at specified times including evenings and weekends provided that, except in emergencies, they shall be given seven days notice of the work schedule.</p> <p>11.3 <u>Absence from Duties.</u></p> <p>11.3.1 Absence from duties for less than one month, except in the case of illness, shall be:</p> <ul style="list-style-type: none"> (i) arranged with the Department Head within guidelines established by the Dean in the case of departmentalized Colleges; (ii) arranged and approved by the Dean in the case of non-departmentalized Colleges; (iii) arranged and approved by the [] Dean of Libraries in the case of the Library. <p>11.3.2 Absence from duties for one month or more, except in the case of illness, requires the approval of the</p>
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<p>11.3.3 Employees shall arrange their vacations with their Department Head or Dean, as the case may be, in accordance with the provisions of Article 20.</p>	<p>Dean, in addition to that required in Article 11.3.1.</p>
<p>11.4 <u>Fairness of Assignment of Duties.</u> Duties shall be assigned equitably among members of a department or a non-departmentalized College taking into consideration:</p> <ul style="list-style-type: none"> (i) the full range of academic responsibilities of individual members, including teaching, consultation with students, research and scholarly work, Library, extension and administrative work, and service to clinical programs, to academic committees, to the public, to professional bodies, and to the Association; and (ii) relevant department, College and university standards for renewal of probation, tenure and promotion. 	<p>11.3.3 Employees shall arrange their vacations with their Department Head or Dean, as the case may be, in accordance with the provisions of Article 20.</p> <p>11.4 <u>Fairness of Assignment of Duties.</u> Duties shall be assigned equitably among [] employees of a department or a non-departmentalized College taking into consideration:</p> <ul style="list-style-type: none"> (i) the full range of academic responsibilities of individual [] employees, including teaching, [], research, [] scholarly and/or artistic work, Library work, extension work, administrative work, service to clinical programs, practice of professional skills, and public service and contributions to academic professional bodies and to the Association; (ii) the Guidelines for that academic unit developed pursuant to Article 11.5; (iii) the rank, status (full-time or part-time), and type of appointment (limited term, without term, probationary, or tenured) of individual employees; and (iv) relevant department, College and university standards for renewal of probation, tenure and promotion.
<p>11.5 <u>Grievance over Assignment of Duties.</u> Assignment of duties is subject to the grievance procedures set forth in Article 29.</p>	
<p>11.6 <u>Failure to Perform Duties.</u> Failure to perform duties is subject to the discipline procedures set forth in Article 32.</p>	

	<p>11.5 <u>Guidelines for Assignment of Duties.</u></p> <p>11.5.1 Guidelines shall be developed by each academic unit, discussed at a meeting of the faculty of the unit, and ratified by secret ballot. Each employee shall receive a copy of the Guidelines. Guidelines shall be reviewed periodically or at the request of the Dean, and revised according to the same process.</p> <p>11.5.2 Guidelines shall take into consideration the full range of academic work of employees. Each academic unit shall be responsible for identifying the activities under the following criteria:</p> <ul style="list-style-type: none">(a) The priorities and integrity of the academic programs of the unit;(b) The range of work required for renewal of probation, tenure and promotion, and the changing distribution of workload over the careers of employees;(c) The full range of demands associated with teaching, including the nature of the course, course level and its enrollment, the methods of instruction and evaluation. Academic units may consider activities such as academic coaching, counseling, and mentoring, consultation with students, curriculum and course development, supervising academic and teaching assistants,
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	<p>and, where part of an employee's assigned duties, laboratory demonstration or supervision and tutorials;</p> <ul style="list-style-type: none">(d) Supervisory work that is part of graduate and undergraduate teaching;(e) Research, scholarly, and/or artistic work;(f) Administrative work. Academic units may consider activities such as participation in departmental, college and University committees, participation in Association activities, manuscript and grant assessments, letters of recommendation, editorial or executive membership and policy research or writing for the profession;(g) Extension work;(h) Practice of professional skills;(i) Public service and contributions to academic and professional bodies. Academic units may consider activities such as service to the outside community, service on the editorial board of academic journals, executives of academic or professional bodies, or selection committees for granting agencies;(j) Work performed for other academic units or programs, including
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	<p>associate membership agreements and joint appointment agreements under Articles 13.9 or 13.10.</p> <p>11.6 <u>Grievance over Assignment of Duties.</u> Assignment of duties is subject to the grievance procedures set forth in Article 29.</p> <p>11.7 <u>Failure to Perform Duties.</u> Failure to perform duties is subject to the discipline procedures set forth in Article 32.</p>
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AGREED
January 17, 2007

<p>13.9 <u>Associate Members of Departments.</u></p> <p>13.9.1 A faculty member or librarian with tenure or a probationary appointment in one department, College or the Library, or a person holding a permanent academic or professional appointment in the University, in a teaching hospital, or in an institution federated or affiliated with the University in accordance with <i>The University of Saskatchewan Act</i>, may be given an associate appointment in a department or College. The institution, College or department in which the permanent appointment is held is referred to as the principal unit, the College or department in which the associate membership is held is referred to as the secondary unit.</p> <p>Examples of the purposes for which associate appointments are suitable are:</p> <ul style="list-style-type: none"> (i) anticipated continuing involvement in supervision of graduate students in the secondary unit; (ii) offering a graduate or undergraduate class in the secondary unit; (iii) continuing contribution to the clinical activities of the secondary unit; (iv) extensive involvement in the research activities of the secondary unit; (v) continuing involvement in the development of academic programs in the secondary unit; 	<p>13.9 <u>Associate Members of Departments.</u></p> <p>13.9.1 A faculty member or librarian with tenure or a probationary appointment in one department, College or the Library, or a person holding a permanent academic or professional appointment in the University, in a teaching hospital, or in an institution federated or affiliated with the University in accordance with <i>The University of Saskatchewan Act</i>, may be given an associate appointment in a department or College. The institution, College or department in which the permanent appointment is held is referred to as the principal unit, the College or department in which the associate membership is held is referred to as the secondary unit.</p> <p>Examples of the purposes for which associate appointments are suitable are [] supervision of graduate students, graduate or undergraduate course delivery, clinical activities; research activities; extension activities.</p> <p>13.9.2 Faculty members so appointed shall have the title "Associate Member" in the secondary unit. [] The extent of participation of an associate member in the committees of the secondary unit shall be related to the purpose of the associate member's conjunct appointment. Work done in the secondary unit shall be considered in assignment of duties (Article 11), and in consideration of renewal of probation (Article 14), tenure (Article 15), promotion (Article 16), and salary review (Article 17).</p>
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<p>(vi) continuing involvement in the extension activities of the secondary unit.</p> <p>13.9.2 Faculty members so appointed shall have the title "Associate Member" in the secondary unit. In exceptional circumstances and with the approval of the Joint Committee for the Management of the Agreement certain faculty members may be given full academic rank in two units, but the principal unit in non-departmentalized Colleges must be specified.</p> <p>13.9.3 Covering Agreement.</p> <p>13.9.3.1 When it is desired to establish an Associate Membership, the individual and the two heads or Deans concerned shall draft an agreement on the nature and extent of the individual's involvement with the secondary unit and the extent to which the individual shall participate in its meetings or committees.</p> <p>13.9.3.2 The agreement shall be submitted for approval to the two units, and, if approved, shall be forwarded through the Dean(s) of the units concerned (including the Dean of Graduate Studies and Research if graduate supervision is involved) to the Vice-President Academic and Provost for approval.</p> <p>13.9.3.3 After approval, the President shall inform the Associate Member, the Dean(s) and heads and shall provide the Association with the details of the agreement.</p> <p>13.9.3.4 Any Associate Membership shall be made for a limited period, normally not less than 3 years or more than 5 years. An Associate Membership may be renewed on the initiation of the secondary unit and with the concurrence of the</p>	<p>13.9.3 Covering Agreement. [] To establish an associate membership:</p> <ul style="list-style-type: none"> (i) the [] faculty member and the two heads or Deans concerned shall draft an agreement on the nature and extent of the [] faculty member's involvement with the secondary unit; (ii) the agreement shall be submitted for approval to the two units, and, if approved, shall be forwarded through the Dean(s) of the units concerned (including the Dean of Graduate Studies and Research if graduate supervision is involved) to the Vice-President Academic and Provost for approval; (iii) after approval, the President shall inform the Associate Member, the Dean(s) and heads and shall provide the Association with the details of the agreement. <p>13.9.4 Any Associate Membership shall be made for a limited period, normally not less than 3 years or more than 5 years. An Associate Membership may be renewed on the initiation of the secondary unit and with the concurrence of the head of the principal unit and the Dean(s). []</p> <p>13.9.5 Associate Membership shall not in any way limit the employee's rights, privileges or responsibilities in the employee's principal unit, and shall not be inconsistent with</p>
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<p>head of the principal unit and the Dean(s).</p> <p>13.9.4 Committee Participation.</p> <p>13.9.4.1 Since an Associate Member does not have tenure in the secondary unit, an Associate Member shall not be a member of its tenure or promotions committees (unless co-opted under the provisions of Articles 15.9.1, 15.9.2, 16.4.1 or 16.4.2).</p> <p>13.9.4.2 The extent of participation of an Associate Member in the committees of the secondary unit shall be related to the purpose of the Associate Member's conjunct appointment.</p> <p>13.9.5 Associate Membership shall not in any way limit the employee's rights, privileges or responsibilities in the employee's principal unit, and shall not be inconsistent with any of the terms of this Agreement.</p> <p>13.9.6 Cross-appointments in existence on July 1, 1978, shall be reviewed by departments and Colleges and renewed or terminated. The titles in the secondary units shall be altered to Associate Member.</p>	<p>any of the terms of this Agreement. []</p>
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AGREED
January 24, 2007

NEW

13.10 Joint Members of Academic Units.

13.10.1 A joint appointment reflects the active and substantial involvement of an employee in the academic activities in more than one unit. An employee with an academic appointment in one academic unit may be given a joint appointment in another academic unit. The academic unit in which the permanent appointment is held is referred to as the primary unit and the academic unit in which the joint appointment is held is referred to as the secondary unit. A primary characteristic of a joint appointment is the assignment of duties by both the primary and secondary units.

Examples of the purposes for which joint appointments are suitable are:

- (i) continuing involvement in supervision of graduate students;
- (ii) continuing delivery of a graduate or undergraduate course;
- (iii) continuing contribution to clinical activities;
- (iv) extensive involvement in research activities;
- (v) continuing involvement in the development of academic programs;
- (vi) continuing involvement in extension activities.

13.10.2 Where a joint appointment in a secondary unit is anticipated, the provisions of Article 13.5.1.2 shall apply to the appointment process if it is not clear at the time of the search in which academic unit the appointment will be made. Once the primary and secondary units have been identified, the letter of appointment under Article 13.5.3 shall state the extent of the duties of the employee that will be assigned in each unit.

13.10.3 Employees so appointed shall have the title "Joint Member" in the secondary unit.

13.10.4 Covering Agreement.

13.10.4.1 When it is desired to establish a joint appointment, the employee and the two heads or Deans concerned shall draft an agreement on the nature and extent of the employee's involvement with the secondary unit and the extent to which the employee shall participate in its meetings or committees in order that work performed in both units is considered in the assignment of duties and the assessment of the employee in collegial processes. The employee may request the assistance of a representative of the Association in the drafting of the agreement. The following aspects shall be addressed in the agreement:

- (i) specification of the unit in which the employee is tenurable or tenured;

- (ii) mechanisms to ensure fairness in the assignment of duties in both units;
- (iii) mechanisms to ensure fairness in the assessment through the collegial processes (renewal of probation, tenure, promotion, salary review, and sabbatical leave entitlement);
- (iv) specification of the extent to which the joint member may participate in collegial processes other than those specified in the collective agreement in Articles 13, 14, 15, 16, and 17 in the secondary unit;
- (v) the length of the joint appointment if of limited term (13.10.4.4);
- (vi) mechanisms for ongoing consultation between the academic unit heads to ensure that any problems associated with the assignment of duties and assessment through the collegial processes may be addressed;
- (vii) mechanisms for the settlement of any disagreements that may arise in the assignment of duties and assessment through the collegial processes;

13.10.4.2 The agreement shall be submitted for approval to the two academic units, and, if approved, shall be forwarded through the Deans of the units concerned (including the Dean of Graduate Studies and Research if graduate supervision is involved) to the Vice-President Academic and Provost for approval.

13.10.4.3 After approval, the Vice-President Academic and Provost shall provide a copy of the agreement to the joint member, the Dean(s) and heads, and the Association. The agreement may be modified with the consent of the two academic unit heads and the joint member and shall be forwarded through the Deans of the units concerned (including the Dean of Graduate Studies and Research if graduate supervision is involved) to the Vice-President Academic and Provost for approval. A copy of the modified agreement will be provided to the Association.

13.10.4.4 Except where made on the initial appointment, any joint appointment shall be made for a limited period, normally not less than 3 years or more than 5 years. Where made on appointment and subject to Article 13.10.4.1, the joint appointment agreement shall remain in effect unless the joint member or either head or Dean applies to terminate it. Application to terminate the joint appointment shall be forwarded through the Deans of the units concerned (including the Dean of Graduate Studies and Research if graduate supervision is involved) to the Vice-President Academic and Provost for approval. Notice of the termination of a joint appointment agreement shall be provided to the Association. A joint appointment may be renewed on the initiation of the secondary unit and with the concurrence of the head of the primary unit, the Dean(s), and the joint member and with approval as per Article 13.10.4.2.

13.10.5 Committee Participation. Since a joint member does not have tenure in the secondary unit, a joint member shall not be a member of the collegial committees referred to in Articles 13, 14, 15, 16, or 17 unless co-opted under the provisions of Articles 13.5.1, 15.9.1, 15.9.2, 16.4.1 or 16.4.2 or as provided for in any agreement under Article 13.10.4.1.

13.10.6 Joint appointment shall not in any way limit the employee's rights, privileges or responsibilities in the employee's primary unit, and shall not be inconsistent with any of the terms of this Agreement. Any disagreement that arises in respect of a joint appointment that cannot be resolved through the mechanisms specified in the agreement pursuant to Article 13.10.4.1 shall initially be referred to the Joint Committee for the Management of the Agreement for resolution.

CURRENT 13.10 TO BE RE-NUMBERED AS 13.11

AGREED
January 17, 2007

<p>16.4.5.1 Promotions Appeal Panel. The Promotion Appeals Panel shall consist of those members of the Renewals and Tenure Appeal Panel who hold the rank of Professor.</p>	<p>16.4.5.1 Promotions Appeal Panel. The Promotions Appeals Panel shall consist of those members of the Renewals and Tenure Appeal Panel who hold the rank of Professor.</p>
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AGREED
October 17, 2006

<p>21.3 <u>Powers of the Sabbatical Leave Committee</u>. The Sabbatical Leave Committee shall:</p> <p>. . .</p> <p>(ii) invite Department Heads and Deans to comment upon all applications from their departments and or Colleges;</p>	<p>21.3 <u>Powers of the Sabbatical Leave Committee</u>. The Sabbatical Leave Committee shall:</p> <p>. . .</p> <p>(ii) invite Department Heads and Deans to comment upon all applications from their departments and or Colleges []. A copy of the comments made by Department Heads and Deans shall be provided to the applicant employee.</p>
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AGREED
October 17, 2006

<p>23.3 <u>Compulsory Group Life Insurance.</u> The Compulsory Group Life Insurance Plan in effect during the 1976-77 academic year shall remain in effect until modified in whole or part by negotiation between the Employer and the Association. The Employer shall continue to pay the premiums for this Plan. The Employer shall provide to employees, upon request, copies of the Compulsory Group Life Insurance Plan.</p>	<p>23.3 <u>Compulsory Group Life Insurance.</u> The Compulsory Group Life Insurance Plan in effect during the [] 2004-05 academic year shall remain in effect until modified in whole or part by negotiation between the Employer and the Association. The Employer shall continue to pay the premiums for this Plan. The Employer shall provide to employees, upon request, copies of the Compulsory Group Life Insurance Plan.</p>
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AGREED
October 17, 2006

<p>23.8 <u>Housing Assistance.</u></p> <p>23.8.1 The Employer agrees to provide, upon application by an employee, a salary advance for the purpose of buying, for personal use, a principal residence in Saskatoon or environs. This salary advance shall not exceed \$12,000 and shall be made for a maximum period of three years. In the event of termination of an employee's employment prior to expiry of the period of repayment of the advance, the outstanding balance owed by the employee shall be repaid immediately. The recipient of the advance who wishes to repay it earlier may do so. The advance shall be secured by a promissory note drawn in favour of the Employer. There shall only be one advance issued per employee at any one time.</p>	<p>23.8 <u>Housing Assistance.</u></p> <p>23.8.1 The Employer agrees to provide, upon application by an employee, a salary advance for the purpose of buying, for personal use, a principal residence in [] the place of work assigned by the employer or its environs. This salary advance shall not exceed \$12,000 and shall be made for a maximum period of three years. In the event of termination of an employee's employment prior to expiry of the period of repayment of the advance, the outstanding balance owed by the employee shall be repaid immediately. The recipient of the advance who wishes to repay it earlier may do so. The advance shall be secured by a promissory note drawn in favour of the Employer. There shall only be one advance issued per employee at any one time.</p>
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AGREED
October 17, 2006

<p>23.9 <u>Moving Expenses.</u></p> <p>23.9.1 The Employer agrees to assist new employees in defraying moving expenses to Saskatoon. The moving expenses shall be calculated as follows:</p> <p>Regardless of the mode of transport, economy airfare including trip insurance, for each member of the family.</p> <p>In addition, the Employer agrees to defray other moving costs listed below to a normal maximum of \$6,000, provided the appropriate receipts are presented:</p> <ul style="list-style-type: none"> (i) lodging expenses incurred, due to necessity, after arrival in Saskatoon, up to a maximum of 14 days; (ii) freight, cartage and storage of household furniture and other effects; (iii) disconnection and reconnection of household appliances; (iv) economy airfare cost of travelling to and from the nearest appropriate immigration office for visa purposes. 	<p>23.9 <u>Moving Expenses.</u></p> <p>23.9.1 The Employer agrees to assist new employees in defraying moving expenses to [] to the place of work assigned by the employer. The moving expenses shall be calculated as follows:</p> <p>Regardless of the mode of transport, economy airfare including trip insurance, for each member of the family.</p> <p>In addition, the Employer agrees to defray other moving costs listed below to a normal maximum of \$6,000, provided the appropriate receipts are presented:</p> <ul style="list-style-type: none"> (i) lodging expenses incurred, due to necessity, after arrival in [] the place or work assigned by the employer, up to a maximum of 14 days; (ii) freight, cartage and storage of household furniture and other effects; (iii) disconnection and reconnection of household appliances; (iv) economy airfare cost of travelling to and from the nearest appropriate immigration office for visa purposes.
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AGREED
October 17, 2006

35.2.2 <i>Department</i> means the Department of Plant Sciences including the employees in the CDC identified in Article 34.1 and the Director of the CDC.	35.2.2 <i>Department</i> means the Department of Plant Sciences including the employees in the CDC identified in Article 35.1 and the Director of the CDC.
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AGREED
October 17, 2006

<p>35.4.5 <u>Search Committee</u>. The Search Committee for the appointment of employees in the Department of Plant Sciences, including the CDC, shall consist of all employees in the department holding tenure or continuing status and shall be chaired by the Department Head.</p>	<p>[]</p>
<p>35.4.6 <u>Search and Appointment Procedures for Appointment of the Director of the Crop Development Centre</u>. The search and appointment procedures set out in Article 13.5 shall be used for the search and appointment of the Director of the Crop Development Centre.</p>	<p>35.4.5 <u>Search and Appointment Procedures for Appointment of the Director of the Crop Development Centre</u>. The search and appointment procedures set out in Article 13.5 shall be used for the search and appointment of the Director of the Crop Development Centre.</p>

AGREED
October 17, 2006

DELETE

Memorandum of Agreement 2 – Assisted Early Retirement Plan

Memorandum of Agreement 9 – Implementation of Changes to the Probationary Period for Probationary Employees

Memorandum of Agreement 13 – Pension Plan Reform

Memorandum of Agreement 14 – Vacation Entitlement for Librarians

Letter of Understanding 2 – Article 19.6.6 and Article 36 – Clinical Earning and Professional Fees

AGREED

October 17, 2006