



DALHOUSIE UNIVERSITY

COLLECTIVE AGREEMENT
between
DALHOUSIE UNIVERSITY
- and -
NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION

July 1, 2025 to June 30, 2028

NSGGEU

Local 77

TABLE OF CONTENTS

ARTICLE 1 – PURPOSE - 7 -

ARTICLE 2 – DEFINITIONS - 7 -

ARTICLE 3 – RECOGNITION - 9 -

ARTICLE 4 – WORK JURISDICTION..... - 9 -

ARTICLE 5 – CONTRACTING OUT - 10 -

ARTICLE 6 – UNION SECURITY AND CHECK OFF..... - 11 -

ARTICLE 7 – UNION OFFICERS AND STEWARDS - 11 -

ARTICLE 8 – UNION NOTICES AND MEETINGS - 13 -

ARTICLE 9 – STATISTICS CONCERNING EMPLOYEES..... - 13 -

ARTICLE 10 – SENIORITY..... - 14 -

ARTICLE 11 – LAY-OFF, REDEPLOYMENT, RECALL AND SEVERANCE PAY - 16 -

ARTICLE 12 – TECHNOLOGICAL CHANGE - 21 -

ARTICLE 13 – ORGANIZATIONAL CHANGE - 21 -

ARTICLE 14 – MANAGEMENT RIGHTS - 22 -

ARTICLE 15 – PROBATIONARY EMPLOYEES - 23 -

ARTICLE 16 – TERM POSITIONS - 24 -

ARTICLE 17 – TEMPORARY EMPLOYEES - 25 -

ARTICLE 18 – RECURRING SESSIONAL EMPLOYMENT - 25 -

ARTICLE 19 – RETIREMENT..... - 27 -

ARTICLE 20 – TERMINATION OF EMPLOYMENT - 27 -

ARTICLE 21 – JOINT EMPLOYER-UNION COMMITTEES..... - 27 -

ARTICLE 22 – LABOUR-MANAGEMENT RELATIONS..... - 27 -

ARTICLE 23 – INSURED EMPLOYEE BENEFITS..... - 28 -

ARTICLE 24 – PENSION PLAN..... - 30 -

ARTICLE 25 – HEALTH AND SAFETY - 30 -

ARTICLE 26 – JOB POSTING - 34 -

ARTICLE 27 – JOB EVALUATION - 37 -

ARTICLE 28 – HOURS OF WORK - 41 -

ARTICLE 29 – OVERTIME - 43 -

ARTICLE 30 – MEDICAL/DENTAL APPOINTMENTS - 46 -

ARTICLE 31 – TEMPORARY ASSIGNMENT - 47 -

ARTICLE 32 – SHIFT WORK..... - 48 -

ARTICLE 33 – WEEKEND PREMIUM..... - 49 -

ARTICLE 34 – CALL-IN AND STANDBY..... - 49 -

ARTICLE 35 – WAGE RATES..... - 50 -

ARTICLE 36 – SICK LEAVE - 52 -

ARTICLE 37 – LEAVES OF ABSENCE - 57 -

ARTICLE 38 – PREGNANCY AND PARENTAL LEAVES - 60 -

ARTICLE 39 – HOLIDAYS - 62 -

ARTICLE 40 – ANNUAL VACATION..... - 64 -

ARTICLE 41 – TUITION WAIVER - 71 -

ARTICLE 42 – DISCIPLINE AND DISCHARGE	- 73 -
ARTICLE 43 – GRIEVANCE PROCEDURE	- 75 -
ARTICLE 44 – ARBITRATION PROCEDURE.....	- 77 -
ARTICLE 45 – NO DISCRIMINATION.....	- 79 -
ARTICLE 46 – SEXUALIZED VIOLENCE.....	- 80 -
ARTICLE 47 – PERSONAL HARASSMENT.....	- 81 -
ARTICLE 48 – EMPLOYMENT EQUITY.....	- 81 -
ARTICLE 49 – EMPLOYEE RECORDS	- 81 -
ARTICLE 50 – PAY PERIODS	- 82 -
ARTICLE 51 – FUTURE LEGISLATION	- 82 -
ARTICLE 52 – REVISION OR WAIVER BY MUTUAL AGREEMENT	- 82 -
ARTICLE 53 – COPIES OF AGREEMENT	- 82 -
ARTICLE 54 – DURATION OF AGREEMENT	- 83 -
APPENDIX A BARGAINING UNIT OF NSGEU UNION.....	- 85 -
APPENDIX B WAGE RATES FOR CLERICAL/SECRETARIAL AND TECHNICAL	Error! Bookmark not defined.
APPENDIX C WAGE RATES FOR RESEARCH CLASSIFICATION FOR FORMER RE PAY PLAN	- 94 -
APPENDIX D WAGE RATES FOR GRANDPARENTED AGRICULTURAL CAMPUS EMPLOYEES	- 97 -
APPENDIX E SUPPLEMENTARY UNEMPLOYMENT BENEFIT (SUB) PLAN.....	- 99 -
SUPPLEMENTARY UNEMPLOYMENT BENEFIT CLAIM/UNDERTAKING	- 102 -
APPENDIX F GRIEVANCE FORM.....	- 103 -
LETTER OF UNDERSTANDING #1.....	- 104 -
Job Evaluation Review	- 104 -
LETTER OF UNDERSTANDING #2.....	- 105 -
Canada Pension Plan (CPP) Enhancement Integration	- 105 -
LETTER OF UNDERSTANDING #3.....	- 106 -
Biweekly Payroll.....	- 106 -
LETTER OF UNDERSTANDING #4.....	- 107 -
Remote Work.....	- 107 -
LETTER OF UNDERSTANDING #5.....	- 108 -
Application of Layoff Procedures.....	- 108 -
MEMORANDUM OF AGREEMENT #1	- 109 -
Vacation for Technical University of Nova Scotia (TUNS) Employees.....	- 109 -
MEMORANDUM OF AGREEMENT #2	- 110 -
Service Awards/Former Technical University of Nova Scotia (TUNS) Employees	- 110 -
MEMORANDUM OF AGREEMENT #3	- 111 -
Retroactivity	- 111 -
MEMORANDUM OF AGREEMENT #4	- 112 -
Grandparented Employees at the Agriculture Campus (GEAC)	- 112 -
MEMORANDUM OF AGREEMENT #5	- 113 -
Reclassifications.....	- 113 -
MEMORANDUM OF AGREEMENT #6	- 114 -
Merger of Former Nova Scotia Agricultural College (NSAC) with Dalhousie University	- 114 -

SECTION 1 - DEFINITIONS.....- 114 -
SECTION 2 - SERVICE AND SENIORITY- 115 -
SECTION 3 - LAY-OFF AND SEVERANCE PAYMENT.....- 115 -
SECTION 4 - RESEARCH EMPLOYEES (RE)- 115 -
SECTION 5 - PENSION PLAN- 117 -
SECTION 6 - HOURS OF WORK AND OVERTIME- 117 -
SECTION 7 - LEAVES OF ABSENCE- 118 -
PREGNANCY AND PARENTAL LEAVES- 118 -
LEAVE FOR ONGOING TREATMENTS (Employees hired before June 5, 2015).....- 118 -
SECTION 8 - VACATION- 118 -
VACATION CARRY OVER (Designated Employees Only).....- 118 -
PUBLIC SERVICE AWARD- 120 -

ALPHABETICAL INDEX

A

Additional Days Off	- 43 -
Annual Vacation	- 64 -
Former NSAC Employees.....	- 118 -
TUNS Employees	- 109 -
Arbitration Procedure	- 77 -

B

Bargaining Unit	- 84 -
Benefits.....	- 27 -
Bereavement Leave	- 58 -
Biweekly Payroll	- 104 -

C

Call-In And Standby.....	- 49 -
CPP Enhancement Integration.....	- 105 -
Change And Wash Time	- 42 -
Compassionate Care Leave.....	- 59 -
Conferences And Seminars	- 59 -
Contracting Out.....	- 10 -
Copies Of Agreement.....	- 82 -
Court Leave	- 57 -

D

Definitions	- 7 -
Former NSAC Employees.....	- 114 -
Dental Appointments.....	- 45 -
Discipline And Discharge	- 73 -
Discrimination.....	- 79 -
Domestic Violence Leave	- 59 -
Duration Of Agreement	- 83 -

E

Earned Time Off.....	- 42 -
Employee Records	- 81 -
Employment Equity	- 81 -

F

Family Illness Leave.....	- 59 -
Flexible Work Schedule.....	- 42 -
Future Legislation.....	- 82 -

G

Grandparented Employees	- 112 -
Grievance	
Form.....	- 103 -
Procedure	- 75 -

H

Health And Safety	- 30 -
Holidays	- 62 -
Hours Of Work.....	- 41 -
Former NSAC Employees.....	- 117 -

I

Insured Employee Benefits.....	- 28 -
Indigenous Practice Leave.....	- 60 -

J

Job Evaluation.....	- 37 -
Job Evaluation Review	- 104 -
Job Posting.....	- 34 -
Joint Employer-Union Committees.....	- 27 -

L

Labour-Management Relations	- 27 -
Lay-Off	- 16 -
Layoff Procedures - Long Service Employees..	-108-
Former NSAC Employees.....	- 115 -
Leave For Ongoing Treatments	
Former NSAC Employees.....	- 118 -
Leaves Of Absence.....	- 57 -
Former NSAC Employees.....	- 118 -

M

Management Rights - 22 -
Medical Appointments - 46 -
Merger Of Former NSAC..... - 114 -

O

Organizational Change - 21 -
Other Leaves - 60 -
Overtime - 43 -
 Former NSAC Employees..... - 115 -

P

Parental Leave..... - 61 -
 Former NSAC Employees..... - 118 -
Parties To The Agreement - 6 -
Pay Periods - 82 -
Pension Plan - 30 -
 Former NSAC Employees..... - 117 -
Personal Harassment..... - 81 -
Pregnancy Leave - 60 -
 Former NSAC Employees - 115 -
Probationary Employees - 23 -
Public Service Award - 116 -
Purpose..... - 7 -

R

Recall - 20 -
Recognition - 9 -
Recurring Sessional Employment..... - 25 -
Redeployment..... - 18 -
Research Employees (RE)..... - 115 -
Resignation - 26 -
Remote Work..... -107-
Retirement - 27 -
Retroactivity - 111 -
Revision Or Waiver By Mutual Agreement - 82 -

S

Schedule..... - 42 -

Seniority..... - 14 -
 Former NSAC Employees..... - 115 -
Service Awards
 Former TUNS Employees - 110 -
Sessional Employment..... - 24 -
Severance Pay - 20 -
 Former NSAC Employees..... - 112 -
Sexualized Violence - 80 -
Shift Work..... - 48 -
Sick Leave - 52 -
Split Shifts - 42 -
Statistics Concerning Employees..... - 13 -
Supplementary Unemployment Benefit Plan . - 99 -
 Claim/Undertaking Form..... - 102 -

T

Technological Change - 21 -
Temporary Assignment - 47 -
Temporary Employees..... - 25 -
Term Positions..... - 24 -
Termination Of Employment - 27 -
Training Assistance - 17 -
Transportation Between Campuses - 42 -
TUNS Vacation..... -109-
Tuition Waiver - 71 -

U

Union Notices And Meetings..... - 13 -
Union Officers And Stewards..... - 11 -
Union Security And Check Off - 11 -

W

Wage Increases
 Former NSAC Employees..... - 118 -
Wage Rates..... - 50 -
Wage Rate Scales..... - 88 -
Weekend Premium - 49 -
Work Jurisdiction - 9 -

PARTIES TO THE AGREEMENT

THIS AGREEMENT, hereinafter referred to as the “Agreement“, is entered into this 26 day of March 2026.

BY AND BETWEEN: DALHOUSIE UNIVERSITY, a body corporate, incorporated under the laws of the Province of Nova Scotia, hereinafter referred to as the “EMPLOYER”.

AND: NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION hereinafter referred to as the “UNION”.

ARTICLE 1 — PURPOSE

1.1 The Parties to the Agreement, having regard to their mutual goal of achieving cooperative, congenial, and productive relations based on respect, trust, and dignity among and between all members of the Dalhousie Community, agree that the purpose of this Agreement is:

- a) to set out terms and conditions of employment for members of the Bargaining Unit; and,
- b) to provide a method of settling any differences which arise between the Parties hereto.

ARTICLE 2 — DEFINITIONS

2.1 For the purpose of this Agreement:

- a) “Bargaining Unit” means the Bargaining Unit described in Appendix A;
- b) “Director of Labour and Employee Relations, People and Culture” means said Director with responsibility for administration of this Agreement or designate;
- c) “Employee” means an Employee of the University included in the Bargaining Unit defined in Appendix A;
- d) “Employer” means Dalhousie University;
- e) “Recurring Sessional Employee” means an Employee who is appointed to a “recurring sessional appointment” in accordance with ARTICLE 18 — RECURRING SESSIONAL EMPLOYMENT.

- f) **“Regular Full-time Employee” means one who is appointed to a regular position in the Bargaining Unit with normal hours of work in accordance with Article 28.1 of the Collective Agreement;**
- g) **“Regular Part-time Employee” means one who is appointed to a regular position in the Bargaining Unit with hours of work which are less than the normal hours of work of a Regular Full-time Employee. Unless specifically expressed otherwise in this Agreement, and in accordance with the University Benefits Plan, Regular Part-time Employees are entitled to the benefits of this Agreement on a pro rata basis;**
- h) **“Spouse” means a person who is either:**
 - i. **married through an ecclesiastical, religious, or civil ceremony to an Employee, or**
 - ii. **although not married to an Employee, cohabits with the Employee for at least twelve (12) months in a conjugal relationship.**
- i) **“Temporary employee” means an employee hired to fill a temporary vacancy or temporary job for a period of up to one hundred and eighty-three (183) calendar days or for the purpose of replacing a member of the Bargaining Unit during a temporary absence from their position up to twelve (12) months in duration. Temporary employees are not members of the Bargaining Unit. A temporary employee hired as a backfill for less than twelve (12) months will remain as temporary if the appointment is extended beyond twelve (12) months. Any extension shall be by mutual agreement between the Parties;**
- j) **“Term Employee” means an Employee who is appointed to a term position, that is a new position created for a specified term or project or for the purpose of replacing a member of the Bargaining Unit during a temporary absence from their position of twelve (12) months or more;**
- k) **“Union” means the Nova Scotia Government and General Employees Union;**

l) "Working day" normally means Monday to Friday, excluding holidays, unless expressed otherwise in this Collective Agreement.

2.2 Throughout this Agreement plural includes singular and vice versa, as the context may require.

ARTICLE 3 — RECOGNITION

3.1 The Employer recognizes the Union as the sole and exclusive bargaining agent for all Employees in the Bargaining Unit described in Appendix A. Except for arrangements which may have existed prior to March 10, 1982, or as may be authorized by the Union, no Employee shall be required or permitted to make a written or verbal agreement with the Employer which may conflict with the terms of this Agreement.

3.2 If new positions are established by the Employer which the Union claims to come within the jurisdiction of the Bargaining Unit as described in Appendix A, the Parties hereto shall meet and attempt to reach agreement on such new positions. If no agreement is reached, the matter may be referred by either Party to the Labour Board (Nova Scotia) for final resolution and such employee shall remain outside the Bargaining Unit until a decision is rendered by the Labour Board (Nova Scotia).

3.3 The Employer shall notify the Union of the proposed exclusion of any existing position from the Bargaining Unit and the basis for such exclusion. If the Union objects to the exclusion, the Parties shall endeavour to reach agreement, and if no agreement is reached, the matter may be referred by either Party to the Labour Board (Nova Scotia) for final resolution.

ARTICLE 4 — WORK JURISDICTION

4.1 Positions normally filled by Employees within the Bargaining Unit shall continue to be filled by Employees within the Bargaining Unit, but this shall not prevent contracting out, subject to the provisions of the *Trade Union Act* and the provisions of this Collective Agreement.

4.2 No Employee shall be laid off because the principal duties of their position are reassigned to, or assumed by, an employee outside the Bargaining Unit.

4.3

- a) Student employees shall not displace members of the Bargaining Unit or fill Bargaining Unit positions.
- b) The funding of any Bargaining Unit position shall not be changed from operating to grant sources for the purpose of excluding that position from the Bargaining Unit.
- c) Without restricting the right of the Employer to establish and maintain appropriate management structures, the assignment of nominal management functions shall not result in the exclusion of a position from the Bargaining Unit.

ARTICLE 5 — CONTRACTING OUT

5.1 No Employee shall be laid off due to the contracting out of work normally done by members of the Bargaining Unit providing the Employee agrees to relocation. Every effort will be made to relocate such Employee to a comparable position. A relocation under this article shall be in accordance with the provisions of Article 11.10. It is understood that the posting process may be suspended to facilitate relocation.

5.2 Contracting out without notice may occur only to the extent required to maintain normal operations and to compensate for fluctuations in service levels and demand.

5.3 Prior to finalizing any decision about contracting out all or a significant part of the services provided by members of the Bargaining Unit, the Employer agrees to advise the Union of its intention to contract out with supporting reasons. The Employer shall meet with the Union as soon as possible but no later than thirty (30) days of such advice in order that the Union may consult and/or make representations on the matter to the Employer.

Should the Employer thereafter decide to contract out, a further thirty (30) days' notice will be given to the Union, prior to such contracting out. During this thirty (30) day period the Employer and Union will meet to discuss the process for relocation of any Employees thus affected as per ARTICLE 11 — LAY-OFF, REDEPLOYMENT, RECALL AND SEVERANCE PAY.

5.4 The Union shall be provided with information relating to a specific instance of contracting out upon request to the Director of Employee Relations, People and Culture.

ARTICLE 6 — UNION SECURITY AND CHECK OFF

- 6.1 All Employees in the Bargaining Unit described in Appendix A shall pay dues to the Union.
- 6.2 The Employer shall deduct any monthly Union dues and initiation fees from each Employee in the Bargaining Unit, including Regular Full-time, Regular Part-time, and Term Employees, in accordance with the Union's Constitution and By-Laws.
- 6.3 Deductions shall be made from each monthly payroll and shall be forwarded to the Treasurer of the Union not later than the seventh (7th) day of the next month, accompanied by a list of names of Employees in the Bargaining Unit from whose salaries such deductions have been made.
- 6.4 At the same time that Income Tax (T-4) slips are made available, the Employer shall supply to the Union without charge an account of the amount of Union dues paid by each Employee in the Bargaining Unit in the previous calendar year. Such amounts will be indicated on each Employee's Income tax (T-4) slip.

ARTICLE 7 — UNION OFFICERS AND STEWARDS

- 7.1 The Employer acknowledges the right of the Union to elect officers and appoint stewards from within the Bargaining Unit and recognizes that it is the function and duty of such officers and stewards to assist in the administration of this Agreement.
- 7.2 Up to twelve (12) such officers and up to thirty-two (32) such stewards shall be identified by the Union to the Director of Employee Relations, People and Culture from time to time in writing.
- 7.3 The Employer agrees to allow reasonable time off without loss of regular pay for officers and stewards so identified to assist in the administration of this Agreement. Permission of the supervisor must be obtained before leaving the job and such permission must not be unreasonably withheld subject to operational requirements.
- 7.4 Stewards, or recognized substitutes, will have reasonable time-off without loss of regular pay for the investigation and handling of grievances, within their assigned areas.

- a) Before leaving their department, the steward must obtain the permission of the responsible supervisor. The steward will advise the supervisor of the reason for the absence and an estimate of the time required. As much notice as is reasonably possible will be given.
- b) Prior to entering another department to meet with a grievor the steward must obtain the permission of the responsible supervisor.
- c) Permission relating to a) or b) above shall not be unreasonably withheld. If permission is not granted, the steward shall be informed of the reason.

7.5 The President of the Local, or designate, may meet with new members of the Bargaining Unit to explain to new Employees the benefits and duties of Union membership.

7.6 The designated Union representative shall have access to the University's premises as may be required to discuss matters of mutual concern with representatives of the University or to observe conditions at the workplace but such access shall not interfere with normal departmental operations.

7.7

- a) The Employer agrees to recognize a negotiating committee to be appointed by the Union for the purpose of representing the Employees in negotiations for the renewal of this Collective Agreement. The Committee shall consist of a chief negotiator and not more than five (5) Employees or their alternates who shall not suffer any loss of pay for the time spent, during their normal working hours, in meetings with the Employer, or at conciliation, provided the Parties have made reasonable efforts to reach agreement on outstanding issues.
- b) Such Employees shall give as much notice as possible to their supervisor when requesting leave pursuant to this article and the granting of such leave shall be subject to operational requirements.

7.8 Where operational requirements permit, and on reasonable notice, the Employer may grant special leave without pay to Employees to attend to union business as authorized by the Union.

Such leaves shall not total more than ten (10) days per annum per Employee, unless the Parties agree to a greater number for an Employee. However, the total number of days for the Bargaining Unit shall not exceed one hundred and twenty (120) days or seven hundred and eighty (780) hours in a calendar year.

- 7.9 Where operational requirements permit, an Employee who has been elected as full-time President of the NSGEU, or should the Union require a second officer to fulfil their duties on a full-time basis, elected as First Vice-President, Second Vice-President, Third Vice-President or Secretary-Treasurer, shall be granted a leave of absence without pay for that period of time agreed to by the Parties at the time of the request for leave. Such Employee shall return to their former or equivalent position upon expiration of such agreed upon time period. Where possible, under the terms of the University's benefit plan, an Employee may continue to participate in benefit plans provided that the Employee shall be responsible for both the Employee and Employer contributions or premiums.

ARTICLE 8 — UNION NOTICES AND MEETINGS

- 8.1 The Employer will provide the Local with a self-administered website to post information regarding Union and Local meetings, nominations, elections, lists of officers and stewards, job postings, Union social events and other matters which have been approved by the Union Executive Committee.
- 8.2 The Employer shall endeavour to arrange work schedules so that an Employee may attend monthly general meetings of the Union during the lunch break at least once every two (2) months.
- 8.3 The Employer shall endeavour to provide space for general meetings and monthly stewards' meetings of the Union.

ARTICLE 9 — STATISTICS CONCERNING EMPLOYEES

- 9.1 The Employer shall provide the following data elements from Employees' files to the Union on a monthly basis; Employee name, Employee number, department name, department number, employment date, classification, step level, status (FTE/Sessional), pregnancy/parental leave, leave of absence and termination dates, indicating where Employees have retired, resigned, or are deceased.

- 9.2 The Employer shall endeavour to provide the Union with such information relating to Employees in the Bargaining Unit as may be required for collective bargaining purposes.
- 9.3 Upon request the Employer shall provide information on the level of student employment and/or work experience placements, by department.
- 9.4 The Employer shall provide the Local with a copy of a new Employee's appointment letter via the designated email address within five (5) working days of the letter being sent to the new Employee.

ARTICLE 10 — SENIORITY

- 10.1 Except as otherwise provided in this article, seniority shall be defined as the length of an Employee's compensated service with the University (excluding service as a Temporary employee) excluding overtime since the most recent date of hiring.
- 10.2 Employees of the University who transfer from outside the Bargaining Unit into positions in the Bargaining Unit shall not retain previously earned seniority for the purpose of determining lay-offs under Article 11.3 unless such seniority had been earned as a member of the Bargaining Unit or in a position excluded from the Bargaining Unit because of the confidential nature of the work and which is classified in accordance with ARTICLE 27 — JOB EVALUATION, or in a position which is included in the Bargaining Unit as a result of the Union seeking inclusion of their position in the Bargaining Unit.
- 10.3
- a) An Employee who proceeds on an approved leave of absence without pay shall retain the seniority acquired up to and including the last day of work provided that the period of absence does not exceed twelve (12) months unless the leave of absence is for the purpose of pregnancy and/or parental leave pursuant to ARTICLE 38 — PREGNANCY AND PARENTAL LEAVES. Seniority shall not accumulate during the period of such absence. Approved leaves of absence of up to ten (10) working days per year shall not affect an Employee's seniority. Working day for the purpose of this article means an Employee's regularly scheduled work day.
 - b) An Employee shall continue to accumulate seniority throughout the term of an approved pregnancy leave.

- c) An Employee who is laid off (excluding sessional lay-offs) shall retain the seniority acquired up to and including one (1) month beyond the last day of work provided that the period of lay-off does not exceed eighteen (18) months. For lay-offs of Recurring Sessional Employees, such Employees shall retain seniority acquired up to and including ten (10) working days beyond the last day of work. Seniority shall not otherwise accumulate during the period of such lay-off.

10.4 Seniority and employment shall be considered broken:

- a) if an Employee voluntarily terminates employment at the University; or
- b) if an Employee is discharged and not reinstated by the grievance procedure; or
- c) if an Employee is absent from work because of illness or injury for a period in excess of thirty (30) months and their rights expire pursuant to Article 36.7; or
- d) if an Employee has been laid off for a period in excess of eighteen (18) consecutive months; or
- e) if an Employee who has been laid off declines to have their name placed on the **job placement** list, voluntarily withdraws their name from the **job placement** list, refuses to accept an offer of a position in the same classification and geographic area, as defined in Article 11.11, as the original position, or subsequent to receiving notice of lay-off, neglects to reply within two (2) weeks to communications sent by the Employer to the last recorded mailing and email addresses.

10.5

- a) Within six (6) months of the signing of this Agreement and annually thereafter by September 1st, the Employer shall post and shall provide to the Local President and Secretary, a seniority list setting out each Employee's seniority date as of June 1st, calculated in accordance with the terms of this Agreement and based on records available in People and Culture as of the date such calculations are made.

- b) Upon posting of the initial list, each Employee shall have three (3) months to challenge their seniority date in writing to the Director of Employee Relations, People and Culture, with evidence of any past paid service which has not been included in the calculations. Otherwise, the seniority list as posted shall be deemed to be correct.
- c) Annually thereafter, an Employee, the Union, or the Employer will have thirty (30) working days from the date that the list was posted to challenge their seniority date in writing, to the Director of Employee Relations, People and Culture with evidence of any past paid service for the applicable year which has not been included in the calculation. Otherwise, the seniority list as posted shall be deemed to be correct.

ARTICLE 11 – LAY-OFF, REDEPLOYMENT, RECALL AND SEVERANCE PAY

LAY-OFF

- 11.1 In the application of any provision of this article, the Employer shall avoid the use of its right to lay-off long service Employees (ten (10) years seniority or more) until it has exhausted all other avenues to facilitate the continuing employment of such Employees (**see Letter of Understanding #5**). In any event, the reduction of positions shall be achieved, where possible, by attrition
- 11.2 The Employer shall inform the Union of any pending lay-off in accordance with **ARTICLE 13 – ORGANIZATIONAL CHANGE** and upon request, will schedule a meeting with the Employee present as soon as possible after the organizational change meeting, in order that both Parties may make every reasonable effort to facilitate continuing employment elsewhere in the Bargaining Unit. Employees shall continue to receive notice of any change concurrent with the organizational change meeting.
- 11.3 If lay-offs become necessary, such lay-offs shall take place from among those Employees doing similar work within the department in the reverse order of seniority, the Employee with the least seniority being laid off first. A department, for the purposes of this clause, shall refer either to an academic faculty, or to a distinct operational function with its own supervisory structure.
- 11.4 Employees who are to be laid-off shall be given minimum prior notice in writing, or pay in lieu thereof, as follows:

<u>Compensated Service Since Date of Last Hire</u>	<u>Written Notice</u>
Less than two (2) years	Four (4) calendar weeks
Two (2) but less than five (5) years	Eight (8) calendar weeks
Five (5) but less than ten (10) years	Twelve (12) calendar weeks
Ten (10) but less than fifteen (15) years	Twenty (20) calendar weeks
Fifteen (15) or more years	Twenty-four (24) calendar weeks

“Service”, for the purpose of this article, shall exclude service as a Temporary employee except temporary service that has been credited toward their probationary period in accordance with Article 17.2.

In each case a copy of such notice will be sent to the Union. Acceptance of pay in lieu of notice shall not alter a laid-off Employee’s rights under this article, and their name shall be placed on the **job placement** list as of the expiry date contained in the notice of lay-off.

11.5

TRAINING ASSISTANCE

Employees who have been given notice of lay-off shall be eligible on request for reasonable training at the University unless the University can substitute an equivalent course elsewhere at less cost, to develop their job skills if the provision of such training would assist in their redeployment or relocation within the University and can be completed during the notice period of lay-off. Such a request shall not be unreasonably denied even though such training program or course may extend beyond the final date of the notice period of lay-off, with the understanding that, under normal circumstances, salary and benefits shall not continue beyond the final date of the notice period of lay-off. Tuition shall be waived for any such reasonable training that is approved by the University. This shall not prevent the Employee from proposing a cost sharing arrangement with the Employer if they are requesting training that goes beyond a reasonable amount of training.

- 11.6 When an Employee receives a notice of lay-off, their name, address, telephone number, department, classification and seniority date shall be placed on a **job placement list**. This list shall be maintained by the Employer, but it shall be the responsibility of the Employee, or laid off Employee, to keep the Employer informed of their current address and telephone number. The Union shall be provided with the up-to-date **job placement list** and shall be advised of changes as they may occur. The name of such an Employee or laid off Employee shall remain on the **job placement list** for a period of up to eighteen (18) months following their last day of work as determined in the lay-off notice, unless they successfully relocate to another position.

REDEPLOYMENT

- 11.7 All vacancies shall be reviewed and postings selectively suspended by agreement between the Employer and the Union in those instances where an Employee who has been given notice of lay-off appears to be qualified to fill any comparable position to be posted. In the event of disagreement between the Employer and the Union, the position will be posted.
- 11.8 Qualified persons whose names are on the **job placement list** shall be given priority consideration by seniority for all appropriate vacancies which may occur within the Bargaining Unit. For this purpose, priority consideration shall mean that the Employee shall be considered first to determine whether, in the Employer's assessment, the Employee has the requisite skill, aptitude and ability to perform the basic duties of the job in a satisfactory manner.
- Such consideration shall be without competition from any other Employee unless there are two (2) or more persons on the **job placement list** who apply for the vacancy concerned, in which case the criteria specified in Article 26.5 shall be applied. Appropriate vacancies shall be those at the same classification level in which the person was employed or one (1) classification level lower.
- 11.9 Employees who have been given notice of lay-off shall receive priority consideration as specified in Article 11.8 for all appropriate positions for which they are qualified.

The initial appointment to one of these will be by temporary transfer. In accommodating such transfers University departments will provide an additional one (1) month's training, if necessary, beyond the normal familiarization period for new staff. During the first three (3) months in such an appointment an assessment of performance against position requirements will be conducted after one (1) month and after three (3) months.

If, during this period, either the Employee or the department wishes to terminate the temporary transfer, the Employee will be laid off at that time, or when the original notice of lay-off expires, whichever is later.

If a transfer is mutually satisfactory at the conclusion of the three (3) month assessment period, it shall be confirmed in writing and the Employee shall become a regular staff member in the department.

Despite the above, in the first (1st) instance that the Employee terminates such an arrangement eligibility for recall shall be extended by the amount of time spent in that position.

11.10

Where an Employee who is on notice of lay-off accepts:

- a) a position in a higher classification, no decrease in salary shall result;
- b) a position in a lower classification pursuant to Article 11.8 the Employee's salary shall be maintained until it may be slotted into a higher step in the appropriate salary scale as follows:
 - i. if the Employee's salary is greater than the maximum step for the new classification, it shall be maintained until exceeded by such maximum and increased to the new maximum at that time;
 - ii. if the Employee's salary is within the range established for the new classification, it shall be maintained until their next normal anniversary date and increased to the next higher step at that time;
- c) a position in the same classification, their salary and anniversary dates shall remain unchanged.

11.11 Persons on the **job placement** list may be offered positions in another classification. Where an Employee refuses an offer of a position at a lower classification, lower full-time equivalency, or a position outside the Employee's geographic area, their name shall remain on the **job placement** list. Geographic area shall mean the regional municipality where the Employee's regular workplace is located. Neither acceptance nor refusal of temporary or term employment shall restrict a laid-off Employee's rights under the Collective Agreement.

RECALL

11.12 A person whose name is on the **job placement** list shall be offered their original position before other candidates are considered. If they should accept this position an assessment period shall not be required. Where job requirements within the same department are similar, candidates shall be recalled in order of seniority, the person with the most seniority being rehired first.

Employees shall have two (2) weeks from receipt of recall notice to return to the service of the Employer, unless on reasonable grounds the Employee unable to do so.

11.13 Formal offers of employment, redeployment or recall shall be in writing with copies sent to the Union.

11.14 SEVERANCE PAY

An Employee with three (3) years seniority may opt for severance unless an offer of alternative employment at the same or higher classification has been made or is pending.

An Employee electing to request severance pay and forego any remaining entitlement to redeployment and recall shall notify the Employer of their choice at least **four (4) calendar weeks** after the expiry of the lay-off notice.

For Employees with at least three (3) years seniority but less than ten (10) years seniority, severance pay shall be two (2) weeks' pay.

For Employees with at least ten (10) years seniority, severance pay shall be one (1) week of pay for every one (1) year of full-time or prorated equivalent paid service since date of last hire by the Employer to a maximum of fifty-two (52) weeks when the period of notice is added to severance pay.

ARTICLE 12 — TECHNOLOGICAL CHANGE

- 12.1** If the Employer decides to introduce new machinery, equipment, technology, software, or material which will adversely affect the employment of any member of the Bargaining Unit, it shall notify the Union at least three (3) months before such changes take place. The Employer will meet with the Union during this period in order to consider measures which might be taken to assist Employees so affected or to consider other viable solutions.
- 12.2** An Employee whose employment will be or is directly affected by technological change shall be eligible for a reasonable amount of retraining at the Employer's expense in order to qualify the Employee to perform the new or altered duties in the same position, or a new position which may result from such change, or in order to qualify for alternative employment at the University consistent with the procedures in Articles 11.7 and 11.8.
- 12.3** In the event that new positions do not result from technological change or that reasonable retraining is not available or acceptable to affected Employees, the Employer shall make every reasonable effort to relocate them to other suitable positions within the Bargaining Unit consistent with past responsibility and salary level and with due consideration being given to the personal wishes of individual Employees.
- 12.4** In order to facilitate the relocation of Employees affected by technological change the job posting requirements of this Agreement may be suspended by mutual agreement between the Parties.

ARTICLE 13 — ORGANIZATIONAL CHANGE

- 13.1** The Employer shall advise the Union as far as possible in advance of any action, including re-organisation within a department or abolition of a position, which will result in a continuing unilateral reduction of an individual Employee's regular hours of work or an Employee's classification downgrade, lay-off or re-deployment.

- 13.2** When an Organizational Change meeting has been scheduled pursuant to this article, the designated Union representative will be provided with an updated organizational chart, seniority information and the most current job fact sheets for Employees in the department considered relevant to the determination giving rise to the meeting. Such information will be provided no less than two (2) working days prior to the meeting and shall be held in confidence and not shared with any university Employee until the Organizational Change meeting. The Union will not communicate with affected Employees until the Employer has advised the Employee of any change to their position.
- 13.3** Without precluding the Employer's right to implement change, no change will be implemented until the Director of Employee Relations, People and Culture, has arranged a meeting of the Parties to discuss the method of handling the necessary staff changes and the fair and equitable treatment of any Employee affected.

ARTICLE 14 – MANAGEMENT RIGHTS

- 14.1** The Union acknowledges that the primary functions of the University are to provide teaching and research services and facilities for students and faculty members of the University, with arrangements for services and facilities dictated primarily by the interests of students and faculty members.
- 14.2** The Union acknowledges that management and administration of services and facilities within the University are decentralized and that it is the exclusive function of the Employer to determine the authority delegated to those directly concerned with the provision of particular services and facilities.
- 14.3** The Union acknowledges it is the exclusive function of the University to ensure the provision of teaching and research services and facilities in the interests of students and faculty members by all reasonable measures. There shall be no strikes, lockouts, sit-downs, slow-downs, boycotts, picketing or any curtailments or stoppages of work or concerted action resulting in restriction of, or interference with, the University's operations or others concerned in providing teaching and research services and facilities.

14.4 It is agreed that in the event of a strike or lockout that essential services shall be provided by members of the Bargaining Unit. Accordingly, the Parties have agreed that the following Employees may be required to work during a strike or lockout:

- a) Employees required to perform duties related to the care of animals under the direction of the Director of Animal Care to meet the requirements of the Canadian Council of Animal Care.
- b) Employees working in the Aquatron.
- c) Employees working in those areas producing liquid nitrogen.

This list may be revised by mutual agreement between the Parties at any time.

14.5 Subject to the terms of this Agreement, the Union acknowledges that it is the exclusive function of the Employer to:

- a) maintain order, discipline and efficiency;
- b) establish and enforce reasonable rules and regulations covering the conduct, duties and methods of operation of the Employees not inconsistent with the provisions of this Agreement;
- c) hire, discharge, direct, classify, transfer, promote, demote, lay off, and suspend or otherwise discipline Employees, subject to the provisions of this Agreement;
- d) generally manage and operate Dalhousie University.

ARTICLE 15 — PROBATIONARY EMPLOYEES

15.1 Subject to Article 17.2 herein any Employee who has not completed six (6) consecutive months of employment in the Bargaining Unit, excluding sick leave and other leaves of absence if they total more than eight (8) working days, shall be a probationary Employee. Working day for the purpose of this article means an Employee's regularly scheduled work day.

15.2 After a probationary Employee has served three (3) months in a position, their work performance shall be discussed by the supervisor and the Employee and confirmed to the Employee in writing at that time.

- 15.3 A probationary Employee shall be entitled to all rights and privileges of the Collective Agreement except paid sick leave benefits as outlined in Article 36.3d) and Long Term Disability (LTD) Insurance (except for injuries which occur at work as determined by the University's Long Term Disability carrier). It is recognized, however, that a probationary Employee is serving a trial period to determine competence and suitability for a particular position and may be terminated if, in the Employer's judgment, they do not meet reasonable standards established by the Employer.
- 15.4 A probationary Employee shall accumulate paid sick leave at a rate of one (1) day per complete month of paid service.
- 15.5 A probationary Employee whose employment is terminated by the Employer for reasons other than wilful misconduct, disobedience or neglect of duty shall be given a minimum of two (2) weeks' prior notice of such termination, or payment in lieu thereof.
- 15.6 A probationary Employee shall be required to pay monthly Union dues.

ARTICLE 16 — TERM POSITIONS

- 16.1 Employees appointed to term positions as defined in Article 2.1 j) of more than two (2) year's expected duration shall be considered regular Employees and shall be covered by all the terms of this Agreement.
- 16.2 Employees appointed to term positions as defined in Article 2.1 j) of two (2) years or less shall be covered by all the terms of this Agreement except those in ARTICLE 11 — LAY-OFF, REDEPLOYMENT, RECALL AND SEVERANCE PAY and Article 36.3 d). Such Employees are entitled to accumulate paid sick leave at the rate of one (1) day per month, may be terminated upon the provision of three (3) weeks' notice in writing or payment in lieu thereof, and may not be eligible for all benefit programs while employed.
- 16.3 ARTICLE 13 — ORGANIZATIONAL CHANGE does not apply to a Term Employee at the conclusion of the term appointment they were hired to fill, plus any extension(s), provided such extensions do not exceed two (2) years in total.
- 16.4 A regular Employee who accepts a term position, without a break in employment, of more than one (1) year shall be considered a regular Employee and covered by all the terms of this Agreement.

ARTICLE 17 — TEMPORARY EMPLOYEES

- 17.1 Notwithstanding anything in this Agreement to the contrary, a Temporary employee may be hired by the Employer in accordance with Article 2.1 i). An additional period of time for orientation/training may be provided at either the beginning and/or the end of the temporary appointment for up to three (3) months in total.
- 17.2 In the event that a Temporary employee is the successful applicant for a position in which they are currently employed, their seniority shall commence from the date of appointment to the regular Bargaining Unit position but the time they have already served in that position shall be considered as credit toward their probationary period, provided the employee has performed the full responsibilities of the position. The hiring department shall consult with the Manager, Recruitment and Retention or designate to determine credit eligibility. If the period of employment has exceeded one hundred and eighty-three (183) days in the same position, the probationary period shall be deemed to have been served. This is not intended to supersede the regular job posting procedure.
- 17.3 The Employer shall, upon request, provide information on the level of employment of Temporary employees in specified departments.

ARTICLE 18 — RECURRING SESSIONAL EMPLOYMENT

- 18.1 A member of the support staff holding a recurring sessional appointment works regular full-time or regular part-time hours for eight (8) or more months each year. A mutually agreed condition of employment provides assurance of resumption of work in the same position and that the non-working period in each year is viewed as a temporary lay-off.
- 18.2 Upon appointment each Recurring Sessional Employee shall be provided with a letter defining the expected duration of their working and non-working periods and confirming that the arrangement is recurring. The return date shall be specified on the Employee's Record of Employment (ROE) form on temporary lay-off.

18.3 During their periods of active employment Recurring Sessional Employees shall participate in pension and group benefit plans on the same basis as regular staff. Benefit coverage during non-working periods may be continued, at the Employee's option, subject to the qualifying conditions of individual plans and to prepayment of the full joint premium by the Employee. Such prepayment may be in the form of monthly post-dated cheques.

18.4 A Recurring Sessional Employee with appropriate seniority is entitled to pregnancy and/or parental leave and Supplementary Unemployment Benefits (S.U.B.) on the same basis as regular staff in accordance with **ARTICLE 38 — PREGNANCY AND PARENTAL LEAVES** and Appendix E except that they shall not be eligible for S.U.B. payments from the Employer during their specified non-working periods. In the event that the birth occurs during the non-working period any balance of S.U.B. payments remaining shall commence on their specified return date.

18.5 Vacation entitlement for Recurring Sessional Employees shall be established on the same basis as regular staff. The amount of paid vacation earned shall be determined by the number of months worked in the normal vacation year as follows:

$$\frac{\text{months worked}}{12} \times \text{entitlement}$$

Vacation periods may be scheduled during the normal working term if this is consistent with the operating needs of the employing department. Sessional Employees are entitled to use vacation time as accrued during the same vacation year it is earned. Any unused vacation earned up to the beginning of temporary lay-off will be paid at the conclusion of each working term.

During the periods they are actively employed sessional staff are entitled to paid holidays on the same basis as regular staff.

18.6 In the event of lay-off, Recurring Sessional Employees shall be eligible for and subject to **ARTICLE 11 — LAY-OFF, REDEPLOYMENT, RECALL AND SEVERANCE PAY** of this Collective Agreement but shall not be eligible for salary payments during specified non-working periods.

18.7 The Union shall be provided with an updated list of Recurring Sessional Employees on or about June 1st of each year.

ARTICLE 19 — RETIREMENT

19.1 Notwithstanding any early retirement arrangements which may exist from time to time the normal retirement date for Employees shall be in accordance with the applicable pension plan.

ARTICLE 20 — TERMINATION OF EMPLOYMENT

20.1 RESIGNATION

- a) Employees shall be required to give the Employer a minimum of twenty-one (21) calendar days' notice of resignation, which shall exclude any scheduled period of vacation, or forfeit that portion of outstanding vacation pay which exceeds the requirements of the *Nova Scotia Labour Standards Code*. The Department Head may waive this requirement or may accept a shorter period of notice.
- b) An Employee who has resigned may withdraw their resignation within two (2) working days unless they submit their resignation on a Friday in which case they may withdraw their resignation within one (1) working day.
- c) Such notice(s) shall be given in writing to the immediate supervisor with a copy to People and Culture.

ARTICLE 21 — JOINT EMPLOYER-UNION COMMITTEES

21.1 The Employer shall permit time off without loss of pay to Employees who are members of joint Employer-Union Committees for the purpose of attending Committee meetings provided that the prior approval of such Employee's immediate supervisor or Department Head is obtained.

ARTICLE 22 — LABOUR-MANAGEMENT RELATIONS

22.1 No Employee or group of Employees shall undertake to represent the Union at meetings with the Employer without the proper authorization of the Union executive. The Union shall supply the Employer with the names and jurisdictions of its officers and stewards. Similarly, the Employer if requested, shall supply the Union with a list of supervisors or other personnel with whom the Union may be required to transact business.

- 22.2 Acknowledging the mutual benefits to be derived from joint consultation, labour management forums may be established at the call of either Party for the purpose of facilitating communication on matters of labour relations including concerns about workload or productivity. When such forums are established, the Parties shall appoint an equal number of representatives.
- 22.3 This Committee shall meet at the call of either Party but shall meet at least once per calendar year, for the purpose of facilitating communication on matters of labour relations.
- 22.4 In the event that the Union or the Employer wishes to invite a guest to a meeting of the Labour Management Relations Committee, every effort will be made to give prior notice of at least one (1) week to the Chairperson of the Committee.
- 22.5 The Employer will advise the Union of any consulting study commissioned by it which is specifically related to both major organizational change and the employment of Union members. The Employer and the Union will consult prior to the initiation of any such implementation of any recommended changes.

ARTICLE 23 — INSURED EMPLOYEE BENEFITS

- 23.1 The Employer agrees to maintain a Dalhousie University Employee Benefits Committee representative of interested staff groups, the Senate and the Board of Governors, to consider matters relating to insured benefit programs for staff, including the administration of, participation in, contribution to, and obtaining value in the provision of, benefit programs. The Union shall have the right to appoint two (2) representatives to be members of the Dalhousie University Employee Benefits Committee. The Committee shall meet at least four (4) times per year unless the Committee agrees to meet less frequently.
- 23.2 The Employer shall endeavour to ensure that the present insured benefits program is only modified following a review of any proposed amendment or addition by the Employee Benefits Committee.
- 23.3 If any substantive change is made to the benefit coverage level through a concurrent majority of the Board's representatives and the employee groups' representatives on the Employee Benefits Committee voting in favour of the amendment and the Union does not agree with these changes:

- a) the pre-existing coverage level shall, subject to the insurer's willingness to underwrite the coverage, be retained for Bargaining Unit members, however, any dollar amount of subsidization provided by the Employer shall not increase as a result of the Union's decision to retain the pre-existing coverage level;
- b) or if the insurer is unwilling to underwrite the coverage, the change shall be implemented.

- 23.4 The Employer agrees to provide the integrated insured benefits plans and premium structure referred to in the report of the Employee Benefits Committee with respect to the amalgamation of the Dalhousie University and former TUNS benefits programs subject to any subsequent changes pursuant to Article 23.3 of this Agreement.
- 23.5 Eligible Employees are entitled to make application to participate in the "Dalhousie University Staff Employee Benefit (Salary Deferral) Plan", subject to its review by the Employee Benefits Committee and approval by Canada Revenue Agency. Approval of a member's application shall not be unreasonably withheld, it being understood that approval, when given, shall only relate to the department and position held at the time of approval.
- 23.6 The Employer shall supply information as to insured benefits coverage to all members of the Union.
- 23.7 The Employer shall contribute an amount equivalent to sixty percent (60%) of the cost of premiums for all Employees, fifty percent (50%) Full-Time Equivalent (FTE) or greater, who participate in the Major Medical Insurance Plan.
- 23.8 Employees who hold a fifty percent (50%) or greater full time equivalency position will have **one thousand two hundred dollars (\$1200.00)** credited annually, on July 1st, to a Health Spending Account (HSA). Claims to the Health Spending Account must be eligible under Canada Revenue Agency guidelines.
- 23.9 The Employer agrees that parking fees to be paid by Employees shall be the same as those paid by members of the other bargaining units on campus.

ARTICLE 24 — PENSION PLAN

- 24.1 The Union shall have right to appoint two (2) representatives to be members of the Pension Advisory Committee.
- 24.2 The Employer agrees to continue the Dalhousie University Staff Pension Plan as it was on the signing of this Collective Agreement, except as it may be modified under the terms of the Pension Plan.
- 24.3 The Employer shall supply information as to the Dalhousie University Staff Pension Plan to all members of the Union. The Employer shall provide to the Union an audited balance sheet and income statement for the Dalhousie University Staff Pension Plan within six (6) months of the close of each fiscal year that shall also show the rate of return earned in each of the previous two (2) fiscal years.

ARTICLE 25 — HEALTH AND SAFETY

- 25.1 **The University and Union recognize that the workplace should be free of psychological harm, bullying and harassment.** The Union and the Employer shall continue to have a mutual co-operative concern and responsibility for the occupational health and safety of Employees.
- 25.2 In accordance with the *Nova Scotia Occupational Health and Safety Act*, the Bargaining Unit may appoint one (1) member to the University's joint occupational health and safety committee, namely, the Dalhousie University Environmental Health and Safety Committee.
- 25.3 It is the function of the Committee to involve the Employer and the Employees together in occupational health and safety in the workplace and, without restricting the generality of the foregoing, includes:
- a) the co-operative identification of hazards to health and safety and effective systems to respond to the hazards;
 - b) the co-operative auditing of compliance with health and safety requirements in the workplace;
 - c) receipt, investigation and prompt disposition of matters and complaints with respect to workplace health and safety;

- d) participation in inspections, inquiries and investigations concerning the occupational health and safety of the Employees and, in particular, participation in an inspection by an occupational health and safety officer pursuant to the *Nova Scotia Occupational Health and Safety Act*;
- e) advising on individual protective devices, equipment and clothing that, complying with the *Nova Scotia Occupational Health and Safety Act* and the regulations, are best adapted to the needs of the Employees;
- f) advising the Employer regarding a policy or program required pursuant to the *Nova Scotia Occupational Health and Safety Act* or the regulations and making recommendations to the Employer, the Employees and any person for the improvement of the health and safety of persons at the workplace;
- g) maintaining records and minutes of committee meetings in a form and manner approved by the Executive Director of Occupational Health and Safety or designate and providing an Occupational Health and Safety Officer with a copy of these records or minutes on request; and
- h) performing any other duties assigned to it
 - i. by the Executive Director of Occupational Health and Safety or designate;
 - ii. by agreement between the Employer and the Employees or the Union, or
 - iii. as are established by the regulations pursuant to the *Nova Scotia Occupational Health and Safety Act*.

25.4

The Employer shall consider the recommendations of the Committee pursuant to Article 25.3 and if the action of the Employer varies from the recommendation of the Committee it shall report its decision and reasons in writing to the Committee as soon as that decision is made.

25.5

- a) Any Employee may refuse to do any act at the Employee's place of employment where the Employee has reasonable grounds for believing that the act is likely to endanger the Employee's health or safety or the health or safety of any other person until:
 - i. the Employer has taken remedial action to the satisfaction of the Employee;
 - ii. the Committee has investigated the matter and unanimously advised the Employee to return to work; or
 - iii. a Health and Safety Officer appointed pursuant to the *Nova Scotia Occupational Health and Safety Act* has investigated the matter and has advised the Employee to return to work.
- b) Where an Employee exercises the Employee's right to refuse to work pursuant to a) above, the Employee shall:
 - i. immediately report it to a supervisor;
 - ii. where the matter is not remedied to the Employee's satisfaction, report it to the Committee; and
 - iii. where the matter is not remedied to the Employee's satisfaction after the Employee has reported pursuant to i) and ii) above, report it to the Occupational Health and Safety Division of the Department of Labour.
- c) At the option of the Employee, the Employee who refuses to do any act pursuant to a) above, may accompany an officer appointed pursuant to the *Nova Scotia Occupational Health and Safety Act* or the Committee, on a physical inspection of the workplace, or part thereof, being carried out for the purpose of ensuring others understand the reasons for the refusal.
- d) Where an Employee refuses to do work pursuant to a) above, the Employer may reassign the Employee to other work and the Employee shall accept the reassignment until the Employee is able to return to work pursuant to a) above.

- e) Where an Employee is reassigned to other work pursuant to d) above, the Employer shall pay the Employee the same wages or salary and grant the Employee the same benefits as would have been received had the Employee continued in the Employee's normal work.
- f) Where an Employee has refused to work pursuant to a) above and has not been reassigned to other work pursuant to d) above, the Employer shall, until i), ii) or iii) above is met, pay the Employee the same wages or salary and grant the Employee the same benefits as would have been received had the Employee continued to work.
- g) A reassignment of work pursuant to d) above is not discriminatory action.
- h) An Employee may not refuse to use or operate a machine or thing or to work in a place where:
 - i. the refusal puts the life, health or safety of another person directly in danger; or
 - ii. the danger referred to in a) above is inherent in the work of the Employee.

25.6 Where the Employer requires Employees to wear personal protective equipment (PPE), the Employer shall make such PPE available at the workplace for Employees' use.

25.7 Where the Employer requires Employees to wear safety footwear in the performance of their duties on an ongoing basis, Employees shall receive an allowance of up to one hundred dollars (\$100.00) per year toward the cost of CSA approved safety footwear, provided a receipt for the purchase of such footwear, in the amount of at least the amount claimed, is submitted. When a claim has been submitted and paid, the Employee will not be entitled to another claim for one (1) year from the date of payment under this article. An Employee who has not used their one hundred dollars (\$100) annual entitlement toward the purchase of safety footwear in a given year may carry over the unused balance to the following year toward the purchase of safety footwear.

ARTICLE 26 — JOB POSTING

- 26.1** Unless the Parties mutually agree otherwise, when a job vacancy or a new position occurs within the Bargaining Unit, the posting shall remain open for at least five (5) working days. The Employer shall provide copies to the Local via the designated email address and will provide a link to the posting on the Recruitment and Retention website. The posting will describe the job available, the qualifications required, and the date by which written application for the job must be received by Recruitment and Retention, People and Culture. The posting procedure shall apply to all positions within the Bargaining Unit.
- 26.2** Where such vacancy is not filled, and where the position is not under active recruitment for a period of two (2) calendar months following the posted expiry date, the position shall be reposted and subject to all conditions following.
- 26.3** Except as provided in Article 11.7 herein, competition for such job vacancies or new positions within the Bargaining Unit shall be open to all Employees within the Bargaining Unit and such vacancies shall first be offered to qualified Employees within the Bargaining Unit who have applied in writing within the time allowed by the notice in accordance with Article 26.1, provided their total hours of work in the Bargaining Unit, if they were the successful candidate, would not exceed forty-eight (48) hours. In the absence of a qualified internal applicant, external applicants shall be considered.
- 26.4** Provided it is consistent with the provisions of the Collective Agreement, the Union recognizes the Employer's commitment to a diverse and inclusive workplace. The Union also recognizes the Employer's commitment to the employment of self-identified designated groups and equity-seeking members through the Principles of Fair Consideration in Hiring under the Employment Equity Policy.
- 26.5** Among competing applicants for a posted vacancy, the Employer shall consider the following factors: training and experience; demonstrated performance relevant to the requirements of the position; ability; skills and aptitudes and competencies. Where two (2) or more candidates are relatively equal in these respects, seniority shall be the determining factor.

- 26.6 It is understood and agreed that Employees who have successfully completed their probationary period may apply as an internal candidate freely and without prejudice for any position posted under this article. On enquiry to the Director, Recruitment and Retention or designate, Employees shall be provided with any available information about a posted position in complete confidence.
- a) Where an Employee is invited to an interview or assessment as part of the application process, the Employee will be granted leave to attend such interviews without loss of pay. Approval of such leaves will be subject to operational requirements, and where possible interviews or assessments should be scheduled outside of work hours.
- 26.7 Where an Employee is an unsuccessful applicant for a job vacancy or a new position within the Bargaining Unit, that Employee shall be notified within four (4) working days of the decision. If an Employee wishes to have feedback on their application or interview, they may contact the Director, Recruitment and Retention, or designate.
- 26.8 Where an Employee is a successful applicant for a job vacancy or new position, only the approval of the Department Head gaining the Employee is necessary for the move. The Employee shall give three (3) weeks' notice unless a shorter period of notice is agreed to by the transferring department.
- a) The Employee's first three (3) months of service in the new position, excluding sick leave and other leaves of absence if they should total more than four (4) working days, shall be considered a period of mutual assessment. By prior mutual agreement between the Union and the Employer, the three (3) month assessment period may be extended to up to six (6) months, provided this is specified in the job posting. Extensions may also be agreed to by the Parties in other circumstances. Working day for the purpose of this article means an Employee's regularly scheduled work day.
- b) Within the applicable period, employment may be terminated by the Employee by giving notice in writing to the Employer consistent in duration with that specified in Article 20.1.
- c) Where an Employee is determined not to be suitable for the new position by the Employer within the three (3) month assessment period one (1) of the following shall apply:

- i. if the determination is made within thirty (30) calendar days of the Employee commencing the new position, they shall return to their former position and former rate of pay. When the Employer decides to refill the position, the Employer will consider the original applicant pool, in accordance with terms of this article, in filling the position or will repost the position.
 - ii. if the determination is made after thirty (30) calendar days and before the end of the three (3) months of the Employee commencing the new position, the notice provisions specified in Article 11.4 shall apply and if the Employee's former position is available, they shall return to such position and former rate of pay. If their former position is not available, the Employee shall have redeployment and recall rights as specified in ARTICLE 11 — LAY-OFF, REDEPLOYMENT, RECALL AND SEVERANCE PAY.
 - iii. An Employee who accepts a new position within the Bargaining Unit will have the right to return to their former position and former rate of pay if, within thirty (30) calendar days of the Employee commencing the new position, they determine that the new role is not suitable for them.
- d) If the move is mutually satisfactory at the conclusion of the applicable assessment period, it shall be confirmed in writing and the Employee shall become a regular Employee in the department.
 - e) An Employee who is the successful applicant for a term position may request a leave of absence from their regular position, which shall normally not exceed twenty-four (24) months. The University will make every reasonable effort to approve such requests, except in situations where approval cannot be granted due to operational requirements.

26.9

Where an Employee is a successful applicant for a job vacancy or a new position carrying the same or a higher classification, there shall be no decrease in salary as a result of the move.

- 26.10 Nothing in this article shall be interpreted to limit the right of the Employer to advertise and recruit outside the Bargaining Unit for such job vacancies or new positions, provided Employees within the Bargaining Unit are given first consideration for job vacancies or new positions in accordance with Article 26.5. Eligible applicants from within the Bargaining Unit, as determined by Staffing Services in consultation with the employing department, shall be interviewed and considered by the employing department and informed of the decision by the Coordinator, Staffing Services, before external candidates are interviewed and considered by the employing department.
- 26.11 In assessing whether an applicant is eligible for referral in accordance with Article 26.10 the Director, Recruitment and Retention, or designate will consider the posted job requirements and job description, years of service in a related capacity and the factors outlined in Article 26.5. Where there is uncertainty in the assessment, the applicant shall be interviewed.
- Applicants who are not interviewed shall be advised within four (4) days of such decision being made, and upon request, shall receive the reason(s) within five (5) days.
- 26.12 The Employer and the Union may agree to suspend normal posting procedures in order to enable the continuing employment of an Employee under special circumstances.
- 26.13 Grievances filed under this article may be filed at Step Two of the grievance procedure.

ARTICLE 27 — JOB EVALUATION

27.1

- a) The Employer shall routinely review the evaluations of all positions within the Bargaining Unit with priority being given to requests made under Articles 27.2 and 27.6, in that order. All positions shall be reviewed at least once every five (5) years. If the Employee and Department Head or designate, and People and Culture agree there has been no substantive change in job content since the last Job Fact Sheet was submitted, Article 27.1 a) may be waived.

- b) The factor descriptions and point ranges of the job evaluation system shall be accessible to all Employees. The factor scores and classification total of their own position shall be made available to the Employee as regular reviews are conducted.

27.2 A position may be evaluated at any time, but shall be evaluated within three (3) calendar months after receipt by the Job Evaluation Unit, People and Culture of a request from an Employee or supervisor and subsequent receipt of the Employee's completed Job Fact Sheet, provided that the incumbent has had at least six (6) months' service in the position and that the position has not been reviewed or evaluated for at least twenty-four (24) months, unless significant changes have been made to the job content.

27.3 Upon request and if available an Employee will be provided with the following documents to assist them in completing the Job Fact Sheet:

- a) The Current Job Fact Sheet or a copy of the most current list of job duties for the position, including the position's classification level;
- b) The latest factor scores for the position, if the position is not provisionally rated.

27.4 An Employee may request the assistance of a representative in People and Culture in completing the Job Fact Sheet.

27.5 If an Employee's duties are altered significantly by the introduction of new machinery, equipment, material, a change in procedures or a restructuring of duties within a department, the supervisor shall advise the Job Evaluation Unit, People and Culture, in writing and the job shall be provisionally rated. Where a provisional rating indicates a change in classification Article 27.15 shall apply. The provisional rating shall become effective on the date these duties were first assigned and performed.

27.6 All jobs within the Bargaining Unit holding provisional rating shall be evaluated within four (4) to eight (8) months of the date the position is filled, providing the same incumbent is in the job and the Job Fact Sheet has been completed.

27.7 Rating decisions of the job analyst or of the Job Evaluation Committee, when the job analyst has requested the Committee to initially rate the job, shall be reported to the supervisor and the incumbent within five (5) working days of the rating decision being made, subject to Article 27.9 herein, and shall be implemented effective the beginning of the month in which the Job Evaluation Unit, People and Culture receives the Employee's portion of the Job Fact Sheet.

27.8

- a) The Employer will supply to a designated officer of the Union substantiating data sheets as jobs are evaluated and/or after jobs go through job evaluation appeals. The Union agrees that this information will be kept confidential by the officer(s), and will only be used to advise members, in general terms without release of specific data, why jobs have been classified as they are, and to assist members going through job evaluation appeals. Designated officers shall not sit on the Job Evaluation Committee during the time period they are designated officers under this article.
- b) The Union will name three (3) designated officers; at least one (1) will be in an administrative support position and at least one (1) will be in a technical support position.

27.9 Any objections to the rating decisions as outlined in Article 27.7 shall be appealed to the Job Evaluation Committee within fifteen (15) calendar days of receipt of the Job Evaluation decision. Decisions on such objections shall be reported to the supervisor and incumbent within five (5) working days of the meeting date and shall be implemented in accordance with Article 27.7. There shall be no recourse for re-evaluation beyond the appeal process.

27.10 The Job Evaluation Committee shall be made up of two (2) Union representatives and two (2) Employer representatives, plus the Manager, Job Design or designate who, shall act as Chairperson. The Chairperson will be someone other than the analyst who originally rated the position; however, an analyst will attend Job Evaluation Committee meetings as a resource to the Committee. Both the incumbent and the immediate supervisor shall be invited to appear before the Committee on any objections raised under Article 27.9.

- 27.11** In review of the position during the appeal process, the Job Evaluation Unit will circulate the Job Fact Sheet and the letter of appeal to be used in the appeal at least five (5) days prior to the meeting. Data sheets of comparable jobs used by the Analyst during the regular analysis will be provided to the Committee members at the appeal meeting.
- 27.12** The Job Evaluation Committee may review aspects of the Job Evaluation Program and recommend such revisions as it considers necessary. Such recommendations shall be made to the Coordinator of the program but shall not be implemented without the agreement of the Union and the Employer, which agreement shall not be withheld unreasonably.
- 27.13** There shall be no additions to the job classifications and wage levels specified in Appendix B except as may be approved in advance by the Union and the Employer.
- 27.14** Newly created jobs which fall within the jurisdiction of the Bargaining Unit shall be provisionally rated according to established procedure before applicants may be recruited.
- 27.15**
- a) Where job reclassification or evaluation results in moving to a higher classification, no decrease in salary shall result. The Employee's projected salary income in the new classification over the ensuing twelve (12) months shall exceed by at least six percent (6%) what it would have been in the old classification over the same period. The employee's new salary shall not exceed the top step of their new classification.
 - b) Where job reclassification or evaluation results in moving to a lower classification the Employee's salary shall be maintained until it may be slotted into a higher step in the appropriate salary scale as follows:
 - i. if the Employee's salary is greater than the maximum step for the new classification, it shall be maintained until exceeded by such maximum and increased to the new maximum at that time;
 - ii. if the Employee's salary is within the range established for the new classification, it shall be maintained until the next normal anniversary date and increased to the next higher step at that time.

- 27.16 No Employee shall refuse to participate in the Job Evaluation Program but, on request, may defer such participation for a maximum period of six (6) months if the Employee and the supervisor give notice to the Job Evaluation Unit, People and Culture that the position is currently undergoing change or if the Employee is new to the job. If this period is exceeded, there shall be no increase in the then current rate of pay.
- 27.17 The time limits set out in this article may be amended by the agreement of the Parties. Such agreement will not be unreasonably withheld.
- 27.18 The Employer agrees that they will provide the NSGEU membership with at least one (1) instruction session per calendar year on completing the Job Fact Sheet. Employees who attend such a session will not suffer any loss of pay or benefits for time spent at the instruction session.
- 27.19 All provisions in this article are subject to revision by mutual agreement, pending the implementation of recommendations made by the Committee pursuant to Letter of Understanding #1 - Job Evaluation Review.

ARTICLE 28 — HOURS OF WORK

- 28.1 Subject to the exceptions noted in this article, and permitted by ARTICLE 32 — SHIFT WORK, the regular workday and regular work week for Full-time Employees shall be six and one-half (6 1/2) and thirty-two and one-half (32 1/2) hours respectively, exclusive of meal breaks. Other than Employees who are covered by the Memorandum of Agreement (MOA) between the Parties Re: Merger of Former Nova Scotia Agricultural College (NSAC) with Dalhousie University, where there is an operational need and the Employee is agreeable, the regular workday and regular work week for Full-time Employees may be seven (7) and thirty-five (35) hours respectively. If there is more than one (1) Employee in the classification performing similar work, the Employee with the most seniority will be offered the increased hours first. Overtime and provision for time off will be amended to reflect a thirty-five (35) hour regular work week.
- 28.2 The regular workweek shall usually be five (5) days per week from Monday to Friday inclusive with two (2) consecutive days off and with a minimum of one-half (1/2) hour for a meal break. An Employee may be scheduled by the Employer for a regular work week other than Monday to Friday and other than between the hours of 8:00 a.m. and 6:00 p.m.

- 28.3 Each Employee shall be entitled to one (1) fifteen (15) minute break period in each half (1/2) shift which shall be scheduled in accordance with operational requirements.

EARNED TIME OFF/FLEXIBLE WORK SCHEDULE

- 28.4 The regular work week may be extended for equal time off, at a mutually agreed time and subject to operational requirements, if agreed upon by both the Employee, and the supervisor, who will be defined by the Employer.

NOTICE OF CHANGE OF WORK HOURS/SCHEDULE

- 28.5 Excluding overtime and emergencies, all Employees shall be given a minimum of twenty (20) working days' notice of a change in the scheduled commencement or end of their daily hours of work or a change in their scheduled work week.

CHANGE AND WASH TIME

- 28.6 The Employer agrees that any Employee whose regular working conditions are such that they must change their clothes to perform their job will be granted ten (10) minutes at the end of their shift to change and wash.

TRANSPORTATION BETWEEN CAMPUSES

- 28.7 If an Employee is required to travel between campuses by the Employer, the Employer shall provide either transportation or mileage in accordance with University policy where appropriate.

SPLIT SHIFTS

- 28.8 There shall be no split shifts other than the regularly scheduled meal period.

ADDITIONAL DAYS OFF

28.9 The Employer shall select at least two (2) days in the period between Boxing Day and New Year's Day to be observed by Employees who would otherwise be at work as scheduled days off without loss of pay. In the event that an Employee is required to work on any of these days they shall be entitled to equivalent time off in lieu thereof without loss of pay. Such time off shall be by mutual agreement but failing this, the Employee shall be granted such time off with pay immediately following their annual vacation. For part-time Employees, such entitlement shall be pro-rated.

ARTICLE 29 — OVERTIME

29.1

- a) Overtime for Full-Time Employees shall mean all authorized time of at least fifteen (15) minutes assigned to and worked by such Employees in excess of their regular working day of six and one-half (6 1/2) or seven (7) hours.
- b) Overtime for Part-time Employees, where full-time hours are thirty-two and one-half (32 1/2) hours per week, shall mean all authorized time totalling at least thirty (30) minutes assigned to and worked by such Employees in excess of their regularly scheduled hours in a week, or all authorized time of at least fifteen (15) minutes assigned to and worked by such Employees exceeding six and one-half (6 1/2) hours in one (1) day or in excess of their regularly scheduled hours in one (1) day. Employees will be compensated at straight time for excess hours up to six and one-half (6 1/2) hours, and applicable overtime for hours beyond six and one-half (6 1/2) hours.
- c) Overtime for Part-time Employees, where full-time hours are thirty-five (35) hours per week, shall mean all authorized time totalling at least thirty (30) minutes assigned to and worked by such Employees in excess of their regularly scheduled hours in a week, or all authorized time of at least fifteen (15) minutes assigned to and worked by such Employees exceeding seven (7) hours in one (1) day or in excess of their regularly scheduled hours in one (1) day. Employees will be compensated at straight time for excess hours up to seven (7) hours, and applicable overtime for hours beyond seven (7) hours.

- 29.2** For the purposes of this article “authorized” shall mean each allocation of work or time in excess of regularly scheduled hours specifically assigned by the responsible supervisor or delegate on or before the day the overtime work is to be performed. If proposed overtime is not assigned by the responsible supervisor or delegate, an Employee may refuse it without prejudice. Retroactive approval will not satisfy this requirement except under conditions when the supervisor or delegate is not readily available.
- 29.3** The Employer shall:
- a) make every reasonable effort to equitably distribute overtime among qualified Employees in a department taking appropriate account of seniority when making any initial allocation;
 - b) give a minimum of one (1) hour’s advance notice of overtime as circumstances permit;
 - c) offer overtime on a voluntary basis, however, where operational requirements dictate, overtime shall be mandatory when assigned by the responsible supervisor or delegate.
- 29.4** The Union is entitled to consult the Employer or its representative whenever it is alleged that Employees are required to work unreasonable amounts of overtime.
- 29.5** An Employee shall be advised of the form of compensation at the time the assignment of overtime work is made. Subject to Articles 29.1 and 29.2, an Employee shall be either compensated at the rate of time and one-half (1 1/2) their normal rate of pay for overtime worked and the rate of double the normal rate of pay for overtime worked on a holiday, a day declared to generally be observed in lieu of a holiday, or day off; or, in lieu of overtime pay, granted time off equal to time and one-half (1 1/2) or double the amount of overtime actually worked, whichever is applicable.

29.6

- a) Where time off with pay in lieu of overtime hours worked has not been scheduled by mutual agreement prior to the end of the calendar month immediately following the month in which the overtime was worked, compensation for overtime shall be paid unless the Employee, with the approval of the immediate supervisor, prefers to accumulate the time for a specified later date.
- b) All such accumulated overtime shall be taken within twelve (12) months of the date the overtime was worked or pay in lieu thereof, at the overtime rate, shall be included in the earliest regular pay thereafter. This period may be extended if such time off cannot be granted due to operational requirements.

29.7

An Employee who is required to work a minimum of three (3) consecutive hours overtime following their normal scheduled workday shall, where it is practicable, be granted a reasonable period without pay to enjoy their usual meal time before commencing such work. If this is not practicable, an unpaid meal break may be scheduled by the supervisor during or after the overtime period and under such conditions the Employee shall be reimbursed expenses for one (1) meal except where a free meal is provided.

29.8

An Employee who has been required to work at least one (1) hour beyond their regular hours of work and beyond 8:00 p.m., shall, on presentation of an appropriate receipt, be reimbursed for taxi fare to their place of residence to a maximum of fifteen dollars (\$15.00).

29.9

In computing overtime, every segment of a quarter (1/4) hour worked shall be regarded and paid as one (1) complete quarter (1/4) hour.

29.10

In the computation of overtime, an Employee who is on authorized leave with pay, including sick leave, shall be deemed to have worked a normal working day(s) while on such leave.

29.11

By prior mutual agreement with the supervisor, an Employee may make up time missed from work which would otherwise be deducted from pay. Such time may be worked in excess of the regular workday and shall not be computed as overtime.

ARTICLE 30 — MEDICAL/DENTAL APPOINTMENTS

30.1 Employees shall make every reasonable effort to arrange medical and dental appointments outside their regular working hours. Upon request, an Employee shall be required to provide confirmation of the time of the medical or dental appointment and/or confirmation that they were unable to schedule such appointment outside their regularly scheduled hours of work.

30.2 In the case of an Employee being unable to arrange personal medical or dental appointments outside their regular working hours, the Employee may be granted leave with pay for up to two (2) days (thirteen (13) or fourteen (14) hours depending on the Employee's regular hours of work) to be deducted from sick leave, per calendar year to attend such appointments.

30.3 The Employer may, at its discretion, grant leave with or without pay for medical/dental appointments for Employees who have exhausted their entitlement pursuant to Article 30.2.

The Employer shall consider the following factors in exercising their discretion in granting leave with or without pay:

- a) Operational considerations and the Employee's ability to schedule the appointment outside working hours will be taken into account in determining whether or not leave (paid or unpaid) will be granted to an Employee.
- b) In determining whether leave will be paid or unpaid, the department and/or faculty will consider:
 - i. An Employee's ability to make up the time through
 - [i] rescheduling of meal breaks;
 - [ii] use of banked overtime or banked time;
 - [iii] use of vacation time; or
 - [iv] working additional hours at a time agreed upon between the Employee and Dalhousie;
 - ii. Consistency of treatment within the department or faculty;

- iii. Operational considerations within the department or faculty, and
- iv. At the request of the Employee, extenuating circumstances will be considered on an individual or case by case basis.

It is understood that individual departments or faculties may have guidelines or practices consistent with the above which will ensure fairness and consistency of decision making.

ARTICLE 31 — TEMPORARY ASSIGNMENT

31.1

- a) An Employee who is temporarily assigned for a period of six (6) months or less to perform in a classification paying a higher rate, shall be paid a premium for the entire period of assignment which is ten percent (10%) of their existing rate of pay, unless this results in a higher rate of compensation than the top of the classification of the position they are assigned to. In which case they shall receive a premium which is the difference between their existing rate of pay and the maximum hourly rate of the position they are assigned to fill temporarily, provided the Employee has worked in the higher classification for a period of at least two (2) weeks. Overtime is applicable to this premium.
- b) Where the temporary assignment exceeds six (6) months, the Employee shall be paid thereafter at a rate which is ten percent (10%) higher than their existing rate of pay unless this results in a higher rate of compensation than the top of the classification of the position they are assigned to, in which case they shall receive a rate which is the maximum hourly rate of the position they are assigned to fill temporarily. The higher overtime rate shall apply as well.

31.2 When an Employee is temporarily assigned to perform work in a classification paying a lower rate, they shall be paid at their regular rate.

31.3 An Employee who is temporarily assigned to another position under this article shall normally be relieved of the responsibilities of their regular position during the period of their assignment.

31.4 An Employee who is temporarily assigned to another position under this article shall upon completion of such temporary assignment, return to their former or comparable position.

31.5

- a) An Employee who is temporarily assigned additional work over and above their regular job duties for a period of at least one (1) month shall be paid a lump-sum overload payment which is non-pensionable, equivalent to five percent (5%) of their annual salary pro-rated to the number of months the assigned additional work is performed. Overtime is not applicable to the payment; however, ARTICLE 29 — OVERTIME will apply for any overtime hours worked. Such assignments will normally not exceed one (1) year in duration.
- b) Voluntary service undertaken as an equity-deserving group member in support of the University's equity, diversity, inclusion and accessibility (EDIA) mandate shall be eligible for such overload payments.

ARTICLE 32 — SHIFT WORK

32.1 An Employee will be considered to be on shift work when one-half (1/2) of the regularly scheduled hours fall between 6:00 p.m. and 8:00 a.m.

32.2 An Employee who has worked a full scheduled shift, in accordance with Article 32.1, of six and one-half (6 1/2) hours or more shall receive an hourly premium of one dollar and fifty cents (\$1.50). This shall not apply to overtime shifts.

32.3 The regular daily and weekly hours of work for Employees who work shift may be other than six and one-half (6 1/2) or seven (7) hours per day, and thirty-two and one-half (32 1/2) or thirty-five (35) hours per week. When a position requiring shift work is posted, the shift rotation and daily hours of work will be indicated, and shall then be considered the regular hours of work for that position. Subsequent changes to regularly scheduled hours of work are subject to Article 28.6.

Notwithstanding the foregoing, the regular hours for full-time Employees who work shift shall normally average one thousand six hundred and ninety (1690) hours per year or one thousand eight hundred and twenty (1820) hours per year.

32.4 Overtime shall be governed by ARTICLE 29 — OVERTIME.

32.5 Holidays and Vacation for Employees who work shift shall be governed by ARTICLE 39 – HOLIDAYS and ARTICLE 40 – ANNUAL VACATION.

32.6 There shall be no right of postponement or accumulation of vacation but, subject to the discretion of the Employer and the continuity of essential services within the department concerned, a maximum of one (1) full work week of their shift rotation may be deferred at the Employee's request to the following vacation year.

ARTICLE 33 – WEEKEND PREMIUM

33.1 An Employee shall receive a weekend premium of one dollar and fifty cents (\$1.50) per hour for all hours worked, on complete shifts, when half (1/2) or more of such hours are regularly scheduled between 12.01 a.m. on Saturday and 7:00 a.m. on Monday. There shall be no pyramiding of the weekend premium on overtime hours worked. However, an Employee will be paid both shift and weekend premiums if they qualify for both under the terms of Articles 32 – Shift Work and 33 - Weekend Premium of this Collective Agreement.

ARTICLE 34 – CALL-IN AND STANDBY

34.1

- a) An Employee called in to work outside their scheduled working hours and such hours do not immediately follow their shift, shall be paid at time and one-half (1 1/2) their regular rate of pay for the hours worked with a minimum of four (4) hours regular pay; except, when called in on days off, they shall be paid at the rate of double their regular rate of pay for the hours worked with a minimum of four (4) hours regular pay.
- b) When an Employee is called at home by an employee of the University who is authorized by the Department Head to assign work, outside of scheduled working hours, and is required to perform a service from home as a result, they will be paid at time and one-half (1 1/2) their regular rate of pay and at double their regular rate of pay on a day off for the time required to perform such service with a minimum of fifteen (15) minutes regular pay.
- c) Time off may be substituted for payment at the applicable rate as agreed by the Employer and the Employee.

d) In no such case shall an Employee claim more than four (4) hours' pay at the applicable rate in a four (4) hour period pursuant to Article 34.1 a) or more than fifteen (15) minutes at the applicable rate in a fifteen (15) minute period pursuant to Article 34.1 b).

34.2 For the purpose of this article an Employee on standby duty is one who has been designated in advance by the Employer, through the responsible supervisor and the Director of Labour and Employee Relations, People and Culture, to hold themselves readily available for the period of such duty to report to work on short notice when requested through a pre-arranged channel.

34.3 An Employee qualified under Article 34.2 shall be paid two dollars (\$2.00) per hour of standby. The Employee and the Department Head or designate may mutually agree that standby pay may be banked to be taken as equivalent time off at a later date.

ARTICLE 35 — WAGE RATES

35.1 The rates of pay set forth in Appendix B shall become effective on the dates therein specified.

35.2 Employees are paid monthly in accordance with ARTICLE 50 — PAY PERIODS. For Full-Time Employees whose regular work week is thirty-two and one half (32 1/2) hours, the hourly rate is multiplied by one thousand six hundred and ninety (1690) to determine the annual rate of pay and then divided by twelve (12) to determine the monthly rate of pay. For Full-time Employees whose regular work week is thirty-five (35) hours, the hourly rate is multiplied by one thousand eight hundred and twenty (1820) to determine the annual rate of pay and then divided by twelve (12) to determine the monthly rate of pay. Regular Part-time Employees are paid monthly based on their prorated full-time equivalency.

35.3 The rates of pay set forth in Appendix B are derived from "Step 5" rates for Employees hired prior to August 22, 2002, as follows:

Step 1	79%
Step 2	84%
Step 3	89%
Step 4	96%
Step 5	100%

For Employees hired on or after August 22, 2002, the rates of pay set forth in Appendix are derived from the top step of each scale as follows:

4 Step Scale	Step 3	79%
	Step 4	88%
	Step 5	96%
	Step 6	100%

5 Step Scale	Step 2	79%
	Step 3	84%
	Step 4	89%
	Step 5	96%
	Step 6	100%

6 Step Scale	Step 1	79%
	Step 2	84%
	Step 3	89%
	Step 4	92%
	Step 5	96%
	Step 6	100%

35.4

Unless paid at the top of their scale, and Employee shall advance to the next higher step on the first (**1st**) day of the month next following completion of twelve (**12**) months satisfactory service in a particular step and classification subject to Article 35.3. When an increment is withheld, the increment may be granted at any subsequent time when, in the Employer's opinion, the performance deficiencies give rise to the withholding have been corrected. Such date shall become the Employee's anniversary date for subsequent progressions within the same classification. The reason(s) for withholding an increment shall be given to the Employee in writing at least thirty (**30**) calendar days before the scheduled step increment. In the event an increment is withheld, the Employer will meet with and re-evaluate the Employee, with confirmation in-writing at least every three (**3**) months thereafter until the increment is granted, provided the Employee remains in the position.

- 35.5 A new Employee shall be paid at the rate set forth as "Step 1" in the appropriate classification, unless hired at a higher step on account of relevant experience not to exceed other Employees within the same unit and classification who perform similar work and have more seniority. Employees shall advance to the next applicable step effective the first (1st) day of the month next following completion of twelve (12) months of satisfactory service in the same classification. Such date shall become the anniversary date for subsequent progressions within the same classification. The Employer shall notify the Union of all such appointments.
- 35.6 If a position is reclassified to a higher classification the Employee shall not be eligible for a progression advance until a minimum of twelve (12) months in the new classification has been served. Such Employees shall advance to the next higher step on the first (1st) day of the month next following the completion of twelve (12) months service in that step and classification, except where Article 27.15 a) applies.
- 35.7 In those cases where an Employee's salary is in excess of the maximum established for their classification under Appendix B of this Agreement their salary shall be maintained and not subject to adjustment of any kind. In any event salaries shall not be increased beyond these maxima ("Step 6") during the term of this Agreement.
- 35.8 For the purpose of determining appropriate dates for step progression as noted herein, unpaid leaves of absence, including pregnancy and parental leaves without pay, in excess of six (6) consecutive weeks shall not be considered as qualifying service.

ARTICLE 36 — SICK LEAVE

- 36.1 All regular Employees qualify for sick leave benefits provided in this article (for probationary Employees see Article 15.4). Sick leave is defined as the period of time an Employee is absent from work with full pay as a result of a disabling injury or illness and is seeking appropriate medical treatment.

36.2

- a) An Employee who is unable to report for work due to injury or illness shall inform their supervisor at least two (2) hours before the beginning of their shift, where required on a departmental basis unless it is not reasonably possible for the Employee to do so. In any event, as much notice as possible will be given. Employees shall be notified of the required method of reporting their absence.
- b) Only accident/incident reports resulting from a workplace accident or incident will be shared with the Employee's supervisor.

36.3

When illness or injury causes absence from work the following shall apply:

- a) The Employer may require medical evidence but not normally for periods of less than five (5) consecutive working days. Such medical evidence shall:
 - i. verify the disability or illness;
 - ii. verify any inability to carry out normal duties;
 - iii. indicate the date(s) the Employee was seen by the physician, confirm that the Employee is seeking appropriate medical treatment and confirm that the Employee was seen during the period of absence due to sick leave;
 - iv. provide an estimated date of return to work;
 - v. verify whether an accommodation can be made to enable the Employee to perform their normal duties or modified duties;
 - vi. be provided to the Accessible Employment unit.

- b) **The Employer will advise the Employee, during their period of absence, if they are required to see a physician during their period of absence due to illness or disability in order to provide medical evidence to substantiate their absence. An Employee on standing directive pursuant to Article 36.5 is deemed to have been advised of the need to provide medical evidence for any absence. Failure to provide such evidence may result in disciplinary measures.**

- c) **The Employer shall make every reasonable effort to accommodate the Employee in performing their normal duties or in finding alternate related duties in the department if an Employee is unable to perform their own duties due to illness or injury, and such requirement is substantiated by medical certification.**

- d) **If an Employee requests, and with the agreement of the Department Head of the employing department, medical certification requested to assess a claim for paid sick leave and provided to the Employer, may be forwarded to People and Culture for assessment. If the Department Head does not agree, the assessment will be made in consultation with People and Culture. This information will be kept in a secure location and will be handled with utmost confidentiality. People and Culture will inform the employing department of:**
 - i. **approval or denial of the claim for paid sick leave**

 - ii. **whether further medical information is being sought**

 - iii. **the estimated date of return to work and any subsequent revisions to the return date**

 - iv. **the return-to-work schedule, if applicable**

 - v. **any functional limitations upon the Employee's return to work.**

- e) **Frequent periods of sick leave may be reviewed in accordance with Article 36.4 b) to determine if the Employee is medically fit to carry out responsibilities on a full-time basis.**

- f) Full salary shall be paid for the first one hundred and twenty-five (125) working days of sick leave in any twelve (12) month period. Working day for the purpose of this article means an Employee's regularly scheduled work day.
- g) This article applies to an Employee who is not eligible to participate in the Long-Term Disability Plan (LTD) due to their age. As the level of sick leave entitlement in Article 36.3 f) is intended primarily to provide income protection in cases of major illness or injury during the qualification period for LTD, Employees who commence or continue to work beyond the age of qualification for LTD will not be entitled to the sick leave outlined in Article 36.3 f). Such Employees are entitled to accumulate sick leave at a rate of one and one-quarter (1 1/4) days per month of continuous employment since date of last hire to a maximum of one hundred and twenty-five (125) days. Any approved sick leave taken is deducted from this bank.
- h) Following the elimination period under the terms of the Long-Term Disability Plan then in effect (one hundred and twenty-five (125) days, excluding Saturdays, Sundays, and Holidays, prior to age sixty-five (65), as of the date of signing of this Collective Agreement), eligible Employees shall claim any entitlement under the terms of such program.

36.4

An applicant for employment or an Employee may be required to undergo without cost to such Employee, medical examinations by a physician of the Employer's choice in the following instances:

- a) prior to employment but following an offer of employment, provided the medical information sought relates to a bona fide occupational requirement for the position applied for.
- b) in order to obtain health certificates, where the Employer in its discretion deems it necessary or desirable, including cases of repeated absences of less than five (5) days, provided a duplicate copy of the physician's report is given to the Employee.

STANDING DIRECTIVE TO PRODUCE MEDICAL CERTIFICATION

36.5 An Employee may be required to produce certification (including a standing directive to do so) acceptable to the Employer and/or certification from a physician in order to qualify for sick leave, when such Employee's absences are excessive, for example, when compared to other Employees, or where the Employer has reason to suspect an Employee's absence is not legitimate, for example, a pattern of absences not explained by a medical condition. This information will be kept in a secure location and will be handled with utmost confidentiality.

Any standing directive shall be reviewed after each three (3) month period to determine whether it should be withdrawn and the Employee shall be notified within five (5) working days of the decision. The Employer shall notify the Employee in writing of the reason for the standing directive, and/or the reason for the decision not to withdraw a standing directive.

REDUCED ENTITLEMENT

36.6

- a) The level of sick leave entitlement in Article 36.3 f) is intended primarily to provide income protection in cases of major illness or injury during the qualification period for the insured Long Term Disability Plan. Also, it provides coverage for short-term absence, reasonable in incidence and duration, due to illness or injury. Short-term absences are defined as absences of less than two (2) calendar weeks' duration.

Without detracting from any other rights of the Employer, if the frequency and/or amount of an Employee's short-term absence in any twelve (12) month period is excessive and if it is not attributable to a continuing medical condition, the Employee shall qualify for a maximum of eight (8) days of paid sick leave in the ensuing twelve (12) month period. However, the Employee will qualify for regular coverage in the event of major illness or injury.

This limitation shall be withdrawn if after twelve (12) months of active employment, the amount and/or frequency of short-term illness returns to normal.

- b) Where an Employee's usage of sick leave is excessive, for example, based on the average usage of other employees, the Employer may, upon notice, advise an Employee that for the following twelve (12) month period, there will be no benefits paid for the first (1st) day of any subsequent absence(s).

Any disagreements relating to any entitlement under Article 36.6 will be adjudicated by a panel comprised of a representative of the Union, a representative of the Employer and an agreed upon third party who may be an employee of the University. The decision of this panel is final and binding and there is no recourse to arbitration for either Party.

- 36.7 An Employee returning to work upon the expiration of a period of sick leave as defined in Article 36.1, shall return to their original position. This period will be extended by twenty-four (24) months from the date the Employee completes the elimination period under the terms of the Long-Term Disability Plan, pursuant to Article 36.03 h), provided the Employee is approved for LTD benefits. If an Employee's position is eliminated while they are on sick leave, they shall receive notice of lay-off on the same basis as other Employees in accordance with ARTICLE 11 — LAY-OFF, REDEPLOYMENT, RECALL AND SEVERANCE PAY. However, any entitlement to sick leave and salary continuance shall not be affected by such lay-off notice.

ALCOHOLISM AND DRUG ABUSE

- 36.8 Without detracting from the existing rights and obligations of the Parties recognized in other provisions of this Agreement, the Employer and the Union agree to co-operate in encouraging Employees afflicted by alcoholism or drug dependency to undergo a recognized program directed to the objective of their rehabilitation.

ARTICLE 37 — LEAVES OF ABSENCE

COURT LEAVE

- 37.1 Leave of absence without loss of pay shall be given to every Employee, who would otherwise be at work, who is required to:
- a) serve on a jury provided the Employee reimburses the Employer any monies received for sitting on the jury, excluding payment for travel, meals, or other expenses; or

- b) attend by reason of being a plaintiff or defendant, unless the Employer is a principal party in the action; or
- c) attend, by subpoena or summons, as a witness in any proceedings held:
 - i. in or under the authority of a court; or
 - ii. before an arbitrator, or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it for the actual time required to give evidence; or
 - iii. before a legislative council, legislative assembly or any committee thereof that is authorized by law to compel the attendance or witnesses before it.

BEREAVEMENT LEAVE

37.2

- a) In the event of a death of a spouse, a parent (including step-parent and legal guardian) or a child (including step-child and ward of the Employee), sibling (including step-sibling and half-sibling), grandchild, grandparent or a relative permanently residing in the Employee's household or with whom the Employee permanently resides, an Employee so bereaved shall be allowed leave with pay not exceeding five (5) working days. The days shall normally be consecutive, and shall be taken at the time of death, funeral, or memorial service.
- b) In the event of a death of a parent-in-law, sibling-in-law (immediate - a spouse's sibling or a sibling's spouse), son-in-law, or daughter-in-law, an Employee so bereaved shall be allowed leave with pay not exceeding three (3) working days. The days shall normally be consecutive, and shall be taken at the time of death, funeral, or memorial service.
- c) In the event of the death of an Employee's aunt, uncle, niece, nephew, sibling-in-law (extended - spouse's sibling's spouse), foster parent, or the grandparent of the spouse of the Employee, an Employee shall be granted leave of absence with pay for one (1) day for the purpose of attending the funeral.

- d) If the location of the funeral or memorial service is more than two hundred (200) kilometres away from an Employee's residence, an Employee may be granted time to attend, in addition to the time outlined in Article 37.2 b) or c) for the actual time it takes to travel to and from such location, to a maximum of two (2) days.
- e) If there is a death in an Employee's family as defined under a), b), c) or d) above while the Employee is on vacation, the Employee is entitled to use bereavement leave, pursuant to a), b), c) or d) above, rather than vacation days as scheduled.
- f) Request for such leave must be directed to the Employee's immediate supervisor.

LEAVE FOR FAMILY ILLNESS

37.3 In the case of illness of an Employee's parent, spouse, or child, or any relative who permanently resides with the Employee, an Employee may be granted leave with pay for up to five (5) days per calendar year for the purpose of caring for such family member(s), provided such family member(s) requires care, or for conveying such family member(s) to medical specialist appointments and/or emergency dental appointments. The Employer may require proof of the need for such leave as they consider necessary. These days shall be deducted from the Employee's sick leave entitlement.

CONFERENCES AND SEMINARS

37.4 Where an Employee is required by the Employer to attend conferences, seminars, meetings or courses, time off with pay shall be granted. All reasonable expenses shall be paid by the Employer for travel, meals, accommodations and registrations.

COMPASSIONATE CARE LEAVE

37.5 A qualified Employee shall be granted Compassionate Care Leave in accordance with the provisions of the *Nova Scotia Labour Standards Code*.

DOMESTIC VIOLENCE LEAVE

37.6 A qualified Employee shall be granted Domestic Violence Leave in accordance with the provisions of the *Nova Scotia Labour Standards Code*. The Employer will provide up to ten (10) weeks' paid leave per calendar year.

LEAVE FOR INDIGENOUS PRACTICES

37.7 An Employee who is Indigenous and has completed their probationary period shall be granted paid leave of absence of up to five (5) days per calendar year to permit the Employee to engage in days of importance, traditional ceremonial, and cultural indigenous practices, and ceremonies and celebrations.

Unused leave under this provision shall not be carried forward to subsequent calendar years. A new entitlement of up to five (5) days shall be provided at the beginning of each calendar year.

OTHER LEAVES

37.8 Except as otherwise provided, nothing in this Agreement shall restrict the right of the Employer, through the Department Head and the Director of Labour and Employee Relations, People and Culture, to authorize leaves of absence with or without pay for emergencies or special circumstances.

ARTICLE 38 — PREGNANCY AND PARENTAL LEAVES

PREGNANCY LEAVE

38.1 A qualified Employee shall be granted pregnancy leave consistent in timing and duration with the *Nova Scotia Labour Standards Code*. The Employer shall not terminate the employment of an Employee because they are pregnant.

38.2 An Employee who has twelve (12) continuous months of employment with the University and who has passed their probationary period, and any agreed extension thereof, shall be eligible for the Supplementary Unemployment Benefit (SUB) Plan in accordance with Article 38.5.

38.3 Pregnancy leave must be arranged in advance with the immediate supervisor or the Department Head and recorded in People and Culture.

38.4 The Employer may require an Employee to commence a leave of absence at the time when the duties of their position cannot reasonably be performed by someone who is pregnant or the performance of the Employee's work is materially affected by the pregnancy.

- 38.5 During the pregnancy leave, an Employee shall be eligible to claim benefits under the Supplementary Unemployment Benefit (SUB) Plan as outlined in Appendix E of this Agreement to a maximum of **fifty-two (52)** weeks.
- 38.6 When an Employee reports for work upon the expiration of the period of leave, they shall resume work in the same position or, if the position has been eliminated, a comparable position to that which they held prior to the commencement of the pregnancy leave, with no loss of seniority or benefits accrued to the commencement of the pregnancy leave.
- 38.7 While on pregnancy leave, an Employee shall continue to accrue seniority for purposes of lay-off and/or job posting.

PARENTAL LEAVE

- 38.8 An Employee shall be granted parental leave (including adoption) in accordance with the *Nova Scotia Labour Standards Code*.
- 38.9 On the occasion of the birth of their child (other than giving birth), or on the date in which an adoptive child(ren) comes into full care of the Employee through adoption an Employee who is not seeking benefits pursuant to Article 38.9 shall be granted special leave with pay up to a maximum of five (5) workdays. This leave may be granted on separate days.
- 38.10 The Employer agrees to modify the existing Supplementary Unemployment Benefit (SUB) Plan such that when an Employee who becomes a parent (other than through giving birth) including through adoption, qualifies for parental leave pursuant to the *Nova Scotia Labour Standards Code*, and qualifies for benefits under the *Employment Insurance Act* related to parental leave, including adoption the benefit payable by the Employer shall be the difference between ninety-five percent (95%) of the Employee's regular salary at the commencement of the leave and the amount the Employee receives from Employment Insurance benefits, plus any other earnings from employment, for a maximum period of **fifty-two (52)** weeks. Any remaining entitlement to leave pursuant to the *Nova Scotia Labour Standards Code* shall be without payment from the Employer. This shall not apply to an Employee who is seeking benefits pursuant to Article 38.9.

RETURN TO WORK

38.11 Before proceeding on pregnancy or parental leave, each Employee claiming benefits shall sign an undertaking on a prescribed form that they will return to work at the end of the leave, or any authorized extension thereof, and remain in the University's employ for a period equal to the leave. Should an Employee fail to return to work or return for a period of less than that claimed under the SUB Plan as outlined in Appendix E, the Employer shall review each case on its own merits and may, at its option, require the Employee to repay all or part of the benefits received under the SUB Plan.

ARTICLE 39 — HOLIDAYS

39.1

a) The Employer agrees that the following shall constitute paid holidays for all Employees who are not on an unpaid leave:

New Year's Day	Munro Day
Heritage Day	Good Friday
Victoria Day	Canada Day
HRM Natal Day	Labour Day
National Day for Truth and Reconciliation	Thanksgiving Day
Remembrance Day	Christmas Day
Boxing Day	

One half (1/2) holiday to be scheduled by the Employer on a day other than the holidays listed above. Notice of the date of the half (1/2) holiday shall be provided no later than October 1st of each year.

Any other day proclaimed as a national holiday by the Federal Government or proclaimed as a public holiday by the Provincial Government.

b) In the event that two (2) or more paid holidays fall on the same day the total number of paid holidays noted in this article shall not be reduced. The Employer at its option and in advance of the displaced holiday, may declare another day or one-half (1/2) day to be generally observed as a holiday in lieu of the time so displaced. Otherwise, qualified Employees will receive a floating holiday of appropriate duration to be taken at a mutually convenient agreeable time during the same calendar year.

39.2

- a) Full-time Employees are entitled to all paid holidays. For purposes of compensation a one (1) day holiday shall be equal to six and one-half (6 1/2) hours or seven (7) hours, based on the Employee's regular hours of work in accordance with Article 28.1.
- b) Part-time Employees are entitled to time off for paid holidays on a pro rata basis according to their regularly scheduled weekly hours, i.e., in the case of a full day holiday, entitlement would be one-fifth (1/5) of their regularly scheduled weekly hours. In the case of a half (1/2) day holiday, entitlement would be one-tenth (1/10) of their regularly scheduled weekly hours. For shift workers the regularly scheduled hours shall be the average weekly hours of the prior shift rotation.
- c) Recurring Sessional Employees are entitled to paid holidays during the period they are actively employed on the same basis as regular staff.
- d) Full-time shift workers are entitled to six and one-half (6 1/2) or seven (7) hours pay based on the Employee's regular hours of work in accordance with Article 28.1 or time in lieu thereof, in accordance with Article 39.3 for holidays falling on their regularly scheduled day off.

39.3

When a paid holiday falls on a Full-time Employee's scheduled day off they shall receive another day off within thirty (30) days at a time of their choice with the approval of the immediate supervisor or Department Head or, in lieu thereof, pay for six and one-half (6 1/2) or seven (7) hours, based on the Employee's regular hours of work in accordance with Article 28.1, at their regular rate of pay. Notwithstanding the foregoing when a paid holiday falls on a Saturday or Sunday the Employer, at its option, may declare another day to be observed as a holiday, in lieu thereof, and the Union shall be notified of the exact date at least one (1) month prior to the holiday.

39.4 When the Employer declares an alternate day to be observed as a holiday in lieu of a holiday that falls on a Saturday or Sunday, pursuant to Article 39.3, this shall apply to Employees whose regularly scheduled hours of work are Monday to Friday. For Employees who are regularly scheduled to work on Saturdays and/or Sundays, premium payment for work performed on a holiday pursuant to Article 29.5 will be applicable to hours worked on the actual named holiday and not on the day designated by the President to be observed for Employees who are regularly scheduled to work Monday to Friday. For Employees who are regularly scheduled to work Monday to Friday, Premium payment for work performed on a holiday pursuant to Article 29.05 will be applicable to hours worked on the day designated by the President and not for work performed on the actual named holiday.

39.5 Where a holiday, which the Employee is entitled to, falls within an Employee's vacation period, the holiday shall not be counted as part of the vacation but shall be added to the end of the Employee's vacation period.

ARTICLE 40 — ANNUAL VACATION

EMPLOYEES HIRED BEFORE JUNE 1, 2015 (Articles 40.1-40.12)

40.1

- a) Employees hired before June 1, 2015 take their vacation following the year in which the vacation is earned.
- b) The Employer agrees to consider requests from Employees to be covered by the provisions for "Employees hired on or after June 1, 2015" who return to work from a leave of absence with little or no vacation.

40.2

- a) The length of an Employee's annual vacation shall be determined by their seniority but, for the purpose of this article, seniority does not include pregnancy/parental leaves or leaves of absence without pay.
- b) Taking a pregnancy leave will affect the annual vacation an Employee is entitled to in the vacation year(s) immediately following such leave, however, pregnancy leave will not affect their entitlement to subsequent vacation pursuant to Articles 40.8 b), c) and d).

- c) **Vacation entitlement shall be calculated on the basis of a regular six and one-half (6 1/2) hour workday for Employees whose regular work week is thirty-two and one-half (32 1/2) hours and shall be calculated on the basis of seven (7) hours for Employees whose regular work week is thirty-five (35) hours.**
- d) **Upon request to their Department Head or designate, Employees will be advised no later than May 1st of their vacation entitlement commencing on June 1st.**

40.3 An Employee shall receive regular salary for the period of annual vacation.

40.4 The vacation year shall be considered to be the period from June 1st to the succeeding May 31st, except for Recurring Sessional Employees where Article 18.5 shall apply.

40.5 Except as provided in Articles 40.9 and 40.11, vacations shall be taken within this period at a time authorized by the Department Head or designate concerned, with due consideration being given to the efficient operation of the department and the personal wishes and seniority of the Employees. All requests for and approval or denial of vacation shall be in writing. Any request for a change in scheduled vacation shall be in writing and may only be changed with the written approval of the Department Head or designate. Where the vacation time requested by the Employee is not approved, the Employee shall, upon request, be provided the reasons in writing.

40.6

- a) **Where an Employee suffers a major illness, major injury or is hospitalized and the period of illness is in excess of three (3) days, all or a portion of this period shall be considered as sick leave and the number of vacation days which have been so displaced may be taken at a later time in the same vacation year.**
- b) **The Employee must notify the Employer at the time such illness commences and must submit medical verification to the satisfaction of the Employer in order to qualify for sick leave in these circumstances.**

INITIAL VACATION

40.7 Employees commencing employment with the University during one (1) vacation year shall be entitled to vacation with pay during the following vacation year in the amount of one and one-quarter (1 1/4) days for each complete month of seniority (prorated for partial months) during the qualifying vacation year.

SUBSEQUENT VACATION

40.8

- a) Employees with more than one (1) year but less than five (5) years of service, excluding unpaid leaves, as of June 1st shall be granted three (3) weeks' (15 working days) vacation in that vacation year. Working day for the purpose of this article means an Employee's regularly scheduled work day.
- b) Employees with five (5) years or more of service, excluding unpaid leaves, shall be granted four (4) weeks' (20 working days) vacation beginning with the vacation year in which their fifth (5th) anniversary falls. Working day for the purpose of this article means an Employee's regularly scheduled work day.
- c) Employees with **fifteen (15)** years or more of service, excluding unpaid leaves, shall be granted five weeks' (25 working days) vacation beginning with the vacation year in which their **fifteenth** anniversary falls. Working day for the purpose of this article means an Employee's regularly scheduled work day.
- d) Employees with twenty-five (25) years or more of service, excluding unpaid leaves, shall be granted ~~six~~ **(6)** weeks' (**30** working days) vacation beginning with the vacation year in which their twenty-fifth (25th) anniversary falls. Working day for the purpose of this article means an Employee's regularly scheduled work day.

DEFERRED VACATION

- 40.9** There shall be no right of postponement or accumulation of vacation, but, subject to the discretion of the Employer and the continuity of essential services within the department concerned, a maximum of one (1) week (5 working days) vacation may be deferred at the Employee's request to the following vacation year. The maximum carryover of five (5) vacation days does not apply when an Employee is commencing a pregnancy leave. By mutual agreement with the Department Head they may carry up to one (1) year's vacation entitlement. Working day for the purpose of this article means an Employee's regularly scheduled work day.
- 40.10** Except as provided in Article 40.11 herein, vacations in excess of the foregoing shall not be granted but under special non-recurring circumstances leaves of absence without pay up to a maximum of one (1) week (5 working days) may be authorized for vacation purposes by the Department Head concerned. Working day for the purpose of this article means an Employee's regularly scheduled work day.

ADVANCE VACATION

- 40.11**
- a) Subject to sub-article (b) hereof, at the request of an Employee and upon approval of the supervisor or Department Head, an Employee with two (2) years or more of continuous completed service may be granted a maximum of ten (10) days from the vacation to be earned for the following vacation year.
 - b) If an Employee has taken advance vacation and terminates employment without having earned such advance vacation, the equivalent pay for the number of days taken shall be deducted from monies owing at the time of termination.
- 40.12** Except as noted in Article 20.1 herein, on termination of employment an Employee shall be entitled to pay in lieu of outstanding earned vacation.

EMPLOYEES HIRED ON OR AFTER JUNE 1, 2015 AND RECURRING SESSIONAL EMPLOYEES (Articles 40.13–40.23)

- 40.13** Employees hired on or after June 1, 2015 take their vacation in the vacation year in which it is earned, post probation.

40.14

- a) The length of an Employee's annual vacation shall be determined by their seniority but, for the purpose of this article, seniority does not include pregnancy/parental leaves or leaves of absence without pay.
- b) Taking a pregnancy leave will affect the annual vacation an Employee is entitled to in the vacation year(s) immediately following such leave, however, pregnancy leave will not affect their entitlement to subsequent vacation pursuant to Articles 40.20 b), c) and d).
- c) Vacation entitlement shall be calculated on the basis of a regular six and one-half (6 1/2) hour work day for Employees whose regular work week is thirty-two and one-half (32 1/2) hours and shall be calculated on the basis of seven (7) hours for Employees whose regular work week is thirty-five (35) hours.
- d) Upon request to their Department Head or designate, Employees will be advised no later than May 1st of their vacation entitlement commencing on June 1st.

40.15

An Employee shall receive regular salary for the period of annual vacation.

40.16

The vacation year shall be considered to be the period from June 1st to the succeeding May 31st, except for Recurring Sessional Employees where Article 18.5 shall apply.

40.17

Except as provided in Article 40.21, vacations shall be taken within this period at a time authorized by the Department Head or designate concerned, with due consideration being given to the efficient operation of the department and the personal wishes and seniority of the Employees. All requests for and approval or denial of vacation shall be in writing. Any request for a change in scheduled vacation shall be in writing and may only be changed with the written approval of the Department Head or designate. Where the vacation time requested by the Employee is not approved, the Employee shall, upon request, be provided the reasons in writing.

40.18

- a) Where an Employee has become sick in excess of three (3) days, and it is verified that the Employee was hospitalized for at least twenty-four (24) hours for all or a portion of this period, that period of hospitalization and one-half (1/2) of the total period of such illness falling within their annual vacation shall be considered as sick leave and the number of vacation days which have been so displaced may be taken at a later time in the same vacation year.
- b) The Employee must notify the Employer at the time such illness commences and must submit medical verification to the satisfaction of the Employer in order to qualify for sick leave in these circumstances.

INITIAL VACATION

40.19 Employees shall be entitled to vacation pay in the amount of one and one-quarter (1 1/4) days for each complete month of seniority (prorated for partial months). An Employee upon successful completion of their probationary period shall be entitled to use vacation in the same year it is earned.

SUBSEQUENT VACATION

40.20

- a) Employees with more than one (1) year but less than five (5) years of service, excluding unpaid leaves, as of June 1st shall be granted three (3) weeks' (15 working days) vacation in that vacation year. Working day for the purpose of this article means an Employee's regularly scheduled work day.
- b) Employees with five (5) years or more of service, excluding unpaid leaves, shall be granted four (4) weeks' (20 working days) vacation beginning with the vacation year in which their fifth (5th) anniversary falls. Working day for the purpose of this article means an Employee's regularly scheduled work day.

- c) Employees with **fourteen (14)** years or more of service, excluding unpaid leaves, shall be granted five (5) weeks' (25 working days) vacation beginning with the vacation year in which their **fourteenth (14th)** anniversary falls. Working day for the purpose of this article means an Employee's regularly scheduled work day.

- d) Employees with **twenty-four (24)** years or more of service, excluding unpaid leaves, shall be granted **six (6)** weeks' (30 working days) vacation beginning with the vacation year in which their **twenty-fourth (24th)** anniversary falls. Working day for the purpose of this article means an Employee's regularly scheduled work day.

DEFERRED VACATION

- 40.21 There shall be no right of postponement or accumulation of vacation, but, subject to the discretion of the Employer and the continuity of essential services within the department concerned, a maximum of two (2) weeks' (10 working days) vacation may be deferred at the Employee's request to the following vacation year. The maximum carryover of ten (10) vacation days does not apply when an Employee is commencing a pregnancy leave. By mutual agreement with the Department Head they may carry up to one (1) year's vacation entitlement. Working day for the purpose of this article means an Employee's regularly scheduled work day.

- 40.22 Vacations in excess of the foregoing shall not be granted but under special non-recurring circumstances leaves of absence without pay up to a maximum of one (1) week (5 working days) may be authorized for vacation purposes by the Department Head concerned. Working day for the purpose of this article means an Employee's regularly scheduled work day.

- 40.23 Except as noted in Article 20.1 herein, on termination of employment an Employee shall be entitled to pay in lieu of outstanding earned vacation.

ADDITIONAL VACATION ENTITLEMENT

- 40.24 Employees shall receive one (1) additional vacation day to be used within the vacation year in which their **tenth (10) and twentieth (20) anniversary** falls. No carry forward of this additional vacation day is permitted beyond the **10th or 20th anniversary year**.

ARTICLE 41 — TUITION WAIVER

41.1 Subject to the conditions set forth in this article, all non-probationary Employees who are Regular Full-time or Regular Part-time fifty percent (50%) Full-Time Equivalent (FTE) or greater) shall be entitled to Tuition Waiver as follows:

a) Employee:

Up to twelve (12) credit hours in the twelve (12) month period ending August 31st of each year in any Faculty of Dalhousie University.

b) Spouses and Children:

Provided the Employee is Regular Full-time and has two (2) or more years of seniority as of the date of registration, fifty percent (50%) of tuition fees in all courses offered at Dalhousie University in any undergraduate program in any Faculty other than Dentistry (excluding the School of Dental Hygiene), Law and Medicine. Where both parents are Employees, the tuition fee waiver for children shall be one hundred percent (100%).

c) Deceased, Retired, Divorced, Legally Separated, Ill or Disabled Employees:

Tuition waivers in accordance with the provisions of 41.1a) and b) above shall continue to be available to:

- i. Employees who have retired, having been employed for five (5) or more years, and to their spouses and children, and to the spouses and children of former Employees who are deceased and who had been employed for five (5) or more years;**
- ii. the children of those Employees who are divorced or legally separated provided satisfactory documentary evidence of support equivalent to seven percent (7%) of annual earnings is provided;**
- iii. Employees who are ill or disabled and to their spouses and children, provided the Employee is in receipt of sick leave or long-term disability benefits.**

41.2 For purposes of tuition waiver administration, the following definitions shall apply:

- a) "Spouse" as defined in ARTICLE 2 — DEFINITIONS.
- b) "Child" shall mean any dependent child of the Employee to the end of the academic year of the child's twenty-fifth (25th) birthday, or beyond that date if dependent on the Employee by reason of mental or physical disability. Dependents are defined as children of the Employee for whom the Employee is entitled to claim tax credit under the *Income Tax Act* in the year in which the tuition waiver is requested for children not over the age of twenty-five (25) to whom the Employee declares that they provide regular financial support.
- c) "Tuition Fee" shall mean the basic tuition or auditing fee applicable to specific programmes and shall include auxiliary fees which are for required instruction but shall exclude any other fees such as international student differential fees, co-op fees, and student union fees.

41.3

- a) All requests for tuition waiver must be approved in advance of registration by the Department Head concerned and the Assistant Vice-President, People and Culture or designate.
- b) For Income Tax purposes and purpose of Articles 41.3 d) and 41.4 a), all proposed courses shall be identified in advance by the Employee and the Department Head concerned as job related or non-job related.
- c) Employees may request an adjustment to their normal hours of work (i.e. re-scheduling lunch or extending the normal work day) to take courses under this article. The granting of such requests is contingent on service and operational requirements being met.
- d) Tuition fees may be reimbursed, at the sole discretion of the Employer, to Employees who have successfully completed job-related university credit courses taken at Institutions other than Dalhousie University.

NON-CREDIT COURSES

41.4

- a) Tuition fees may be waived at the sole discretion of the Employer, for Employees taking job-related non-credit courses at Dalhousie University. Employees who fail or do not complete a course, forfeit entitlement to this waiver and must successfully complete a subsequent job-related non-credit course in order to qualify for reimbursement in that instance and in order to regain entitlement.
- b) Tuition fees may be reimbursed, at the sole discretion of the Employer, to Employees who have successfully completed work-related courses taken at Dalhousie which are relevant to the pursuit of alternative employment at Dalhousie.

41.5

The University and Union encourage Employees to discuss professional development opportunities with their supervisor. When Employees are required to take professional development programs, the University will pay for the cost of such programs and time spent taking such programs shall be considered working hours in accordance with ARTICLE 28 — HOURS OF WORK.

ARTICLE 42 — DISCIPLINE AND DISCHARGE

42.1

No Employee shall be disciplined or discharged except for just cause. Notice of discharge shall be consistent with the provisions of Article 42.8.

42.2

Before an Employee is disciplined (verbal warning, written warning or suspension only) or discharged they shall be advised of the right to have a Union representative present. This shall not preclude the right of the Employer to suspend pending investigation, when a representative is not available.

42.3

When an Employee has been disciplined or discharged, the Employee shall be notified in writing stating the reasons within three (3) working days of the discipline or discharge. A copy of the disciplinary action or discharge will be forwarded to the designated Union representative. The Employer shall not be bound by the exact language of the statement of reasons at any subsequent arbitration hearings.

- 42.4** Where an Employee alleges that they have been disciplined or discharged in violation of Article 42.1, a grievance may be lodged in accordance with ARTICLE 43 — GRIEVANCE PROCEDURE, provided that, in the case of a discharge, a grievance may be lodged at Step Two of the grievance procedure.
- 42.5** Where it is determined that an Employee has been disciplined or discharged without just cause, all records held by People and Culture and the Employee's department dealing with such discipline or discharge shall be removed from the files and destroyed. References, if any, to such discipline or discharge on documents required for bona fide administrative purposes shall not be released to unauthorized persons and under no circumstances shall be used to the disadvantage of the Employee concerned.
- 42.6**
- a) The record of any Employee shall not be used against such Employee following a disciplinary action if twelve (12) months have elapsed without further similar or related incidents provided such further incident(s) have been brought to the Employee's attention and the Employee has been advised that the initial and subsequent disciplinary action may be relied upon for a further eighteen (18) months.
 - b) The record of any Employee shall not be used against such Employee following a disciplinary action if twelve (12) months have elapsed without written warning or more serious disciplinary action for any reason, in accordance with Article 42.1 above. If further disciplinary action is taken before twelve (12) months have elapsed, the initial and subsequent disciplinary action may be relied upon for a further eighteen (18) months.
 - c) For discipline relating to serious wilful misconduct, serious disobedience, or neglect of duty, the period shall be extended to five (5) years.
 - d) Discipline relating to sexual harassment, assault, including sexual assault, or theft is not covered by this article.
- 42.7** The Employer shall provide liability coverage of Employee's liability while performing duties or tasks required and authorized by the Employer. Such liability coverage shall be within the terms and conditions of the insurance policies of the Employer.

42.8 A regular Employee whose employment is terminated by the Employer for reasons other than wilful misconduct, disobedience or neglect of duty shall be give a minimum of three (3) weeks' prior written notice of such termination, or three (3) weeks' pay in lieu of notice.

42.9 If notice of termination has been given in accordance with this article, the Employer shall pay the Employee all pay to which the Employee is entitled at the expiry of the period of notice.

ARTICLE 43 — GRIEVANCE PROCEDURE

43.1 For the purpose of this Agreement a grievance is defined as a claim by an Employee, the Union, or the Employer that there is a complaint or disagreement relating to the meaning, application, interpretation or alleged violation of this Agreement.

A Union grievance shall concern matters of general application or those involving the interpretation/administration of the Collective Agreement. Although a Union grievance may affect a specific individual, it is not intended to bypass the regular grievance procedure provided for Employees.

43.2 A grievor shall have reasonable time off without loss of pay to consult their steward when meeting with the Employer in the grievance process.

43.3 An Employee who feels that they have a grievance shall first discuss the matter with the immediate supervisor within twelve (12) working days of the occurrence of the incident or cause giving rise to the grievance and may have a Union representative present during such discussions if so desired by the Employee. The supervisor shall provide the Employee with an answer to the grievance within five (5) working days of the discussions.

When any matter cannot be settled by the foregoing informal procedure it shall be submitted to the steps of the grievance procedure specified in Article 43.5 and the supervisor shall be notified accordingly.

Where the immediate supervisor is the Department Head the Employee may present the grievance at Step Two. In this event the grievance shall be in writing, on the prescribed form per Appendix , shall specify the article(s) of this Agreement alleged to have been misinterpreted, misapplied or violated and shall specify the redress sought. A copy of the written grievance shall be provided concurrently to the Department Head.

43.4 When a grievance is submitted to the steps specified in Article 43.5 the Employee shall be accompanied by a representative of the Union.

STEP ONE

- 43.5** If the Employee is not satisfied with the decision of the immediate supervisor, they, within ten (10) working days of receipt of that decision, may present the grievance in writing to the Department Head. Such written grievance shall be on the prescribed form, per Appendix F shall specify the article(s) of this Agreement alleged to have been misinterpreted, misapplied or violated, and shall specify the redress sought. If the Employee does not receive a satisfactory settlement within eight (8) working days from the date on which the grievance was presented, the Employee may proceed to Step Two.

STEP TWO

Within ten (10) working days from the expiration of the eight (8) day period referred to in Step One, the Employee may present the grievance as written to the Director of Labour and Employee Relations, People and Culture. Any formal proposal of settlement of the grievance presented at Step One and correspondence must accompany the grievance when it is presented to the Director of Labour and Employee Relations, People and Culture. The Director of Labour and Employee Relations, People and Culture shall reply in writing to the Employee within twelve (12) working days from the date of the Step Two grievance meeting. If the Employee does not receive a reply or satisfactory settlement of the grievance from the Director of Labour and Employee Relations, People and Culture the Employee may refer the grievance to Arbitration as provided in ARTICLE 44 — ARBITRATION PROCEDURE hereof.

- 43.6** A grievance to be initiated by the Union shall be presented in writing to the Director of Labour and Employee Relations, People and Culture at Step Two within fifteen (15) working days of the Union being notified of the occurrence or cause giving rise to the grievance. Such written grievance shall be on the prescribed form, per Appendix F shall specify the article(s) of this Agreement alleged to have been misinterpreted, misapplied or violated, and shall specify the redress sought. Failing settlement, the arbitration provisions set forth in ARTICLE 44 — ARBITRATION PROCEDURE shall apply.

- 43.7 A grievance to be initiated by the Employer shall be presented in writing to the Union's Labour and Employee Relations Officer, with a copy to the President of the Local at Step Two within fifteen (15) working days of the Employer being notified of the occurrence or cause giving rise to the grievance. Such written grievance shall be on the prescribed form, per Appendix F shall specify the article(s) of this Agreement alleged to have been misinterpreted, misapplied or violated, and shall specify the redress sought. Failing settlement, the arbitration provisions set forth in ARTICLE 44 — ARBITRATION PROCEDURE shall apply.
- 43.8 The time limits referred to above and also in ARTICLE 44 — ARBITRATION PROCEDURE shall be strictly adhered to unless extended by mutual agreement of the Employer and Union. Requests for extensions must be made in writing to the Union's Labour and Employee Relations Officer, with a copy to the President of the Local if requested by the Employer, or to the Director of Labour and Employee Relations, People and Culture if requested by the Union.
- 43.9 Grievances alleging violations of ARTICLE 11 — LAY-OFF, REDEPLOYMENT, RECALL AND SEVERANCE PAY (pertaining to recalls only), ARTICLE 26 — JOB POSTING (except in those cases where the current supervisor is the hiring supervisor), ARTICLE 35 — WAGE RATES, ARTICLE 42 — DISCIPLINE AND DISCHARGE (pertaining to discharge only) and ARTICLE 46 — SEXUAL may be filed directly at Step Two within ten (10) working days of the occurrence of the incident or cause giving rise to the grievance.
- 43.10 Regardless of any provision herein to the contrary, the Employer and the Union may agree to omit any or all of the procedures and/or steps set forth in the article and refer a grievance directly to arbitration as specified in ARTICLE 44 — ARBITRATION PROCEDURE.

ARTICLE 44 — ARBITRATION PROCEDURE

- 44.1 The Employer, the Union and the Arbitrator/Arbitration Board shall make every effort to promote and ensure the speedy dispatch of arbitration cases. Both Parties wish and expect Arbitration Boards and single arbitrators named under this article to observe the time limits specified, to conduct business and to render decisions with as much expedition as is reasonably possible.

- 44.2 When either Party requests that a grievance be submitted to arbitration, the request shall be made within fifteen (15) working days of the date when the final decision referred to in Articles 43.4, 43.5, or 43.6 was made or should have been made. Such request shall be in writing and shall notify the other Party of its desire to submit the difference or allegation to arbitration and the notice shall contain the name of the person appointed to be an arbitrator by the Party giving the notice.
- 44.3 The Party to whom notice is given shall, within five (5) days after receiving the notice, name the person whom it appoints to be an arbitrator and advise the Party who gave the notice of the name of its appointee.
- 44.4 The two (2) arbitrators named in accordance with this article shall within five (5) days after the appointment of the second (2nd) of them name a third (3rd) arbitrator who shall be the Chairperson of the Arbitration Board.
- 44.5 If the Party to whom notice is given fails to name an arbitrator within the period of ten (10) days after receiving the notice, or if the two (2) arbitrators named by the Parties fail to agree upon the naming of the Chairperson within ten (10) days after the naming of the second (2nd) arbitrator, the Minister of Labour of Nova Scotia shall, at the request of either Party, name an arbitrator on behalf of the Party who failed to name an arbitrator or shall name the Chairperson, as the case may be, and, if the case so requires, the said Minister shall name the second arbitrator and Chairperson.
- The Arbitration Board named under this article shall hear relevant evidence adduced relating to the difference or allegation and argument thereon by the Parties or counsel on behalf of either or both of them and make a decision on the difference or allegation and the decision shall be final and binding upon the Parties and upon any person on whose behalf this Agreement was made. The decision of the majority of the members of an Arbitration Board named under this article shall be the decision of the Board and if there is no majority decision the decision of the Chairperson shall be the decision of the Board.
- 44.6 Regardless of any article herein to the contrary, should both Parties agree, a single arbitrator may be used instead of a three (3) member Arbitration Board. It is agreed that the appointment of a single arbitrator shall be seriously considered by both Parties in cases concerning an Employee's seniority or salary.

44.7

- a) On selection, the Chairperson of the Arbitration Board or the single arbitrator shall, with all possible dispatch, arrange for the case to be heard. In any event, the hearing will take place within forty-five (45) calendar days of their selection unless this requirement is expressly waived by the Parties to the Agreement.
- b) The Chairperson of the Arbitration Board or the single arbitrator shall render a written decision with all possible dispatch and, in any event, within thirty (30) calendar days following the hearing. The Union and the Employer may mutually agree to a further extension of up to thirty (30) days.

44.8

The Arbitration Board or single arbitrator shall have the power to modify or set aside any penalty imposed by the Employer relating to the disciplinary matters before them, but shall not have the power to add, subtract or modify any terms of this Agreement, or to make any decision inconsistent with this Agreement.

44.9

An Employee who is required to attend an arbitration hearing by reason of being a grievor or a witness at such hearing shall be permitted to be absent from work for the required period and shall suffer no loss in normal pay.

44.10

Any member of the Arbitration Board or the single arbitrator named under this article shall have access to University premises to view working conditions, machinery or operations which may be relevant to the resolution of the grievance.

44.11

Each Party who is required to name a member of the Arbitration Board shall pay the remuneration and expenses of the member and witness(es) and the Parties shall pay the remuneration and expenses of the Chairperson, or a single arbitrator in accordance with Section 43 (2) of the *Trade Union Act*.

ARTICLE 45 — NO DISCRIMINATION

45.1

The Parties agree that there shall be no discrimination or harassment exercised or practiced with respect to any Employee pursuant to the *Nova Scotia Human Rights Act*, place of residence, or Union affiliation and/or involvement.

- 45.2 **The Employer and the Union acknowledge that an Employee within the Bargaining Unit alleging or accused of discrimination shall continue to have the right to Union representation where consistent with procedures established under the Policy and shall be advised of their right to have a Union representative present before any formal resolution is sought.**

ARTICLE 46 — SEXUALIZED VIOLENCE

- 46.1 The Employer and the Union agree that it is of mutual benefit to support the procedures and recommendations outlined in the Dalhousie University Sexualized Violence Policy hereafter referred to as the Policy. It is recognized that such procedures and recommendations may be modified in accordance with the Policy.
- 46.2 **The Employer and the Union acknowledge that an Employee within the Bargaining Unit alleging or accused of sexualized violence shall continue to have the right to Union representation where consistent with procedures established under the Policy and shall be advised of their right to have a Union representative present before any formal resolution is sought.**
- 46.3 An Employee may make a complaint of **sexualized violence** through the procedures outlined in the Sexualized Violence Policy. In the event that an Employee uses the procedures outlined in the Policy the time limits for filing the same complaint under Article 43 – Grievance Procedure shall be extended to a maximum of ten (10) working days from the date on which the Administrative Head of Unit forwards their decision on the case in accordance with the Policy or from the date the Employee withdraws from the procedure, whichever is applicable. This does not preclude the Union from filing a grievance at Step Two of the grievance procedure specified in Article 43 – Grievance Procedure.
- 46.4 When authorized in writing by an Employee who is a complainant or respondent in an action being processed in accordance with the Policy, the appropriate Union representative shall be provided with all documented information relative to the case as may be permitted by the operating procedures established by the Policy.
- 46.5 Nothing in this article shall be construed as restricting the Employer's rights to manage the University including the right to determine and impose appropriate discipline.

ARTICLE 47 — PERSONAL HARASSMENT

- 47.1 The Parties agree that they are committed to a working and learning environment that is free from personal harassment and agree that it is of mutual benefit to support the procedures and definitions outlined in the Dalhousie Personal Harassment Policy as may be amended from time to time.

ARTICLE 48 — EMPLOYMENT EQUITY

- 48.1 The Employer agrees that the Union shall have the right to be represented on the Council on Employment Equity through Affirmative Action.
- 48.2 The Parties recognize the importance of the concept of employment equity.
- 48.3 The Employer and the Union believe in a workplace that is free of discrimination, values diversity and is representative of the people of Nova Scotia. The Parties agree to work together to facilitate and promote initiatives that support equality and diversity in the workplace.

ARTICLE 49 — EMPLOYEE RECORDS

- 49.1 For the purpose of this article, personnel files shall be those records pertaining to the employment of individual members of the Bargaining Unit as may be maintained by their current departments and/or People and Culture.
- 49.2 All information contained in personnel files relating to disciplinary matters or to an Employee's job performance, financial status or health shall be considered confidential and shall not be released without the express written consent of the Employee involved except as required by law or the internal administrative purposes of the Employer.
- 49.3 A copy of any disciplinary document to be placed in an Employee's personnel file shall be supplied concurrently to the Employee. Such document shall be placed in an Employee's file within ten (10) days of the occurrence of the incident or cause giving rise to the disciplinary action or within ten (10) days of the date of that Employer had knowledge of the incident or cause, or had sufficient information to determine the appropriate disciplinary action.

- 49.4 An Employee, or the designated Union representative, shall have the right to examine, upon appointment and during regular office hours, all documents in the Employee's personnel file, except for confidential references recorded or obtained during the appointment process. On written request of the Employee or, designated Union representative they may receive, at their own expense, copies of any documents to which they have the right of examination.

ARTICLE 50 — PAY PERIODS

- 50.1 All Employees shall be paid by direct deposit on the twenty-seventh (27th) day of each month or, in the event that this is a non-working day, on the working day immediately preceding the twenty-seventh (27th). In December of each year Employees shall be paid prior to Christmas Day but not earlier than December 17th.
- 50.2 A payroll error in excess of twenty dollars (\$20.00) shall be corrected and an appropriate cheque shall be issued or deposit made within two (2) working days of being brought to the attention of People and Culture by the Employee's supervisor.

ARTICLE 51 — FUTURE LEGISLATION

- 51.1 In the event that any laws passed by the Legislature applying to the Employees covered by this Agreement render null and void any provision of this Agreement, the remaining provisions of this Agreement shall remain in effect for the term of the Agreement.

ARTICLE 52 — REVISION OR WAIVER BY MUTUAL AGREEMENT

- 52.1 The Employer and the Union agree that any provision in this Agreement except that relating to its duration may be cancelled, waived, or amended by mutual agreement.

ARTICLE 53 — COPIES OF AGREEMENT

- 53.1 The Employer agrees to provide an electronic copy of the Collective Agreement to the Union as soon as possible after the date of signing. New Employees, upon hire, shall be referred to the People and Culture website.

ARTICLE 54 — DURATION OF AGREEMENT

- 54.1 This Agreement shall be in effect for a term beginning July 1, 2022, to and including June 30, 2025, and shall be renewed thereafter unless either Party gives to the other Party notice in writing consistent with Section 34 of the *Trade Union Act*, that it desires to amend its provisions.
- 54.2 Where notice to amend the Agreement is given, the provisions of this Agreement shall continue in force until a new agreement is signed or a legal right to strike or lockout accrues, whichever comes first.

This contract was signed in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People.

DATED at Halifax Regional Municipality, in the Province of Nova Scotia, this 26 day of MARCH 2026.

SIGNED in the presence of:


DALHOUSIE



Kim Brooks, President




Grace Jefferies-Aldridge, Vice President




Sundarl Pashupathi



Lisa Morrison



Queena Crooker-Smith



Courtney Dillman



Heather Fraser


THE NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION



Sandra Mullen, President



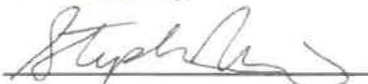
Darryl Warren



Aaron Bowering



Luke Smith



Stephanie Muise



Cheryl MacIntosh

**APPENDIX A
BARGAINING UNIT OF NOVA SCOTIA GOVERNMENT
AND GENERAL EMPLOYEES UNION**

All non-academic Regular Full-time, Regular Part-time and Term Employees as defined in Article 2.1 – **DEFINITIONS** of this Collective Agreement at Dalhousie University who perform clerical, technical, non-professional library, and other non-academic duties, who are not covered under any other collective agreement, save and except,

a) All employees in the Advisory Group on Planning and Co-ordination and those persons exercising managerial functions and those persons excluded by other collective agreements;

b) Persons employed in the following positions associated with the central business office:

Controller
Business Manager
Chief Accountant
Budget Officer
Finance Officer
Internal Auditor
Accountants
Payroll Supervisor
Head Cashier
Accounts Supervisor
Research Grants Officer

c) Persons employed in the following positions:

President
Vice-Presidents
Assistants to the President and Assistants to the Vice-Presidents
Dean of Student Services, Freshmen, Residences
Deans of Faculty
Registrar
Assistant and Associate Registrars
Purchasing Agent and Assistant Purchasing Agent
Head Coordinator of the Aquatron
Building Superintendent and/or managers
Bookstore Manager and Assistant Manager
Chaplains
Security Police
Centrex Supervisor
Confidential secretaries in the office of the President,
Vice-Presidents, Assistants to the President and Vice-Presidents
The personal secretaries to each academic Dean
Administrative Officers
Professional Librarians

- d) Directors, Assistant Directors or Heads of the following Schools and Departments:**
- Admissions**
 - Alumni**
 - Arts Centre**
 - Athletics and Recreational Services**
 - Awards**
 - A/V Graphics**
 - Business Administration**
 - Computing and Information Services**
 - Dental Hygiene**
 - Development**
 - Health Service**
 - Henson College of Public Affairs and Continuing Education**
 - Housing and Conferences**
 - Library and Information Studies**
 - Nursing**
 - People and Culture**
 - Pharmacy**
 - Physical Plant and Planning**
 - Physiotherapy**
 - Printing Centre**
 - Public Relations**
 - Recreation, Physical and Health Education**
 - Security/Traffic**
 - Social Work**
 - Student Counselling**
 - Summer School**
- e) Students and casual or irregularly employed persons;**
- f) Post Doctorate Fellows, Research Fellows, Teaching Fellows, Research Associates and Assistants, Instructors, Laboratory Demonstrators, Sport Coaches and Trainers;**
- g) Grant-paid employees.**

0

KEY TO OEEFFECTIVE JULY 1, 2022

Group A: Clerical/Secretarial		Group B: Technical	
Job Classification	Level	Job Classification	Level
Secretary	C1	Technical Assistant	T1
Clerk	C1	Technical Assistant	T2
Secretary	C2	Technical Assistant	T3
Clerk	C2	Technical Assistant	T4
Secretary	C3	Technician	T5
Clerk	C3	Technician	T6
Secretary	C4	Technician	T7
Clerk	C4	Technician	T8
Clerk	C5	Technologist	T9
Senior Clerk	C6	Technologist	T10
Specialist	C7	Senior Information Technologist	SIT1
Specialist	C8	Senior Information Technologist	SIT2
		Senior Information Technologist	SIT3

WAGE RATES FOR EMPLOYEES ON A FIVE-STEP SCALE (Hired before August 22, 2002)

APPENDIX B-1
Effective July 1, 2025 – June 30, 2026

Salary increase: 3.25%

Hourly Rate

Clerical/Secretarial

Level	Step 1	Step 2	Step 3	Step 4	Step 5
C1	16.07	17.04	18.20	19.55	20.32
C2	18.51	19.63	20.96	22.52	23.42
C3	19.23	20.39	21.78	23.40	24.33
C4	21.36	22.63	24.15	25.92	26.94
C5	26.73	28.35	30.28	32.55	33.84
C6	28.26	29.97	32.02	34.41	35.78
C7	29.05	30.81	32.92	35.38	36.78
C8	29.84	31.64	33.81	36.34	37.78

Technical

Level	Step 1	Step 2	Step 3	Step 4	Step 5
T1	16.00	16.96	18.11	19.46	20.23
T2	17.78	18.85	20.13	21.63	22.48
T3	19.47	20.64	22.05	23.69	24.63
T4	21.67	22.98	24.55	26.38	27.42
T5	23.06	24.45	26.12	28.07	29.18
T6	25.32	26.85	28.68	30.82	32.05
T7	27.42	29.08	31.07	33.39	34.71
T8	32.64	34.61	36.98	39.75	41.33
T9	36.75	38.97	41.64	44.76	46.54
T10	38.94	41.30	44.13	47.43	49.32
SIT1	33.29	35.30	37.72	40.54	42.15
SIT2	37.48	39.75	42.48	45.66	47.47
SIT3	39.72	42.12	45.01	48.38	50.30

APPENDIX B-2
Effective July 1, 2026 - June 30, 2027

Salary increase: 3.25%

Hourly Rate

Clerical/Secretarial

Level	Step 1	Step 2	Step 3	Step 4	Step 5
C1	16.60	17.59	18.79	20.18	20.98
C2	19.12	20.27	21.65	23.26	24.18
C3	19.86	21.05	22.49	24.16	25.12
C4	22.05	23.36	24.93	26.77	27.81
C5	27.60	29.27	31.27	33.60	34.94
C6	29.18	30.95	33.06	35.53	36.94
C7	30.00	31.81	33.99	36.53	37.98
C8	30.81	32.67	34.91	37.52	39.01

Technical

Level	Step 1	Step 2	Step 3	Step 4	Step 5
T1	16.52	17.51	18.70	20.09	20.88
T2	18.36	19.46	20.79	22.33	23.21
T3	20.10	21.31	22.76	24.46	25.43
T4	22.38	23.73	25.34	27.23	28.31
T5	23.81	25.25	26.97	28.98	30.13
T6	26.14	27.72	29.62	31.82	33.09
T7	28.31	30.02	32.07	34.47	35.84
T8	33.70	35.74	38.19	41.04	42.67
T9	37.49	40.24	43.00	46.22	48.05
T10	40.20	42.64	45.56	48.97	50.92
SIT1	34.37	36.45	38.95	41.86	43.52
SIT2	38.70	41.04	43.86	47.14	49.01
SIT3	41.01	43.49	46.47	49.95	51.94

APPENDIX B-3
Effective July 1, 2027 – June 30, 2028

Salary increase: 3.5%

Hourly Rate

Clerical/Secretarial

Level	Step 1	Step 2	Step 3	Step 4	Step 5
C1	17.18	18.21	19.45	20.89	21.71
C2	19.78	20.98	22.40	24.07	25.02
C3	20.55	21.79	23.27	25.01	26.00
C4	22.82	24.18	25.81	27.70	28.79
C5	28.57	30.29	32.36	34.78	36.16
C6	30.20	32.03	34.22	36.78	38.24
C7	31.05	32.92	35.18	37.80	39.31
C8	31.89	33.82	36.13	38.83	40.37

Technical

Level	Step 1	Step 2	Step 3	Step 4	Step 5
T1	17.10	18.12	19.35	20.79	21.61
T2	19.00	20.14	21.51	23.11	24.03
T3	20.81	22.06	23.56	25.31	26.32
T4	23.16	24.56	26.23	28.19	29.30
T5	24.64	26.13	27.91	30.00	31.18
T6	27.06	28.69	30.65	32.94	34.24
T7	29.30	31.07	33.20	35.68	37.09
T8	34.88	36.99	39.52	42.48	44.16
T9	39.27	41.65	44.50	47.83	49.74
T10	41.61	44.13	47.16	50.69	52.70
SIT1	35.57	37.73	40.31	43.32	45.05
SIT2	40.05	42.48	45.39	48.79	50.73
SIT3	42.44	45.01	48.10	51.70	53.76

WAGE RATES FOR EMPLOYEES ON A SIX STEP SCALE (Hired on or after August 22, 2002)

APPENDIX B-4
Effective July 1, 2025 – June 30, 2026

Salary increase: 3.25%

Hourly Rate

Clerical/Secretarial

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C1			16.07	17.81	19.55	20.32
C2			18.51	20.52	22.52	23.42
C3		19.23	20.39	21.78	23.40	24.33
C4	21.36	22.63	23.90	24.91	25.92	26.94
C5	26.73	28.35	29.96	31.25	32.54	33.84
C6	28.26	29.97	31.68	33.05	34.42	35.78
C7	29.05	30.81	32.57	33.97	35.38	36.78
C8	29.84	31.65	33.45	34.89	36.34	37.78

Technical

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
T1			16.00	17.73	19.46	20.23
T2			17.78	19.70	21.63	22.48
T3			19.47	21.58	23.69	24.63
T4		21.67	22.98	24.55	26.38	27.42
T5	23.06	24.45	25.84	26.96	28.07	29.18
T6	25.32	26.85	28.38	29.60	30.82	32.05
T7	27.42	29.08	30.73	32.06	33.39	34.71
T8	32.64	34.61	36.59	38.17	39.75	41.33
T9	36.75	38.97	41.20	42.98	44.76	46.54
T10	38.94	41.30	43.66	45.54	47.43	49.32
SIT1	33.29	35.30	37.32	38.93	40.54	42.16
SIT2	37.48	39.75	42.02	43.84	45.66	47.47
SIT3	39.72	42.12	44.53	46.45	48.38	50.31

APPENDIX B-5
Effective July 1, 2026 – June 30, 2027

Salary increase: 3.25%

Hourly Rate

Clerical/Secretarial

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C1			16.60	18.39	20.18	20.98
C2			19.12	21.19	23.26	24.18
C3		19.86	21.05	22.49	24.16	25.12
C4	22.05	23.36	24.67	25.72	26.77	27.81
C5	27.60	29.27	30.93	32.27	33.60	34.94
C6	29.18	30.95	32.71	34.12	35.53	36.95
C7	30.00	31.81	33.63	35.07	36.53	37.98
C8	30.81	32.67	34.54	36.03	37.52	39.01

Technical

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
T1			16.52	18.30	20.09	20.88
T2			18.36	20.34	22.33	23.21
T3			20.10	22.28	24.46	25.43
T4		22.38	23.73	25.34	27.23	28.31
T5	23.81	25.25	26.68	27.83	28.98	30.13
T6	26.14	27.72	29.30	30.56	31.83	33.09
T7	28.31	30.02	31.73	33.10	34.47	35.84
T8	33.70	35.74	37.78	39.41	41.04	42.67
T9	37.94	40.24	42.54	44.38	46.22	48.06
T10	40.20	42.64	45.07	47.02	48.97	50.92
SIT1	34.37	36.45	38.53	40.19	41.86	43.52
SIT2	38.70	41.04	43.39	45.27	47.14	49.02
SIT3	41.01	43.49	45.98	47.96	49.95	51.94

APPENDIX B-6

Effective July 1, 2027 – June 30, 2028

Salary increase: 3.5%

Hourly Rate

Clerical/Secretarial

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C1			17.18	19.03	20.89	21.71
C2			19.78	21.93	24.07	25.02
C3		20.55	21.79	23.37	25.01	26.00
C4	22.82	24.18	25.54	26.62	27.70	28.79
C5	28.57	30.29	32.02	33.40	34.78	36.16
C6	30.20	32.03	33.86	35.32	36.78	38.24
C7	31.05	32.92	34.80	36.30	37.80	39.31
C8	31.89	33.82	35.75	37.29	38.83	40.38

Technical

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
T1			17.10	18.94	20.79	21.61
T2			19.00	21.06	23.11	24.03
T3			20.80	23.06	25.31	26.32
T4		23.16	24.56	26.23	28.19	29.30
T5	24.64	26.13	27.62	28.81	30.00	31.19
T6	27.06	28.69	30.33	31.63	32.94	34.25
T7	29.30	31.07	32.84	34.26	35.68	37.09
T8	34.88	36.99	39.10	40.79	42.48	44.17
T9	39.27	41.65	44.03	45.93	47.83	49.74
T10	41.61	44.13	46.65	48.67	50.69	52.70
SIT1	35.58	37.73	39.88	41.60	43.33	45.05
SIT2	40.06	42.48	44.91	46.85	48.79	50.73
SIT3	42.44	45.01	47.59	49.64	51.70	53.76

APPENDIX C

WAGE RATES FOR RESEARCH CLASSIFICATION FOR FORMER RE PAY PLAN

APPENDIX C-1

Effective July 1, 2025 – June 30, 2026

Salary increase: 3.25%

Hourly Rate

Research Classification for Former RE Pay Plan

Level	Step 1	Step 2	Step 3
RE 1	23.76	24.80	26.11
RE 2	27.12	28.31	29.80
RE 3	30.48	31.82	33.50
RE 4	33.85	35.33	37.19

APPENDIX C-2
Effective July 1, 2026 - June 30, 2027

Salary increase: 3.25%

Hourly Rate

Research Classification for Former RE Pay Plan

Level	Step 1	Step 2	Step 3
RE 1	24.53	25.61	26.96
RE 2	28.00	29.23	30.77
RE 3	31.47	32.86	34.59
RE 4	34.95	36.48	38.40

APPENDIX C-3
Effective July 1, 2027 - June 30, 2028

Salary increase: 3.5%

Hourly Rate

Research Classification for Former RE Pay Plan

Level	Step 1	Step 2	Step 3
RE 1	25.39	26.51	27.90
RE 2	28.98	30.26	31.85
RE 3	32.58	34.01	35.80
RE 4	36.17	37.76	39.75

**APPENDIX D
WAGE RATES FOR GRANDPARENTED AGRICULTURAL CAMPUS EMPLOYEES**

**APPENDIX D-1
Effective July 1, 2025 – June 30, 2026**

Salary increase: 3.25%

Grandparented Employee	Hourly Rate					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GACS 1	29.28	30.49	31.69	33.03	34.37	35.85
GACS 2	34.37	35.85	37.32	38.80	40.27	41.88
GACS 3	38.80	40.27	41.88	43.49	45.23	47.11
GACS 4	40.27	41.88	43.49	45.23	47.11	48.99
GACS 5	47.11	48.98	50.55			
GACS 6	33.26	34.54	35.99	37.44	39.08	

**APPENDIX D-2
Effective July 1, 2026 – June 30, 2027**

Salary increase: 3.25%

Grandparented Employee	Hourly Rate					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GACS 1	30.23	31.48	32.72	34.10	35.49	37.01
GACS 2	35.49	37.01	38.53	40.06	41.58	43.24
GACS 3	40.06	41.58	43.24	44.90	46.70	48.64
GACS 4	41.58	43.24	44.90	46.70	48.64	50.58
GACS 5	48.64	50.58	52.20			
GACS 6	34.35	35.66	37.16	38.66	40.35	

APPENDIX D-3
Effective July 1, 2027 – June 30, 2028

Salary increase: 3.5%

Hourly Rate

Grandparented AC Salary Scales

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GACS 1	31.28	32.58	33.87	35.30	36.73	38.31
GACS 2	36.73	38.31	39.88	41.46	43.04	44.75
GACS 3	41.46	43.04	44.75	46.47	48.33	50.34
GACS 4	43.03	44.75	46.47	48.34	50.34	52.35
GACS 5	50.34	52.35	54.02			
GACS 6	35.55	36.91	38.46	40.01	41.76	

Appendix E
SUPPLEMENTARY UNEMPLOYMENT BENEFIT (SUB) PLAN
FOR

Members of Nova Scotia Government and General Employees Union

Purpose

The purpose of the Plan is to supplement EI benefits in accordance with Articles 38.5 or 38.10.

Administration

The Employer will administer the Plan and, subject to the provisions of the Collective Agreement and the provisions contained herein, will be the only authority for determining eligibility for benefits under the Plan.

Plan Funding

A separate accounting will be maintained on all SUB Plan payments. Since no trust fund will be established, the Union members will have no vested interest in such a fund.

Eligibility

Any Employee in the Bargaining Unit, as defined in the Collective Agreement, having been employed with the University for a minimum of twelve (12) months and pursuant to Article 38.2, who is granted leave consistent in timing and duration with the *Nova Scotia Labour Standards Code*, will be eligible for benefits under the Plan in accordance with Articles 38.5 or 38.10, provided the Employee has registered at and complied with the reporting requirements of the Employment Insurance Commission and the University, and qualifies under the *Employment Insurance Act* for employment insurance benefits and supplementary benefits as outlined herein.

Benefit

The benefit payable by the Employer under the SUB Plan is a weekly amount, which combined with the employment insurance benefit and any other earnings from employment, will equal ninety-five percent (95%) of the Employee's normal authorized prorated annual salary from service with the University at the commencement of the leave. The Employee will receive as the sum total of SUB payments and any other earnings, a maximum benefit equal to 95% of their normal University salary during the waiting period since employment insurance benefits will not be paid. All amounts paid under the Plan will be subject to normal income tax deductions.

Benefit Non-Entitlement

- 1. Total benefits are not payable for any period in which the Employee is disqualified or disentitled from receipt of benefits under the *Employment Insurance Act*.**

- 2. Benefits are not payable if:**
 - a) the Employee has been dismissed or suspended without pay as per ARTICLE 42 — DISCIPLINE AND DISCHARGE of the Collective Agreement;**

 - b) the Employee has terminated their employment through resignation;**

 - c) an application is made during a period when the Employee is currently on strike, participating in picketing or concerted work interruptions;**

 - d) the Employee is on an approved leave of absence without pay;**

 - e) the Employee is receiving insurance benefits under the University's long term disability Plan.**

Application for Benefits

A claimant for benefits under this Plan must sign an undertaking with the University on a prescribed form (see end of Appendix E) providing that:

- a) they will return to work on the working day immediately following the expiry date of their leave, or any authorized extension thereof, and**

- b) they will remain in the employ of the Employer for at least the same number of weeks as benefits were claimed following their return to work, and**

- c) should they fail to return to work as provided under a) above the Employer at its option, may require them to repay the full amount of Supplementary Unemployment Benefits received during the entire period, and**

- d) should they leave the Employer's employ before the committed period has elapsed as provided under b) above the Employer at its option, may require the Employee to repay a proportion of such benefits equal to that proportion of the committed period they have not worked.

Benefit Adjustment

If the Employer determines that any benefit paid under the Plan should not have been paid or should have been paid in a lesser amount, the amount of overpayment will be recovered from any subsequent benefit payable under the Plan, or by making a deduction from any future monies payable by the Employer to the Employee.

Other Staff Benefits

A Regular Full-time or Regular Part-time Employee shall continue to participate in the group life insurance, long term disability insurance and pension plans, and may continue the dental plan, voluntary group term life insurance, voluntary personal accident insurance and major medical plan. The Employee's portion of the applicable premiums and pension contributions would be deducted from the Supplementary Unemployment Benefit payments made by the Employer. Although eligibility for long term disability benefits is maintained, benefit payments will not be made during the term of the leave.

Interpretation/Grievances

No question involving the interpretation or application of the Employment Insurance Commission portion of the benefit will be subject to the formal grievance procedure provided for in the Collective Agreement between the Employer and the Union acting as bargaining agent for the Employees covered by the Plan.

SUPPLEMENTARY UNEMPLOYMENT BENEFIT CLAIM/UNDERTAKING

**Per the Collective Agreement Between Dalhousie and
Nova Scotia Government and General Employees Union**

TO: _____ (Department Head)

FROM: _____ (Claimant)

This will advise you that I am eligible for Pregnancy or Parental Leave and Supplementary Unemployment Benefits as specified in ARTICLE 38 — PREGNANCY AND PARENTAL LEAVES, and Appendix E of the above-noted Collective Agreement and hereby claim such leave and benefits for the period of _____ to _____, inclusive.

In consideration of the foregoing I hereby undertake:

- a) to return to work following conclusion of my leave, or any authorized extension thereof, and
- b) to remain in the employ of the University for a period of _____ weeks from that date.

If these two (2) conditions are not met, I understand and agree that the Employer, at its option, may require me to repay:

- a) in the first (1st) instance, the full amount of Supplementary Unemployment Benefits received during the entire period of my leave.
- b) and in the second (2nd) instance, a proportion of such benefits equal to that proportion of the committed period which I have not worked.

Claimant's signature

Department Head's signature

Date of Claim

Date of Approval

Please attach original approved copy of this form to appropriate Payroll Change Form.

**APPENDIX F
GRIEVANCE FORM**

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION

Date:

Name:

Address:

Department:

Division:

Location:

Classification:

Length of Service:

Length of Service at Present Job:

Supervisor:

Labour and Employee Relations Officer:

Contract Violation(s):

Summary of Issue(s):

Redress:

Signature of Steward:

Signature of Grievor(s):

Distribution: Original to Supervisor

Copies to: NSGEU, Grievor, Chief Steward, Steward

**LETTER OF UNDERSTANDING #1
Job Evaluation Review - NSGEU Local 77**

The Parties agree that a comprehensive review of the present job evaluation system is necessary to ensure the ongoing effectiveness and credibility of the system. To address this, the Parties agree to establish a joint committee which will conduct a comprehensive review of all aspects of the University's job evaluation systems, including those applicable to NSGEU 77 and Dalhousie Professional Managerial Group (DPMG). The purpose of the review is not to conduct a full-scale review of individual positions or to reclassify positions.

The Committee will be chaired by the Assistant Vice-President Recruitment and Retention, and include three (3) additional members appointed by the University, two (2) members appointed by NSGEU, and two (2) members appointed by DPMG.

The Committee's terms of reference will include jurisdiction to review all aspects of the job evaluation system, including processes and procedures used in conducting a review, access to information and transparency of the process, access to education and training on the job evaluation system, and the validity of the job evaluation tool.

As part of its review, the Committee will engage an external expert, agreed to by all Parties and subject to the University procurement protocols, to assist with assessment of the current job evaluation system and, if requested, provide recommendations on alternative systems.

The review will be completed within eight (8) months of the signing of the Collective Agreement. The Committee's findings and recommendations will be presented to the Vice-President, Finance and Administration and the Vice-President, People and Culture for approval. If the Parties cannot agree to certain recommendations, they agree to allow expedited third-party mediation.

FOR THE EMPLOYER:



FOR THE UNION:



Date: March 26, _____, 2026

**LETTER OF UNDERSTANDING #2
Canada Pension Plan (CPP) Enhancement Integration**

The Union and the Board agree in principle to integrate the enhanced portion of the Canada Pension Plan with the Dalhousie University Staff Pension Plan effective January 1, 2024. The Parties agree to refer the matter to the Pension Advisory Committee (PAC) with direction to utilize an accrual formula of one point eight percent (1.8%) on earnings up to Year's Additional Maximum Pensionable Earnings (YAMPE) and two percent (2.0%) on earnings above YAMPE. At no point should the new contribution rate be higher than the contribution rates currently paid by Plan members as a result of this change.

The Parties agree that the cost savings that are generated by the reduction of current service cost in the Plan will be shared between the Board and Plan members by using the formula of forty percent (40%) savings to the Board and sixty percent (60%) savings to the Plan members. The savings will be shared in a proportional way relative to members' incomes through the development of a contribution rate that aligns with a new accrual formula.

If the CPP enhancement is cancelled, there shall be no amendments. If CPP enhancement is modified, the Pension Advisory Committee shall make recommendations that also reflect the modifications.

FOR THE EMPLOYER:



FOR THE UNION:



Date: MARCH 26, _____, 2026

**LETTER OF UNDERSTANDING #3
Biweekly Payroll**

The Parties agree to determine a process through which to transition NSGEU Local 77 to a biweekly pay, with a commitment to implement this change provided no unforeseen barriers are identified, including unanticipated and prohibitive ongoing costs.

FOR THE EMPLOYER:



FOR THE UNION:



Date: March 26, _____, 2026

**LETTER OF UNDERSTANDING #4
Remote Work**

The Parties are committed to the successful on-going application of the University's Flexible Work Guidelines and agree to discuss opportunities for improving the application of the guidelines at the Labour Management Committee. This includes a commitment to establishing parameters for providing appropriate notification when an employee's remote or hybrid work arrangement is modified or terminated.

FOR THE EMPLOYER:



FOR THE UNION:



Date: MARCH 26, _____, 2026

**LETTER OF UNDERSTANDING #5
Application of Layoff Procedures**


Re: Additional Consideration for Long-Service Employees

In recognition of the Union's concerns regarding the increase in the number of layoffs and in the spirit of collaboration to support employment stability for long-service Employees, the Parties agree to the following provisions relating to the application of Article 11 - Layoff and Recall of the Collective Agreement:

- 1. In the event that layoffs become necessary, Employees with fifteen (15) or more years of seniority shall be provided with additional consideration under the layoff process outlined below.**
- 2. For Employees with fifteen (15) or more years of seniority, layoffs shall occur from among Regular Employees within the same classification who have one (1) year or less of seniority as of the date of layoff, performing similar work based on the applicable job description or posting. The least senior Employee in that grouping shall be displaced first.**
- 3. The senior Employee will be considered for the Identified position provided they possess the requisite skill, aptitude, and ability to perform the duties of the position effectively, as determined by the Employer. The senior Employee's résumé will be shared with the appropriate hiring manager to support this assessment. Employees being considered are eligible for the training assistance in accordance with Article 11.5.**
- 4. If the senior Employee elects not to be considered for the Identified position, the standard layoff procedures pursuant to Article 11 of the Collective Agreement shall apply.**
- 5. The senior Employee will have one (1) week from the date of notice of layoff to confirm in writing whether they wish to be considered for the Identified position under the provisions outlined above.**

This Letter of Understanding shall form part of the Collective Agreement and remain in effect for its duration unless otherwise amended by mutual agreement of the Parties.

FOR THE EMPLOYER:



FOR THE UNION:



Date: March 26, 2026

MEMORANDUM OF AGREEMENT #1
Vacation for Technical University of Nova Scotia (TUNS) Employees

BETWEEN:

DALHOUSIE UNIVERSITY
("Employer")

-and-

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION
("Union")

The above named Parties agreed that for those Employees who were Employees of TUNS as of March 31, 1997, and who have not had a break in employment with the University, the practice of taking vacation in the year in which it is earned shall be continued; it being understood that any vacation taken but not earned shall be repaid by the Employee to the University upon termination.

FOR THE EMPLOYER:



FOR THE UNION:



Date: MARCH 26, 2026

**Memorandum of Agreement #2
Service Awards/Former Technical University of Nova Scotia (TUNS) Employees**

BETWEEN:

**DALHOUSIE UNIVERSITY
("Employer")**

-and-

**NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION
("Union")**

The provisions of this Memorandum of Agreement shall apply only to Employees in the Bargaining Unit who were Employees of TUNS on March 31, 1997, employed on September 14, 1981, and shall not apply to any Employee hired after September 14, 1981.

- a) A person who is retired or who is about to be retired because of age or mental or physical incapacity shall be granted an award, the equivalent of five (5) calendar days pay at their then salary for each completed year of service. For example: a person with twenty-two (22) years' service would be eligible to receive an amount equal to:

$$5 \times 22 \times \frac{\text{Last Yearly Salary}}{365}$$

- b) If a person dies while still employed in the Employer's service, and if they would have been entitled to the Retiring Service Award had they retired from the Employer's service immediately prior to their death, the amount to which they would be entitled shall be paid to the person who is eligible to receive the deceased pension benefits or to their estate if there is no such beneficiary.

The salary which shall be used to calculate the amount of the Service Award in accordance with this Memorandum of Agreement shall be the salary which the Employee was receiving on the date of termination of their employment.

FOR THE EMPLOYER:

FOR THE UNION:





Date: MARCH 26, _____, 2026

**MEMORANDUM OF AGREEMENT #3
Retroactivity**

BETWEEN:

**DALHOUSIE UNIVERSITY
("Employer")**

-and-

**NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION
("Union")**

Notwithstanding ARTICLE 53 — COPIES OF AGREEMENT, all negotiated changes to the Agreement shall be effective on the date of ratification by both Parties, with the exception of wage rates (for regular hours worked, including overtime) for Employees who were in the employ of the University on the date of ratification, Employees who retired between the effective date and the date of ratification, and Employees who terminated between effective date and the date of ratification who have provided current and sufficient banking information to the Employer (provided they do not owe the University money).

FOR THE EMPLOYER:



FOR THE UNION:



Date: MARCH 26, _____, 2026

**MEMORANDUM OF AGREEMENT #4
Grandparented Employees at the Agriculture Campus (GEAC)**

BETWEEN:

**DALHOUSIE UNIVERSITY
("Employer")**

-and-

**NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION
("Union")**

The Parties agree that Employees identified as Grandparented Employees at the Agricultural Campus per Appendix D may request to have their position reviewed under the Dalhousie Professional Managerial Group (DPMG) classification system. At the request of the Employee, an updated job description for the Employee's position as agreed upon by the Employee, their supervisor, and the Dean/Administrative Head or designate, will be submitted to the Job Evaluation Unit for rating on the Dalhousie Professional Managerial Group (DPMG) classification system. Upon confirmation of the position classification, the Employee may elect to have their position transferred to the DPMG Employee group.

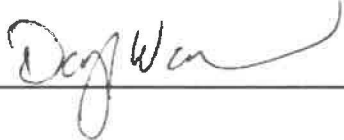
An Employee who elects to transfer to DPMG will lose all rights and privileges under the NSGEU Local 77 Collective Agreement, including seniority. Any salary adjustment will be effective the date on which the approved job description is received by the Job Evaluation Unit.

The Union and Employer agree that they will not challenge the transfer of a position from NSGEU to DPMG as a result of the process outlined in this Memorandum of Agreement.

FOR THE EMPLOYER:

FOR THE UNION:





Date: MARCH 26, 2026

MEMORANDUM OF AGREEMENT #5
Reclassifications

BETWEEN:

DALHOUSIE UNIVERSITY
("Employer")

-and-

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION
("Union")

During negotiations for the 2022-2024 Collective Agreement, the Parties agreed to the following reclassifications:

- LA1 reclassified to C-4.
- LA2 reclassified to C-5.
- LA3 reclassified to C-6.
- DA1 reclassified to T-8.
- AS1 reclassified to C-5.
- AS2 reclassified to C-6

The rate of compensation for Employees in the above noted reclassified positions shall be subject to Article 27.15 (a).

All current Employees in C-1, C-2, C-3, T-1, T-2 & T-3 will move to the C-4 wage rate, effective June 30, 2022. The rate of compensation for Employees in the above-mentioned positions shall be at the next higher step rate than the top rate in their current level. Such Employees will receive all economic adjustments but will not progress through the C-4 steps.

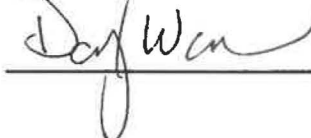
Name	Current Classification	Current Rate	Current Step 6	New Step (6 step scale)	New Rate*
Redacted	C-1	17.97 - step 6	17.97	step 1 - C-4	18.62
Redacted	C-3	18.03 - step 3	21.55	step 4 - C-4	21.79
Redacted	T-1	17.88 - step 6	17.88	step 1 - C-4	18.62

*New rates, which includes C-4 base rate adjustments of .50, subject to economic increases of 3% July 1, 2022, 2.5% July 1, 2023 & 2.5% July 1, 2024.

FOR THE EMPLOYER:

FOR THE UNION:





Date: MARCH 26, _____, 2026

**Memorandum of Agreement #6
Merger of Former Nova Scotia Agricultural College (NSAC) with Dalhousie University**

BETWEEN:

**DALHOUSIE UNIVERSITY
("Employer")**

-and-

**NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION
("Union")**

Pursuant to the *Dalhousie University – Nova Scotia Agricultural College Merger Act*

WHEREAS the former Nova Scotia Agricultural College merged with Dalhousie University effective September 1, 2012.

BE IT RESOLVED, the following document forms part of the Collective Agreement between Dalhousie University and NSGEU Local 77.

The Parties agree that Employees who are merged into the NSGEU Local 77 Bargaining Unit except to the extent specifically modified within this Memorandum of Agreement.

SECTION 1 - DEFINITIONS

- 1.1** "Local 77" means NSGEU Local 77, the Administrative and Technical Support Bargaining Unit at Dalhousie University.
- 1.2** "Agricultural Campus" means the former Nova Scotia Agricultural College which merged with Dalhousie University effective September 1, 2012 to become the Agricultural Campus of Dalhousie University.
- 1.3** "Employee" means an Employee at the Agricultural Campus of Dalhousie University who was an Employee as of June 5, 2015 and is a member of the Bargaining Unit.
- 1.4** "Designated Employee" means a person defined as such under the *Dalhousie University - Nova Scotia Agricultural College Merger Act* who:
- a) was an Employee in the public service of the Province working at or providing services to the Department of Agriculture immediately before the coming into force of this Act,
 - b) was appointed in accordance with the *Civil Service Act*,
 - c) is designated by the Minister to become an Employee of the merged University, and
 - d) did not leave the employment of the University.

- 1.5 “Research Employees (RE)” means all externally funded research and development Employees at the Faculty of Agriculture of Dalhousie University who have been appointed as a Research Assistant, Research Associate or Senior Research Associate (RE 1 – 4) with a Research Classification and Pay Plan, Appendix C of this Collective Agreement who are members of the Bargaining Unit.

SECTION 2 - SERVICE AND SENIORITY

- 2.1 Employees hired before June 5, 2015 by both Parties will maintain their service and seniority accrued to that date. Such accrued service and seniority to June 5, 2015 shall be in accordance with Article 1.02 of the Civil Service Agreement with the term of April 1, 2010 to March 31, 2012. Service and seniority on or after June 5, 2015 shall accrue in accordance with the terms of the Local 77 Collective Agreement.

SECTION 3 - LAY-OFF AND SEVERANCE PAYMENT

- 3.1 The following lay-off notice and severance pay shall be applicable to Employees hired before June 5, 2015 :
- a) Notice of layoff shall be in accordance Article 37.14 of the Civil Service Agreement.
 - b) At the end of the redeployment period in the Local 77 Collective Agreement, or at any earlier time as an Employee in receipt of notice of layoff wishes to terminate employment and waive redeployment rights, the Employee shall, be granted severance pay equal to four (4) weeks’ for every year of service to a maximum of fifty-two (52) weeks’ pay when the period of notice is added to severance, and for a minimum of four (4) weeks’ pay. Where there is a partial year of service, the severance payment will be prorated on the basis of number of months of service.

SECTION 4 - RESEARCH EMPLOYEES (RE)

- 4.1 Research Employees appointed to term positions, of more than three (3) years’ expected duration shall be considered Regular Employees and shall be covered by all the terms of the Local 77 Collective Agreement, except as modified by this MOA.
- 4.2 Section of this MOA and ARTICLE 11 — LAY-OFF, REDEPLOYMENT, RECALL AND SEVERANCE PAY of the Local 77 Collective Agreement shall not apply to Research Employees.

4.3 Research Employees shall receive notice of their final date of employment in their letter of offer of employment. Such notice may be amended in a subsequent letter extending their employment.

4.4 If a Research Employee has become a Regular Employee and their position is eliminated before the anticipated final date of employment as outlined in the letter of offer of employment, or extension letter, they shall receive a minimum of forty (40) working days' notice in writing of lay-off. Other Research Employees shall receive ten (10) working days in such circumstances. Employees may receive working notice (including on re-assignment to another grant or position) or pay in lieu of notice.

4.5 There shall be no displacement of other Employees at the termination of a Research Employee's contract.

4.6 **RECALL**

A Research Employee who becomes a Regular Employee will be placed on the recall list the day after their last day of employment for a period of twelve (12) months. The Research Employee shall be given priority consideration, before positions are posted in accordance with ARTICLE 26 — JOB POSTING of the Local 77 Collective Agreement, by seniority for vacancies at the same classification level in which the person was employed or one (1) classification level lower. Priority consideration shall mean that the Employee shall be considered first to determine whether, in the Employer's assessment, they have the requisite skill, aptitude, ability and competency to perform the basic duties of the job in a satisfactory manner. If recalled to a lower classification the Employee shall be paid on the scale for that classification at the step which is closest to their hourly rate.

4.7 The following applies to Research Employees hired before June 5, 2015 whose appointment comes to an end in accordance with Section 0 or 0 above:

a) **SEVERANCE**

A Research Employee who becomes a Regular Employee may opt for severance unless an offer of alternative employment at the same or higher classification has been made or is pending. The Research Employee must advise the Employer of their option for severance within ten (10) working days from their last day of employment. An Employee opting for severance will be removed from the recall list. For Employees with at least

three (3) years seniority, severance pay shall be two (2) weeks' pay. For Employees with at least ten (10) years seniority, severance pay shall be one (1) week of pay for every one (1) year of full-time or prorated equivalent paid service since date of last hire by the Employer to a maximum of fifty-two (52) weeks when the period of notice is added to severance pay.

4.8 Article 23.8 of the Local 77 Collective Agreement, Health Spending Account (HSA), shall apply only to Research Employees hired before June 5, 2015.

4.9 The Union and Employer agree to establish a committee with equal representation from both Parties to discuss and determine terms and conditions of employment for Research Employees. Any recommendations of the Committee shall be provided to the Union and the Employer.

SECTION 5 - PENSION PLAN

5.1 Employees hired prior to June 5, 2015 who participated in the Public Service Superannuation Plan (PSSP), will remain in the PSSP subject to the Plan's eligibility requirements.

SECTION 6 - HOURS OF WORK AND OVERTIME

HOURS OF WORK

6.1

- a) An Employee whose regular work week is thirty-five (35) hours per week as of June 5, 2015 will continue to have a regular thirty-five (35) hour work week unless there is mutual agreement between the Employee and the Department Head or designate to decrease to thirty-two and one half (32 1/2) hours per week. The Union shall be notified twenty (20) working days in advance of such a change in the regular hours of work. This does not affect the Employer's right to decrease hours of work in accordance with other terms of the Local 77 Collective Agreement.

- b) Employees working a modified work week arrangement as of June 5, 2015 will continue to work the modified work week unless it is not operationally feasible to continue. Any change in hours of work schedule will be in accordance with the terms of the Local 77 Collective Agreement.

SECTION 7 - LEAVES OF ABSENCE

PREGNANCY AND PARENTAL LEAVES

- 7.1 Employees hired before June 5, 2015 by both Parties, who commence Pregnancy Leave or Parental Leave as prescribed by the *Nova Scotia Labour Standards Code*, shall continue to accrue and accumulate service and seniority by the duration of their leave provided there is no additional cost to the Employer during the leave period. For example, Employees do not accumulate vacation during such leaves.

LEAVE FOR ONGOING TREATMENTS (Employees hired before June 5, 2015)

- 7.2 While Employees are to make every reasonable effort to schedule medical/dental treatments outside working hours subject to Article 30 – Medical/Dental Appointments of the Local 77 Collective Agreement, Employees who are participating in a scheduled ongoing series of medical treatments or therapy, when required further to medical certification from a qualified medical practitioner verifying that such treatments are necessary in order for the Employee to continue work, may use sick leave for such purpose. In order to be deemed as ongoing treatment or therapy, the time between successive sessions shall not exceed thirty (30) calendar days.

SECTION 8 - VACATION

VACATION CARRY OVER (Designated Employees Only)

- 8.1
 - a) Except as otherwise provided in this MOA, vacation leave for a period of not more than five (5) days may, with the consent of the Department Head or designate, be carried over to the following year, but shall lapse if not used before the close of that year. Requests for carry over entitlement shall be made in writing by the Employee to the Department Head or designate not later than March 31st of the year in which the vacation is earned, provided however that the Department Head or designate may accept a shorter period of notice of the request. The Department Head or

designate shall respond in writing within one (1) calendar month of receiving an Employee's request.

- b) An Employee who is unable to take vacation within the vacation year due to illness or injury leave, or pregnancy and or parental leave shall be entitled to carry over this unused vacation to the subsequent year.
- c) Employees hired on or before June 5, 2015 will continue the practice of taking vacation in the year it is earned.

ACCUMULATIVE VACATION CARRY OVER (Designated Employees Only)

7.2 An Employee may be granted permission to carry over five (5) days of vacation leave each year to a maximum of twenty (20) days if, in the opinion of the Department Head or designate, it will not interfere with the efficient operation of the department.

SECTION 9 - PUBLIC SERVICE AWARD (Designated Employees Only)

PUBLIC SERVICE AWARD

- 9.1 a) An Employee who ceases to be employed either by retirement or resignation from employment, and is immediately eligible for and immediately accepts a pension pursuant to the provisions of the *Public Service Superannuation Act*, shall be granted a Public Service Award equal to one (1) week's pay for each year of full-time service to a maximum of twenty-six (26) years. The amount will include a prorated payment for a partial year of service.
- b) The amount of Public Service Award shall be calculated by the formula:

$$\frac{\text{Annual Salary}}{52} = 1 \text{ week}$$

ENTITLEMENT

9.2

- a) The entitlement of an Employee to a Public Service Award shall be based on an Employee's total service as defined in **SECTION 2 - SERVICE AND SENIORITY** of this MOA and **ARTICLE 10 – SENIORITY** of the Local 77 Collective Agreement.
- b) In addition to the months of service upon which an Employee's Public Service Award is calculated, the months of prior war service purchased by an Employee in accordance with the amendment of **Section 11** of the *Public Service Superannuation Act* shall be included as months of service for the purpose of the Public Service Award entitlement calculation.
- c) An Employee who resigns with severance is not entitled to a Public Service Award.
- d) Eligible Employees shall have the option of having their Public Service Award paid out, effective July 1, 2022.

DEATH PRIOR TO RETIREMENT

9.3

Where an Employee dies and they would have been entitled to receive a Public Service Award if they had retired from the Employer immediately before their death, the Public Service Award to which they would have been entitled shall be paid:

- a) to their beneficiary under the Group Life Insurance Policy, or
- b) to their estate if there is no such beneficiary.

CALCULATION OF AWARD

9.4

The salary which shall be used to calculate the amount of the Public Service Award in accordance with this Section shall be the salary which the Employee was receiving on the date of the termination of their employment or the salary used in the calculation of a pension under the *Public Service Superannuation Act*, whichever is greater.