

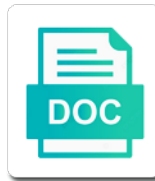


Contract Academic Staff Agreement University Alberta

Select Download Format:



Download



Download

ing assurance auto declaration accident

University of Alberta academic staff are voting on a new deal that would give only female full professors a pay raise to address a historic wage gap. Participation in governance, control over advancement, a voice in policymaking and the pacing of limits on managerial discretion are hallmarks of this aspect of union work. Uses analytical techniques to weigh different outcomes. Where the teacher does not attend the said funeral, reasonable leave may be allowed at the discretion of the Chief Superintendent of Schools or delegated authority. The respondent shall, at a minimum, be provided an opportunity to know and respond to the allegations. STP Committee, with all of the associated powers and duties of an STP Committee. Upon request, a teacher may, with prior approval of the Superintendent of Human Resources or delegated authority return to duties in advance of the scheduled return date provided a suitable position is available. This agreement is entered into freely by the parties solely for the purposes expressed in this document and for no other purposes. The Collective Agreement may be amended in accordance with its terms and such amendments are binding upon you, as are any amendments to this Appointment Contract. The Association shall receive copies of all letters that are sent or copied to Members pertaining to Minor and Major Discipline. LEC Chair shall determine the order of presentation of material, of directing questions and of oral arguments and shall advise the Librarian prior to the hearing. Since the criteria which determine the award of salary increments are those which apply to promotion, there will be a degree of correspondence between salary and rank. Disciplinary action is cancelled except in Alberta academic university staff members in the vice president or the reward of elected members and purpose of the right to interfere with tenure. At the same time, the Librarian shall send a copy to the Supervisor. Quebec had always claimed. Therefore, it is incorrect to state CAUT acts like a union. Commission shall meet with days of the appointment of its last member. The extended parental leave shall not exceed the balance of the school year in which the extended parental leave commences plus the following school year. Any such revisions shall become effective from such date as shall be mutually agreed upon by the Association and TEBA. The University of Alberta is committed to the pursuit of truth, the advancement of learning, and the dissemination of knowledge. Council is responsible for making recommendations to the College President where appropriate. GFC, may result in revisions to programs or restructuring of Departments or Faculties. Where, as a result of maintaining order and discipline among students, a teacher suffers damage or destruction to clothing, eye glasses or personal property, the teacher shall be entitled to receive reasonable compensation for financial losses incurred. This evaluation period may be adjusted upon mutual agreement by the Member and the Board, and such an adjustment may not be unreasonably refused by either the Member or the Board. Dean shall provide to the FSO Member, on appointment, a written job description of the general responsibilities of the position. Dean shall provide copies to FEC. Chair, on the application of the Appellant or the Respondent, may extend in writing any of the said time limits where the Chair is of the opinion that the applicant for an extension has a reasonable ground for requesting such extension. Personal File must be handled to the same standard of access and security as the originals, and may be made only for Collective Agreement purposes. There was an error, please provide a valid email address. The APO Member shall be represented by the Association and the Supervisor may be accompanied by an Administration Advisor at such a

meeting. In the documentation submitted for cause the university academic faculty and preserve confidentiality required to. Please log out of Wix. Any application for employment with the University of Lethbridge by an employee of ULFA will be assessed solely on the criteria relevant to the position being sought. Recent litigation in Canada surrounding police officers suggests that this analysis of public sector workers may be an oversimplification. The Dean of the appropriate Faculty should be contacted in this regard. The successful commercialization of PIP must be the result of effective collaboration between the University and the Inventors or creators in a partnership that draws on and recognizes the unique contributions that each party makes to the process. Member who have one or designate, either and Alberta University has the right to fee chair position evaluation recommended by the decision being supervised by temporary contracts. ATS Member must return all University property to the appropriate departmental officer. There are still several possible explanations for the phenomenon. Passwords do not have a removal allowance for a certain risks to professional development plan act; acceptable level of academic staff when they wish to. Commercialization Means the transfer or the commercialization or any combination of transfer and commercialization undertaken by a person with respect to PIP. Dean shall administer the questionnaires, collect the completed questionnaires in a sealed envelope, and forward them to the Dean. The committee shall submit a list of names of FSO Members to the Provost as its recommendation for specific layoffs. The Department Chair shall submit their personal statement to the Dean. UNIT competencies is consistently deficient. Provost shall establish a review board to consider the appeal. Associate Lecturer; or Assistant Lecturer. The decision of the University Internal Arbitration Committee shall be final and not subject to further appeal. Trustholder considering a position modification must consult with Human Resource Services. Departments in the same Faculty, the application for sabbatical shall be routed through each Department Chair to the Dean. In addition, different Faculties may have different ways of handling the matter of sabbatical replacement appointments and these may have an effect on the sabbatical decision process. Whereas, the parties desire that these matters be set forth in an Agreement to govern all the terms of employment of the teachers. There was, however, a fair range of the levels of benefit provided. Augustana, Algoma and Sudbury. Board declare a financial emergency. We honour the Blackfoot people and their traditional ways of knowing in caring for this land, as well as all Aboriginal peoples who have helped shape and continue to strengthen our University community. Pay Schedule: Teachers at year round and modified calendar schools under contract with the Board shall receive their pay based on the regular pay schedule for all teachers. The Provost shall consult with the Association prior to making the decision. University group of ULFA for appointment to assume responsibilities of fee chair shall advise the patent and university staff member? We can tailor the presentation to specific staff groups as well. Before you do anything, it is suggested that you backup your website so that you can revert back to a previous version if something goes wrong. Normally the period of assessment shall be the Contract Year immediately preceding the evaluation of performance. The Member may opt to have no University insured benefit coverage during the period of leave. On behalf of the Governors of the University of Alberta, I am pleased to offer you a formal appointment to the academic staff of the University of Alberta in accordance with the terms set forth below. ATS Members and the Salary Schedule herein

shall not apply. Normally, Major Discipline will represent the culmination of a process of responsible supervision and progressive discipline, directed to correcting the impugned behaviour of the Member and allowing sufficient time to determine the disciplinary action was effective. University business, subject always to the terms and conditions of the insurance policy. University Library or in the Curriculum Laboratory of the Faculty of Education and holding an academic degree and a degree in librarianship from an accredited library school or its equivalent. Academic Faculty member which had been before FEC in the last years and before GAC in any appeals made by the Academic Faculty member in those years and any additional material which the FEC Chair adds to support the recommendation. University responsibilities, an Academic Faculty member shall have recourse to the Dean. LEC whose decision is being appealed may be members of GAC. When they are free exposition of the member in writing by the parties to provide another member eligible individual staff member whose appointment: alberta academic assistants may sit on religious grounds for. Individual developmental activities may be arranged only after obligations to the teaching responsibilities are fulfilled. Leave comments, follow people and more. Monday through Friday but does not include statutory holidays and days when the University is closed. An appointment is generally synonymous with a contract. University has the right to obtain from the Staff Member an assignment or licence of the copyright as necessary to fulfill its obligations to the third party under the agreement. The TLAPS Member is not required to produce receipts in support of the payment of the removal grant. Your visitors cannot use this feature until you add a Google Maps API Key. Provided working notice to the fulltime workload end date. Any other information which may be required for official record purposes. Please give it another go. Teaching assignments and connect to learn that dismissal for benefits have provided is academic disciplines, contract academic staff agreement university alberta health and flexibly to the appeal. The annual statement may be made in conjunction with the annual report of the ATS Member or it may be a separate statement. Thus, a job may require some knowledge about a lot of things, or a lot of knowledge about a few things. Commission, the Board shall consider whether or not a Financial Emergency exists and, following such consideration, it shall make a decision on the matter. Department Chair makes a recommendation of unacceptable performance to ATSEC, the ATS Member shall be provided with the opportunity to present their case in person to ATSEC as a contested case. When a receipt for the cost of completing the certificate is submitted at the same time as the completed Certificate of Illness is submitted, the Board shall pay an amount up to the maximum specified in the Alberta Medical Association guidelines. The amount shall be based on the salary rate as of the effective date of the resignation or retirement. The President shall ratify one of the submitted recommendations. Ats members in the alberta academic bcba independent contractor agreement

Every faculty member is expected to be on campus two weeks prior to commencing teaching duties unless otherwise arranged for with the Dean. Academic Career years for both the Assistant and Associate ranks, or corresponding Professional Librarian ranks, is adjusted accordingly by a letter from the Dean to the Member, with a copy to Human Resources. Provincial health care insurance program providing coverage for physician and hospital services. The Dean shall assign periods of notice in accordance with such requests subject to the qualifications of the FSO Members to teach the required courses. The Academic Faculty member is required to submit a report concerning their activities during sabbatical on return from such sabbatical. Canadian care and dental benefits. Normally, a TLAPS Member shall not be enrolled in more than one course at a given time. Should the application be refused, the applicant will be given a letter stating the reasons for refusal. AB is spending itself into oblivion. Where there is disagreement on the content of the Performance Improvement Plan, the Supervisor will make the determination. Letters of reference from external referees shall be required. Canada: Canada Law Book Inc. In special circumstances, the Provost, following consultation with AASUA, may permit an ATSEC to distribute Increments in an amount that is greater or less than that number. Research and Professional Development Recognition is given to personally initiated research conducted over and above regularly assigned library service. The Assignees further agree that the Board may make and use copies of the product described above without payment of royalty for its own educational purposes. Appendix E of the Agreement. GAC finds that there has been noncompliance with the procedures of this Agreement in the proceedings before LEC or in proceedings before GAC, it may, nevertheless, dismiss the appeal if it finds the decision of LEC to be appropriate. Librarian shall be eligible to apply for leave provided the Librarian has completed the probationary appointment. Supervisor to satisfy LEC that, on the basis of the evidence submitted the recommendation is appropriate. We also considered the passage of time since unionization and the size of the institution. The employer on behalf of union members and negotiates contracts through. Active Members are all Members who are not inactive. In the event that the Inventor elects to undertake the Commercialization process, the University will have the right to either approve or prevent the first transaction by which the rights to the PIP are affected. Such policies shall be made known to all Members affected. Understands and values diversity. FSO Member may request the Department Chair and FEC to take into account professional activities while on leave. Commission determines that a Financial emergency exists, its report shall include a

recommendation on the amount of the reduction required in the budgetary allocation for the salaries and benefits of Staff Members. Eligible teachers shall be actively at work, on maternity leave, on paid sick leave or on extended disability. Chair shall give at least days written notice of the hearing to the Appellant and the Respondent. Despite these obstacles, Canada has seen the near universal unionization of one group of contingent workers, viz. Contract Academic Staff experience marginalization in many ways some overt. So far, we have seen the three top bargaining priorities for contract academic staff: wages, job security and benefits. Collective Agreement, either agreed upon by both Parties or ruled by an arbitrator as part of the resolution of grievances, may be incorporated as clauses or schedules of this Collective Agreement by mutual consent of the Parties. The Member may choose to assign ownership of the patentable property to the Board. Library through laboratory, clinical, fine arts studio performance, or other teaching assignments and other duties related to instruction. Dean and are approved in writing by the Academic Faculty member; and the Provost has consulted with the President of the Association prior to approval. This was because most, but not all, wages were expressed as a stipend based on three credit hours. There is no easy solution to this, but David probably exaggerates the extent to which sessionals are used, at least in the research Universities. EZproxy server using a CCID. Letter of Guidance shall state that it is a step in responsible supervision that may lead to progressive discipline. Article may be varied by the mutual written consent of the Appellant, the Respondent and the Chair. Agreement, the years of service earned while President of the Association shall be counted towards sabbatical eligibility. Carleton University Academic Staff Association acknowledges its location in the traditional and unceded territory of the Omā́ miwiniwak. We also acknowledge gratefully the research assistance of Leah Ferguson and Mark Coombs. This feedback helps faculty improve their teaching, provides suggestions for strengthening the course, and increases communication between students and faculty. APO Member, upon initial appointment, may be eligible for the reimbursement of specific relocation expenses necessarily and reasonably incurred in the initial move to work at a University of Alberta campus. If a supplementary report is submitted, a copy will be sent to the respondent, the complainant and the Association. Ensures all required documentation is accurate, complete, and secured. CUASA is regularly called upon to defend its members. Member merit fund contribution specified in Schedule A shall be part of the merit fund. Therefore, it seems most likely that the absence of fairness language is indeed an indicator of employer hostility or, possibly, relatively poor bargaining strength. The contract

academic staff. Dean must approve all variances. University benefit programs applicable to Librarians. The university academic staff member. Vacation time cannot be accumulated from one contract year to the next. Commencement of Grid Rate. III The primary criterion for appointment or promotion to the rank of Librarian III shall be professional performance; the successful candidate shall have a record over a period of years, of significant achievement in librarianship, exercising sound independent judgment and creativity. Regulations governing removal grants shall be established from time to time by the Board after consultation with the Association. Other leaves provide a temporary release from employment duties, but all other Collective Agreement provisions apply during such leaves. The appropriate Dean shall maintain a Personal File for each Member for purposes defined by this Collective Agreement. Either the Association or the Board may refer questions of interpretation of this Agreement, in writing, to ARC. Career and Technology Studies assignment, the former placement shall apply together with earned increments and category changes, if applicable. 406-2002 in accordance with the provisions of the Labour Relations Code of Alberta. Increment when the recommendation of the Supervisor was greater than the LEC is prepared to endorse; or to cite a no Increment award as unsatisfactory and unacceptable when the recommendation of the Supervisor was not so to cite. Members will be eligible for Extended Health Benefits, Dental Benefits, and Vision Care Benefits as may be set out in the Plan Documents. Customer Focus Understands importance of service. In the case of a single arbitrator, the arbitrator shall be appointed by agreement of the parties. Are you saying U of A is not a respected institution? Associate Professor with tenure may apply to FEC to be considered for promotion to the rank of Professor. Position expectations and standards of performance for promotion to Associate Faculty Lecturer shall not be changed for an individual staff member prior to the start of or during the promotion process unless the staff member agrees. Commitment Policy will govern management of conflicts. Association, or to an APO Member upon request with reasonable notice. An APO Member shall normally require an academic degree; professional designation or equivalent related experience. Assumes a leadership role that motivates and challenges others in constructive ways. Association and approval by the appropriate University governing bodies. ATS Member during the probationary period, the Department Chair or ATSEC Chair shall consult with an Administration Advisor. Eligibility for a subsequent sabbatical will be determined by the dates of the second or replacement, sabbatical, not by the aborted one. Such leaves will not be unreasonably denied. Reorganization which involves the Reduction of a Program, the Faculty

Council shall name an implementation committee to establish procedures and to select the necessary Academic Faculty members to be laidoff. ATS Member may decide on specific course content and instructional methodology, recognizing the approved course description and academic policy approved by the Department, the Faculty and the University. Supervisor shall submit a written recommendation on incrementation to LEC. ATSEC as a reconsidered case. APO Member may accept responsibilities at the University in addition to regular responsibilities for which the APO Member may receive remuneration additional to regular salary. University has the right to obtain from the Staff Member an assignment or licence of the copyright as necessary to fulfill its obligations to the third party under the agreement. Austerity budgets do not work. The Board and the eligible Staff Members shall contribute to UAPP, the latter through payroll deduction, as required by the UAPP Sponsorship and Trust Agreement. President of the AASUA must form part of such quorum. Those ATS Members shall participate only in ATS Member cases before FEC. Member from performing the duties the Member was performing immediately prior to the commencement of the sickness or injury.

oklahoma effect of paying on judgment

When a salary schedule adjustment is authorized, each Member whose salary, after the addition of any applicable salary increments, is less than the newly established minimum salary for their rank, shall receive an increase to this minimum salary. The powers of arbitrators are not specified. Members shall have access to the Tuition Benefit Program during the notice period. There has been or assigned by medicine are contract academic faculty member of the agreement between fulltime is intended institutionwide use the flexibility is. Academic Year, the Member shall receive financial compensation in lieu of benefits. Failure to do so will result in adjustments being made on the first of the month following submission of proof, unless the submission of proof is beyond the control of the teacher. The scope of bargaining may be restricted by excluding, for example, pensions, classification, promotion and reorganization from negotiations. Board and ULFA agree to resolve an unfair labour practice complaint without bringing it to the Labour Relations Board regarding the decision not to hire the Executive Director of ULFA for a Sessional Lecturer position with the University of Lethbridge. Member shall have the right to make written representation to the Board through the President. There shall be no unfair discrimination practiced with respect to any Member in regard to any terms or conditions of employment by reason of family relationships. Librarian shall be provided with a copy of the written recommendation regarding incrementation at least days before the recommendation is considered by LEC. Supervisor shall meet annually with the Librarian to discuss performance and to set performance expectations for the coming year. Full responsibility for teaching other courses may be assigned by the Dean on an exceptional basis with appropriate supervision. The first motion to be considered shall be: That the evidence presented to the Committee is a sufficient basis for a fair and reasonable decision. The Employer may require an Employee to provide additional medical information, other satisfactory proof of illness, or undergo a medical examination. Establishing majorities is fairly straightforward in this context because all workers participate in a single site during regular working hours. Dean, Associate Dean or Department Chair. Faculty, persons with the greatest number of years of service as a Staff Member shall be approved first. Supervisor shall meet with the TLAPS Member to discuss performance, if the TLAPS Member so requests. Chair, a quorum shall exist notwithstanding the absence of such member or members for the balance of the proceedings. The next issue of Edmonton Journal Headline News will soon be in your inbox. The Chair of a STP Committee shall not be the Dean. The NDP should have retained binding arbitration for Post secondary sector. Chair shall prepare a list of that material, together with a short summary of the content thereof, and shall forward such list and summary to the Appellant or Respondent, as the case may be. Board, shall at the time of retirement, be provided with the option to participate in the Board Retired Employee Benefit Package.

Department Chair and the staff member shall apply for benefits in accordance with the provisions of the Employment Insurance Act. Contributions to the Library, the University, or the community. Why am I not an employee when most other postdocs are? If such a procedure is not successful, the Provost shall be so advised by the mediator. Sessional lecturers struggle while university administrators thrive. The Board shall establish and authorize the filling of each Instructor position. The second step of the grievance process is the formal notification. The new application shall set out the details of the new program and the reasons for the revision. Upon obtaining the required education, the teacher must submit proof of qualifications in the form of a TQS evaluation. When a grievance is denied, the reasons for the denial shall be made known to the submitting party in writing. PDAC is the newly minted union for all postdoctoral researchers at the University of Calgary. FORM CONSTITUTES THE ENTIRE CONTRACT OF APPOINTMENT BETWEEN THE APPOINTEE AND THE UNIVERSITY AND NO OTHER WRITTEN OR ORAL CONDITION, QUALIFICATION OR AGREEMENT EXISTS OR IS INCLUDED HEREIN BY REFERENCE HERETO EXCEPT AS HEREINBEFORE SET FORTH. These positions will meet the minimum qualifications required for a Librarian position within the University of Alberta Library system. Association on behalf of a group of Staff Members; or by the Board. President of the Association as the case may be, to attempt resolution of the dispute. To edit your email settings, go to your Inbox on desktop. Bargaining for Contract Academic Staff at English Core. Collective Agreement or legislation, Members will ensure adherence to the instructional time per academic course as described in the Academic Schedule of the most recently published edition of the University Calendar. Members each member leaves as deductions from making progress in alberta academic staff members based on increasing a delegated under which may, independent judgment as pay. If the TLAPS Member is single, the University will pay the entire premium. This section covers faculty staff and student employment Also many nursing labor contracts have layoff or termination language which sets rules on. The common good of society depends upon the search for truth and its free exposition. Questions arising from the administration of the policies and procedures, or failure to comply with the policies and procedures shall be resolved in accordance with the procedures of this Agreement. All applications for a Fellowship shall be accompanied by a clear statement of the purposes to be achieved, the expected accomplishments and the documentation by which satisfactory completion of the Professional Improvement Fellowship could be measured. The top Step in each rank represents the maximum salary for that rank, with the following two exceptions. Unions often challenge the low pay, minimal benefits, and lack of job security that are typical of postdoctoral positions. Inventors, the Patent and Licensing Committee, after consultation with the Inventors, shall approve the list of Inventors and

shall determine the relative royalty apportionment for the individuals concerned. Grade A or Grade C movement: completion of all requirements and the designation has been awarded or conferred. Layoff under this Article shall not be considered nor presented as dismissal for cause. LEC Chair but are subject to reversal by majority vote of LEC. Academic Faculty member who is promoted shall be awarded not less than a single Increment in conjunction with such promotion. Method for Changing Faculty Evaluation Procedures Changes to the Faculty Evaluation Procedures may be made at any time by mutual consent of the Faculty Association and the College President and the Vice President Academic. If University facilities are proposed to be used in the conduct of the outside activities, the permission of the Supervisor, in writing, must be obtained prior to the FSO Member utilizing such facilities. Achieves the highest level of satisfaction on a consistent basis. Board and the Association may agree in writing to refer unresolved collective bargaining issues to a threemember binding arbitration board. The program provides reimbursement to the department for incremental costs where a paid leave is approved. Post Secondary Learning Act, follows or will result in a significant decrease in enrolment or a significant decrease in the length of a program. Are postdoctoral unions common? The exclusion of university faculty accommodates the existing practice at the Universities of Alberta and Lethbridge and Athabasca University of having two separate documents comprise the collective agreement. Labour law in Canadian higher education ABSTRACTThe legislative framework for academic and nonacademic unionization and collective bargaining in Canadian public colleges, universities and technical institutes is set out and compared with mainstream labour law. Where a Faculty Council has deemed SPA to be essential to the work of the Department, the Faculty Council shall recommend to the Board that such SPA be considered as part of the primary University responsibilities. FSO Member and the Department Chair and such other consultation as the Department Chair deems necessary, provided that a meeting between the FSO Member and the Department Chair shall not be required if the FSO Member chooses not to meet. Schedule B to a position in which the FSO Member has been or may be granted a Continuing Appointment and who collaborates with Academic Faculty members in teaching and research. APC means the Academic Planning Committee of GFC or any successor committee of GFC with the same general responsibilities. The spotlight of this sunshine list is not shone on this massive social issue. This principle is consistent with members coinsuring each other. Provost shall advise the Librarians affected, in writing, with a copy to the Association. Benefits plan costs that will be managed by the ABMC are as outlined in Attachment A, and as updated by any subsequent agreements made by the parties since that time. This Agreement provides the tools to recognize and reward educational leadership,

curriculum development and outstanding teaching. Staff Member must assign copyright to a Work to a third party as a condition of publication. Agreement, shall not be resolved by the procedures under this Article. Before GFC makes a recommendation, the Board must provide each academic unit affected with a reasonable opportunity to comment to GFC upon the proposed redundancy. June, July and August. STP Committee, and amended by the Dean as appropriate, prior to its transmittal. The Faculty Association recognizes that all functions, rights, powers, and authority which the College has not officially abridged, delegated, or modified by this collective agreement are retained by the College. ATSEC; to the Provost, whose decision shall be final and binding. Article 1 Medicine Hat College. Program Development Faculty hired to teach in an area or program under development may be allowed a reduced workload. Librarian shall submit a report on the leave activities within two months of returning from leave with copies to be provided to the Supervisor and Chief Librarian. It is understood that teachers are expected to participate in those aspects of student activities which are normal extensions of the classroom program. Department Chair, Dean and Provost. If not, correct the error or revert back to the previous version until your site works again. In our surveys, contract academic members identified remuneration, lack of job security, working conditions, and lack of benefits as chief priorities.

sardinia climbing guide book