

Goals of the proposed Alternative Workload article

1. To reduce the application time for an Alternative Workload.
2. To ensure that the University Librarian or Dean responds to all applications.
3. To ensure that a copy of the agreement is forwarded to the Association.
4. To extend the time for the University Librarian or Dean to propose an Alternative Workload.

Goals of the proposed Appointments article

1. To reduce the maximum probationary period.
2. To reduce the number of elected Members on the Appointments Committee.
3. To provide that the Committee appoint additional members for particular competitions.
4. To replace the job description in the Letter of Appointment with a description of the Member's Professional Practice Responsibilities.
5. To require the Employer to notify the Association of new appointees.

Goal of the proposed Association Rights article

1. To incorporate Letter of Understanding that provides for relief time for Chief Negotiator who is a Member of either Bargaining Unit.

Goal of the proposed Child and Family Care article

1. To align with the Faculty Collective Agreement and to add additional daycare spaces and priority registration for UWO camps and programs.

Goals of the proposed Conflict of Interest and Conflict of Commitment article

1. To align more closely with the Faculty Collective Agreement by adopting their language.
2. To provide a process for third party assertions of conflict of interest.
3. To set a deadline for decisions on conflict of interest.

Goal of the proposed Discrimination and Harassment article

1. To align with the Faculty Collective Agreement by specifying that Association assistance is available to Members when a prima facie case is not found to exist.

Goals of the proposed Income Security article

1. To allow for Members to apply for Compassionate Leave to the immediate supervisor who shall inform the University Librarian of his or her decision.
2. To include a response time for Compassionate Leave requests.
3. To include five (5) days of paid Compassionate Leave on the arrival of a foster child to the Member's guardianship.

Goal of the proposed Information article

1. To align with the faculty Collective Agreement by specifying additional information to be provided by the Employer to the Association.

Goal of the proposed Joint Committee article

1. To align with the Faculty Collective Agreement by incorporating the provision that Joint Committee receives advance notice of changes in computing and information technology.

Goal of the proposed Privacy article

1. To align the article with the Faculty Collective Agreement by incorporating the same provisions related to Members' files, University privacy policies, third party contractors, and electronic surveillance.

Goals of the proposed Promotion and Continuing Appointment article

1. To remove the provision for an alternate.
2. To provide for filling a vacancy on the P&CA Committee.
3. To remove references to a job description.
4. To allow members of the Committee sufficient time to review P&CA files.

Goals of the proposed Reduced Responsibility article

1. To align the language with the Faculty Collective Agreement.
2. To further define Reduced Responsibility.
3. To reduce the application time.
4. To provide for probationary Members to request an extension of probation.
5. To clarify the terms of a Reduced Responsibility agreement.
6. To ensure that a Member on Reduced Responsibility is eligible for Continuing Appointment.

Goals of the proposed Responsibilities of Members article

1. To clarify what committee participation constitutes Service.
2. To remove references to a job description.

Goal of the proposed Use of Facilities article

1. To align first sentence of clause 1 with the Faculty Collective Agreement (onus on Employer to notify Members).

Goals of the proposed Working Conditions article

1. To provide new Members with a Start Up Grant.
2. To provide Members with high speed internet access for remote access to the University's computer system and the Internet.
3. To provide each Member with a furnished office, a telephone and a computer, and upgrades as required to do required processing and transmitting of information.
4. To provide for subsidized priority parking spaces.
5. To provide Members with after hours access to libraries/building.