

Employer proposal
March 12, 2005

Letter of Understanding

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In the spirit of taking a pro-active stance **to the issues relating to the allocation of positions within an academic unit**, the parties agree that a Special Labour-Management Committee shall be called once per term, **in lieu of one of the regular monthly meetings** to review and **evaluate** existing hiring practices and policies in **academic units departments**. Representatives will make good faith attempts to reach an agreement on changes in procedures within the **unit department** that are not in conflict with the provisions of the collective agreement. The Employer shall be represented by the following three voting members: Chief Negotiator, Dean or Vice-Dean of Graduate Studies and the Chair of the **academic unit department** in question or her designate. The Bargaining Unit representatives shall include three designated voting members. Either party may invite ~~members~~ **up to two members** from the **academic unit departments** being discussed. **The parties further agree that the first academic unit to be reviewed will be SITE.**


March 15, 2005 EY
