

ARTICLE 6 - Rights of the Association

Section 6.3 - Association activities

*6.3.3 The ~~employer~~Employer agrees that the services provided to the Association by a member who is the president ~~or the liaison officer~~ of the Association amounts to ~~approximately half of a~~ normal workload. ~~The Employer agrees that the services provided to the Association by the two (2) members who are vice-presidents and two (2) members who are liaison officers of the Association, amount to approximately half of their normal workload.~~ The ~~employer~~Employer therefore agrees that during any period in which a member is the president, ~~one~~ vice-president or ~~the one~~ liaison officer of the Association, her dean shall allow a reduction in her workload, with no reduction in remuneration, of ~~her normal workload for the president and half her usual involvement~~normal workload for the two vice-presidents and the two liaison officers, in teaching and scholarly activities. The member may also direct her academic service activities entirely to Association activities.

~~The Employer agrees that the member has a right to defer if the member makes a written request, the workload reductions can be utilized and use them in a future term as determined by the member. If the member wishes to exercise this right, the Association or the member will inform the employerEmployer of this in writing. Requests cannot be unreasonably denied. If the request is denied, reasons must be provided in writing to the member and a copy must be sent to the Association.~~

~~The provisions of this subsection apply, mutatis mutandis, where the member in question is a librarian, language teacher or counsellor.~~

*6.3.4 For each ~~regular~~ term, the Association shall have the right to appoint as many as six (6) ~~workload reductions willing members to other specific tasks for the Association by the means of a reduction,~~ each of which amounts to approximately twenty-five percent (25%) of the normal annual workload of the appointed Association member undertaking specific tasks for the Association. It is understood that a single member may use several of these workload reductions if the Association ~~deems it appropriate~~in their teaching load. In addition, from the time in which notice to bargain is given, the Association shall have the right to appoint a further five (5) ~~workload reductions of twenty-five percent (25%) of the normal annual workload of the appointed member, willing members~~ for each ~~regular~~ term, until a new collective agreement is signed. If not requested, these ~~teaching workload~~load reductions cannot be accumulated for ulterior use. ~~The following provisions will apply in such a case.~~The member may also direct an equivalent amount of her academic service activities to the Association.

a) The Association shall normally forward to Academic Affairs and Labour Relations a written notice of the appointees no later than three (3) calendar months prior to the commencement of the term in which the members are to act in this capacity. In exceptional circumstances, the Association may give less notice, with the understanding that such shall not be made less than one (1) month before the commencement of the term.

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In exceptional circumstances, the dean may request that the member not exercise their right to workload reduction in the semester as requested. In such cases, the dean must provide a clear written justification identifying the good and sufficient academic or administrative reasons for such a request. It is understood that replacement costs shall not be considered in themselves as sufficient administrative reasons. The Association and member will then consider the request and it will not

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be unreasonably denied. In such situations, the workload reductions will be utilized at a later time as determined by the member. If the Association and the member agree to defer the workload reduction, the member will be free to use the reduction in a future term as determined by her.

~~During the term in which a member acts in this capacity, APUO may request:~~

- ~~a) a reduction in the member's teaching load equivalent to one (1) regular one term course, with no reduction in remuneration. The notice under (a) must be given no later than June 1 for a requested reduction in teaching in the fall term and no later than October 1 for a requested reduction in teaching in the winter term, or~~
- ~~b) remission of an equivalent amount of the member's academic service activities other than services provided to the Association.~~

~~This request may be refused by the dean for good and sufficient academic or administrative reasons, it being understood that replacement costs shall not be considered in themselves as sufficient administrative reasons.~~

The provisions of this subsection apply, mutatis mutandis, where the member in question is a librarian, language teacher or counsellor. ~~For the purposes of this subsection, where the member in question is a librarian or a counsellor, one (1) regular one term (1) course shall be deemed equivalent to twenty five percent (25%) of the member's workload during one (1) term.~~