

University of Saskatchewan

For Negotiation with ASPA

May 13, 2008

The following proposal is tendered on behalf of the University of Saskatchewan

16.2 Reassignment

Laid off members will be ~~given the option to be~~ placed on the reassignment list during the notice period (Article 16.1).

Any individual placed on the reassignment list shall provide ASPA with a copy of his or her resume and is responsible to (1) apply for positions within the scope of ASPA; (2) indicate on the application that she or he is on the reassignment list; and (3) notify ASPA of the application.

Members on the reassignment list who meet the job requirements as posted will be interviewed by the department. If the member on the reassignment list is not interviewed or is interviewed and not selected, then ASPA and the employer will consult in good faith as to whether the member should have been considered. Should a reassignment be effected, the education and training supplement will be made available per Article 7.3.1.

16.3 Retraining

In the event of a member being laid off, the University through the AECC will ~~decide explore the possibility of~~ whether a retraining program would facilitate a reassignment. In such cases, the member will continue to receive their regular monthly salary during the period of retraining. The maximum eligibility for retraining will be equal to the number of months of eligibility for notice, severance (Article 16.1 and 16.4) and other paid education or deferred salary leave.

Should a retraining plan be established the education and training supplement will be made available per Article 7.3.1. Funds may also be approved under the Development Investment Grant per Article 12.6

16.6 Reinstatement (NEW)

A member, who is re-employed by the University, during the term of their notice and severance period, will have the option of having their service reinstated for the purpose of benefits under Article 12, unless prohibited by the benefit plan.

Service will be reinstated if:

- **Payment of any unexpended portion of monthly notice and severance ceases upon reinstatement, or:**
- **If notice and severance was previously provided to a member in a lump-sum payment, the member will reimburse the University the pro-rated amount equivalent to the full notice and severance entitlement less the number of months the member is re-employed during this period due to the reinstatement (ie: total notice and severance entitlement = 10 months; the member is re-employed after 5 months; then 5 months notice and severances is repaid).**

If the member does not exercise this option, and retains the full amount of notice and severance payments, previous service will not be reinstated.

16.6 Benefits renumbered 16.7

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E&OE