

List of Articles/Clauses and Current Status as of April 10, 2019

Article #	Article name	Clause #	Current Status
1	Purpose		
		1.01	signed off
		1.02	signed off
		1.03	signed off
2	Definitions/ Recognition	2.01	signed off
		2.01	signed off
		2.01b	on the table
		2.02	on the table
		2.04i	signed off
		2.04ii	signed off
		2.04iii	signed off
		2.04iv	impasse
		2.04v	signed off
		2.x	signed off
3	Management Rights		Impasse
4	Union Security		
		4.01a	Impasse
		4.01b	Impasse
		4.01c	signed off
		4.01c->d	signed off
		4.01d->e	signed off
		4.02	signed off
		4.03	signed off
		4.04	signed off
		4.05a	signed off
		4.05b	signed off
		4.06	signed off
		4.07	signed off
		4.08a	signed off
		4.09	signed off
5	Job Security		
		5.01	Impasse
		5.02	Impasse
		5.03	signed off
		5.04	Impasse
		5.05	Impasse
		LOU2	Impasse
6	Strikes and Lockouts		
		6.01	6/9/2014
		6.02	6/9/2014
		6.03	Impasse
		6.04	Impasse
7	Union Management Consultation		
		7.01	signed off
		7.02x	signed off
		7.02xx	signed off
		7.02xxx	deferred \$
		7.03	signed off
		7.04	signed off
		LOU XX	signed off
8	Information and Correspondence		

		8.01	withdrawn
		8.02	on the table
		8.03	signed off
		8.04	signed off
		8.05 a-k	signed off
		8.05 l-o	on the table
		8.06	signed off
		8.06e	signed off
		LOU	signed off
9	Use of Employer's Facilities		
		9.01	agreed
		9.02	agreed
		9.03	signed off
		9.03	signed off
		9.05	agreed
		9.06	on the table
		LOU XX	on the table
10	Union Representatives		
		10.01	signed off
		10.02	signed off
		10.03	signed off
		10.04	signed off
	New Employee Orientation Meeting	LOU XX	signed off
11	Grievance and Arbitration Procedures		
		11.01	signed off
		11.02	signed off
		11.03	signed off
		11.04	signed off
		11.05a	signed off
		11.05b	signed off
		11.05c	signed off
		11.05d	signed off
		11.05e	impasse
		11.06	signed off
		11.08	impasse
		11.08	signed off
		11.08-9	impasse
		11.10	signed off
		11.11	signed off
		11.12-ICS	signed off
		11.12 S1(a)	signed off
		11.12 S1(ii)	agreed
		11.12 S1(iii)	signed off
		11.12 S2	signed off
		11.12 S2	on the table
		11.12 S3	signed off
		11.12 S3(a)	signed off
		11.12 S3(b)	signed off
		11.12 S3(b)	signed off
12	Suspension and Discipline		
		12.01	Impasse
		12.02	signed off
		12.03a	signed off
		12.03b	signed off

		12.03c	signed off
		12.03d	signed off
		12.03e	signed off
		12.03f	Impasse
		12.04	signed off
		12.05	Impasse
		12.06	Impasse
		12.07	Impasse
		12.08	Impasse
		12.09	Impasse
		12.10	signed off
		12.11	signed off
		12.12	impasse
13	No Harrasment, No Discrimination....		
		13.01	signed off
		13.02	signed off
		13.03	signed off
		13.04	signed off
		13.05a	impasse
		13.05b	impasse
		13.05c	impasse
		13.05d	withdrawn
		13.05e	impasse
		13.05f	impasse
		13.05g	impasse
		13.06	impasse
		13.07	impasse
		13.08	impasse
		13.09	impasse
		13.10	impasse
		13.11a	impasse
		13.11b	impasse
		13.12	impasse
		13.13	signed off
		13.14	impasse
		13.15a	impasse
		13.15b	impasse
		13.5c	impasse
		MOA	impasse
14	Employee Status		
		14.01	on the table
		14.02	on the table
		14.03	on the table
		14.04a	on the table
		14.04b	on the table
		14.04c	on the table
		14.04d	on the table
		14.04e	on the table
		14.05	on the table
		14.06	on the table
		14.07	on the table
		LOU #2	on the table
15	Probation and Trial Period		

		15.01	signed off
		15.02	signed off
		15.03	Deferred \$
		15.04a	signed off
		15.04b	signed off
		15.05	signed off
		15.06a	signed off
		15.06b	signed off
		15.06c	signed off
		15.07a	signed off
		15.07b	signed off
		15.08	signed off
		15.09	signed off
		15.10	signed off
16	Hours of Work		
		16.01a	signed off
		16.01b	signed off
		16.02	impasse
		16.03	impasse
		16.04	impasse
		16.05	impasse
		16.06	impasse
		16.07	impasse
		16.09	impasse
17	Overtime and Reporting Pay		
		17.01	impasse
		17.02	impasse
		17.03	impasse
		17.03b	signed off
		17.04	impasse
		17.05	impasse
		17.06	impasse
		17.07	impasse
18	Call-back		
		18.01	Impasse
		18.02	Impasse
		18.03	Impasse
19	Stand by		
		19.01	on the table
		19.02	signed off
		19.03	signed off
20	Pay Administration		
		20.01	signed off
		20.02	signed off
		20.03	Deferred \$
		20.04	on the table
		20.05a	on the table
		20.05b	on the table
		20.06	on the table
		20.07a	Deferred \$
		20.07b	Deferred \$
		20.07c	Deferred \$
		20.08	on the table
		20.09	signed off

		20.10	Deferred \$
		20.11	Deferred \$
		20.12	Deferred \$
		20.13	signed off
		Appendix A	TBD
		Appendix B	TBD
21	Designated Paid Holidays		
		21.01	signed off
		21.02a	signed off
		21.02b	impasse
		21.03	impasse
		21.04	impasse
		21.05	impasse
		21.06	impasse
		21.07	impasse
		21.08	signed off
22	Holiday Closure	MOU	Deferred \$
23	Vacation Leave	23	
		23.01	signed off
		23.02	on the table
		23.03	on the table
		23.04	on the table
		23.05a	signed off
		23.05b	on the table
		23.06	on the table
		23.07	signed off
		23.08	on the table
		23.09	on the table
		23.10	on the table
		23.11	on the table
		23.12	on the table
		23.13	on the table
		23.14	on the table
		23.15	on the table
		23.16	on the table
		23.17	signed off
24	Leave Without Pay for PSAC or Union Business		
		24.01	signed off
		24.02	signed off
	incorporated into 24.01	24.03	Moved to 24.01
		24.04	Impasse
		24.05	signed off
		24.06	signed off
		24.07	Impasse
		24.08	signed off
		24.09	Impasse
		24.10	Impasse
25	Other Leave With or Without Pay		
		Gen-Prov (i)	Impasse
		Gen-Prov (ii)	Impasse
		Gen-Prov (iii)	Impasse
		Gen-Prov (iv)	Impasse
	Leave Without Pay	25.01	on the table

		25.01a	on the table
		25.01b	signed off
		25.01c	signed off
		25.01d	signed off
	Political	25.02	on the table
		25.02a	signed off
		25.02a(i)	Impasse
		25.02a(ii)	Impasse
		25.02a(iii)	Impasse
		25.02b	signed off
		25.02c	signed off
		25.02d	Impasse
		25.02e(i)	signed off
		25.02e(ii)	Impasse
		25.02f	Impasse
		25.02g	Impasse
		25.02h	Impasse
	Bereavement	25.03	signed off
		25.03a	signed off
		25.03b	signed off
		25.03c	signed off
		25.03d	signed off
		25.03e	signed off
		25.03f	signed off
		25.03g	signed off
	Court	25.04	signed off
		25.04a	signed off
		25.04b	signed off
		25.04c	signed off
		25.04d	signed off
		25.04e	signed off
	Court Appearance Leave	25.05a,b,c	signed off
	Leave w. Pay for Family-Related Resp.	25.06a	Impasse
		25.06b	Impasse
		25.06c	Impasse
		25.06d	Impasse
	Compassionate & Compassionate Care	25.07	Impasse
	Emergency Leave	25.07a	signed off
		25.07b(i)	signed off
		25.07b(ii)	signed off
		25.07b(iii)	signed off
		25.07b(iv)	on the table
		25.07b(v)	on the table
		25.07b(vi)	on the table
		25.07b(vii)	signed off
		25.07b(viii)	signed off
	Injury on Duty / Work Related Illness	25.08	on the table
		25.08a(i)	on the table
		25.08a(ii)	on the table
		25.08b	on the table
		25.08c	on the table
		25.08d	on the table
	Spousal Union Leave w. Pay	25.09	impasse
	Religious Observance Leave	25.10	signed off

	Leave w.o. Pay for the Care and Nurturing of Dependent Children	25.11	Impasse
	Graduation, Convocation, or Encaenia Leave	25.12	signed off
	Volunteer Leave	25.13	Impasse
	Leave w. or w.o. Pay for Other Reasons	25.15	Impasse
	Maternity Leave	25.16A	on the table
	Parental (Including Adoption) Leave & Benefits	25.16B	on the table
	Military Reservist Leave	25.18	signed off
	Self Funded Leave (Art. 43, 25.17)	MOU	signed off
26	Staffing Procedure		
		26.01	signed off
		26.03a(i)	on the table
		26.03a(ii)	on the table
		26.03a(iii)	signed off
		26.03b(i)	on the table
		26.03b(ii)	on the table
		26.03b(iii)	on the table
		26.03b(iv)	on the table
		26.03b(vi)	signed off
		26.03c	on the table
		26.04(i)	signed off
		26.04(ii)	on the table
		26.04(iii)	signed off
		26.04(iv)	signed off
		26.04(v)	on the table
		26.04(vii)	signed off
		26.04(viii)	signed off
		26.04(ix)	signed off
		26.04(x)	signed off
		26.04(xi)	on the table
		26.04(xii)	signed off
		26.05	on the table
		26.06	on the table
		26.07	on the table
		26.08	on the table
		26.09	signed off
		26.10	on the table
		26.11	on the table
		26.12	signed off
	Employment Opportunity Application Form (26.05a/Language)	Appendix E	
27	Job Classification (Info for Verda)		
		27.01	on the table
		27.02	on the table
		27.03	on the table
		27.04	on the table
		27.05	on the table
		27.06	on the table
		27.07	on the table
		27.08	on the table
		LOI #1	on the table
28	Statement of Duties (Info for Verda)		

		28.01	signed off
		28.02	signed off
		28.03	on the table
		28.04	signed off
29	Employee Performance Review	29A	
		29.01a	signed off
		29.01b	signed off
		29.02	signed off
		29.03	signed off
		29.04	signed off
	Employee Personnel File	29B	
		29B.01	signed off
		29B.02	signed off
		29B.03	signed off
		29B.04	impasse
30	Technological Change		
		30.01	signed off
		30.02	signed off
		30.03	signed off
		30.04	Impasse
		30.05	signed off
31	Sick leave With Pay (Language)		
32	Break in Service and Employment		Impasse
33	Health and Safety		
		33.01a	signed off
		33.01b(i)	agreed
		33.01b(ii)	Impasse
		33.01c	agreed
		33.01d(i)	agreed
		33.01d(ii)	signed off
		33.01e	signed off
		33.01f	signed off
		33.01g	Impasse
		33.02	signed off
		33.03	agreed
		33.04	agreed
		33.05	signed off
		33.06	Impasse
		33.07	Impasse
		33.08a	signed off
		33.08b	Impasse
		33.08c	Impasse
		33.09	Impasse
		33.10	Impasse
		33.11	Impasse
		33.12	Impasse
	Worksafe NB Right to Refuse	Appendix C	Impasse
	NB Human Rights Commission Guideline on Pregnancy Discrimination	Appendix F	Impasse
34	Standard Operating Procedures	34.01	signed off
35	Agreement Re-Opener	35	signed off
36	Pension	36	

		36.01	on the table
		36.02	on the table
		36.03	on the table
		36.04	on the table
		36.05	on the table
37	Benefits		
		37.01	on the table
		37.02a	signed off
		37.02b	on the table
		37.02c	on the table
		37.03	signed off
		37.04	signed off
		37.05	signed off
		37.06	on the table
38	Severance		
		38.01	Impasse
		38.02	Impasse
		38.03	Impasse
		38.04	Impasse
		38.05	Impasse
	Financial Exigency	MOA	Impasse
39	Tuition Waiver		
		39.01a	Impasse
		39.01b	Impasse
		39.01c	Impasse
		39.02	Impasse
		39.03	Impasse
		39.04	Impasse
			Impasse
40	Professional Fees		impasse
		40.01(i)	impasse
		40.01(ii)	impasse
		40.01(iii)	impasse
		40.02	impasse
		LOU	impasse
42	Education and Career Development Leave		
		41.01	signed off
		41.02a	signed off
		41.02b(i)	signed off
		41.02b(ii)	signed off
		41.02c	signed off
		41.02d(i)	signed off
		41.02d(ii)	Impasse
		41.03a	signed off
		41.03b	Impasse
		41.03c	signed off
		41.03d	signed off
		41.03e	signed off
		41.04	Impasse
		41.05	Deferred \$
42	Travel		
		42.01	signed off
		42.02	impasse

		42.03	impasse
		42.04a	signed off
		42.04b	impasse
		42.05	impasse
		42.06a	signed off
		42.06b	signed off
		42.06c(i)	impasse
		42.06c(ii)	agreed
		42.06d	signed off
		42.06d(?)	signed off
		42.06e	impasse
		42.06f	agreed
		42.07	TBD
		42.08	impasse
		42.09	signed off
		42.10	Impasse
		42.11	Impasse
		40.04	Impasse
		40.05	Impasse
43	Self-Funded Leave and Sabbaticals (Art. 43, 25, MOU)		SO as MOU
44	Clothing, Equipment, Tools, Safety Equipment, Footware, etc.		
		44.01	impasse
		44.02	impasse
		44.03	signed off
		44.03b	impasse
		44.04	impasse
		44.05	impasse
		44.06	impasse
		44.07	impasse
		Appendix D	impasse
45	Health and Wellness (MOA & Letter)	MOA	signed off
46	PSAC Social Justice Fund	46	Impasse
47	Parking	47	Impasse
48	University Closure & Adverse Weather Conditions	48	
		48.01	signed off
		48.02	signed off
		48.03	Impasse
		48.04	signed off
49	Duration & Renewal	49	
		49.01a	Deferred \$
		49.01b	Deferred \$
		49.02	signed off
		49.03	signed off
		49.04	signed off
50	Seniority	50	
		50.01	Impasse
		50.02	Impasse
		50.03	Impasse
		50.04	Impasse
		50.05	Impasse

		50.06	Impasse
		50.07	Impasse
		50.08	Impasse
		50.09	Impasse
		50.10	Impasse
		50.11	Impasse
		50.12	Impasse
		50.13	Impasse
51	Representation on University Bodies		
		51.01	signed off
		51.02	signed off
54	Future Legislation and The Collective Agreement		
		54.01	07/11/2016
		54.02	signed off
55	Legal Representation		
	check dates, U - Sept. 7th 2016 10:00AM, ER - July 19th 2016?	55.01	on the table
		55.02	on the table
		55.03	on the table
56	Intellectual Property Rights		
		56.01	Impasse
		56.02	Impasse
		56.03	Impasse
	Academic Freedom	LOU #x	Impasse
	Intellectual Property Rights Committee	LOU #xx	Impasse
	2 - Appendix ? - Copy of Certification	Appendix ?	on the table
	20 - Classification, Wages & Economic Increases	Appendix A	TBD
	20 - Pay Notes & 13.02	Appendix B	TBD
	33 - Worksafe NB Right to Refuse	Appendix C	on the table
	44 - Clothing, Equipment, Tools, Safety Equipment	Appendix D	on the table
	26 - Employment Opportunity Application Form (26.05a)	Appendix E	on the table
	33 - NB Human Rights Commission Guideline on Pregnancy Discrimination	Appendix F	on the table
	11 - Grievance & Transmittal Form	Appendix G	on the table
	7- Joint Union Management Consultation	LOU XX	signed off
	8 - First Printing Initial CA for all Members	LOU	signed off
	9 - United Campus Labour Council (Tied to 9.01 eg)	LOU XX	on the table
	10 - New Employee Orientation Meeting	LOU XX	signed off
	14 - Employee Status (LG Check)	LOU #2	on the table
	27 - Job Evaluation Plan (Verda. LG Check Date)	LOI #1	on the table
	40 - Professional Fees	LOU	on the table
	56 - Academic Freedom	LOU #x	Impasse
	55 - Intellectual Property Rights Committee	LOU #xx	Impasse
	13 - No Harrasment, No Discrimination....	MOA	Impasse
	38 - Financial Exigency	MOA	Impasse

	45 - Health and Wellness (MOA & Letter)	MOA	signed off
	21 - Holiday Closure	MOU	Deferred \$
	25 - Self Funded Leave	MOU	signed off

signed off - both parties have signed off on the language of this Article\clause

on the table - proposals and counter-proposals still being exchanged

deferred \$\$ - any item with an economic component will be discussed last as part of a comprehensive economic proposal

at impasse - there is disagreement and this item has been set aside for the time being

TBD - to be discussed

LOU - Letter of Understanding

LOI - Letter of Intent

MOU - Memorandum of Understanding