

List of Articles\Clauses and Current Status as of February 9, 2018

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 b	on the table		
		2.02	on the table		
		2.04 (i)-(iii)	signed off		
		2.04 iv	at impasse		
		2.04 v	signed off		
3	Management Rights	3	at impasse		
4	Union Security	4.01 a	at impasse		
		4.01 b	at impasse		
		4.01 c-d	signed off		
		4.01 d-e	signed off		
		4.02	signed off		
		4.03	signed off		
		4.04	signed off		
		4.05 a	signed off		
		4.05 b	signed off		
		4.06	signed off		
		4.07	signed off		
		4.08 a	signed off		
		4.09	signed off		
		5	Job Security	5.01	at impasse
				5.02	at impasse
5.03	signed off				
5.04	at impasse				
5.05	at impasse				
6	Strikes and Lockouts	6.01	signed off		
		6.02	signed off		
		6.03	at impasse		
		6.04	at 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		
8	Information and Correspondence	8.01	withdrawn		

		8.02	at impasse
		8.03	signed off
		8.04	signed off
		8.05 a-k	signed off
		8.05 l-p	at impasse
		8.06	signed off
9	Use of Employers Facilities	9.01	on the table
		9.02	on the table
		9.03	signed off
		9.04	signed off
		9.05	on the table
		9.06	on the table
10	Union Representatives	x.01	at impasse
		10.01	signed off
		10.02	signed off
		10.03	signed off
		10.04	signed off
11	Grievance and Arbitration Procedure	11.01	signed off
		11.02	signed off
		11.03	signed off
		11.04	signed off
		11.05 a-d	signed off
		11.05 e	at impasse
		11.06	signed off
		11.07	at impasse
		11.08	signed off
		11.09	at impasse
		11.10	signed off
		11.11	signed off
		11.12	signed off
		11.12 S1 a	agreed
		11.12 S1 ii	agreed
		11.12 S1 iii	agreed
		11.12 S2	agreed
		11.12 S3 a	signed off
		11.12 S3 b	signed off
		xx.18	at impasse
		xx.19	at impasse
		xx.20	signed off
		xx.21	signed off
		xx.22	at impasse
		xx.23	signed off

		xx.24	signed off
12	Suspension and Discipline	12.01	on the table
		12.02	signed off
		12.03 a	on the table
		12.03 b	signed off
		12.03 c	agreed
		12.03 d	signed off
		12.03 e-f	agreed
		12.04	signed off
		12.05	on the table
		12.06	on the table
		12.07	on the table
		12.08	on the table
		12.09	on the table
		12.10	signed off
		12.11	signed off
		12.12	on the table
13	Harassment\Discrimination	13.01	signed off
		13.02	signed off
		13.03	signed off
		13.04	signed off
		13.05 a-b	at impasse
		13.05 xx	at impasse
		13.05 c-g	at impasse
		13.06	at impasse
		13.07	at impasse
		13.08	at impasse
		13.10	at impasse
		13.11 a-b	at impasse
		13.12	at impasse
		13.13	signed off
		13.14	at impasse
		13.15 a-c	at impasse
14	Employee Status	14.01 a-b	on the table
		14.01 c (i-iv)	on the table
		14.02	on the table
		14.03	on the table
15	Probation and Trial Period	15.01	signed off
		15.02	signed off
		15.03	on the table
		15.04 a-b	signed off
		15.05	signed off
		15.06 a-c	signed off

		15.07 a-b	signed off
		15.08	signed off
		15.09	signed off
		15.10	signed off
16	Hours of Work	16.01	on the table
		16.02	on the table
		16.03	on the table
		16.04	on the table
		16.05	on the table
		16.06	on the table
		16.07	on the table
		16.09	on the table
		16.xx	on the table
17	Overtime and Reporting Pay	17.01	on the table
		17.02	on the table
		17.03	on the table
		17.04	on the table
		17.05	on the table
		17.06	on the table
		17.07	on the table
18	Call-Back	18.01	at impasse
		18.02	on the table
		18.03	at impasse
19	Standby	19.01	at impasse
		19.02	signed off
		19.03	signed off
20	Pay Administration	20.01	signed off
		20.02	signed off
		20.03	deferred \$\$
		20.04	at impasse
		20.05 a-b	at impasse
		20.06	at impasse
		20.07 a-c	on the table
		20.08	at impasse
		20.09	signed off
		20.10	deferred \$\$
		20.11	deferred \$\$
		20.12	deferred \$\$
		20.13	signed off
21	Designated Paid Holidays	21.01	at impasse
		21.02	at impasse
		21.03	at impasse
		21.04	at impasse

		21.05	at impasse
		21.06	at impasse
		21.07	at impasse
		21.08	signed off
<i>Article 22 merged with Article 16 – Hours of Work</i>			
23	Vacation Leave	23.01	signed off
		23.02	deferred \$\$
		23.03	deferred \$\$
		23.04	deferred \$\$
		23.05	deferred \$\$
		23.06	deferred \$\$
		23.07	deferred \$\$
		23.08	deferred \$\$
		23.09	deferred \$\$
		23.10	deferred \$\$
		23.11	deferred \$\$
		23.12	deferred \$\$
		23.13	deferred \$\$
		23.14	deferred \$\$
		23.15	deferred \$\$
		23.16	deferred \$\$
		23.17	deferred \$\$
		23.18	deferred \$\$
24	Leave Without Pay for Union Business	24.01	signed off
		24.02	signed off
	<i>clause 24.03 incorporated into 24.01</i>	24.03	signed off
		24.04	at impasse
		24.05	at impasse
		24.06	at impasse
		24.07	at impasse
		24.08	at impasse
		24.09	at impasse
		24.10	at impasse
25	Other Leave With or Without Pay	25	
	-Leave without pay	25.01	at impasse
		25.01 a	at impasse
		25.01 b-d	signed off
		25.01 e	at impasse
	-Political Leave	25.02	at impasse
		25.02 a	signed off
		25.02 a(i) - 25.02 a(iii)	at impasse
		25.02 b	at impasse

		25.02 c	signed off
		25.02 d-h	at impasse
	-Bereavement Leave	25.03	signed off
		25.03 a-g	signed off
	-Court Leave	25.04 a-e	at impasse
	-Family Related Leave	25.06 a-b	at impasse
	-Compassionate & Compassionate Care Leave	25.07	at impasse
	-Emergency Leave	25.07 a	at impasse
		25.07 b(i) - 25.07 b(iii)	signed off
		25.07 b(iv) - 25.07 b(vii)	at impasse
	-Religious Leave	25.08	at impasse
	-Graduation, Convocation and Encaenia Leave	25.09	at impasse
	-Military Leave	25.10	at impasse
	-Education Leave	25.11	at impasse
		25.12	at impasse
		25.13	at impasse
		25.14	at impasse
		25.15	at impasse
	-Maternity\Parental Leave	25.16	at impasse
		25.17	at impasse
		25.18	at impasse
26	Staffing Procedure	26.01	at impasse
		26.02	at impasse
		26.03	at impasse
		26.04	at impasse
		26.05	at impasse
		26.06	at impasse
		26.07	at impasse
		26.08	at impasse
		26.09	at impasse
		26.10	at impasse
		26.11	at impasse
		26.12	at impasse
27	Job Classification	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

28	Statement of Duties	28.01	signed off
		28.02	signed off
		28.03	on the table
		28.04	signed off
29	Employee Performance Review\Employee Personnel Files	29.01 a-b	signed off
		29.02	signed off
		29.03	signed off
		29.04	signed off
		29B.01	signed off
		29B.02	signed off
		29B.03	signed off
		29B.04	agreed
30	Technological Change	30.01	signed off
		30.02	signed off
		30.03	signed off
		30.04	at impasse
		30.05	signed off
31	Sick Leave	31	on the table
32	Break In Service and Employment	32	on the table
33	Health and Safety	33	on the table
		33.01	signed off
		33.02	on the table
		33.03	on the table
		33.04	on the table
		33.05	signed off
		33.06	signed off
		33.07 a-d	signed off
		33.08	signed off
		33.09	on the table
		33.10	on the table
		33.11	on the table
		33.12	on the table
34	Standard Operating Procedure	34.01	signed off
35	Agreement Re-Opener	35	signed off
36	Pension\Retirement	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	deferred \$\$
		37.02	deferred \$\$
		37.03	deferred \$\$

		37.04	deferred \$\$
		37.05	deferred \$\$
38	Severance	38.01	at impasse
		38.02	at impasse
		38.03	at impasse
		38.04	at impasse
		38.05	at impasse
39	Tuition Benefit	39.01 a-c	at impasse
		39.02	at impasse
		39.03	at impasse
		39.04	at impasse
40	Professional Fees	40.01(i) - 40.01(iii)	on the table
		40.02	on the table
		40.03	on the table
		40.04	on the table
		40.05	on the table
41	Education and Career Development Leave	41.01	signed off
		41.02a	signed off
		41.02b(i) - 41.02b(ii)	signed off
		41.02c	signed off
		41.02d(i)	signed off
		41.02d(ii)	at impasse
		41.03a	signed off
		41.03b	at impasse
		41.03 c-e	signed off
		41.04	at impasse
		41.05	deferred \$\$
42	Travel	42.01	signed off
		42.02	at impasse
		42.03	at impasse
		42.04a	signed off
		42.04b	at impasse
		42.05	at impasse
		42.06 a-b	signed off
		42.06c	at impasse
		42.06d	signed off
		42.06e	at impasse
		42.07	on the table
		42.08	signed off
		42.09	agreed
43	Self-Funded Leave and Sabbaticals	MOU	MOU

44	Clothing, Equipment, Tools, Safety Eqpt., Footware	44.01	at impasse
		44.02	at impasse
		44.03	at impasse
		44.04	on the table
		44.05	on the table
		44.06	on the table
		44.07	on the table
45	Health and Wellness	MOA	MOA
46	PSAC Social Justice Fund	46	at impasse
47	Parking	47	at impasse
48	University Closure	48	at impasse
		48.01	at impasse
		48.02	signed off
		48.03	at impasse
		48.04	signed off
49	Duration & Renewal	49.01 a-b	at impasse
		49.02	signed off
		49.03	signed off
		49.04	signed off
50	Seniority	50.01	on the table
		50.02	on the table
		50.03	on the table
		50.04	on the table
		50.05	on the table
		50.06	on the table
		50.07	on the table
		50.08	on the table
		50.09	on the table
		50.10	on the table
		50.11	on the table
		50.12	on the table
		50.13	on the table
51	Representation on University Bodies	51.01	signed off
		51.02	signed off
54	Future Legislation and The Collective Agreement	54.01	signed off
		54.02	at impasse
55	Legal Representation	55.01	on the table
		55.02 a-d	on the table
		55.03 a-d	on the table
56	Intellectual Property Rights	56.01	at impasse
		56.02	at impasse
		56.03	at impasse

Appendix A	Classification, Wages and Economic Increases		TBD
Appendix B	Pay Notes		TBD
Appendix C	Worksafe NB - Right to Refuse		
Appendix D	Clothing, Eqpt., Tools, Safety Eqpt.		
Appendix E	Employment Opportunity Application Form		
Appendix F	NB Human Rights Commission Guideline on Pregnancy Discrimination		
Appendix G	Grievance Transmittal Form		
LOU	Joint Union-Management Consultation Committee		signed off
LOU	First printing of initial Collective Agreement		signed off
LOU	New Employee Orientation Meeting		signed off
MOA	No Harassment, No Discrimination...		at impasse
LOU	Employee Status		on the table
MOU	Holiday Closure		deferred \$\$
MOU	Self Funded Leave		signed off
LOI	Job Evaluation Plan		on the table
MOA	Financial Exigency		at impasse
MOA	Health and Wellness		signed off
LOU	Intellectual Property Rights Committee		at impasse
LOU	Academic Freedom		at impasse

*

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