


1.3.3 University Policies Affecting Terms and Conditions of Employment


- 1.3.3.1 All university policies affecting the terms and conditions of employment of members of the Association will be consistent with the terms of the Collective Agreement. In case of conflict between this Agreement and any university policy, the terms of this Agreement will take precedence.
- 1.3.3.2 Policies referenced in 1.3.3.1, will be subject to grievance and arbitration by either party as provided in Article VI.
- 1.3.3.3 Any discipline arising from the policies and their implementation will follow the procedures and, if necessary, the disciplinary actions described in IV.11.
- 1.3.3.4 Where the Employer is required by law or government agency to introduce or amend policies referenced in 1.3.3.1, the Employer may impose such changes only after consultation with the Joint Committee, and, subsequent to such consultation, by serving written notice to the President of the Association of changes it will impose. Should the Association challenge the imposed introductions or amendments such grievance shall begin at Step 3 of the Grievance Process as outlined in VI.1, and shall be filed within fifteen days of receipt of the written notice.
- 1.3.3.5 Any amendments to the policies found in this Agreement (Appendices C and E) not required for compliance as per 1.3.3.4 can be made only with the Association's approval.

Signed on September 27, 2009 in Peterborough, Ontario.



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On behalf of the Association



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On behalf of the Administration



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