

**Addendum to the Memorandum of Settlement for a Renewal Collective Agreement
between York University and York University Faculty Association, signed 31 July 2012**

Article 18.02

It is understood that YUFA members will have the following holidays in December:

2012-2013: December 24, 25, 26, **27, 28, 31** 2012, January 1, 2013

2013-2104: December 24, 25, 26, **27, 30, 31** 2013, January 1, 2014

2014-2105: to be confirmed

APPENDIX M

Merit Procedures

1. (a) The Employer shall establish a merit pool consisting of a total of 325 merit awards, 250 of which will be \$2,000, and 75 of which will be \$3,000 for the period 1 May ~~2006-2012~~ to 30 April ~~2007-2013~~, ~~1 May 2007 to 30 April 2008 and 1 May 2008 to 30 April 2009~~.

(b) The above-noted awards shall be allocated to Faculties/University Library on the basis of the Faculty's/Library's proportion of bargaining unit members as of 1 May ~~2006-2012~~, ~~1 May 2007~~, and ~~1 May 2008~~. Eligible employees shall be those who are members of the bargaining unit on 1 September ~~2005-2011~~ and expected to continue to be members on 1 July ~~2006-2012~~, and ~~1 September 2006 and expected to continue to be members on 1 July 2007, and 1 September 2007 and expected to continue to be members on 1 July 2008~~. Merit awards shall be paid as a lump sum, less deductions required by law, and will not be incorporated into the base salaries of those employees who receive them.

2. Merit awards shall be used to reward meritorious accomplishment in the previous one (1) year (i.e., previous 1 July ~~2011~~ to 30 June ~~2012~~), and shall be based upon:

(a) in the Professorial stream an evaluation of each employee's research/scholarly/creative/professional contributions, teaching, and service to the University and professionally related community service;

(b) in the Alternate stream, normally an evaluation of each employee's teaching and service to the University and professionally related community service unless the employee opts by 15 October ~~2006-2012~~, ~~15 October 2007~~, or ~~15 October 2008~~ in writing to the Dean/Principal/University Librarian of the unit to have his/her

research/scholarly/creative/professional accomplishments included in the evaluation;

(c) for Professional Librarians, an evaluation of the employee's professional performance, contributions to librarianship and scholarship, and service to the University.

3. Evaluations shall be based upon summary information and up-to-date c.v.s to be provided by the employee to Dean/Principal/University Librarian by 15 October ~~2006-2012~~, ~~15 October 2007~~, and ~~15 October 2008~~. Eligible employees may also be nominated by others with the approval of the eligible employee and the provision by the nominated employee of summary information and an up-to-date c.v. to the Dean/Principal/University Librarian by 15 October ~~2006-2012~~, ~~15 October 2007~~, and ~~15 October 2008~~. An employee who fails to provide such information and c.v. shall not be evaluated for merit.

4. (a) By 1 November ~~2006-2012~~, ~~1 November 2007~~, and ~~1 November 2008~~ the Employer shall provide to YUFA, and to each Faculty, a list of those eligible to be considered for merit and the total number of merit awards available for distribution in the Faculty.

(b) Employees on sabbatical or other leave are entitled to be considered for merit. No such employee shall be denied a merit award on the grounds that he/she is on such leave. In order to be evaluated, such employee shall comply with the provisions of paragraph (3) above.

(c) Eligible employees who are cross appointed to more than one department in the same Faculty shall elect a unit for purposes of consideration for a merit award, and shall do so to the Chairs involved by 15 October ~~2006~~**2012** and ~~15 October 2007~~ and ~~15 October 2008~~.

(d) Eligible employees who are jointly appointed between Faculties shall be eligible for consideration in each Faculty. Merit evaluation files of employees recommended for a merit award shall be forwarded by the respective Dean to the Vice-President (Academic) who will make decisions regarding merit awards for such jointly appointed employees.

5. Each Faculty and the University Library shall have one (1) or more elected committees which shall make recommendations to the Dean/Principal/University Librarian on the distribution of merit awards. Along with their recommendations, committees shall indicate in an aggregated manner the total number of recommendations which were based on (i) professional contribution and standing, (ii) teaching, (iii) service and (iv) the various possible combinations of the three (3) areas of professional responsibility. Aggregate information will similarly be provided to the Association with the list of award recipients. The Dean/Principal/University Librarian of the unit will be responsible for decisions on distribution of merit awards from among employees who comply with the provisions of paragraph (3) above.

6. Criteria and procedures to be used in respect of the distribution of merit awards shall:

(a) ensure that no achievement during the period under assessment in any of the areas of performance being evaluated is excluded from consideration for a merit award;

(b) allow for accomplishments by employees who were, during the period being assessed, particularly strong in any area(s) of activity, or equally strong in all areas of activity under consideration;

(c) be applied in the evaluation of all employees eligible to be considered for merit in the unit;

(d) Faculty committees or the University Library Committee may identify standards consistent with paragraphs 2(a),(b), and (c) and 6(a), (b), and (c) above in respect of merit awards in the relevant faculty or the University Library and refer to these standards in the Committees' recommendation to the Dean/Principal/University Librarian on the distribution of merit awards.

7. On or before 15 November **2012** each Dean/Principal/University Librarian shall forward to the Vice-President (Academic) a summary of his or her merit award decisions.

8. Merit evaluation files shall not be used for any purpose other than evaluation of an employee for merit.

9. Upon completion of the merit exercise, all employees and the Association shall be provided with a list of those who received merit awards by Faculty.


10. Decisions concerning merit awards will be subject to the grievance and arbitration procedure of the Collective Agreement only to the extent of allegations that a decision concerning merit

was discriminatory as defined in Article 3 of the Collective Agreement, or made in a manner contrary to the procedures set out herein. However, in no case shall an arbitrator have the jurisdiction to make a merit award.

Appendix P

In the Memorandum of Settlement, Note 6(a) "FFTEs" for the assignment of size is understood to mean "Majors plus Minors plus Responsible FFTEs"

8 Aug 12
Date



Barry Miller



Brenda Spotton Visano

