

MEMORANDUM OF SETTLEMENT

BETWEEN

UNIVERSITY OF ST. MICHAEL'S COLLEGE
(hereinafter referred to as "the University")

-and-

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION (UNITED STEELWORKERS)
(hereinafter referred to as "the Union")

MEMORANDUM OF AGREEMENT FOR RENEWAL COLLECTIVE AGREEMENT

1. The members of the parties' respective negotiating committees hereby agree to unanimously recommend to their principals for ratification a renewal collective agreement on the terms and conditions set out herein:
2. The term of the renewal Collective Agreement shall be from July 1, 2017 to June 30, 2020.
3. The parties herein agree that the said Collective Agreement shall include the terms of the previous Collective agreement which expired on June 30, 2017, provided, however, that the following amendments are incorporated:
4. Renew Letters of Intent #1, 2, 5, 8 and 9.
5. The parties hereto agree that Collective Agreement will be amended to ensure gender neutrality.
6. All matters previously settled and agreed to by the parties prior to the date hereof and attached hereto, numbered 1 to 22 are incorporated.
7. The provisions of the renewal Collective Agreement shall have no retroactive effect whatsoever prior to the date of ratification by both parties, except as specifically stated regarding wages
8. Cross-the-Board (ATB) Salary Increases

July 1, 2017 1.8 % ATB increase, retro to July 1, 2017 *on all hours paid*




July 1, 2018 2 % ATB increase

July 1, 2019 2 % ATB increase




9. Upon ratification, on the first full pay period after the ratification date, the University will make a lump sum payment of \$ 300 less deductions required by law to all employees actively employed in the bargaining unit on the date of ratification.

The parties acknowledge that the errors and omissions may occur in these documents and they will meet as soon as possible to address them.

FOR THE UNIVERSITY

FOR THE UNION

DATE:

June 29, 2018

DATE:

JUN 29/18

University of St. Michael's College


USW

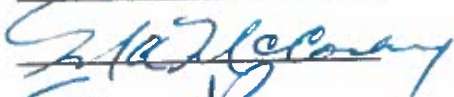
The parties agree to amend Article 2 RECOGNITION & SCOPE to add to the existing language, Articles 2.01 and 2.02 which remain unchanged, the following new language as Article 2.03 :


2.03

Where short-term staffing shortages (e.g., sick leave/LTD, leaves of absence) in the bargaining unit result in the employer bringing in a contractor, the employer will inform the Union and indicate the anticipated duration.

FOR THE UNIVERSITY









DATE:

Apr 29/17

FOR THE UNION





DATE:

Nov 29/17

The parties agree to amend Article 3.04 to remove (i) and add to the existing language.

Article 3 RELATIONSHIP

3.04

Sexual harassment shall be considered discrimination under Article 3.01 of this Agreement. Harassment based on sex includes:

i) Engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome; or

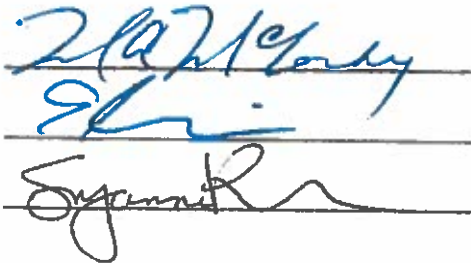
ii) Implied or expressed promise of reward for complying with an unsolicited sexual advance or solicitation; or

iii) Implied or expressed threat or reprisal in the form of either reprisal or the denial of opportunity, for refusal to comply with a sexually oriented request

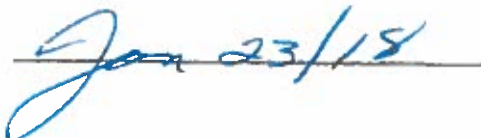
iv) Making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Witnesses who give information and/or evidence in a complaint of sexual violence or harassment shall suffer no penalty or reprisal.

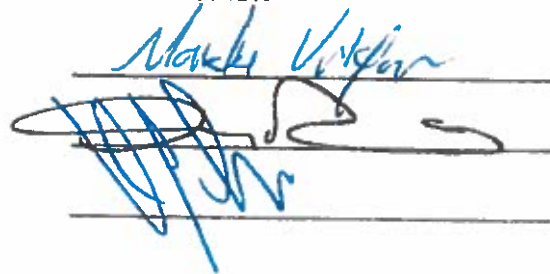
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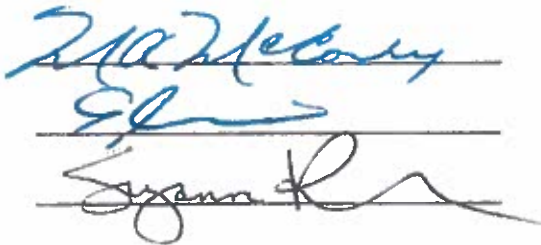
3.06 - Amended

Further, every employee has a right to a workplace free of harassment, discrimination, reprisal or retaliation. Accordingly, every employee may bring forward, provide information regarding, assist or otherwise be involved in the resolution of a complaint without fear of retaliation or reprisal, including but not limited to disciplinary action or discharge, whether that complaint is brought forward through a grievance under the collective agreement or a complaint in accordance with another "University Policy or Guideline", provided that the employee is not acting in bad faith or in a manner that is vexatious or otherwise clearly improper. For clarity, there will be no reprisals against any employee who brings forward a complaint of harassment and/or discrimination within the meaning of Article 3 of this collective agreement provided that they are not acting in bad faith or in a manner that is vexatious or otherwise clearly improper. *Both the Respondents and Complainants shall be made aware of this Article if they are members of the bargaining unit.*

Any allegation(s) of reprisal or retaliation may be the subject of a grievance at Step Two.

An employee, who makes a report of sexual violence or sexual harassment, may request, through the Union, to ~~discontinue~~ minimize contact with the respondent. Every effort shall be made to do so ~~separate the parties in their employment relationship~~, without the complainant suffering any penalty. The University and the Union agree to treat such requests ~~to discontinue contact~~ as confidential to those directly involved.

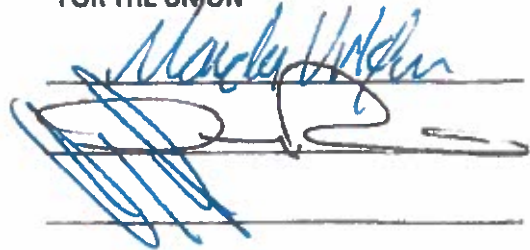
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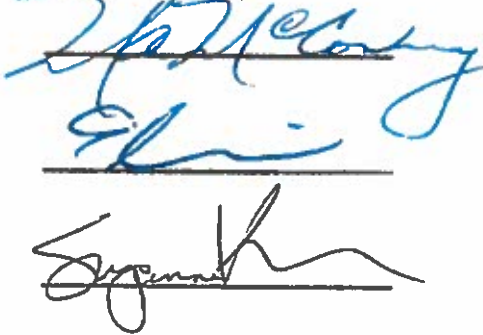


NEW 3.07

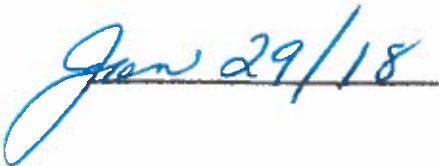
In the event the University decides to investigate a report of sexual violence and/or sexual harassment under the applicable University Policy or Program, where both the Complainant and the Respondent are USW members, both the Complainant and the Respondent shall be entitled to raise an objection to the University's choice of investigator on the basis of procedural fairness with respect to the choice of investigator, within six (6) working days of being notified of the choice of investigator. The Complainant or Respondent making such objection shall provide the reasons and grounds therefor. The University shall give due consideration to all such objections and respond in writing within four (4) working days of receiving the objection. In its response, the University shall either replace the investigator or provide the rationale for the University's decision not to replace the investigator. All objections and related correspondence and decisions will be retained for the record.

No information relating to the complainant's personal background or lifestyle shall be admissible during the grievance or arbitration process.

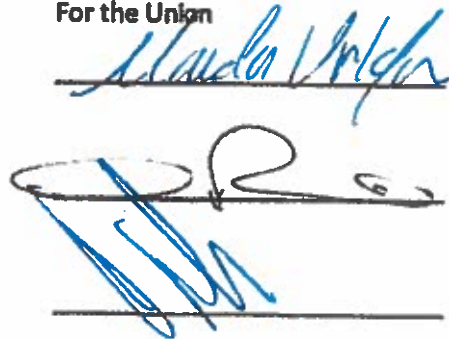
For the University



Date



For the Union





University of St. Michael's College
January 29, 2018

USW

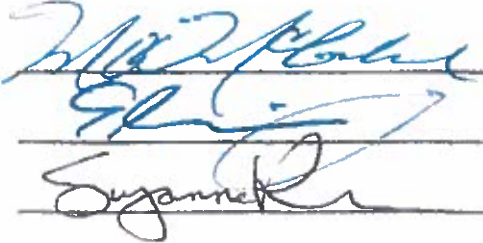
Article 7 REPRESENTATION

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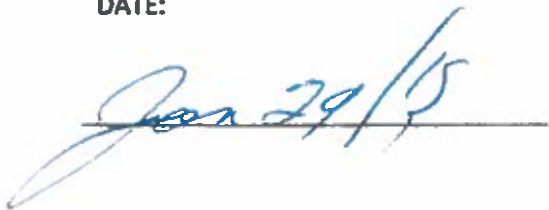
7.04 - New

The Union recognizes that there may be situations where a representative is requested after the commencement of a meeting and that advance notice will not always be practicable or possible. In such a case, the University shall notify the Union without delay that a representative is needed.

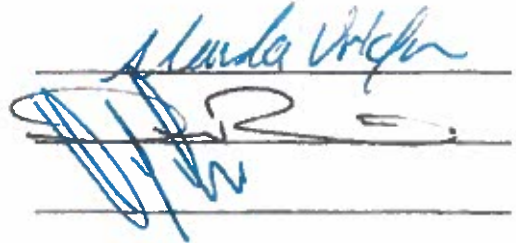
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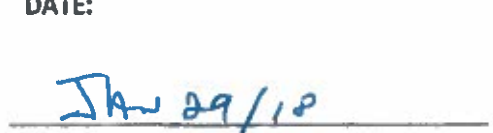
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DATE:



NEW to be incorporated into Article 12.

Term Vacancies

Term vacancies arise when there is:

- (a) a need to replace absent employees; or
- (b) for work on a task or project that has a specified time limit including situations where the budgeted funding for the position is time limited.

A term vacancy shall not exceed twenty-four (24) months. Term positions that become continuing positions shall be posted.

When such vacancies are to be filled, the following will apply:

(i) Term vacancies that are expected to be greater than 6 months in length or that last for longer than six (6) months will be posted in accordance with the provisions of article 12.08. Vacancies of less than six (6) month's duration will be filled at the discretion of the University and are not covered by any provision of this collective agreement.


(ii) If the vacancy is filled with an existing employee, that employee will continue to be covered by all provisions of the collective agreement and the employee will return to their job at the end of the assignment if it still exists. If the position no longer exists, the employee will be entitled to all aspects of the layoff provision under the collective agreement


The employer may request an extension of the time limits in this article and such requests shall not be unreasonably denied.

(c) Term Employees are hired for an appointment of up to twenty-four (24) months. Each term appointment shall have a predetermined end date. Term employees who are hired on appointments of 6 months or longer, are entitled to the full provisions of the collective agreement with the exception of LTD, ~~sick leave~~, pension plan coverage and layoff provisions. For employees on appointments of 12 month or longer, sick leave benefits under the collective agreement shall apply. Sick leave will be provided in accordance with the Employment Standards Act of Ontario for employees on appointments of less than 12 months.

(d) If a term employee is the successful applicant for a permanent vacancy, the employee shall be credited with seniority from the date they were last hired by the Employer. The Employer agrees that the purpose of this article is not to avoid the posting of permanent jobs within the bargaining unit. The University agrees to notify the Union in advance of any such term employee hired and the reason.

FOR THE UNIVERSITY

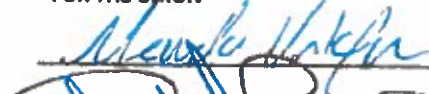





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FOR THE UNION





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Article 13 LEAVES OF ABSENCE

13.01

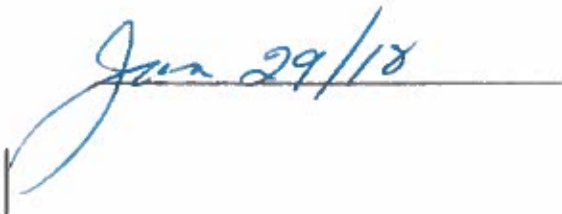
Unpaid Leave of Absence

The Employer may grant leave of absence without pay and without loss of seniority for up to ~~four (4)~~ 12 (12) weeks to an employee who requests such leave in writing at least ~~two (2)~~ three (3) weeks prior to the commencement of such leave. Leave may be granted under this clause for good personal reasons provided that the leave of absence does not interfere with the Employer's operations. Such leave of absence may be extended if there is a good reason for the extension and the Employer and the Union agree. Any request for an extension of the leave must be made in writing prior to the expiration of the initial leave. The Unit President will be notified of all leaves granted and denied under this section.

FOR THE UNIVERSITY



DATE:



FOR THE UNION



DATE:



Article 13.02

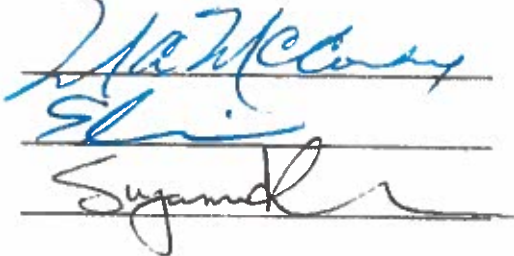
Union Related Leave of Absence

Employees who have been elected or appointed by the Union to attend Union conventions, conferences or other official Union business shall be granted a leave of absence without pay, provided the leave would not unduly interfere with operations. The Union will notify the University in writing as early as possible prior to the start of the leave, but in no event less than fourteen (14) days, of the names of the employees to be on leave. Such request shall not be for more than two (2) employees at any one time and will not be for more than one (1) employee from any one department. The total number of days granted under this article shall not exceed thirty-five (35) days in aggregate in a contract year. Employees on such leave of absence will continue to be paid by the Employer, but the Union shall reimburse the Employer for such wages and benefit payments upon receipt of a statement of the amount owing.

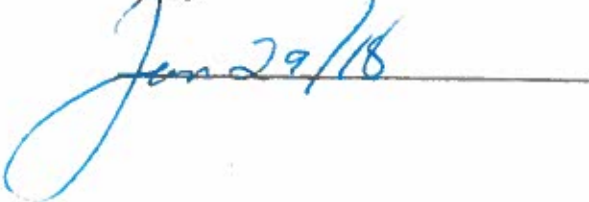
13.03

Any one (1) employee who is appointed or elected to a permanent full-time staff position with the Union will be granted a leave of absence without pay once during this agreement for a period of up to one (1) year. Written application for such leave shall be made by the Union at least four (4) weeks prior to the commencement of the requested leave. Such leave may be extended by an additional two year period upon written request given at least four (4) weeks prior to the expiry of the first year of leave. The employee will return to his or her position at the end of the leave if the position still exists. Any training required to fulfill their duties will be provided by the employer. If the position is eliminated during the leave the employee will be subject to, and eligible to use the provisions of Articles 12.05 to 12.07. If there are existing vacancies she may also apply under Articles 12.08 and 12.09.

FOR THE UNIVERSITY



DATE:



FOR THE UNION



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Pregnancy Leave

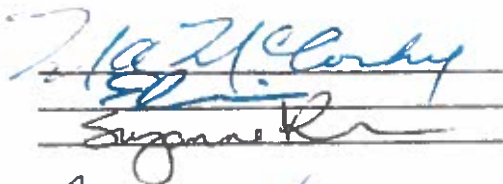
The Employer agrees to grant a ~~maternity~~-pregnancy leave of up to seventeen (17) weeks, without pay, to any employee who has completed thirteen (13) weeks of employment and who makes a written request for same and provides a Doctor's certificate or a certificate from a certified Midwife stating that she is pregnant. The leave may commence any time up to seventeen (17) weeks prior to the expected date of delivery provided the employee gives the Employer at least two (2) weeks notice of the commencement date.

a) Seniority, vacation and pension credits shall continue during an employee's maternity leave, provided the employee fulfills any requirements for said continuation. The Employer shall make the employee aware of any requirements.

b) For employees with one (1) year of service or more, the Employer will pay ninety-five (95%) percent of salary during the ~~two (2)~~-one (1) week waiting period for Employment Insurance benefits, and, for the next sixteen (16) weeks, will pay the difference between Employment Insurance benefits and ninety-five (95%) percent of salary, provided the employee provides proof that the employee has applied applies for and receives-is receiving Employment Insurance benefits and the amount of those benefits. For employees with seniority who have less than one year of service, the Employer will pay this top up benefit -on a pro-rated basis according to the percentage of a whole year and FTE that the employee worked before the first day of the leave, provided that the employee provides proof that the employee has applied for and is receiving Employment Insurance benefits and the amount of those benefits~~applies for and receives~~ Employment Insurance Benefits.

The weekly top-up payment will be calculated using the weekly EI benefit that would be payable to the employee (i.e. 55%) without regard to any election by the employee to receive a lower EI Benefit spread over a longer period of time as may be permitted under the Employment Insurance Act. In no event will the top-up payment exceed the difference between 95% of the employee's actual weekly rate of pay in effect on the last day worked prior to the commencement of the leave and the sum of the employee's EI benefit calculated without regard to any election by the employee to receive a lower EI benefit spread over a longer pierod of time as may be permitted under the Employment Insurance Act.

FOR THE UNIVERSITY

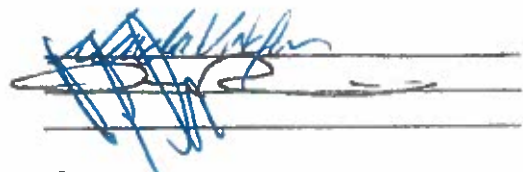


Suzanne R.

Date

Jan 29/18

FOR THE UNION



Date

Jan 29/18

Article 13.05

Parental/Adoption Leave

The Employer agrees to grant up to thirty-five (35) weeks of parental or adoption leave without pay as set out in the Employment Standards Act for any eligible employee who has completed thirteen (13) weeks of employment. For an employee with one (1) year of service or more who is not the biological mother birth parent and who takes leave under this subsection, the Employer will pay ninety-five percent (95%) of salary during the ~~two (2)~~ ⁽¹⁾ week waiting period for Employment Insurance benefits and, for the next fifteen (15) weeks, will pay the difference between Employment Insurance benefits and ninety-five percent (95%) of salary, provided the employee provides proof that the employee has applied ~~applies~~ for and is ~~receivesing~~ ^{receiving} Employment Insurance parental benefits and the amount of those benefits. For employees with seniority who have less than one year of service, the Employer will pay this top up benefit on a pro-rated basis according to the percentage of a whole year and FTE that the employee worked before the first day of the leave, provided the employee provides proof that the employee has applied for and is receiving Employment Insurance parental benefits and the amount of those benefits ~~provided that the employee applies for and receives Employment Insurance Benefits.~~

made

The weekly top-up payment will be calculated using the weekly EI benefit that would be payable to the employee (i.e. 55%) without regard to any election by the employee to receive a lower EI Benefit spread over a longer period of time as may be permitted under the Employment Insurance Act. In no event will the top-up payment exceed the difference between 95% of the employee's actual weekly rate of pay in effect on the last day worked prior to the commencement of the leave and the sum of the employee's EI benefit calculated without regard to any election by the employee to receive a lower EI benefit spread over a longer period of time as may be permitted under the Employment Insurance Act.

FOR THE UNIVERSITY

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Date

January 29/18

FOR THE UNION

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Date

JAN 29/18

University of St. Michael's College
January 29, 2017

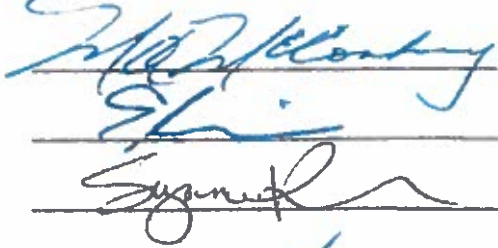
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Article 13.06

Non-Birth Parent Leave

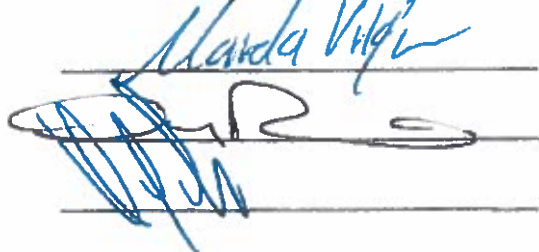
Upon birth or adoption of a child, the parent who is not covered by 13.04 or 13.05 shall be granted up to five (5) days leave of absence with pay. Application for such leave shall be submitted in writing to the employee's supervisor at least five (5) days in advance. ~~Paternity~~ Non-Birth Parent leave must be taken within the first month of the birth or an adoption.

FOR THE UNIVERSITY



Date Jan 29/18

FOR THE UNION



Date Jan 29/18

Article 13.07


Federal/Provincial/Municipal Election Related Leave


Employees running for election shall be entitled to a leave of absence with pay upon the following basis:

- a) For election to the Parliament of Canada – one (1) month;
- b) For election to the Legislature of Ontario – one (1) month;
- c) For election to a Municipal Council or Board of Education – five (5) working days;
- d) For election to Mayor or Chairman of City/Town/Regional Council – ten (10) working days.

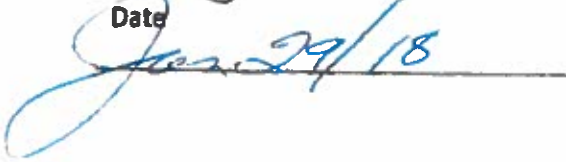
Such leave need not be taken on consecutive days.

FOR THE UNIVERSITY




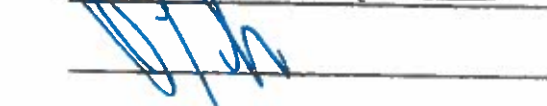


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FOR THE UNION





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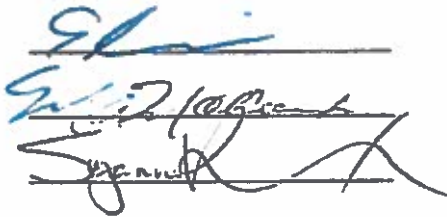


Article 13 – Health & Safety

New ²⁰¹⁴
~~11.08~~ / 6.08 ^{OK}

The University will provide the Union with copies of all Workplace Safety and Insurance Board (WSIB) Form 7 Employers' Report of Injury/Illness for members injured on the job.

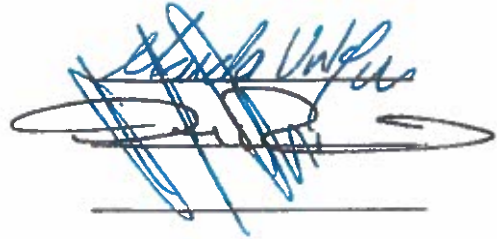
FOR THE UNIVERSITY



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DATE: Nov 29/17

FOR THE UNION



A single handwritten signature in blue ink, written over a horizontal line. The signature is cursive and somewhat illegible.

DATE: Nov. 29/17

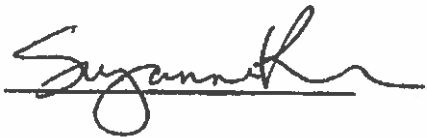
24.13 – New

An employee who works approved overtime with less than 24 hours' notice for three (3) consecutive hours or more beyond the regularly scheduled shift shall be provided with a meal allowance of fifteen dollars (\$15.00)

For the University








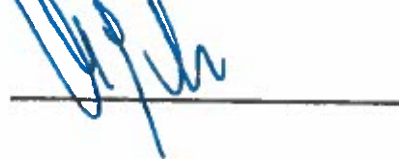
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Jan 29/18

For the Union










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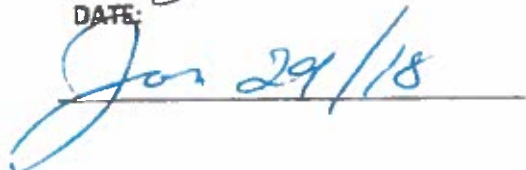
SCHEDULE B – BENEFITS

- 1) *Effective January 1, 2018, add coverage for eye exams to a maximum of \$90 per person every 24 months to the Vision Plan.*
- 2) *Effective January 1, 2018, include coverage for cochlear implants under the existing maximum for Hearing benefits.*
- 3) *Effective January 1, 2018, the Paramedical Plan combined maximum will increase from \$700 to \$800 annually.*
 - *Massage therapy by a Registered Massage Therapist without requirement for a prescription*
- 4) *Effective January 1, 2018, the Dental Plan will include:*
 - *Implants under Major Dental Services (subject to the 'alternate benefit clause' provisions)*
 - *Maximum for Major Restorative will increase from \$1,500 to \$1,800 annually*
 - *Maximum coverage for orthodontia will increase from \$2,500 to \$2,650*
- 5) *Effective as of date of ratification, expand coverage under the existing Psychology benefit maximum of \$2,000 to include MSW and psychotherapist.*
- 6) *Effective as of date of ratification, the Extended Health Care plan will be modified to provide wigs in the case of alopecia.*
- 7) *Effective as of date of ratification, the Extended Health Care plan will be modified to provide partial coverage for continuous glucose monitors for Type I diabetes.*




FOR THE UNIVERSITY

DATE:



FOR THE UNION

DATE:



Schedule C - Schedule of Severance Pay

832.

Continuous Years of Service at Date of Layoff	Enhanced Severance Pay Effective the Date of Layoff (in weeks)
0	0
1	2
2	2
3	4
4	6
5	10
6	12
7	14
8	16
9	18
10	20
11	22
12	24
13	26
14	28
15	30
16	32
17	34
18	36
19	38
20	40
21	42
22	44
23	46
24	48
25	50
26	52
27	52
28	52
29	52
30 or more	52

FOR THE UNIVERSITY

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DATE:

Jan 29/18

FOR THE UNION

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DATE:

Jan 29/18

Amend wage schedule:

~~Remove Food Services job classifications. USMC does not employ anyone in the food services job categories.~~ *ajc.*

Amend "Alumni Affairs" to "Office of Advancement" and retitle all job classifications as per LOU dated:

- Development Coordinator to Advancement Officer (position was reclassified as per LOU dated November 9, 2017)
- Development Officer to Advancement Officer
- Associate, Alumni Affairs to Advancement Associate
- Manager, Annual Fund Campaign to Advancement Manager, Annual Campaign

Move Webmaster to Principal's Office.

FOR THE UNIVERSITY

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DATE:

Jan 29/18

FOR THE UNION

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DATE:

Jan 29/18

University of St. Michael's College
January 29, 2018


USW


Amend LOU #4

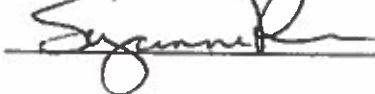
Green Circled Employees – Notwithstanding the Wage Schedule, Joe Lima, Eon Pitt, Gerri George, Mohra Taylor, **Gang He** will be kept at their current rate so long as he remains in his current classification and will receive the negotiated wage increases.

~~Gang He will receive a \$5.00 per hour increase at the date of ratification and be Green Circled as per the paragraph above.~~

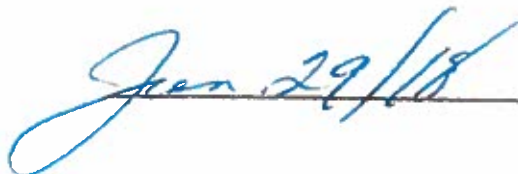
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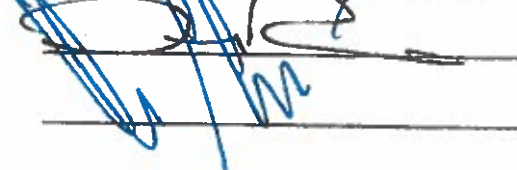


DATE:



FOR THE UNION





DATE:



University of St. Michael's College
January 29, 2018 10:30 a.m.

USW

LETTER #5- PAY EQUITY JOB EVALUATION

Whereas the parties acknowledge that they are required to have in place a job evaluation process and a Pay Equity Plan to meet the requirements of the Pay Equity Act to achieve and maintain pay equity;
and

whereas the parties agree it is necessary to move forward with this process as quickly as possible in order to ensure a fair evaluation and classification of jobs in the bargaining unit which is compliant with the *Pay Equity Act*;

and

whereas the University of St. Michael's College and the United Steelworkers have agreed to developing a Pay Equity Plan for the bargaining unit to using the SES/U job evaluation tool as the methodology to be used for rating jobs, and the parties have agreed that the factor language, the sub-factors and weightings used in the University of Toronto and Victoria University job evaluation plans will be used in the University of St. Michael's College plan,

Accordingly, the parties agree to the following:

The parties agree that a questionnaire agreed to between the parties will be issued to SMC employees according to the established timelines. The questionnaires will be forwarded to the incumbents in the classifications for completion. Managers will provide feedback to employee questionnaires and employees will have the opportunity to respond to the manager's comments. The parties will aim to have all questionnaires and updated job descriptions completed by May 31, 2018. The completed questionnaires will then be evaluated jointly by the Joint Job Evaluation Committee (JJEC) comprised of two representatives from SMC and two representatives from the Union.

During the months of June, July & August 2018, the parties will meet to evaluate job classes, and conduct "sore thumbing" of such results (to ensure accuracy, consistency, and freedom from gender bias). The final rating will be the responsibility of the JJEC. This process will be completed by October 31, 2018. During the months of November and December, 2018 the parties will then meet to agree to a Pay Equity Plan and will set out the job classes and related pay bands including a schedule for making any pay adjustments owed to employees in female job classes (including any retroactivity) as a result of the pay equity analysis will be established. They will also meet to agree to a Maintenance Protocol to ensure the Plan is maintained properly. An appeal process will be completed prior to the finalization of the Pay Equity Plan. Once the Pay Equity Plan is agreed upon, the parties will continue to meet with the aim of achieving Internal Equity before the termination of this Collective Agreement.

Where the parties are unable to resolve any disputes related to the three paragraphs above or the Pay Equity Plan, the parties agree to have such matters referred to arbitration before a mutually agreed-upon arbitrator for full and final dispute resolution on an expedited basis.

Further, SMC agrees to maintain the wages for one member of the bargaining unit for a maximum of eighty (80) hours for time spent jointly in the pay equity process with SMC.

SMC and the Union agree to make every effort to complete the above process by June 30, 2020.

[Handwritten signatures]

Jan 29/18

FOR THE UNION
[Handwritten signature]
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Jan 29/18


LETTER OF UNDERSTANDING #6 – EDUCATIONAL ASSISTANCE

Amendment

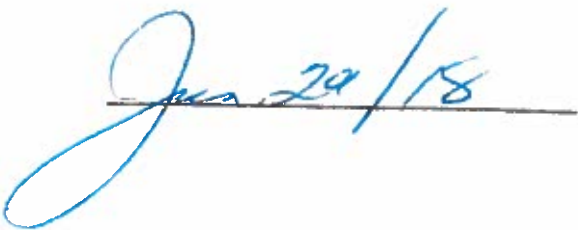
Tuition fees are waived for a qualifying staff member taking:

- A) A University of Toronto degree course, up to and including the Master's level, *flex-time Ph.D. programs and part-time doctoral studies*. For undergraduate courses, the maximum tuition waiver shall be limited to three (3) full courses during the Fall/Winter session, and *two (2)* full course during the summer session and reimbursement will be limited to the equivalent general Arts and Science course tuition fee. For Master's level programs, *flex-time Ph.D. programs and part-time doctoral studies*, the tuition waiver shall be limited to the part-time program fee or \$3000. per academic year, whichever is less. The University will also waive the balance of degree fee, to the lesser of the equivalent remaining program fee or \$3000. per year, so long as the employee has already received a tuition waiver under this policy;
- E) *Educational Assistance (Staff Tuition Waiver) Provision 1. 5) courses offered by the School of Continuing Studies that are work or job related, up to a maximum of seven hundred and fifty (\$750) dollars per course, and personal interest courses for which a taxable benefit is assessed up to a maximum of three hundred and fifty (\$350) dollars per course, with a combined maximum of four (4) courses per academic year.*


FOR THE UNIVERSITY



DATE:



FOR THE UNION



DATE:





**The parties agree to a new Letter of Understanding regarding Impact of Employment Insurance
Legislative Changes**

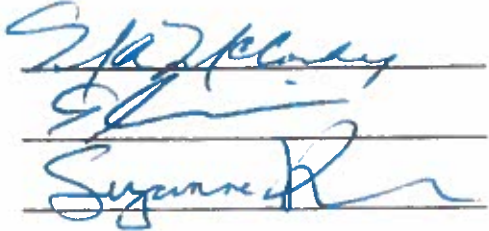
During the 2017 round of collective bargaining, the parties discussed amendments to the Employment Insurance (EI) Act reducing the waiting period to receive benefits under the EI Act from two weeks to one week for pregnancy and parental leaves, as well as the impact of that reduction on the payments made by the University to employees taking pregnancy, parental, ~~and primary-caregiver~~ or adoption leaves under the collective agreement.

Under the terms of the collective agreement in place up to the current round of negotiations, the University compensated employees taking pregnancy leave, parental leave, and ~~primary-caregiver~~ adoption leave at 95 per cent of their weekly salary for the two week waiting period for pregnancy or parental leave benefits. Therefore, the legislative changes result in the elimination of one week of leave with 95 per cent of salary for such employees.

The parties agree that an employee who is entitled to and provided with salary during the one-week waiting period and top up pursuant to Articles 13:04 ~~or 13:05 or 13:06~~, will receive one paid week of leave ("Parental Transition Week") immediately following the end of their EI pregnancy or parental leave (the end of their combined leaves for employees who take both pregnancy and parental leave). This Parental Transition Week will be in addition to the leave entitlements set out in Articles 13:04 and/or 13:05 ~~and/or 13:06~~.

During the Parental Transition Week, employees will be paid 100 per cent of their weekly salary, whereas the eliminated week during the EI waiting period had been compensated at 95 per cent.

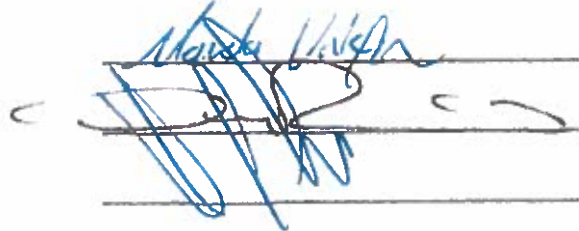
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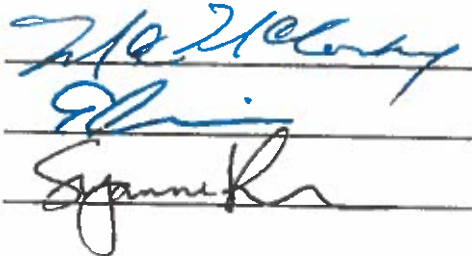


The parties agree to a new Letter of Understanding regarding Domestic Violence.

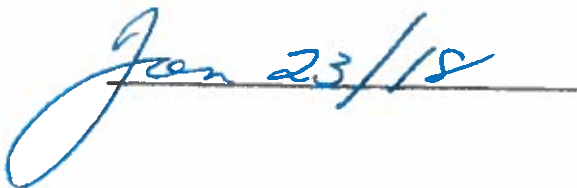
LETTER OF UNDERSTANDING: Domestic Violence

The University and the Union agree that all employees have the right to be free from domestic violence. The University recognizes the importance of providing timely and flexible assistance and support to employees experiencing domestic violence. Such assistance and support must be specific to individual needs. Accommodation and support that may be considered include but are not limited to leaves of absence under various provisions of this Collective Agreement and access to campus and community support, including Human Resources, the Employee Family Assistance Program (EFAP), and the Sexual Violence Prevention and Support Centre.

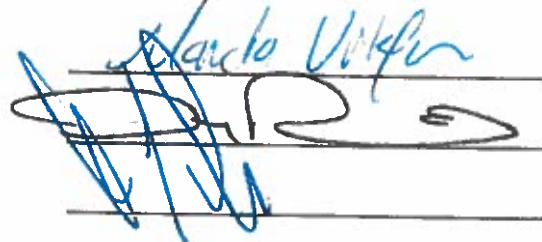
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