

**COLLECTIVE AGREEMENT**

**between**

**THE BOARD OF GOVERNORS OF  
TORONTO METROPOLITAN UNIVERSITY**

**and**

**THE FACULTY ASSOCIATION**

**In force until June 30, 2026**

## CONTACT INFORMATION

For the Union	For the University
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## TABLE OF CONTENTS

ARTICLE 1	DEFINITIONS.....	12
ARTICLE 2	TERMS OF AGREEMENT .....	16
2.1	GENERAL .....	16
2.2	CONCILIATION.....	16
2.3	ARBITRATION .....	17
2.4	MEMBERSHIP IN THE ASSOCIATION.....	18
2.5	GRANDPARENTING PROVISIONS .....	18
ARTICLE 3	RECOGNITION, RIGHTS AND PRIVILEGES OF THE ASSOCIATION...	20
3.1	RECOGNITION & RIGHTS.....	20
3.2	PRIVILEGES.....	20
ARTICLE 4	HIRING.....	21
4.1	DEPARTMENT HIRING COMMITTEE.....	21
4.2	RECRUITMENT AND SELECTION PROCESS .....	23
4.3	APPOINTMENTS TO THE PRE-TENURE FACULTY .....	26
4.4	PROFESSORIAL RANKS.....	29
4.5	ACTING ASSISTANT PROFESSORS .....	29
4.6	APPOINTMENTS: NON-TENURE STREAM FACULTY.....	30
4.7	APPOINTMENTS: ACADEMIC ADMINISTRATIVE FACULTY .....	32
4.8	LETTER OF APPOINTMENT .....	34
4.9	ACADEMIC CHAIRS.....	35
4.10	APPOINTMENTS - INTERDEPARTMENTAL TRANSFERS OF FACULTY....	37
4.11	SPOUSAL APPOINTMENTS .....	38
ARTICLE 5	EVALUATION.....	39
5.1	DEPARTMENT EVALUATION COMMITTEE.....	39
5.2	FACULTY TENURE COMMITTEE.....	40
5.3	FACULTY PROMOTION COMMITTEE.....	41
5.4	PROVISIONS APPLYING TO THE DEC, TO THE FTC AND TO THE FPC.....	43
5.5	TEACHING ASSESSMENTS .....	44
5.6	YEAR END ASSESSMENT REPORT.....	46
5.7	TRANSFER TO THE TENURED FACULTY .....	46
5.8	TENURE DOSSIER .....	48
5.9	INTERMEDIATE REVIEW .....	50

5.10	NORMAL TENURE REVIEW .....	50
5.11	FINAL TENURE REVIEW .....	55
5.12	PROMOTION TO ASSOCIATE PROFESSOR.....	56
5.13	PROMOTION TO PROFESSOR.....	56
ARTICLE 6	LEAVES OF ABSENCE .....	61
6.1	LEAVES WITH PAY FOR TENURED FACULTY MEMBERS .....	61
6.2	LEAVES WITHOUT PAY.....	64
SPECIAL LEAVES	.....	65
6.3	COMPASSIONATE AND BEREAVEMENT LEAVE .....	65
6.4	PREGNANCY, ADOPTION AND PARENTAL LEAVE .....	65
6.5	PREGNANCY LEAVE .....	66
6.6	ADOPTION LEAVE .....	67
6.7	PARENTAL LEAVE.....	68
6.8	SPECIAL LEAVE .....	69
6.9	POLITICAL LEAVE.....	70
6.10	FACULTY EXCHANGE LEAVES.....	71
6.11	LEGAL LEAVE .....	72
6.12	SICK LEAVE .....	72
6.13	SECONDMENTS .....	73
ARTICLE 7	OBLIGATIONS.....	74
7.1	JOINT OBLIGATIONS OF THE ASSOCIATION AND THE BOARD.....	74
7.2	OBLIGATIONS OF THE BOARD.....	74
7.3	OBLIGATIONS OF FACULTY MEMBERS.....	74
7.4	OUTSIDE PROFESSIONAL ACTIVITIES .....	75
ARTICLE 8	NON DISCRIMINATION.....	78
ARTICLE 9	GRIEVANCES .....	79
9.1	GENERAL .....	79
9.2	TIME LIMITS .....	79
9.3	ASSOCIATION GRIEVANCE PROCEDURE ON BEHALF OF A MEMBER OR GROUP OF MEMBERS .....	80
9.4	UNIVERSITY AND ASSOCIATION POLICY GRIEVANCE PROCEDURES...	81
9.5	ARBITRATION .....	81
ARTICLE 10	WORKLOAD .....	83
WORKLOAD PROVISIONS - MODE I	.....	83

10.1	ASSIGNED TEACHING AND RELATED WORKLOAD .....	83
A.	Academic Course Hours .....	83
B.	Course Preparation Hours .....	83
C.	Student Evaluation and Academic Counselling Hours .....	84
D.	Routine Department/School Duties .....	85
E.	Curriculum Development.....	85
F.	Research Projects .....	85
G.	Special Assignments .....	85
10.2	STUDENT CONTACT HOURS.....	85
10.3	PERMISSIBLE REASONS FOR REFUSAL OF TEACHING ASSIGNMENTS..	85
10.4	REDRESS FOR ACTUAL WORKLOAD INFRACTIONS .....	86
10.5	CLASS OR SECTION SIZE .....	87
10.6	WORKLOAD INTERPRETATIONS .....	87
10.7	DECREASED TEACHING LOAD .....	87
10.8	VOLUNTARY REDUCED WORKLOAD .....	87
10.9	WORKLOAD OPTIONS .....	89
10.10	CHANGES TO THE PROVISIONS OF MODE I.....	90
	WORKLOAD PROVISIONS - MODE II.....	90
10.11	ACADEMIC DUTIES AND RESPONSIBILITIES .....	90
10.12	TEACHING DUTIES .....	91
10.13	SRC DUTIES .....	96
10.14	SERVICE DUTIES.....	97
10.15	VOLUNTARY REDUCED WORKLOAD .....	98
10.16	THE ACADEMIC YEAR.....	100
10.17	DEPARTMENTAL/SCHOOL TEACHING STANDARD FOR MODE II TENURE STREAM FACULTY .....	100
10.18	TEACHING ASSIGNMENTS FOR LIMITED TERM FACULTY .....	104
10.19	WORKLOAD PROVISIONS – MODES I AND II.....	104
ARTICLE 11	ACADEMIC FREEDOM .....	105
ARTICLE 12	BENEFITS.....	106
12.1	GENERAL PROVISIONS .....	106
12.2	EXTENDED HEALTH CARE PLAN .....	106
12.3	VISION CARE .....	106
12.4	GROUP LIFE INSURANCE.....	107

12.5	PENSION PLAN .....	107
12.6	LONG-TERM DISABILITY PLAN (L.T.D.P.) .....	107
12.7	BUSINESS TRAVEL ACCIDENT INSURANCE.....	107
12.8	VOLUNTARY ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE .....	108
12.9	DENTAL INSURANCE.....	108
12.10	TUITION WAIVER .....	108
12.11	BENEFITS FOR RETIRED FACULTY ASSOCIATION MEMBERS OVER 65. .....	108
12.12	BENEFITS FOR RETIRED FACULTY ASSOCIATION MEMBERS UNDER 65 .....	108
ARTICLE 13	SALARIES, INCREMENTS AND ALLOWANCES.....	110
13.1	SALARIES .....	110
A.	Base Salary Minima.....	110
B.	Starting Salary.....	110
C.	Increments.....	110
D.	Across-the-Board (ATB) .....	111
E.	Career Development Increments (CDI):.....	111
F.	Dual Stream of the Professor Rank.....	112
13.2	CAREER DEVELOPMENT .....	112
A.	General Provisions.....	112
B.	Career Development Increments.....	113
C.	Career Development Increment Process/Annual Reports.....	113
13.3	SPECIAL ALLOWANCES.....	115
13.4	PROFESSORS OF DISTINCTION .....	115
13.5	SALARY ANOMALY ADJUSTMENTS COMMITTEE.....	116
13.6	EXTERNAL OFFERS TO CURRENT FACULTY MEMBERS.....	117
13.7	TERMS AND CONDITIONS OF STARTING SALARY PROVIDED TO THE FACULTY ASSOCIATION .....	117
13.8	PAY DAY .....	117
ARTICLE 14	PERFORMANCE AND CONDUCT FILE .....	118
ARTICLE 15	PROFESSIONAL COUNSELLORS.....	120
15.1	TERMS AND CONDITIONS OF EMPLOYMENT .....	120
15.2	DUTIES AND RESPONSIBILITIES OF PROFESSIONALCOUNSELLORS ...	120
A.	Duties and Responsibilities.....	120

B.	Professional Duties .....	121
C.	Service Duties .....	123
D.	Outside Professional Activities.....	123
15.3	ANNUAL REPORT .....	124
15.4	SALARIES, INCREMENTS AND ALLOWANCES.....	125
15.5	VOLUNTARY REDUCED WORKLOAD .....	126
15.6	APPOINTMENT OF COUNSELLORS.....	128
A.	General.....	128
B.	Counselling Appointment Committee .....	128
C.	Appointment Procedures.....	128
D.	Probationary Period .....	130
E.	Assessment of Probationary Counsellors.....	130
15.7	LEAVES OF ABSENCE.....	132
A.	Without Pay .....	132
B.	Special Leaves .....	133
15.8	VACATION FOR PROFESSIONAL COUNSELLORS.....	134
15.9	PROFESSIONAL DEVELOPMENT TIME.....	134
15.10	GRIEVANCES .....	134
15.11	BENEFITS.....	134
15.12	RETIREMENT .....	134
15.13	RESIGNATIONS .....	134
15.14	PERFORMANCE AND CONDUCT FILE .....	135
15.15	HUMAN RESOURCE REDUCTIONS .....	135
ARTICLE 16	LIBRARIANS.....	139
16.1	TERMS AND CONDITIONS OF EMPLOYMENT .....	139
16.2	DUTIES AND RESPONSIBILITIES OF LIBRARIANS .....	139
A.	Duties and Responsibilities.....	139
B.	Professional Duties .....	139
C.	SRC Duties, and/or Professional Development.....	141
D.	Service Duties Service to the University .....	142
E.	Outside Professional Activities.....	142
16.3	ANNUAL REPORT .....	143
16.4	SALARIES, INCREMENTS AND ALLOWANCES.....	144
A.	Salaries .....	144

B.	Starting Salary.....	145
C.	Career Development Increments.....	145
D.	Across-the-Board (ATB) Adjustments .....	145
E.	Salary Adjustment Sequence .....	146
F.	Special Allowances .....	146
G.	Pay Day .....	146
16.5	VOLUNTARY REDUCED WORKLOAD .....	147
16.6	APPOINTMENT OF LIBRARIANS .....	148
16.7	PROMOTION.....	155
16.8	LEAVES OF ABSENCE.....	163
16.9	VACATION FOR LIBRARIANS.....	167
16.10	PROFESSIONAL DEVELOPMENT TIME .....	167
16.11	GRIEVANCES .....	167
16.12	BENEFITS.....	167
16.13	RETIREMENT .....	167
16.14	RESIGNATIONS .....	167
16.15	PERFORMANCE AND CONDUCT FILE .....	167
ARTICLE 17	MIDWIFERY FACULTY.....	168
17.1	GENERAL.....	168
17.2	WORKLOAD PROVISIONS.....	168
17.3	ROTATION OPTION .....	169
17.4	SALARY.....	170
17.5	BENEFITS AND PENSION .....	170
17.6	VACATION.....	172
17.7	GRIEVANCES .....	172
17.8	REDUNDANCY AND LAY-OFF .....	172
ARTICLE 18	PROFESSIONAL EXPENSE REIMBURSEMENT FUND.....	173
ARTICLE 19	RESIGNATIONS, EARLY RETIREMENTS, NORMAL RETIREMENTS AND PHASED-IN RETIREMENT PROGRAM.....	175
19.1	RESIGNATIONS AND RETIREMENTS .....	175
19.2	PHASED-IN RETIREMENT PROGRAM .....	176
ARTICLE 20	DISCIPLINE AND DISMISSAL .....	181
20.1	DISCIPLINE.....	181
20.2	DISMISSAL .....	182



20.3	CRIMINAL CHARGES .....	183
ARTICLE 21	CONFLICT OF INTEREST .....	184
ARTICLE 22	FINANCIAL EXIGENCY.....	185
A.	PREAMBLE .....	185
B.	DEFINITION .....	185
C.	DECLARING A FINANCIAL EXIGENCY .....	185
D.	THE FEC .....	186
E.	BOARD OF GOVERNORS .....	188
F.	TIME LIMITS .....	189
ARTICLE 23	REDUNDANCY.....	190
A.	PREAMBLE .....	190
B.	DEFINITION .....	190
C.	INVOKING PROGRAM REDUNDANCY .....	190
D.	THE REDUNDANCY COMMITTEE (RC) .....	191
E.	MANDATE OF THE RC .....	191
F.	IMPLEMENTATION.....	192
G.	TIME LIMITS .....	193
H.	GENERAL .....	193
ARTICLE 24	LAYOFFS.....	194
A.	GENERAL .....	194
B.	NOTICE OF LAYOFF .....	196
C.	SEVERANCE .....	196
D.	RECALL RIGHTS.....	197
E.	BENEFITS DURING RECALL.....	198
ARTICLE 25	INTELLECTUAL PROPERTY .....	199
ARTICLE 26	DUTIES, CONDITIONS OF APPOINTMENT, AND APPOINTMENT OF CHAIRS/DIRECTORS.....	206
26.1	GENERAL .....	206
26.2	TERMS OF APPOINTMENT OF A CHAIR/DIRECTOR .....	209
26.3	APPOINTMENT OF A CHAIR.....	212
26.4	EVALUATION OF CHAIR/DIRECTOR PERFORMANCE .....	216
ARTICLE 27	VACATIONS .....	218
APPENDIX A	LONG-TERM DISABILITY PLAN (L.T.D.P.) .....	219
APPENDIX B	RE-EMPLOYMENT PROGRAM (LIBRARIANS).....	221

APPENDIX C	RE-EMPLOYMENT PROGRAM (PROFESSIONAL COUNSELLORS)	223
APPENDIX D	WAIVER OF TUITION FOR FACULTY AND DEPENDENTS.....	225
APPENDIX E	RECOGNITION AWARDS .....	227
APPENDIX F	COURSE OPERATIONS SURVEY .....	230
Memorandum of Understanding – 1	STANDING COMMITTEE ON EMPLOYMENT EQUITY .....	232
Memorandum of Understanding – 2	ACADEMIC ASSISTANTS.....	233
Memorandum of Understanding – 3	INTERNAL CROSS APPOINTMENTS FOR FACULTY MEMBERS .....	234
Memorandum of Understanding – 4	BENEFITS FOR RETIREES.....	236
Memorandum of Understanding – 5	APPOINTMENTS TO ACADEMIC ADMINISTRATIVE FACULTY POSITIONS ABOVE THE LEVEL OF CHAIR/DIRECTOR .....	237
Memorandum of Understanding – 6	HEALTH AND SAFETY .....	238
Memorandum of Understanding – 7	ARTICLE 4.5 C (Limits to the LTF and Temporary Instructor Complement) .....	239
Memorandum of Understanding – 8	CHAIRS/DIRECTORS STIPENDS .....	241
Memorandum of Understanding – 9	FORMAT OF CURRICULUM VITAE.....	242
Memorandum of Understanding – 10	APPOINTMENT OF ASSOCIATE DEAN OF LIBRARIES .....	243
Memorandum of Understanding – 11	BENEFITS .....	244
Memorandum of Understanding – 12	OVERLOAD TEACHING.....	245
Memorandum of Understanding – 13	CHANGES TO ARTICLE 5.....	246
Memorandum of Understanding 14	TASK FORCE ON STUDENT ACCOMMODATIONS AND ACADEMIC CONSIDERATIONS.....	247
Memorandum of Understanding – 15	BRAMPTON CAMPUS AND THE SCHOOL OF MEDICINE .....	248
Memorandum of Understanding – 16	SPECIAL FUND.....	249
Memorandum of Understanding – 17	TORONTO METROPOLITAN UNIVERSITY PENSION PLAN .....	250
Memorandum of Understanding – 18	OUT OF COUNTRY REIMBURSEMENT FUND	251
Memorandum of Understanding – 19	PERFORMANCE AND CONDUCT FILE .....	252
Memorandum of Understanding – 20	TRAVEL REIMBURSEMENTS.....	253
Memorandum of Understanding – 21	JOINT COMMITTEE RE: EQUITY IN SALARY	254
Memorandum of Understanding – 22	TOTAL EARNINGS SUPPLEMENTAL PLAN (TESP) .....	256

Memorandum of Understanding – 23	GENDER TRANSITION FUND.....	257
Memorandum of Understanding – 24	FACULTY COURSE SURVEY.....	258
Memorandum of Understanding – 25	PROMOTION FOR ASSOCIATE MEMBERS.....	259
Memorandum of Understanding – 26	HIRING AND EVALUATION OF INDIGENOUS FACULTY MEMBERS AND LIBRARIANS ( <i>CURRENTLY UNDER REVIEW - SEE ADDENDUM</i> ) .....	260
Memorandum of Understanding – 27	TOTAL COMPENSATION.....	267
Memorandum of Understanding - 28	BENEFIT IMPROVEMENTS.....	270

**ARTICLE 1 DEFINITIONS**

- 1.1 **ACADEMIC CHAIR** is a distinguished faculty appointment financed in whole or in part by endowment, or by special grant, either from an external source(s) or by the University, or by a combination of the University and external sources.
- 1.2 **ACADEMIC YEAR** comprises three terms, Fall (September through December), Winter (January through April) and Spring/Summer (May through August), although it is recognized that the end of one term and the beginning of the next may overlap for certain academic and administrative reasons. (Term and semester are used interchangeably in the Agreement and are defined as outlined above).
- 1.3 **AGREEMENT** is the Collective Agreement negotiated between the Board and the Association as agents for the Faculty, Professional Counsellors and Librarians, and includes Articles 1 to 27, Appendices A to F, and Memoranda of Understanding 1 to 28.
- 1.4 **ASSOCIATION** is the Faculty Association, the sole and exclusive bargaining agent for Members of the Association as listed in 1.3 above.
- 1.5 **BOARD** is the Board of Governors of the University.
- 1.6 **CHAIR** is the Chair of a Department.
- 1.7 **DEAN** is the Dean of a Faculty/Division or the Dean of the School of Graduate Studies. **ASSOCIATE DEAN** is the Associate Dean of a Faculty or Associate Dean of the School of Graduate Studies. The Dean may delegate their authority to an Associate Member, as appropriate, with respect to actions they are accountable for as outlined in this Collective Agreement. For clarity, the Dean remains accountable for such delegated decisions.
- 1.8 **DESIGNATED INDIGENOUS FACULTY AND LIBRARIANS** are defined as those who self-identify as Indigenous and can show lineage and/or acceptance by an Indigenous community. Their claims will be reviewed by the Indigenous Faculty Committee.
- 1.9 **DIRECTOR** is the Director of a School.
- 1.10 **EQUITY ADVOCATE** is the (s)electd faculty member, Librarian, or Professional Counsellor in a relevant committee (DHC, DEC, FTC, FPC, LAC, LPC, CAC, Chair Search committee, etc.) who receives additional training and ensures that the committee adheres to the values of equity, diversity, and inclusion (EDI).
- 1.11 **FACULTY** is a collection of Departments/Schools headed by a Dean.
- 1.12 **FACULTY MEMBER:** The term member includes all Limited Term Faculty, all Tenured and pre-tenured Faculty (including those on a re-employment program, reduced workload and/or lay-off status); and including those who are, or have been appointed to

supervisory, administrative, and/or developmental positions such as Chair, Director, Associate Dean, Dean, Vice-Provost, Faculty Affairs and Provost and Vice-President, Academic.

- 1.13 **ASSOCIATE MEMBER:** The term Associate Member includes a faculty member who holds an appointment to an administrative position described in 2.4 D, or a Librarian who holds an appointment to an administrative position described in 2.4 E. While they hold these appointments, only the provision of Article 2.4 (Terms of Agreement – Membership in the Association) and Article 4.7 A, B (Appointments: Academic Administrative Faculty) shall apply to faculty members who are Associate Members. Only the provisions of Article 2.4 (Terms of Agreement – Membership in the Association) and 16.6.B. shall apply to Librarians who are Associate Members. Other conditions of their service in these functions shall be determined on an individual basis.
- 1.14 **INCREMENT is the CAREER DEVELOPMENT INCREMENT** awarded annually to a faculty member for satisfactory performance.
- 1.15 **INDIGENOUS SCHOLARLY, RESEARCH AND CREATIVE ACTIVITY (SRC)** activity is defined as research in any field or discipline that is conducted by, grounded in or engaged with First Nations, Inuit, Métis or other Indigenous nations, communities, societies or individuals, and their wisdom, cultures, experiences or knowledge systems, as expressed in their dynamic forms, past and present. Indigenous research can embrace the intellectual, physical, emotional and/or spiritual dimensions of knowledge in creative and interconnected relationships with people, places and the natural environment. (Social Sciences and Humanities Research Council. Definitions of Terms).
- 1.16 **LIBRARIANS:** The term Librarians includes those people employed as Librarians by the University, except if so employed on a part-time or temporary basis.
- 1.17 **LIMITED CONTRACT (TEMPORARY) INSTRUCTOR:** For the purpose of this Agreement, the term Limited Contract (Temporary) Instructor includes those instructors hired for instructional duties for a defined period of less than one year. Limited Contract (Temporary) Instructors are not faculty members as defined in 1.12 above and 1.18 below.
- 1.18 **LIMITED TERM FACULTY (LTF):** The term Limited Term Faculty includes all faculty members hired for defined periods of not less than one year and not more than a cumulative total of four years.

1.19 **MIDWIFERY FACULTY:**

- A. Midwifery faculty are those faculty members who are required, as a condition of their being faculty, to maintain a midwifery practice sufficient to qualify for, and to maintain, current registration with the College of Midwives or another midwifery professional regulating body.
- B. Midwifery faculty in the Midwifery Education Program does not include other faculty or instructors (Faculty Association or CUPE, 3904, Unit 1) who teach in this program if they are not:
  - a) midwives who teach courses and maintain a midwifery practice sufficient to qualify for, and to maintain, current registration with the College of Midwives or another midwifery professional regulating body.
  - b) hired into the designated “midwifery faculty” positions.

1.20 **MINISTER** is the Minister of Labour of Ontario.

1.21 **NOTIONAL FACULTY ASSOCIATION SALARY:** Notional Faculty Association salary is the annualized base salary for a member of the bargaining unit which designates the gross salary a member is entitled to if engaged in full-time service. Notional salary is a combination of base salary, across-the-board adjustments, Sector Adjustments, Career Development Increments, Anomalies Adjustments and Promotional Adjustments but excludes stipends, administrative allowances, recognition awards and overload payments.

1.22 **PRESIDENT** is the President of the University.

1.23 **PRE-TENURE FACULTY:** The term Pre-tenure Faculty includes all faculty members employed at the University on a career basis who have not been transferred to the tenured faculty.

1.24 **PROFESSIONAL COUNSELLORS:** The term Professional Counsellors includes those people employed as Professional Counsellors by the University, except if so employed on a part-time or temporary basis.

1.25 **SCHOOL OF LAW** refers to the Lincoln Alexander School of Law. In relation to the School of Law, any reference in this agreement to a:

- A. "Department/School" shall be read as “School of Law”;
- B. “Departmental Hiring Committee (DHC)” shall be read as “School Hiring Committee (SHC)”;
- C. “Departmental Evaluation Committee (DEC)” shall be read as “School Evaluation Committee (SEC)”;

- D. "Chair/Director", shall be read as "Dean or designate" and the duties and responsibilities of the Chair/Director in Article 26.1 will be performed by the Dean or designate;

with the necessary modifications.

- 1.26 **SENIORITY:** Seniority shall be determined by the date upon which continuous employment (as active or Associate members) in the bargaining unit commenced, less periods, exceeding 12 consecutive months, of leaves of absence without pay from the University. The use of seniority as defined herein shall apply solely and exclusively to Article 22 (Financial Exigency), Article 23 (Redundancy), Article 24 (Lay-off), Article 15.15 (Professional Counsellors) and relevant associated Appendices B (Librarians) and C (Professional Counsellors), if applicable.
- 1.27 **TEACHING/ACADEMIC ASSISTANTS** are persons hired for a defined period to assist faculty members with academic responsibilities.
- 1.28 **TENURED FACULTY:** The term Tenured Faculty includes all faculty members employed on a career basis who have been awarded tenure by the University.
- 1.29 **TENURE-STREAM FACULTY:** The term Tenure-stream Faculty includes all pre-tenure and tenured faculty members.
- 1.30 **UNIVERSITY** is Toronto Metropolitan University.
- 1.31 **VICE-PROVOST:** Unless otherwise specified, is the Vice-Provost, assigned responsibility for Faculty Affairs by the University.