APPENDIX B RE-EMPLOYMENT PROGRAM (LIBRARIANS)

A. It is agreed that the University will establish and fund a Librarian re-employment service (LRS) for redundant Librarians.

B. A Librarian, who agrees to join the re-employment service, will be transferred from their normal department to this program on the lay off date, or, in the case of a grievance extending beyond the lay off date, within seven days after a decision to uphold lay off is rendered. In so doing, the Librarian will retain their regular Librarian status with the University.

C. The time period for LRS program participation eligibility would be not less than one month and not more than twenty-four months. While participating in the program, the Librarian will be:

1. entitled to a monthly salary equal to their monthly salary on the lay-off date, multiplied by the lesser of years of service as a Librarian or twelve, divided by the number of months of participation in the program. Notwithstanding the aforementioned, the monthly salary while in the program shall not exceed the individual's monthly salary at the date of lay off.

2. entitled to receive benefit coverage as a regular Librarian except that salary related benefits shall be based on the salary as determined in 1. above.

3. eligible for preferential consideration over external candidates and will be considered along with other internal candidates, subject to the usual hiring practices of the University and in accordance with the terms and conditions of any other relevant collective agreement, for an open support staff position. However, should there be conflict with the provisions of Article 24.D, these latter provisions shall prevail. Salary shall be as envisaged in Article 24.D.5.

4. expected to participate actively in seeking external re-employment through and with the assistance of available counselling and employment services both within the University and external to the University. Active participation may include formal education for a changed occupation; such formal education at the University would be tuition free.

5. expected to carry out occasional work assignments for which the individual is competent.

6. entitled to their right of recall (Article 24.D) and their right of grievance under Article 9 (Grievances).

D. 1. A participant in the LRS may request separation from the service and the University at any time. In this case, the Librarian will be entitled to a separation allowance equal to one half of their monthly salary while on the LRS multiplied by the number of months remaining within the LRS program.

2. In the case of an abbreviated LRS program where the full entitlement is not utilized because of the limitation of C. 1. above, the Librarian shall receive a separation allowance equal to one half of the remainder of their entitlement under the LRS program.

E. A laid-off Librarian who does not participate in the LRS program is entitled to receive a separation allowance on the lay off date, or, in the case of a grievance extending beyond the lay off date, within seven days after a decision to uphold lay off is rendered. This allowance will be equal to one half of their monthly salary on the lay off date multiplied by the lesser of years of service as a Librarian or twelve.

F. The LRS program will be administered under the direction of a President's committee composed of the Vice-Provost, Faculty Affairs or designate, one person appointed by the Association President, and one person appointed by the President.