

APPENDIX B RE-EMPLOYMENT PROGRAM (LIBRARIANS)

- A. It is agreed that the University will establish and fund a Professional Librarian re-employment service (LRS) for redundant Librarians.
- B. A Professional Librarian, who agrees to join the re-employment service, will be transferred from his/her 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 Professional Librarian will retain his/her regular Professional 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 Professional Librarian will be:
 - 1. entitled to a monthly salary equal to his/her monthly salary on the lay-off date, multiplied by the lesser of years of service as a Professional 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 Professional 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 H, I, or J of Article 16.17 (Librarians), these latter provisions shall prevail. Salary shall be as envisaged in J. of Article 16.17 (Librarians).
 - 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.

APPENDIX B RE-EMPLOYMENT PROGRAM (LIBRARIANS)

6. entitled to his/her right of recall (staff redundancy clause, 16.17 Librarians) and his/her 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 Professional Librarian will be entitled to a separation allowance equal to one half of his/her 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 Professional Librarian shall receive a separation allowance equal to one half of the remainder of his/her entitlement under the LRS program.

- E. A laid-off Professional 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 his/her monthly salary on the lay off date multiplied by the lesser of years of service as a Professional 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 his/her designate, one person appointed by the Association President, and one person appointed by the President.