

**APPENDIX C RE-EMPLOYMENT PROGRAM (PROFESSIONAL COUNSELLORS)**

- A. It is agreed that the University will establish and fund a Professional Counsellor re-employment service (CRS) for redundant Professional Counsellors.
- B. A redundant Professional Counsellor 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 Counsellor will retain his/her regular Professional Counsellor status with the University.
- C. The time period for CRS program participation eligibility would be not less than one month and not more than twenty-four months. While participating in the program, the Professional Counsellor 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 Counsellor 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 Counsellor 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 15.16 (Professional Counsellors), these latter provisions shall prevail. Salary shall be as envisaged in Article 15.16 J. (Professional Counsellors).
  - 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 C RE-EMPLOYMENT PROGRAM (PROFESSIONAL COUNSELLORS)

6. entitled to his/her right of recall (staff redundancy clause, Article 15.16 H (Professional Counsellors) and his/her right of grievance under (Article 9 (Grievances)).

D.

1. A participant in the CRS may request separation from the service and the University at any time. In this case, the Professional Counsellor will be entitled to a separation allowance equal to one half of his/her monthly salary while on the CRS multiplied by the number of months remaining within the CRS program.
2. In the case of an abbreviated CRS program where the full entitlement is not utilized because of the limitation of C. 1. above, the Professional Counsellor shall receive a separation allowance equal to one half of the remainder of his/her entitlement under the CRS program.

- E. A laid-off Professional Counsellor who does not participate in the CRS 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 Counsellor or twelve.

- F. The CRS 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.