

## **Joint Committee for the Administration of the 15th Collective Agreement**

### **Memorandum of Agreement**

August 11, 2022

#### **Computer Science Targeted Hires**

This Memorandum of Agreement (MoA) is in effect until the Computer Science Targeted Hiring results in hires or failed searches.

Without prejudice or precedent, the Parties agree to the following:

Hiring shall be done under the terms and conditions of the 15<sup>th</sup> Collective Agreement if the advertisement for the search (or failed search) is posted prior to the publishing of the 16<sup>th</sup> Collective Agreement. If the advertisement is posted after the 16<sup>th</sup> Collective Agreement is published, hiring shall be done under the terms and conditions of the 16<sup>th</sup> Collective Agreement.

In accordance with the arbitration ruling of July 29<sup>th</sup>, and as an extension of the MoA dated May 26<sup>th</sup>, 2022, the following sentence shall be added to Article 10.53 (a): “The Selection Committee shall include an Equity Representative who is non-voting member from another Academic Unit appointed by the Employment Equity Committee whose role is to ensure that there are discussions and considerations of equity issues by the Selection Committee at all stages in the selection process.”

Article 10.53 (b) shall be replaced with the following:

The Employment Equity Committee (EEC) shall convene to adjust the current employment equity self-identification form to create a targeted employment equity self-identification form. The EEC shall ensure that the targeted employment equity self-identification form reflects the equity criteria required by the targeted funding. For clarity, the equity criteria for the targeted funding which shall be listed in the job advertisement and shall be: “women, people with disabilities, Black, Mi’kmaq and Indigenous Canadians.”

The Selection Committee shall approve by majority vote the draft advertisement for the authorized position. Notwithstanding Article 10.52 (b), the link to the employment equity self-identification form in the advertisement shall be the targeted employment equity self-identification form developed by the Employment Equity Committee.

All applications shall be directed to the Chair of the Selection Committee. The Chair shall provide the Equity Representative and Human Resources with a candidate list for each position in the job advertisement. Each candidate list shall contain the names of all candidates who applied and their email addresses. Human Resources shall forward all candidates who have not completed the targeted employment equity self-identification form a link to the form via email with a due date of 10 working days after the job advertisement closing date. Candidates shall be notified that the targeted equity self-identification form must be completed to be ranked for the position(s).

Human Resources shall cross off any candidate from a candidate list who:

- 1) does not meet the equity criteria from the job advertisement based on the candidate’s answers in the targeted employment equity self-identification form, or

2) did not submit the targeted employment equity self-identification form.

A copy of the HR amended candidate lists shall be forwarded to the Chair of the Selection Committee and the Equity Representative.

The Selection Committee shall review the revised candidate lists from Human Resources and shall develop a short list of candidates for each position described in the advertisement with reference to the factors in Article 10.61 and 10.62. If two or more candidates are now similarly qualified for a position as described in the advertisement and according to Articles 10.61 and 10.62, the Chair shall send Human Resources a list of these candidates, and Human Resources shall assign a numerical rank to the candidates following the procedure in Article 3.56 (e). The Selection Committee shall use the ranked list to fill any remaining spaces on the shortlist. If Human Resources cannot establish a ranking, then the Selection Committee shall shortlist the candidates(s) best qualified for the position as described in the advertisement and according to Articles 10.61 and 10.62.

The short list shall be made available to members of the Academic Unit. Members of the Academic Unit who wish to comment on the short list drawn up by the Committee shall have two (2) working days from the time of the distribution of the list to make their views known to the Committee. The Committee shall then finalize the short list which shall be redistributed to the members of the Academic Unit and copies thereof provided to the Dean, Vice-President (Academic) and President.

No further modifications to the process in Article 10 shall be made.

*Connie Foote*

---

C. Foote  
AUFA

*CINDY TRUDEL*

---

CINDY TRUDEL (Aug 16, 2022 14:27 ADT)

C. Trudel  
AUFA

*Christopher Callbeck*

---

Christopher Callbeck (Aug 16, 2022 14:02 ADT)

C. Callbeck  
Board of Governors

*D. Keefe*

---

D. Keefe  
Board of Governors