

Joint Committee for the Administration of the 16th Collective Agreement

Memorandum of Agreement

April 3, 2023

Minor Alteration to Article 3

Without prejudice or precedent, the Parties agree to the following minor modification of Article 3.

3.56 (a) Workforce Survey

By ~~15 March~~ **30 June** 2023, and by **15 March** every two (2) years subsequent, Human Resources shall conduct a confidential and mandatory Workforce Survey to gather information for employment equity purposes.

(c) University Workforce Survey Report

By ~~4~~ **31 July** 2023 and **1 July** every two (2) years subsequent, Human Resources shall prepare a report based on the data obtained under Article 3.51 that identifies which of the designated groups in Article 3.20 are under-represented at the University using the benchmark data provided by the Employment Equity Committee. The report shall provide separate data on full-time and part-time Employees. A copy of the report shall be sent to the President of the Association.

(d) Confidential Workforce Survey Report

By ~~4~~ **31 July** 2023 and **1 July** every two (2) years subsequent, Human Resources shall prepare a second, internal confidential report based on the data obtained under Article 3.51 that identifies which designated groups as described in Article 3.20 are most under-represented in each Academic Unit, using the benchmark data provided by the Employment Equity Committee. The report shall provide separate data on full-time and part-time Employees.

3.61 The EEC shall

(j) by ~~30 March~~, **1 May** 2023, review and, if necessary, revise the Workforce Survey reports described in Articles 3.56 (c) and (d), and review, and, if necessary, revise the benchmark data using the diversity of the populations of Canada. For African Nova Scotians, the EEC shall use publicly available provincial data for the benchmark;

(k) by ~~30 March~~ **1 May** 2023, review the Workforce Survey to be used in the employment systems review and hiring processes;

Paul Abela

Paul Abela (Apr 5, 2023 9:38 AM)

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Paula Rockwell

Paula Rockwell (Apr 4, 2023 5:16 AM)

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