

# **Seniority Reinstatement Process Professional Services Bargaining Unit**

## **Seniority Reinstatement Decision Committee (SRDC)**

The Negotiating Committee shall appoint from among its members a committee to comprise the SRDC. The SRDC shall receive applications under Article 5.3.7, and subsequently make a determination.

## **Seniority Reinstatement Appeal Committee (SRAC)**

The Negotiating Committee shall appoint the SRAC from among those members of the Negotiating Committee who are not on the SRDC. On receipt of an appeal, the SRAC shall endeavour to meet as quickly as possible. Member(s) appealing shall have the right to make a presentation in writing or by conference call; the SRDC shall similarly have the right to present its rationale. The SRAC shall use its discretion to ensure that the facts are fully disclosed.

The SRAC shall render a decision within seven (7) days of the hearing. SRAC decisions are final and binding.

### **1. Application**

Members shall submit an application for seniority reinstatement as outlined in Article 5.3.7 of the Collective Bargaining Agreement to the SRDC. The applicant will use the Seniority Recovery Form available from any Campus Chairperson or on the website:

<http://www.acad.sgeu.org/profservicesunit/Documents/SeniorityRecoveryForm.pdf>

The applicant shall be advised of the decision, and of their right to appeal, in writing.

The SRDC shall establish policies and protocols for the administration of the seniority reinstatement process, subject to confirmation by the Negotiating Committee.

### **2. Appeal**

If an employee has applied for seniority reinstatement under Article 5.3.7 of the Collective Agreement, and does not agree with the decision of the SRDC, he/she must complete a Seniority Reinstatement Appeal Form and submit it to the Seniority Reinstatement Appeal Committee (SRAC).