

Article 9: Excluded Positions

- 9.01 A member who is appointed to a position excluded from the bargaining unit shall cease membership of the Association and discontinue paying dues for the duration of the appointment, provided the appointment is for more than thirty-one (31) calendar days. All members appointed to an excluded position above the rank of Associate Dean shall normally be replaced in their academic unit by a full-time appointment. Appropriate replacements shall be provided for other excluded positions.
- 9.02 For excluded administrators who are reintegrated into the CUFA bargaining unit after administrative service or leave, the salary is the nominal salary at the time of their appointment to the excluded position, increased by those increments provided for in Articles 39 and 40 during the periods of exclusion.
- 9.03 Excluded administrators are eligible for promotion under Articles 14 and 15. In such cases, the Chair of the FPTC shall be a member holding the rank of Professor and the Chair of the LPRC shall be a member holding the rank of Professor or Senior Librarian. The member appointed as Chair, shall be agreed upon by the Employer and the Association. The candidate for promotion shall be at arm's length from the process.
- 9.04 Those and only those excluded administrators who held faculty or librarian positions at Concordia University prior to, or at the time of, their administrative appointment shall, at the termination of the administrative appointment, become eligible for Association membership, shall commence paying dues, and shall have all the rights and privileges as if membership had been continuously held since the date of their appointment to their current faculty or librarian position at Concordia.
- 9.05 While holding an administrative appointment, excluded administrators shall not sit on Department Hiring Committees (Article 11.02), Department Personnel Committees (Article 11.03), Faculty Elections Committees (Article 11.05), Library Elections Committees (Article 11.09), Library Personnel Committees (Article 11.10) and Department Tenure Committees (Article 11.04), nor shall they stand for election for Faculty Personnel and Tenure Committees (Article 11.06), Library Personnel Review Committees (Article 11.11), Library Tenure Committees (Article 11.12), Advisory Search Committees for Academic Unit Heads (Article 11.01) or Search Committees for Supervisory Librarians (Article 11.13). Excluded administrators may stand for elections to evaluation committees and advisory search committees for senior administrators, but they shall not stand for election to an evaluation committee when they report to the person being evaluated.

Agreed July 6, 2012