

ARTICLE 14 – DEPARTMENTAL OBJECTIVES AND OPERATIONS

- 14.1 A Department's objectives shall be set by the Manager through the consultative process, and shall be possible to implement in accordance with the Collective Agreement.
- 14.2 The Department shall devise a plan which is consistent with these objectives and with Article 1.4.5, and which provides for:
- 14.2.1 coverage of necessary services and operations;
- 14.2.2 allocation of those professional duties which are required to meet Departmental objectives;
- 14.2.3 a vacation schedule as per the requirements of the Collective Agreement;
- 14.2.4 break periods and month-free-of-teaching as per the requirements of the Collective Agreement;
- 14.3 If a dispute over the plan arises between the Manager and the Employees in the Department, the following may be initiated by the Manager or the Employees in the Department:
- 14.3.1 An internal panel from within the Institute shall be convened consisting of:
- a member appointed by the Manager,
 - a member appointed by the Department Employees, and
 - a Dean or Manager chosen by the above two appointees to act as Chair;
- 14.3.2 The panel shall meet within five (5) working days of the request for a panel and shall receive presentations from the Manager and the Department Employees;
- 14.3.3 Within five (5) working days of the meeting under Article 14.3.2 above the panel shall forward its recommendation for resolution of the dispute to the Manager and the Department Employees;
- 14.3.4 In any case, any management action taken pursuant to Article 14 shall be reasonable, fair to each Employee in the Department, consistent with the Collective Agreement, and shall be grievable.
- 14.4 Departments may assign, by a specific motion at a Departmental Meeting, responsibility for the development of plans (pursuant to Article 14.2 above) to Departmental Committees, or to Program Heads, Co-ordinators, or other individuals within the Department. When delegated to an individual, the final plan must be returned to and approved by a majority of Department members. When delegated to Departmental Committees, the plans may be returned to and approved by a majority of Department members.
- 14.5 The Department shall have a procedure, approved by a majority of the members of the Department, through which appeals of Departmental decisions may be processed.