POLICY 8.12 – Technological Change

Policy Category: Personnel – Select Administrative Group Employees (SAGE)

Effective Date: September 10, 1999

Revised: (NEW)

POLICY

1.00 For the purposes of this Policy, technological change is defined as a significant development in technology and/or equipment which, when introduced into the workplace, has a significant impact on the working conditions of those employees directly affected by it.

2.00 Whenever possible, employees shall be provided with at least three (3) months' notice of the introduction of technological change into their workplace. When an employee will be laid off as a direct result of new technology, UWO will inform the Select Administrative Group in writing of the following:

a) the nature of the technological change;
b) the date on which UWO proposes to effect the change; and
c) the name and position of any employee who will be laid off.

3.00 No technology shall be used to interfere unreasonably with the privacy of an employee in the workplace. However, it is understood that this clause shall not prevent UWO from making reasonable use of technology to investigate possible employee misconduct where there are reasonable grounds to do so.

4.00 Employees whose work is directly affected by such technological change will be given the opportunity to receive the training, determined by UWO, required to perform the new and/or revised duties.

5.00 Employees who are required to be retrained under this Policy will not suffer a loss of compensation during the training period. Time spent on training during the normal work week under this Policy shall be treated as time worked. If UWO does not schedule the training required in Clause 4.00 during the normal work week, time spent on the requisite training sessions, as approved by UWO, will be compensated at the regular rate of pay or equivalent straight time off.