



Canadian Association of University Teachers
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Collective Bargaining Report

Date: November 2017 Council

To: CAUT Executive Committee
CAUT Council

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Bargaining Trends

A number of associations have reached agreements since the last Council report. Compensation settlements continue to be relatively modest, and are typically below 2% except in cases where compensation is significantly below that of comparator institutions.

Some employers have recently indicated a desire to avoid protracted or contentious bargaining and refrained from demanding concessions. Where associations were also seeking modest improvements, bargaining has concluded relatively quickly. However, we continue to see associations having to file for conciliation and hold strike votes where previously such tools were not required to reach agreements. Employers also appear increasingly inclined to resort to pressure tactics including filing for conciliation early in negotiations. Associations entering bargaining should be prepared to respond to these tactics.

Government austerity measures continue to affect collective bargaining in several provinces. Government cutbacks and a significant pension liability at Memorial are sure to influence negotiations in Newfoundland and Labrador. The government of Nova Scotia recently introduced Bill 148, imposing a wage settlement on 75,000 public sector workers and signalling its continued willingness to interfere with collective bargaining. Unions in Manitoba have launched a legal challenge against the Public Services Sustainability Act (PSSA). For the third year in a row, the Saskatchewan government has cut funding to universities, down from \$489 million in 2014-15 to \$450 million for the coming year. While Alberta has not introduced legislation, the province is directing universities to seek zero percent increases in each of the next two years. Associations can continue to achieve both monetary and non-monetary gains on behalf of their members despite this challenging climate through preparation, tenacity, and a high degree of member mobilisation.

Recent Settlements

Athabasca University Faculty Association (AUFA)

1 July 2016 - 30 June 2018

AUFA was awarded a 2% cost-of-living increase for each of the 2016-17 & 2017-18 two year deal awarded through a final-offer selection arbitration decision with no cuts to increments or professional development allowances.

Through a strong analysis of previous deficit announcements and subsequent surpluses, the association successfully convinced Arbitrator Jones that the employer's deficit argument was open to question. The employer had presented a three-year deal that included a freeze on annual merit increments in 2017-18 and 2018-19 and decreases to professional development allowances.

University of British Columbia Faculty Association (UBCFA)

July 1, 2016 – June 30, 2019

Salary increases

- General Wage Increase: 1.5% across the board + 0.5% "Mutually Beneficial Gains Increase" for 2016, 2017, and 2018. This amounts to 2% per year, and it is retroactive.
- Progress Through the Ranks (PTR): For the first time, agreement was reached to not withhold merit, career progress increments and performance salary adjustments until bargaining was completed.
- Faculty of Education Sessionals: To receive increase in the minimum scale/per credit pay (this adjusts for comparatively inequitable scale in relation to that of other Sessionals).

Other economic benefits

- Vision Care:
 - Increase to \$400 (from \$250) every two years.
 - Can now also be used for eye exams, prescription sunglasses and laser corrective surgery.

Job Security/Tenure

- Lecturers: new rights to re-appointment:
 - Lecturers to be appointed to one, two or three year contracts, with an expectation (with some caveats) that they will be reappointed to subsequent contracts.
 - Full benefits now to be provided to Lecturers with appointments that are less than 100% or less than 12 months.
 - Workload language improved to protect against sudden workload increases.
- Reappointment Processes revised:
 - Assistant Professors: initial appointments to be four-year terms with mandatory reappointment review at year four. If review successful, a second four-year term to be awarded, with mandatory tenure and promotion review at year seven. Includes annual meeting with Head to review expectations.
 - Instructors: similar appointment process as Assistant Professors, except the two terms will be for three years each.
 - Length of pre-tenure period for both has not changed, though Assistant Professors hired on or after 1 July 2017 will no longer be able to achieve tenure without being promoted to Associate Professor.

Other issues

- Librarian Heads:
 - New language acknowledging that Heads share responsibility with those in academic units for the intellectual and academic leadership of their units and represent the views of members in their units to the Library Administration and University at large.
 - Librarian Head Selection Committee language improved by deleting "archaic language" around administrative librarians and opening the process up to include confirmation-track (continuing) Librarians and Archivists.

Concordia University of Edmonton - Concordia University College of Alberta Faculty Association (CUCAFA) 1 July 2016 to 30 June 2021

In January 2016 the parties initiated bargaining to renew their first agreement. After a gruelling round, including applications to the Labour Board, a Memorandum of Agreement was signed on 23 March 2017 and soon after ratified. The new Agreement, which increased from 26 Articles to 41, includes the following:

Salary increases

- Faculty salary structure substantially revised.
- New salary caps tied to rank:
 - Step 12 for Assistant Professors
 - Step 24 for Associate Professors
 - Step 32 for Full Professors
- Top of scale for Full Professors increased from \$121,937.79 (2015-16) to \$129,401.05 (2015-16), \$133,384.04 (2016-17) and \$135,384.80 (2017-18).
- Cost of living increase of 1.5%, for 2016-17 and 2017-18.
- A one-time salary adjustment to all faculty of \$2,041.82 in 2016-17.
- Increase the value of annual step increments to \$2,041.82 in 2016-17 and \$2,072.45 in 2017-18, up from \$1,359 per year in 2016-17.
- Faculty on average will receive a 9% increase over two years (5.65% in 2016-17 and 3.36% in 2017-18).
- Existing faculty transition from the 2015-2016 salary grid to the new salary structure with permanent grand-parented salary adjustments to ensure that faculty transition with the same salary that they had under the previous grid.
- Salary re-opener in 2018.

Job Security/Tenure

- When advancing to a Permanent (tenure) position, Assistant Professors are now required to pass probation and advance to the Rank of Associate Professor.

Other Issues

- Librarians, Field Placement Officers and Laboratory Instructors ("Academic Service Officers" ASOs) are now covered by the Collective Agreement, with new language covering terms and conditions and identified existing language such as academic freedom applying.
- Increased amount of teaching release for research purposes from 36 hours annually to 108.
- Language clarified that a full teaching load leaves limited time for research purposes.
- Provisions around outside employment have been clarified and improved so members only report and seek approval for certain demanding forms of employment.

- Discipline: the Association to be notified when the employer has any "intention" of initiating disciplinary procedures.
- Association to receive two 3 credit course releases annually to be assigned by the Association, and the Chief Negotiator to receive 1 course release in bargaining years. Association may purchase additional release.
- Professor Emeritus designation: new procedures and criteria.
- Joint four person "Intellectual Property Policy Review Committee" struck to review and make recommendations to the parties on updating the IP Policy no later than 30 September 2017.

King's University College Faculty Association (KUCFA)

1 May 2017 – 30 April 2020

Salary - RAS

- New salary tables, based on academic rank not credential

Salary – CAS

- Improved salary scale for Full-Time Limited Term
- Improved salary table for Nurse Educators
- Sessionals: moved from a salary schedule with 12 values to a flat rate based on credential: as a result more than 75% of Sessional Members could receive a pay increase assuming they accept future contracts, but 25% would receive a decrease in remuneration assuming they accept future contracts. Non-BA/BA \$5200, Masters \$6700 and PhD \$7800 (these values include vacation pay). Previous scale was \$4200-\$8200 including vacation of 8%

Other economic benefits

- Sessional Members get full health benefits whereas previously dental was excluded; those qualifying for benefits receive a \$550 Health Spending Account, same as tenured Members
- To qualify for benefits Sessional Member has to work 10 fewer instructional hours
- Streamlined bridging provision and supplementary employment insurance benefits
- Course cancellation increase from \$300 per course regardless of instructional hours to \$450 with consideration of hours; applied if course is cancelled 10 days before start instead of 5 days
- CAS sick days: will not have to cover their class or be docked pay

Job security and tenure

- New 5-point evaluation system for tenure
- New language for promotion

Job security and CAS

- Improved first consideration language for Sessionals
- Improved language for Nurse Educators
- Improved eligibility requirements to qualify for "Sessional-Extended" 3-year appointments
- Improved reporting requirements for "Sessional-Extended" hiring to facilitate monitoring

Other: service for RAS and CAS

- Increased stipend for Chairs
- Remuneration for service for "Sessional-Extended" 3-year appointments

King's University College Faculty Association (KUCFA) 1 May 2017 – 30 April 2020

Salary increases

- 2017-18 \$4,000 increase to base and 0.25% increase to progress-through-the-ranks increment (PTR).
- 2018-19 & 2019-20 1.5% increase to base and to PTR.

Allowances and other economic benefits

- IT fund rolled into Professional Development Fund to total \$2,962.
- 1.5% increase to course overload rate.
- Acupuncture added to health benefits plan.
- Resisted employer proposal for 20% member contribution to health benefits premiums.

Job Security / Tenure

- Formal review of tenure and promotion procedures by joint committee to be completed by 30 December 2018.

Equity

- An employment equity article which outlines equity in employment and accommodations for members with disabilities.
- Resisted employer proposal for one year service requirement for paid maternity/parental leave.

Laurentian University Faculty Association 1 July 2017 – 30 June 2020

Salary increases

- Across the Board of 1.5%, 1.6%, and 1.7% applied to all salaries, stipends and to floor and ceilings.
- An additional 2.2% increase to floor and ceilings effective 30 June 2019.
- Progress Through the Ranks (PTR) increase from \$2800 to \$2900 effective 1 July 2018.
- Undergraduate thesis stipend will be provided for non-mandatory thesis courses, not only for mandatory thesis.
- Research chairs now eligible for stipends associated with undergraduate and graduate supervision.

Other economic benefits

- Effective 1 July 2019:
 - LTD increase from \$5300 to \$6000/month.
 - Extended Health Care increase from \$2200 to \$3000 per covered individual.
 - Vision Care increase from \$350 to \$500 per covered individual.
- Effective 30 June 2020:
 - Major dentures and dental implants, \$5000 annual maximum.
- No more option to commute the value of the pension benefit.

Contract Academic Staff

- CAS members with Establishment (right of first refusal) on a course now have that right extended to two sections of a course, and a choice of which section.

- CAS members on the roster only need to send an expression of interest instead of an entire hiring application.
- The CAS roster will be respected for emergency appointments.
- Cancellation fee for on-campus spring courses increased from \$100 to 15% (approx. \$1000).
- Distant Education cancellation fee increased from \$100 to \$250.
- CAS Professional Allowance increased from \$135 to \$150 effective 1 July 2017, and will be prorated.
- Personnel actions impacting Sessionals to be dealt with by the Dean, not the Department.
- CAS annual reports submitted to Dean and not the Department.
- The Union will be notified at the same time as the CAS member when the process for withdrawing seniority is initiated.

Teaching-Intensive Stream (Master Lecturers)

- Increased number of Master Lecturers from 35 to 37.
- Mandatory teaching load for all Master Lecturers reduced from 24 credits to 21 credits.
- One day free of teaching will not be unreasonably refused.
- New Master Lecturer hires with PhD will be hired at the floor of Assistant Professor, not Lecturer.
- Members with a PhD below the floor of Assistant Professor will be raised to the floor of Assistant Professor.
- Members with a PhD will be given an increase of \$2800 to salary effective 1 July 2018.
- Master Lecturers now covered by Redundancy and Exigency protection equivalent to tenured academic staff.

Equity

- Formal training in Indigenous languages included as governance activity.
- Following parental leave, members will not be required to teach within the term they return from parental leave in order to help re-establish their scholarly activity.

Other issues

- General collegial governance provisions strengthened.
- University policies that may impact terms and conditions of employment will be sent to the Union prior to approval by the Board.
- Definition of scholarly activity broadened to include: production of images, architectural works, development and publication of new teaching strategies, attending and/or presenting at conferences.
- New language on accommodation to balance student confidentiality, accessibility services, and members' intellectual property.
- New language on letters of counselling as non-disciplinary.
- New language on disclosure (i.e. cancellation of sessional contracts, workload, workload revisions, annual assessments).
- Dean "shall normally accept" workload recommendations changed to "shall not unreasonably refuse".
- Regular academic staff members submit annual report to Dean, no longer to Chair.
- New employees shall be given an office at date of appointment.
- Computer fund increased from \$1400 to \$1800.
- The Faculty Common Room is no longer a joint space with Senior Administration but is now exclusively for Academic Staff members.

University of Manitoba Faculty Association (UMFA)

01 April 2017 – 31 March 2021

Salary increases

- 0% in 2017-18, 0.75% in 2018-19, and 1.0% in 2019-20: consistent with the un-proclaimed Public Services Sustainability Act (PSSA).
- Salary re-opener for year 4: in August 2020, negotiations will reopen on monetary items only for 2020-21, with the right to strike (allowed in Manitoba on re-openers). But the re-opener specifies no possibility of job action by either side until 18 October 2020.
- New appendix: UMFA reserves all rights in relation to their court challenge of the PSSA with other unions.

Other economic benefits

- All stipends increase by salary scale increase.
- Pooled funds increase by scale increase, non-pooled Travel & Expense funds by scale plus \$500.

Job Security/Tenure

- New Librarian financial lay-off/exigency protections.
- New Instructor financial lay-off/exigency protections.

Complement

- Total complement increased from 1045 to 1100; number of tenured and probationary faculty members increased from 793 to 835.

Other issues

- New language for assignment of Librarian workload.
- New Labour/Management Committee established with administration and UMFA representatives.
- Parking rates retained in the Collective Agreement and increase with salary.

McMaster University Faculty Association (MUFA)

1 July 2017 to 30 June 2019

Through the Joint Committee process, MUFA and the Administration agreed to the Remuneration Agreement outlined below on 13 March 2017. The agreement was subsequently ratified.

Salary increases

- Career Progress/ Merit (CP/M): no change.
- Across-the-board (ATB) increases:
 - 1.7% 1 July 2017
 - 1.7% 1 July 2018
- 1.7%, Pension Offset (to base): \$1,075 1 July 2018
- Salary floors/breakpoints adjusted as per ATB increases.

Allowances and other Economic Benefits

- NEW Child Care Allowance (Dependents under the age of 7):
 - \$500,000 per year pool.
 - \$2,500 maximum per eligible dependent per year; no documentation required; member and dependents must be enrolled in Extended Health and Dental Plan.

- Pregnancy/Parental Leave Policy:
 - Previously, Policy provided EI top up to 90% of salary for 19 weeks of either pregnancy leave or parental leave – not both.
 - NEW Option A: 30 weeks of EI top up to 95% of salary (11 weeks pregnancy & 19 weeks parental leave). EI top up of 95% of salary for 19 weeks for parental leave alone.
 - NEW Option B: First four weeks of either parental or pregnancy leave (not both) EI top up to 100% of regular salary.
- Vision Care benefit increased from \$250 to \$400 per person.
- NEW one optometry exam every two years with \$100 max for eligible dependents.
- Professional Development Allowance (PDA) increased by \$100.
- Pension Contributions:
 - Effective 1 July 2018, an increase in contributions to the McMaster Salaried Pension Plan from 7.0% to 8.0% up to YM PE and from 10.0% to 11.0% for pensionable earnings above YMPE.
- Technical adjustment to Pension Plan text language:
 - Section 7.04 of the Pension Plan text revised as follows to reflect the proportional pension contributions that members will make in the event that total University contributions to the Plan fall below the 90% threshold for adjustment:

University Total Contributions	Special Adjustment to Member Contributions
Less than 90% but greater than or equal to 75% of the total Member contributions	75% of scheduled rate
Less than 75% but greater than or equal to 50% of the total Member contributions	50% of scheduled rate
Less than 50% but greater than or equal to 25% of the total Member contributions	25% of scheduled rate
Less than 25% of the total Member contributions	0% of scheduled rate

Association des Professeurs et Professeures de l'Université Sainte-Anne (APPUSA)

1 July 2016 – 30 June 2020

After a lengthy round of bargaining and the assistance of a conciliator, the APPUSA achieved a ground-breaking settlement that brings salaries, teaching loads, working conditions, and labour-management relations at Nova Scotia's only francophone university closer to provincial norms.

Salary increases

- New salary grid with fewer steps, a larger increment, and significantly increased floors and ceilings for most ranks.
- Across the board (ATB) increases:
 - 2016: 0.5%
 - 2017: 1.75%
 - 2018: 1.75%
 - 2019: 1.75%

Allowances and other Economic Benefits

- Professional expense allowance increased from \$1000 to \$1650 per year.
- Elimination of one year waiting period for eligibility for paid maternity leave. Nine weeks of paid parental leave (parental leave was previously unpaid).

Job Security/Tenure

- Improved procedure including external referees for promotion to full professor.
- Increase to cap on the number of limited-term appointments (LTAs) but new conversion language giving access to tenure-track for some LTAs.

Other Issues

- Teaching load of University professors reduced from 18 credits to 15 credits.
- Improved grievance procedure which shortens timelines and eliminates internal joint grievance committee whose decisions were not subject to arbitration or appeal.

University of Toronto Faculty Association (UTFA)

1 July 2017 to 30 June 2018

Salary increases

- Across-the-board increase: 1.0% + \$1150 (0.75% of average salary).
- Progress-through-the-ranks (PTR): New PTR model (as of July 1/16) to continue & PTR breakpoints will move by 1.75% for the 30 June 2018 PTR exercise.
- Joint Working Groups: "Small Pool PTR" & "Salary Anomaly Policy": Extend timelines to 1 February 2018.

Other economic benefits

- Pension Plan Maximum: Agreed mechanism (Nov 21/15 MOS) to continue for an additional calendar year 2018.

Other issues

- Bereavement Leave: Now included under Short-Term Compassionate and Emergency Leaves in the Manual of Staff Policies for Academics & Librarians.
- Workload Policy: New bolded language added:
2. 13 - Unit Workload Policy shall be reviewed at least every 3 years by the Unit. **The Vice-Provost Faculty & Academic Life will transmit all updated policies to the Association by March 15.**
- Senior College Support Staff: UTFA will continue the existing cost share arrangement for one full-time administrative staff support position until 14 September 2018. UTFA will not provide funding after that date and will seek full administration funding support in the next round of bargaining.

Negotiation topics for Facilitation/Fact Finding Negotiating Process (start 1 October 2017)

- Policies for Librarians - Modernization of the policies for librarians.
- Sexual Violence Policy:
 - Letter of Understanding regarding the application of University of Toronto Sexual Violence Policy to faculty and librarians.
 - UT-UTFA bargaining the Policy and Policy Guidelines before the mandated 3-year deadline for review of the Policy.
- Privacy Policy - New policy language on privacy issues pertaining to academic records and surveillance.

- Policy on the Appointment of Part-Time Faculty - New policy language governing the terms and conditions of employment for part-time faculty.
- All other items withdrawn.

University of Toronto Postdoctoral Fellows – Canadian Union of Public Employees, Local 3902 Unit 5 (CUPE 3902)

1 January 2017 – 31 December 2019

CUPE 3902 was certified as the bargaining agent for postdoctoral fellows in 2012 after a prolonged battle to have postdocs recognised as employees, and negotiated a first agreement in 2014. After securing an 87% strike mandate, CUPE 3902 achieved a strong renewal agreement in conciliation.

Salary increases

- Increased minimum salaries:
 - \$33,000 upon ratification
 - \$34,000 on 1 January 2018
 - \$35,000 on 2 January 2019
- For the first time, postdoctoral fellows will receive annual across-the-board increases (1.5%).

Allowances and other Economic Benefits

- New child care benefit fund of up to \$100,000/year.
- Increased employer contribution to benefit plan premiums.
- Improvements to benefits including psychological coverage (\$900/year increased from \$300), dental (\$1,200 from \$1,000), vision (\$200 from \$125), drugs (co-pay reduced from 20% to 10% and maximum increased from \$5,000 to \$6,000), and other professional services (\$500 from \$200).
- New paid professional development leave (3 days).
- Increase of \$100/week to pregnancy and parental leave top-ups and new paid non-birth parent leave of one week.
- New paid serious illness, injury, and hospitalisation leave (2 months).
- New paid gender reassignment surgery leave (2 months).

Wilfrid Laurier University Faculty Association (WLUFA)

1 July 2017 – 30 June 2020

Salary increases

- 1 July 2017: 1.25%
- 1 July 2018: 1.25%
- 1 July 2019: 1.25%
- Ontario System Adjustment – all Members with Provisional, Candidacy, Tenured and Continuing Appointments:
 - 1 July 2017: \$800
 - 1 July 2018: \$600
 - 1 July 2019: \$400
- Career Development Increments, salary floors, and overload stipends increase by scale.

Other issues

- Although the association was not successful in negotiating increased full-time faculty representation on Presidential search committees, it was successful in including Contract Faculty on search committees for Deans (except the Dean of Graduate Studies) and the Associate Vice President: Teaching and Learning.
- Increased faculty complement from 473 to 480.
- Developed a protocol for online course development and limited the duration of the university's IP rights to ten years.
- Stipends and course releases for department chairs will be determined by faculty full-time equivalents, not just the number of full-time faculty.

Windsor University Faculty Association (WUFA)

1 July 2017 – 30 June 2021

Salary increases

- 1.6%, 1.6%, 1.75%, 2%
- Sessional stipend rates increase by scale.
- Progress Through the Ranks unchanged (\$2,650).
- Windsor Salary Standard (WSS) maintained; \$1250 into base salary of RAS in lieu of WSS in year one; three WSS adjustments.

Other economic benefits

- New Professional Development Fund for CAS.
- Deemed hours for EI purposes for CAS (185 hours).

Equity

- New language on harassment:
 - definition of workplace harassment;
 - procedures for complaints and reporting;
 - if discipline against a member is contemplated, it must be dealt with in accordance with the investigation provisions of the collective agreement and is subject to the grievance process.
- New language on Critically Ill Child Care Leave
 - For EI eligible: 100% salary top-up for waiting period, 100% for first 4 weeks of leave, 80% for second 4 weeks of leave.
 - EI non-eligible: 100% for first 4 weeks of leave, 80% for second 4 weeks of leave.
- Definitions of "serious under-representation" and "approximately equal" in Employment Equity article.

Job Security/Tenure

- Two new Sessional Lectureships (continuing appointments).

Other issues

- Complaints placed in a member's personnel file will be removed after 5 years.
- Department Heads:
 - The right to teach only 1 course (used to be a minimum of 2).
 - \$10,000 added to funding for Heads to meet the cost of work-related projects, including research.
 - Department head stipends increased by \$500.
 - Librarian department head stipends increased by \$500.