



Canadian Association of University Teachers  
Association canadienne des professeurs et professeurs d'université

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# Collective Bargaining Report

**Date:** May 2017

**To:** CAUT Executive Committee  
CAUT Council

**From:** John Eustace, Andrea Harrington, Jeff McKeil, Chantal Sundaram

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This report includes summaries of information on CAUT member settlements collated since the report for the November 2016 CAUT Council was finalized.

## Algoma University Faculty Association (AUFA)

1 July 2016 – 30 June 2019

### Salary increases

- 2016-17: 1.7%, plus a signing bonus of \$150/approved course
- 2017-18: 1.7%
- 2018-19: 1.7%

### Allowances and other Economic Benefits

- Members on medical and WSIB leave eligible for benefits.
- Members who are eligible for Group Retirement Savings Plan are now automatically eligible for Group Employee Assistance Plan.

### Job Security/Tenure

- Significant improvements to appointment procedures.

### Other Issues

- Improvements to teaching review language and process, including training for those conducting evaluations and ensuring that members get detailed feedback on their teaching.
- MOA to revise the current Student Evaluations of Teaching (SETs).
- Significant improvements to grievance procedures.
- Members allowed to appeal to the President or Board for restitution of expenses for outside legal counsel.

## **Association des bibliothécaires, professeures et professeurs de l'Université de Moncton (ABBPUM) ABPPUM Unité I (Regular Academic Staff)**

1 July 2014 – 30 June 2018, with salary reopener and extension,

1 July 2016 – 30 June 2019

In 2015, the Association ratified an agreement that included a salary reopener for 2016-2018. The initial agreement had included a letter of understanding committing the employer to move Moncton salaries towards parity with the four Anglophone universities in New Brunswick, but at the start of negotiations on the reopener in the spring/summer of 2016, the employer reneged on this commitment. In New Brunswick it is possible to maintain the right to strike/lockout on a reopener, so the Association filed for conciliation in the fall. They obtained a settlement after conciliation was over, during the waiting period before a strike/lockout position, and just before the holding of a strike vote, which would have been closely followed by a strike had a deal not been reached.

### **Salary Increases**

- For the reopener of 2016-2018, and the one-year extension to 2019, the following percentage is applied to the grid in 6-month periods:  
0.5% 0.5% 0.75% 1.0% 0.75% 0.75%
- As of July 2017 the ceiling of Full Professor is raised by two steps.
- As of July 2017 the grid is compressed by two steps.
- As of July 2017 the ceiling for language instructors holding a PhD is raised by one step.
- As of July 2017 the Lecturer floor is raised by two steps.

The result is to move actual career earnings at Moncton into the "parity zone" of plus or minus 2% within the average of the Anglophone universities in New Brunswick. Since provincial salaries are known into 2019, the Association agreed to an extension of the agreement to June 30, 2019.

## **Association of Professors of Bishop's University (APBU)**

1 July 2016 – 30 June 2020

### **Salary Increases**

- 2016-2017: 1%
- 2017-2018: 2%
- 2018-2019: 2%
- 2019-2020: 2%

### **Allowances and Other Economic Benefits**

- \$1000 lump sum signing bonus.
- \$500 increase to Professional Expenses Account beginning 1 May 2017.
- Workload/Complement/Faculty Composition.
- Elimination of Instructor/Senior Instructor (teaching stream) appointments.
- Establishment of a parity committee to create up to ten post-doctoral teaching fellowships.
- Temporary reduction of faculty complement to 110 until 2020 (back to 115 thereafter).

### Other Issues

- Restructuring of temporary appointments to allow greater flexibility when renewing.
- Stronger language to indicate that no evaluation policies are to be created by the Evaluation Committee outside of the Collective Agreement language.
- Stronger language concerning Corporation's responsibility to cover Members' legal costs if action taken against them.
- Departments with members on leave/sabbatical/course relief to have priority in allocation of part-time courses.
- Tighter policies on the keeping of Members' evaluation material.

## Association of University of New Brunswick Teachers (AUNBT) Contract Academic Employees (CAE)

1 May 2016 – 30 April 2020

### Salary increases

Stipends (up from \$5533)

- 1 May 2016: \$5683
- 1 May 2017: \$5833
- 1 May 2018: \$6139
- 1 May 2019: \$6445

### Allowances and other Economic Benefits

- CAEs may claim up to \$2000 from a Professional Expense Account.
- Improved cancellation fees paid to member:  
3% if before first class, 6% after first class.
- Tuition waiver extended to spouses and dependents.
- New fund for laptops and other electronic devices for employees on Multi-Year Appointments (MYAs) and for those with Right of First Refusal (ROFR).

### Job Security/Tenure

- Improved seniority language for MYAs.
- Improved language on assessment for purposes of ROFR.
- Improved language on assessment of CAE.
- MYAs extended if members take Paternity and Maternity leaves.
- UNB Online contracts to last 4 years.

### Other Issues

- Non-discrimination now includes employment status as CAE.
- Consultation of MYAs regarding time and location of courses prior to scheduling.
- Better language on allocation of offices for CAE.
- CAE had a right to laptops for delivery of courses.
- Changes to curricula, courses, and programs must be communicated to the CAE.
- Email access for 48 months after the beginning of the individual contract.
- Grievance and Arbitration language imported from AUNBT-RAS agreement.
- Privacy article imported from AUNBT-RAS agreement.
- Improved Health and Safety language.
- Recent Settlements.

## Cape Breton University Faculty Association (CBUFA)

1 July 2016 – 30 June 2019

### Salary increases

- 2016-17: 1.25%
- 2017-18: 1.25%
- 2018-19: 1.25%

### Job Security/Tenure

- MOU that ends the threatened layoffs and guarantees that there will be no invocation of the layoff article during the life of the agreement.
- Significant improvements to the layoff language.

### Other Issues

- Significant improvements for Nursing Practice Educators.

## Faculty Association of the University of St. Thomas (FAUST) Contract Academic Staff (CAS)

1 July 2016 – 30 June 2019

### Salary increases

- 2016: 1.15%
- 2017: 1.15%
- 2018: 1.20%

### Compensation for CAS who supervise honours theses

- 1.5% of the Assistant Professor floor.
- Seniority credit of 1/3 of a 3 credit course.

### Allowances and other Economic Benefits

- Increase research fund from \$8,000 to 10,000.
- Private Offices will contain one new computer for each occupant.

### Job Security/Tenure

- Seniority retained for all approved leaves.

### Other Issues

- New article recognizing CAS rights for Maternity, Parental, and Adoption Leaves.
- Reinforced nature of regular appointments.
- Letter of appointments given on a one-time basis in recognition of the ongoing appointment.
- Structural changes to appointment procedures to parallel RAS appointment procedures.
- Clarified promotion procedures particularly around length of service criteria.

### Equity

- Equity considerations to be included in internal and external hiring.
- Equity profile to include CAS members.

**Openness and Transparency**

- Union is informed when CAS members must be selected by the Dean.
- Union is informed if CAS member is deemed unqualified to teach a course.
- Union is informed if Regularized CAS members have their workloads reduced.

## Faculty Association of the University of St. Thomas (FAUST) Regular Academic Staff (RAS)

1 July 2016 – 30 June 2019

**Salary increases**

2016: 1.15%

2017: 1.15%

2018: 1.20%

**Allowances and other Economic Benefits**

- Professional Development Allowance changed to Professional Reimbursement Account: continues to increase with the Assistant Professor Floor.

**Other Issues****Openness and Transparency**

- Stronger language on the provision of information by the employer.
- Union informed of or included in additional procedures.
  - Hiring advertisements before posting.
  - Annual Equity Reports.

**Additional Equity Provisions**

- Inclusion of "No Discrimination" in Hiring Procedures Principle Statement.
- Expanded Equity Report that includes training and information to be prepared on a yearly basis.

## Mount Allison Faculty Association (MAFA)

1 July 2016 – 30 June 2019

**Salary increases**

- 2016-17: 1.75%
- 2017-18: 1.65%
- 2018-19: 1.75%
- Stipends rise from 9.0% to 9.25% of the scale floor in the second year of the contract such that the effective increase (including the 1.65% increase to the scale) is 4.47% in that year.

**Librarians**

- New steps to bring librarian salary scale closer in structure to faculty scale.

**Allowances and other Economic Benefits****Increase in Employer contribution to Defined Contribution Plan**

- 2017-18: 0.25%
- 2018-19: 0.15%

**Professional Expense Reimbursement Allowance**

- 2017-18 – 1.65%
- 2018-19 – 1.75%

### **Sabbatical Professional Expense Reimbursement Allowance**

- 2017-18 – 1.65%
- 2018-19 – 1.75%

### **RAS**

- New child care expense reimbursement (\$600 per year for each preschool child whether in daycare or not).
- Increased support for Children's Centre.
- For ESL teachers and teaching instructors: new parental leave benefits, new access to tuition discounts, improved professional expense reimbursement allowance.
- Teaching post-doctoral fellows will now be placed on the negotiated salary scale.

### **CAS**

- Improved pension eligibility, new moving allowance, improved tuition discount, improved professional expense reimbursement.
- Health Spending Account increases to 4% from 3% of salary, can opt-out (to get 4% as payment in lieu) and opt-in with notice.
- Additional seniority step to bring total to four steps over base stipend (increments of 4.5% for each step for a total of 13.5% at top step).
- Additional research stipend.

### **Job Security/Tenure**

- The end of regular formal post-tenure evaluation conducted by the employer; replaced by career development review conducted by peer reviewer (usually Department Head). Existing evaluations will be destroyed.
- Required submission to tenure and promotion process of student survey results for courses taught after December 2016 (core questions in the collective agreement, no average scores reported to member).
- Automatic promotion of one rank for an Assistant Librarian, to Associate Librarian, upon grant of tenure.
- Improved job security through expanded lists of courses for First Right of Appointment for CAS.

### **Other Issues**

- New Management Rights Language.
- Improved collegial rights language.
- Provision for members to participate in search for or reappointment of VP Academic/University Librarian/Deans; union appoints a RAS and a CAS rep. on appointment committees.
- New pre-tenure half-year sabbatical leave for librarians.
- Three additional research days for librarians to bring total to 25.
- Minimum replacement for sabbatical leaves (70% of courses and 70% of duties in library) with specified minimum number of full-time CAS replacements.
- Improved definition of confidentiality in RAS hiring process.
- Provision of office (may be shared) and computer (may be shared) for CAS.

## **St Francis Xavier Association of University Teachers (StFXAUT)**

1 July 2016 – 30 June 2019

### **Salary increases**

- 2016: 1%
- 2017: 1.5%
- 2018: 1.75%
- shifted date of annual increase from Sept 1<sup>st</sup> to July 1<sup>st</sup> which equates to 0.3% additional increase.

- added 4 steps to the Learning Skills Instructor grid.
- Lab Instructors: \$1000/year salary grid adjustment.
- Contract Academic Staff (CAS) \$500 increase each year for three years (13%).

### **Allowances and other Economic Benefits**

- Post-65 Health and Dental Benefits cover members until Dec. 31<sup>st</sup> of the year they turn 71.
- Grid step bonus for obtaining relevant higher degrees or accreditation.
- CAS Health Benefit increased from \$500 to \$1000.
  - Professors: travel grant increased to \$1800.
  - Faculty Limited Term Appointments (LTAs): access to pensions, travel, tuition benefits and University Research/Publication/Teaching Awards after 2 consecutive years of service.

### **Job Security/Tenure**

#### **CAS**

- Letter of understanding to study ways to increase job security for CAS.

#### **Professors**

- Clarified criteria for evaluation and promotion of Professors.
- Combined tenure and promotion application.
- Professors who begin without a PhD in hand granted additional time before applying for tenure.
- Improved definition of tenure.

#### **Faculty LTAs**

- Job security language.
- Time as LTA can be counted towards sabbatical.

### **Other Issues**

- Improved governance language on Health Benefits and Pensions.
- Improved language acknowledging service to the Association as university service.
- Language for Extension Employees brought into parallel with language for Coady Institute Employees.
- Clarified and improved language on vacations.

### **Improvements for Coady Institute Employees**

- Language on rank structure.
- Workload language.
- Coady Fellows

### **Learning Skills Instructors**

- Creation of a collegial committee to shape the direction of the Learning Skills program.
- Pre-term workload planning meeting.
- Required consultation on assignment of other duties.

### **Lab Instructors**

- Option for early promotion to Senior Lab Instructor (SLI).
- Letter of Understanding regarding Student Evaluation form and process.
- Inclusion of Lab Instructors on hiring committees for lab instructors.

### **Nurse Educators**

- Prep time will now count as contact hours.
- New language on workload assignment.
- Time off in lieu for each hour travelled.

- Retraining.
- Harmonized vacation policy with standard for other groups.

#### **Librarians**

- Sabbaticals granted for ongoing research program or development.
- Librarian Limited Term Appointments (LTAs)
  - Improved term: not less than 9 months.
  - Time spent as LTA can count towards permanent appointment and sabbatical.
- University librarian evaluation process changed to avoid conflict of interest.
- Definition of permanent appointment parallel with definition of tenure.
- Retirement incentive.

#### **Professors**

- Improved language for early promotion to Full Professor.
- Credit for supervision of theses.
- Course credit for laboratory instruction.
- Retirement Incentive.
- Sabbatical language clarified.

### **Syndicat des professeurs et professeures de l'Université Laval (SPUL)**

1 June 2016 – 31 May 2020

#### **Salary increases**

- 2016-17: 1%
- 2017-18: 1.5%
- 2018-19: 1.75%
- 2019-20: 1.25%, subject to renegotiation if public sector salary increase guideline is higher than 1.25%
- Salary scales increased by 0.75% retroactive to 1 April 2016.
- Deductions agreed to in 2010 eliminated retroactive to June 2016 as a result of pension plan restructuring agreement.

#### **Allowances and other economic benefits**

- Indexation of professional expense fund and expanded list of allowable claims.
- New caregiver leave provision.
- Improvements to parental leave, including the ability to break up paternity leave over 52 weeks.
- Improved provisions for graduated retirement.
- Ability for members with fewer than 35 years of contributions to continue contributing to pension plan past age 65 to age 71.

#### **Job Security/Tenure**

- Complement floor increased from 1253 to 1280 and is now fixed and not vulnerable to declining enrolment.
- Only filled positions count toward complement floor. Previously, floor included up to 10% vacant positions. Limited term positions no longer count toward floor.
- Creation of a parity committee to consider issues relating to limited term appointments, including appointment procedures, career paths, and access to continuing appointments.



## University of King's College Teachers' Association (UKCTA)

1 July 2016 – 30 June 2019  
(awaiting ratification)

### Salary increases

- 2016-17: 1.75% + .25% adjustment
- 2017-18: 1.75% + .25% adjustment
- 2018-19: 1.75% + .25% adjustment

### Allowances and other Economic Benefits

- Overload pay increased from \$50/hr to \$60/hr.
- Fellows who receive their PhDs during the course of their contract are automatically promoted from Fellow 1 to Fellow 2 positions, earning improved compensation upon completion of degree requirements.
- Improvement of moving expenses.
- Improved maternity and parental leave provisions, including provisions to extend the employment contract for a period corresponding to the leave upon request.
- MOU to regarding Public Service Superannuation Plan Membership.

### Other Issues

- Improvement to team-teaching language, requiring due consideration of Fellow input, and letter of intent to improve consultation of Fellows in curriculum change.
- Improved language on office space.
- Improved language on course releases for Senior Fellows.

## University of Lethbridge Faculty Association (ULFA)

(1 July 2016 – 30 June 2017)

As reported in the November 2016 Collective Bargaining Council Report, the ULFA had reached a settlement on the Sessional Lecturers Handbook — Language, but details were pending. The settlement, which was ratified in December 2016, includes the following changes:

- The requirement to follow procedural fairness was strengthened throughout the Handbook.
- Language that allowed members to re-direct their dues to charity was removed because it duplicated what is in the Association's Bylaws and is not appropriate in the Agreement.
- Changed the timelines for bargaining to coincide with changes to the Faculty Handbook.
- Minor improvements to Sessional appointment language to allow for longer contract terms to be offered in recognition that they often return for regular teaching contracts each semester.

## University of Manitoba Faculty Association (UMFA)

1 April 2016 – 31 March 2017

The deal was achieved after a 3-week strike.

### Salary Increases

- Percentage frozen due to government directive (increments remained at 2015-2016 levels).
- 3 new merit awards for promoting indigenous achievement.

### **Allowances and Other Economic Benefits**

- Employer recommendation to Staff Benefits Committee for: increase to Prescription Drug Coverage maximum from \$2,000 to \$5,000; extension of lifetime orthodontic coverage from dependent children to each Member and each eligible dependent (spouse and children); increase to lifetime maximum orthodontic coverage from \$2,000 to \$3,000 per member and each dependent (independent maximum per individual); \$100 increase to Health Care Spending Account.
- Parking rates to stay in the Collective Agreement, with no increase.
- Retirement incentive: Member to give one to three years notice, with maximum payout of \$100,000 for full-time and \$60,000 for reduced/half time, and a payout of leave credits of \$10,000 per unused credit, up to a maximum of \$50,000.
- Removal of requirement for 12 months to be eligible to receive top up for maternity/parental leave; removal of 7 months eligibility for unpaid maternity/parental leave.
- Individual expense and research/study leave allocations increased by \$500.

### **Job Security/Tenure**

- Deans' discretion in tenure criteria replaced by new collegial process of members meeting in committee for criteria, weightings and procedures, with Dean to ensure criteria and weightings are consistent with Collective Agreement. Dean does not vote and must adopt tenure guidelines upon majority vote; upon two consecutive rejections Dean determines whether to keep current tenure guidelines or adopt the most recently recommended guidelines and provide written reasons. Parallel language for promotion.
- Renewal of existing Letter of Understanding which guarantees a minimum complement and guarantees that no faculty members, instructors and academic librarians shall be laid off for academic reasons.
- Letter of Commitment from the University that states that there will be no lay off of academic librarians or instructors on probationary and continuing appointments: Letter expires December 31, 2018.

### **Workload**

- New workload language (there was none previously) requiring each faculty/school/college to establish a set of teaching guidelines. Process: Dean/director seeks advice of Members meeting in committee, then prepares guidelines in consultation with Members or a sub-committee of Members and submits them to Members meeting in committee for a secret ballot vote. If majority rejects, dean/director continues working with Members and any subsequent vote requires approval of one-third of the Members meeting in committee. Guidelines must take into consideration a list of factors and a standard teaching workload range, and must be reviewed at minimum every 5 years and at a maximum of once per year.

### **Evaluation – Performance Metrics**

- New language against using metrics as a substitute for comprehensive assessment of quality and quantity: number of publications, research funding amounts, number of conference presentations, etc., continue to be an element in assessment, but evaluation shall be based on full review of the quality of contribution. A Letter of Understanding establishes a joint committee to examine issues relating to metrics by December 2017: if it recommends with no more than two dissenting, clauses will be immediately added to the CA which prohibit mandatory submission of metrics and any standard or recommended expectation, leaving submission voluntary and with no adverse inference or penalty. This applies to tenure, promotion, and performance evaluation.

**Confidentiality**

- New provision that it is not a breach of confidentiality for committee members to reveal to the Association facts or information pertaining to procedural defects (including bias) in tenure and promotion.

**Privacy**

- New Article providing privacy protections for personal and professional communications and files.

**University of Prince Edward Island Faculty Association (UPEIFA)**

1 July 2016 – 30 June 2020

**Salary increases****Faculty and CAS**

- 2%/year for each year of the agreement.

**Librarians**

- eliminated step 1, Librarian 1, and added a new step at the top of the rank.
- 2%/year for each year of the agreement.

**Clinical Nurse Instructors (CNI)**

- 2016-17: 5.2%
- 2%/year for remaining years of the agreement.

**Allowances and other Economic Benefits**

Extension of Health Care Spending Account through the life of the Collective Agreement

**Tuition waiver extended to term Faculty, Librarians, and Clinical Nurse Instructors**

- Waiver for those on 12 month terms.
- Waiver for those on less than twelve month terms after three years of contracts (post 2016).

**Improved Professional Development and Travel Research (PDTR) fund**

- Increased to \$1700 (formerly \$1450) for Faculty, Librarians, CNIs, and term faculty of 8 months or more (pro-rated).
- Increased carry-over to three years, maximum \$5100.
- One-year carry-over of \$10,000 fund for CAS (maximum of \$20,000).
- Additional \$50,000 travel fund from the President's Office.

**CNIs**

- Coverage of professional licensing fees to a max. of \$500.
- Creation of a scholarly activity fund, \$4000.
- Formal recognition of access to Health Care Spending Account.

**Atlantic Veterinary College (AVC)**

- Department Chairs: additional \$6000 per year, per Chair, for professional support (assistance, assistants, relief).

**Job Security/Tenure**

- Faculty: Member on parental leave determines whether or not tenure clock is stopped.
- AVC: Language recognizing clinical activities for tenure and promotion process.

**CAS**

- Retain step if drop off the roster and return.
- If a course is cancelled:
  - Cannot be reoffered or reassigned (no bumping)
  - If teaching has begun, get seniority credits

- Re. three-year course contracts (Seniority Rights)
  - Clarifies that seniority trumps when candidates are equally qualified
  - Holders of two, three-year contracts trump distribution through roster

### **Other Issues**

- Release for Vice President of UPEIFA.
- Release for non-permanent and part-time members of the FA.

### **Diversity and Equality**

- Gender-neutral language throughout the agreement.
- No discrimination on basis of:
  - Ethnic origin
  - Gender expression
  - Gender identity
  - Marital status
  - Family status
  - Disability
  - Source of income
  - Political belief
  - Criminal or summary conviction unrelated to employment.
- Creation and maintenance of a Joint Equity Committee
  - Consider and recommend policies and procedures re. equity matters.
  - Ensure training on equity policies for those on selection, renewal, tenure and promotion committees.

### **Employer Transparency**

- Faculty Association President meets with all tenure track and term candidates.
- Dean supplies FA information package to tenure track and term candidates.
- Board of Governors minutes posted to a website for all members to consult (non-in camera).
- Letters granting or denying sabbatical issued by December 31<sup>st</sup>.
- Promotion letters by June 1, and tenure letters by January 1.

## **FIRST COLLECTIVE AGREEMENT**

### **University of Regina Faculty Association (URFA) First Nations University—Contract Academic Staff (CAS)**

1 January 2017 – 31 December 2019

### **Salary increases**

#### **1 January 2017**

- Sessional Instructor 1: Increase from \$6400 to 7063 (10% increase).
- Sessional Lab Instructor (LI) increase from \$60/hour to \$66/hour (10% increase).

#### **1 January 2018**

- Creation of Sessional Instructor 2  
(parity with current U of R Sessional Lecturer [SL] 2 rate) and LI 2.

#### **1 January 2019**

- Creation of Sessional Instructor 3 at \$7916  
(24%; parity with current U of R SL 3).
- Session Lab Instructor 3: \$73.91  
(hours commensurate with all duties starting 2017).

### **Allowances and other Economic Benefits**

- Pension Plan (same plan as faculty; 6% matching; statutory eligibility).
- Family Drug, Dental, Vision and Extended Health: continued during paid leaves of absence, parental leaves, and unpaid leaves less than 1 month.
- Access to Employee Family Assistance Program.
- Opportunities and compensation for orientation, training, and committee work.
- Opportunities and compensation for curriculum development contracts (posted as all other positions).
- Stipend and service credit for union service (Bargaining Team or Chair of Standing Committee).
- Accountable Professional Expenses Allowance (\$100 per 3 credit course; automatic; no maximum).
- Paid parental leaves (EI top-up 12 months; non-EI benefit; low threshold; improved adoption leave).
- Paid short-term sick leave and EI top-up (up to 17 weeks total; \$60,000 allocated/year).
- Paid compassionate, bereavement and other leaves (mostly identical to faculty agreement provisions).
- Paid First Nations holidays (at "Daily Rate" of \$90+ per day) and traditional ceremony leave (if granted).
- Compensation for most common forms of pre/post-contract work (such as deferred exams).
- Course cancellation stipend (10% after acceptance; 25% within 21 days; 50% after commencement).
- Severance pay in the case of financial exigency (10% stipend/class taught in previous 5 years, if eligible).
- Sessional Lab Instructors will be paid for hours commensurate with all assigned duties (not just lab time).

### **Job Security/Tenure**

- Pre-posting Offers to members who've taught a course 3 times
- Jobs filled via internal postings (open to existing members) before being open to new applicants
- Course-based seniority in each stage of hiring (tie-breaker after FN and Indigenous priority)
- Opportunity for course bundling (offers of multiple contracts/semesters; by mutual agreement of Parties)
- Progressive discipline language protects against termination without just cause
- Education Leave (one year, unpaid; if granted, freezes seniority/maintains benefit eligibility upon return)

### **Other Issues**

- Academic Freedom protection and Intellectual Property rights akin to those of faculty
- Easier access to Employment Insurance (increase to 235 EI-eligible hours/3 credit-hour course)
- TA/grading support and access to other resources on same basis as faculty (and ongoing consultation)
- Teaching materials provided as required to perform duties (without violating academic freedom or IP)
- Access to resources significantly improved (office space, technology)
- Recognition and efforts to reduce higher workloads resulting from the use of instructional technologies
- Role in academic planning and inclusion in decision-making via consultation in committee

- Strong harassment, discrimination, dispute resolution, duty to accommodate and health and safety language
- Mutual commitment to harmonious relations, respect, recognition and inclusion at First Nations University

## **University of Regina Faculty Association (URFA) First Nations University—Regular Academic Staff (RAS)**

1 July 2015 – 30 June 2018

### **Salary increases**

- 1 January 2016: variable increases
  - Adopted the University of Regina floor, ceiling, and increments + 1% (meaning increases varying from a low of 4.41% at the ceiling of the Full Professor grid to a high of 13.14% at the floor of the lecturer grid).
- 1 January 2017: 1%
- 1 January 2018: 1%

### **Overload rate**

- 1 January 2017 increase from \$6200 to \$7063
- 1 January 2018: 1%

### **Allowances and other Economic Benefits**

- Coordinator Stipends increased to half the Department Head Stipend.

### **Department Head Stipend**

- 1 January 2017: increased from \$5500 to \$7063.
- 1 January 2018: 1%

### **New Health Care Spending Account**

- 1 January 2017: \$450
- 1 January 2018: \$750
- 1 year carry-over

### **Job Security/Tenure**

- Improved extension language.
- Improved language regarding tenure:  
Changed "Probationary" now "Tenure-track" and "Permanent" to "Tenured".

### **Other Issues**

- Improvements to and expansion of the anti-discrimination, harassment, and accommodation language.
- Improvements to staffing complement and workload language.
- Improvements to official file language.
- Improved sunset clause: letters of reprimand can now be removed from the official file after 2 years instead of 4.
- Improved language regarding extensions and renewals of headships.
- Improved language regarding career development reviews.
- New language regarding surveillance.
- New language regarding ergonomics.

## Wilfrid Laurier University Faculty Association (WLUFA) Contract Academic Staff (CAS)

1 September 2016 – 31 August 2019

### Salary Increases

- 1.25% in each of three years
- market adjustments to base course stipends in years 1 and 2 that bring salary to a floor of \$8,000 at all rates.
- collapsing of non-seniority and seniority rates, undergraduate and graduate rates (this was the union's proposal, in exchange for market adjustments).

### Allowances and Other Economic Benefits

- Introduction of supplemental benefit for Members who care for a terminally ill family member (Compassionate Care Leave).
- Members who have taught at least 4 courses in the previous academic year will be eligible to participate in WLU benefits plan (extended health and/or dental); premiums will be Member paid.
- improvements to CAS supplementary benefits for pregnancy leave and parental leave.
- PER at \$125 per course, to a maximum of \$500 per academic year.
- research grant fund increases from \$30,000 to \$40,000 per academic year with two dates for applications.
- research support grants increase from four to six per academic year.

### Job Security

- Members will receive their contracts for all Fall and Winter courses in July unless a course is not available before June 1.
- Recommendation for 2-year renewable appointment in a course is mandatory if criteria are met; if Dean denies appointment must provide written reasons, copied to WLUFA.
- Five-year Standing Appointments in the CA, not an MOU, with same eligibility, terms and conditions.
- EI hours increased from 210 to 235.

### Other issues

- Discipline sunset clause for any record of disciplinary action except for harassment or violence.
- Equity: Roster applicants may self-identify as members of designated groups.

### Office access

- T2200s available for Online courses or if work space is not available.
- maximum bookable weekly office time available for meeting with students raised from 1.5 to 2 hours per course.