



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

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Collective Bargaining Report

Date: April 2018 Council

To: CAUT Executive Committee
CAUT Council

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Bargaining Trends

The period since the November 2017 Council has seen a small number of settlements, and most negotiations to renew agreements that expired in 2017 have now concluded. At the time of the November Council meeting, academic staff working at Ontario colleges had just been legislated back to work. OPSEU has filed a Charter challenge against the back-to-work legislation. The agreements at Acadia and the University of St. Michael's College were reached within hours of strike deadlines. While not members of CAUT, CUPE 2424, representing over 800 administrative, technical, and library staff at Carleton University, and CUPE 3903, representing over 2800 teaching assistants, graduate assistants, and contract academic staff at York University, are on strike at the time of this report

Most associations with agreements expiring in 2018 are preparing to go to the table or in the early stages of negotiations. Recent settlements have included relatively modest salary increases in the vicinity of the inflation rate. Public sector wage restraint continues to affect negotiations, particularly in Manitoba, Alberta, and British Columbia. Equitable compensation remains a concern, and associations have insisted on salary reviews and remediation. Associations continue to resist employer efforts to introduce post-tenure review, merit schemes, and the use of research metrics. They also continue to challenge the use of biased and unreliable student opinion surveys in the evaluation of teaching. Addressing precarity remains a priority, and associations have sought to introduce, defend, or strengthen tenure-stream complement language and to secure improved job security and working conditions for contract academic staff.

Recent Settlements

Acadia University Faculty Association (AUFA)

1 July 2017 – 30 June 2021

Salary increases

- 1.6% Across the Board (ATB) per year at all ranks with grid restructuring to bring salaries closer to regional averages (including removing step 1 for Full Professors and Librarian IV).
- Additional steps at the top of Instructor II grid beginning in year 2.

Other economic benefits

- Increase of professional expense reimbursement: year 1, \$2425; year 2, \$2450; years 3 & 4, \$2500.
- \$85,000 from 2016/17 pay equity study to be paid out.
- Increase to Health Care Spending Account: year 1, \$400; year 2, \$450; years 3 & 4, \$500.
- Restoration of Phased-in retirement.
- New Group RRSP for Contract Academic Staff (CAS) (5% in lieu of benefits and pension reduced to 4% in lieu of benefits for those who enrol in the plan): 8.4% matching contributions.
- CAS eligible for free gym passes.

Equity

- Strengthened Employment Equity procedures for hiring.
- Improved Employment Equity training and record-keeping.
- Clarification of initial grid step placement language.

Job Security/Tenure

- Complement Memorandum of Agreement to restore 10 tenure-stream/tenured professorial positions and 1 librarian position.
- Clarified appointment and promotion procedures for Instructors.

Other issues

- Integration of Art Gallery Curator into the Bargaining Unit.
- Improvements for CAS faculty:
 - Improved hiring procedures and precedence language.
 - Retired faculty who secure per-course positions considered internal candidates and bypass probationary period for placement on precedence list.
 - Improved witness/jury duty leave.
 - Improved pregnancy/parental leave.
 - Improved language on deemed hours for Employment Insurance purposes.
- Clarification of procedures pertaining to Interdisciplinary Studies Faculty.
- Annual workshop for Heads on hiring and career development procedures (to be taken every 3 years).
- Improved procedures and contracts for development, redevelopment, and teaching of online courses.

Dalhousie Faculty Association (DFA)

The Dalhousie Faculty Association has reached a three-year tentative agreement. Details will be reported once it has been ratified by the Board of Governors.

Faculty Association of the University of Waterloo (FAUW)

1 May 2018 – 30 April 2021

Salary increases

- 1 May 2018: 2%
- 1 May 2019: 2.15%
- 1 May 2020: 2.15%

Effective 1 May 2018 an \$850 increase will be applied to base salaries following the scale increase.

Establishment of a working group to investigate salary structure for lecturers. Any inequities will be remedied retroactively to 1 May 2018.

Employer to increase annual contribution to benefit plan by \$400,000, with specific improvements to plan to be determined by policy committee.

St. Jerome's University Academic Staff Association (SJUSA) CAS Unit

The St. Jerome's University Academic Staff Association Contract Academic Staff Unit has reached a tentative agreement for a four-year deal. Details will be reported following ratification by the membership.

The University of Calgary Faculty Association (TUCFA)

The University of Calgary Faculty Association has reached a tentative agreement for a two-year deal. Details will be reported following ratification by the membership.

University of St. Michael's College – University of Toronto Faculty Association (UTFA)

1 July 2017 – 30 June 2020

Salary increases

General Wage Increase

- July 1, 2017: 1% + \$1,150.
- July 1, 2018 to June 30, 2019 and July 1, 2019 to June 30, 2020: salary increases for the Agreement's final two years shall be determined after the U of T/UTFA salary settlement(s) for the same period. The parties shall meet within 15 days of the applicable U of T/UTFA settlement/award for the purpose of agreeing to the salary settlement. If the parties do not agree to the U of T/UTFA salary settlement, either party may forward the issue within 15 days of the meeting to William Kaplan for a final determination.

- **Progress Through the Ranks (PTR):** If the U of T/UTFA settlement/award provides a PTR increases on July 1, 2018 and/or July 1, 2019 and/or July 1, 2020, the parties agree to follow the Across the Board distribution (ATB) of PTR pools in the manner set out in the U of T/UTFA Nov. 21, 2015 Memorandum of Settlement. If ATB is not determined by the normal PTR implementation dates, PTR shall be paid out in accordance with the Agreement, with any additional PTR amounts to be paid out with the ATB salary increases are determined.
- PTR extended to Part Time members and those on Contract Limited Term Appointments (CLTAs).
- Minimums & maximums increased 1% July 1, 2017 and \$1,150 if the U of T/UTFA settlement did, or in some other way.

Other economic benefits

- Research leave salary increased from 85% to 87.5%.
- Professional Expense Reimbursement Allowance (PERA): eligible expenses expanded and clarified; raised from \$1,500 to \$1,700 per year for Full Time members and from \$1,600 to \$2,000 for pre-tenure members.
- Benefits
 - Part Time members with appointments of 25% or more of a Full Time appointment now eligible for benefits after 3 months employment.
 - Dental: orthodontic lifetime maximum increases from \$2,500 to \$2,650.
 - Major services coverage increased to \$1,800 per person per year and to include dental implants.
 - Extended Health Care and Semi-Private Hospital Accommodation Plan.
 - Employer to contribute 75% of premiums and Registered Massage Therapist/Physiotherapy/Chiropractic combined maximum increased to \$800 per person a year. Massage therapy does not require a referral.
 - Wigs covered in the case of alopecia.
 - Partial coverage for continuous glucose for Type 1 diabetes.
 - Psychology benefit to include social workers and psychotherapists.
 - Hearing aids: \$500 for one ear and \$1,000 for two ears every three years, including cochlear implants.
 - Vision care: Employer to contribute 50% of premiums and increase to \$400 /two years plus \$90 every two years for eye exams effective July 1, 2017.
- Pensions
 - Part Time members with appointments of 25% or more of a Full Time appointment now required to participate in the Contributory Retirement Plan of the University of St. Michael's College.
- Tuition waiver for Part Time or flex-time PhD level programs.

Equity

- Diversity and Inclusion Letter of Understanding (LOU).
- Statement confirming parties' recognition of the value of and support for diversity in knowledge, worldviews and experiences and the importance of maintaining an inclusive work environment. Commits the employer, in consultation with the Union, to provide by September 30, 2018, mandatory training in diversity and inclusion to all members, Human Resource staff and persons exercising supervisory responsibility over bargaining unit members.

- Job postings will now include the diversity statement used for U of T postings and will be posted for at least 30 days, unless Committee agrees to a shorter period.

Job Security/Tenure

- Teaching Stream Letter of Understanding moved into a new Article in the body of the Agreement with expanded rights and protections. Employer's termination language without just cause not included. The parties will meet following ratification to seek agreement on the composition of the Search, Renewal, Promotion to Continuing Status and Full Professor committees. If agreement is not reached by June 30, 2018, either party may apply to William Kaplan to resolve the differences as mediator or interest arbitrator if necessary.
- Contract Limited Term Appointment Letter of Understanding (CLTA LOU): Employer may use CLTAs with the same terms and conditions as Teaching Stream (except promotions) during the term of the Agreement but only as an interim measure to replace any Continuing Teaching Stream or Special Appointments who leave or are on Long Term Disability. No CLTA contract shall expire after June 30, 2020 except to replace a Teaching Stream appointment who leaves in final year of the Agreement in which case a one year CLTA Appointment can be made.
- If the parties are unable to agree by June 29, 2020 on the future use of CLTA's for the period after June 30, 2020, either party may forward the issue to William Kaplan for resolution.

Other issues

- Search Committees membership and appointment process clarified.
- Division Head now required to inform members of any performance concerns at the annual meeting.
- Only tenured faculty are now eligible to be recommended for Director of Academic Programs with two year terms to a maximum of six years.