



Canadian Association of University Teachers
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Collective Bargaining Report

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To: CAUT Council

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Bargaining Trends

This report includes information on the settlements that have been reached since the last Collective Bargaining Report was presented to the CAUT Council in April 2018.

Associations seem increasingly to be engaging neutrals—through conciliation, mediation, or both—and preparing for the possibility of job action in order to resist concessionary employer demands and make progress at the table. The Carleton University Academic Staff Association (CUASA), the Association of Professors of the University of Ottawa (APUO), and The University of Sudbury unit of the Laurentian University Faculty Association (LUFA) achieved agreements with the help of neutrals. The Memorial University of Newfoundland Faculty Association (MUNFA), the York University Faculty Association (YUFA), the Mount Royal University Faculty Association (MRFA) and the University of Western Ontario Faculty Association (UWOFA) are in mediation or conciliation at the time of writing. In several cases, strong strike mandates from the membership helped negotiating teams reach agreements without the need for job action.

Quite a few associations across the country are in preliminary stages of bargaining, so it will be interesting to track how many avail themselves of neutrals and obtain strike mandates to reach agreements, if only as an indication of a general toughening of the bargaining climate.

With the election of the Progressive Conservative government in Ontario, followed immediately by back to work legislation for CUPE 3903 at York University, it seems safe to predict several years of difficult negotiations for Ontario's many post-secondary institutions. The Progressive Conservative government is expected to repeal many or all of the labour and employment law amendments passed by the previous government, potentially including recent enhancements to the Ontario Labour Relations Act (OLRA) that associations have been studying with an eye to improving working conditions for CAS faculty and amalgamating bargaining units.¹

1. Notably, the University of Ontario Institute of Technology Faculty Association made use of enhanced OLRA provisions to consolidate its two existing bargaining units (tenured and tenure-track unit and teaching faculty unit) with its newly-certified unit of limited-term appointments (called "Academic Associates"), creating a single bargaining unit for all three employee groups. Bargaining for this newly-consolidated unit begins in September.

The recent elections in Quebec and New Brunswick, and upcoming votes in Alberta and British Columbia will undoubtedly affect the bargaining climate in those provinces, where many associations are either in or preparing for bargaining. Successful negotiations in this difficult climate will require a mobilised membership.

Recent Settlements

Algoma University, OPSEU Local 685 (AU-OPSEU 685), Regular Academic Staff (RAS) Unit

1 July 2016 – 30 June 2020

Salary increases

- July 2016 – 1.4% to scale and Progress through the Ranks (PTR) increment
- July 1 2017 – 0.7% to scale and PTR increment
- January 1 2018 – 1% to scale and PTR increment
- July 1 2018 – 0.7% to scale and PTR increment
- January 1 2019 – 1% to scale and PTR increment
- July 1 2019 – 0.7% to scale and PTR increment
- January 1 2020 – 1% to scale and PTR increment

Other economic benefits

- Reading Course Stipend increased from \$550:
 - 2017 – \$600
 - 2018 – \$615
 - 2019 – \$630
- Professional Allowance increased from \$1500 to \$1750.
- Long Term Disability increased from \$4000 to \$5000.
- Vision Care increased from \$300 to \$400.

Other issues

- Improved grievance and arbitration articles.
- Student Evaluations of Teaching replaced with Student Feedback on Teaching (for formative purposes only).
- Language providing clear guidelines for seconded versus external academic administrators.
- Clarified language on departmental programme and course oversight.

Association of Professors of the University of Ottawa (APUO)

1 July 2018 – 30 June 2021

Salary increases

- 2018 – 2%
 - 2019 – 2%
 - 2020 – 2%
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Equity

- Changes to “equity groups” vs. “gender representation”.
- Equity training for appointment committees, which will have at least one Member of Equity Groups.
- Provision of data to Equity Diversity and Inclusion Committee.
- Creation of Teaching Personnel Equity Committee to investigate changes to Teaching Personnel Committees.
- LOU on Gender Salary Differentials and creation of a Gender Wage Gap Committee re: salary anomalies.

Job Security/Tenure

- Minimum complement fixed at 1311.

Other issues

- The union tried but did not succeed in removing student evaluation data from career decisions, but the parties will meet each year in the next three to review whether there are issues arising from the use of student evaluation data in career decisions.
- There is a new pilot project for the duration of the CA, to replace the bipartite Formal Grievance Committee that was required at Step 2, with a mediation session.

Canadian Military Colleges Faculty Association (CMCFA)

1 July 2014 – 30 June 2018

Salary increases

General Wage Increase

Adjustments to all rates of pay:

- 2014 – 1.25%
- 2015 – 1.25%
- 2016 – 1.25%
- 2017 – 1.25%

Wage Adjustments:

Lecturer:

- Effective July 1, 2016 – 2.5% wage adjustment to rates of pay

Assistant:

- Effective July 1, 2016 – 2.0% wage adjustment to rates of pay

Associate:

- Effective July 1, 2016 – 3.0% wage adjustment to rates of pay

Professor:

- Effective July 1, 2016 – 3.0% wage adjustment to rates of pay

Other issues

- Minor housekeeping changes that were previously agreed to and signed during the course of negotiations.
- Through equal participation in the steering and technical committees, the parties will develop necessary agreements and documents, including agreement provisions, to

enable the implementation of the "Employee Wellness Support Program" (EWSP), an income replacement and rehabilitation plan, in the next round of bargaining. The work is to be completed within one year of signing.

Carleton University Academic Staff Association (CUASA)

1 May 2017 – 30 April 2021

Salary increases

- 2017 – Lecturers, Assistant Professors, Associate Professors, Full Professors and Librarians: 2% + \$1350; Instructors 2% + \$1500.
- 2018 – 2%
- 2019 – 2%
- 2020 – 2%

The parties also agreed to a restructuring of the Career Development Increment (CDI) system and to increased stipends for summer and retiree teaching.

Other economic benefits

- Increased maximum amounts for vision care (\$400 to \$450), orthotics (\$450 to \$500), and massage therapy (\$200 to \$250), with an additional increase of \$100 to each of these amounts in each year of the agreement beginning on 1 September 2019.
- Professional Expense Reimbursement (PER) raised by \$50/year in each year of the agreement and unused PER can be carried over for 5 years.
- Facilitated mediation-arbitration process for pension discussions.

Job Security/Tenure

- Significant revisions to tenure and promotion and unit standards intended to make processes more fair, transparent, and collegial, including changes to the process for reviewing unit standards, to committee composition, and to appeal procedures.
- Changes to promotion criteria for Librarians.

Equity

- Pay equity process with an external reviewer and hard deadlines.
- Increased compassionate care leave from 5 to 8 working days.
- Supplementary benefits for parental leave may be pro-rated and extended to 61 months.

Other issues

- Improved collegiality and transparency in librarian hiring.
- Increased research days for librarians.
- Recognition of student supervision and service to the association in workload.
- New method of calculating Instructor workloads to reduce workload for some Instructors.
- Process to improve fairness and accuracy of teaching evaluation.

Dalhousie Faculty Association (DFA)

1 July 2017 – 30 June 2020

Salary increases

- 2017 – 1.5% across the board and to the increment.
- 2018 – 1.25% across the board and to the increment.
- 2019 – 1.25% across the board and to the increment.

Other economic benefits

- Fund to supplement sabbatical grants increases mirroring salary increases.
- Fund to supplement education leave grants increases mirroring yearly salary increases.
- Travel fund increases mirroring yearly salary increases.
- Anomaly fund increases mirroring yearly salary increases.
- Improvements to tuition waiver.
- Increase to moving costs paid by the employer.
- Increase to allowance available for professional expenses.

Equity

- Pay Equity adjustment for all female faculty members at the rank of Professor whose salaries do not exceed the salary maxima.
- Expanded the definition of designated groups to persons protected on the basis of sexual orientation, gender identity and gender expression.
- Under the definition of designated groups, preference given to Mi'kmaq and African Nova Scotians (ANS).
- Members who identify as Aboriginal or ANS can elect to have non-voting Aboriginal or ANS representatives on assessment committees.
- Broadened definition of scholarship so that review and assessment recognizes non-traditional forms of scholarship and ways of knowing.
- Overload stipend for members of designated groups when they take on higher administrative loads.
- Members on parental leave may defer by one year consideration of decisions related to continuing appointments.

Other issues

- Letter of Agreement making 20 retirement incentives of 6 month's salary available; employer replaces tenured retirees with tenure stream appointments.
- Removed joint grievance committee for a more streamlined grievance process.
- Limited Term Appointees earn credit towards sabbatical if they achieve a tenured appointment or promotion to University Teaching Fellow.

Laurentian University Faculty Association/Association des Professeures et Professeurs de l'Université Laurentienne (LUFA/APPUL), University of Sudbury Unit/Unité de l'Université de Sudbury

1 July 2018 – 30 June 2021

Salary increases

RAS

- Annual Scale Increases: 1.5%, 1.6%, 1.7%.
- Increment: \$2750, \$2800, \$2850.
- Catch-up: \$1000/year for tenured and tenure-track members.
- Slight increases to floors and ceilings.
- Increased overload payments.

CAS Compensation

- Same scale increases.
- Plus adjustment to base: 0.5%, 0.4%, 1.3%.
- Plus increase in lieu of benefits from 1.5% to 4%.
- Plus "sessional Members who have taught in two (2) semesters per year for six (6) consecutive years shall be entitled to 6% vacation pay, until there is a break in service."
- Same percentage increases for distance courses, plus 4% in lieu of benefits.
- Distance Course Cancellation fee: \$150.

Other economic benefits

- New computers every three years (RAS).
- Increased recognition of Retirees; designated space for Retirees (RAS).
- CAS Professional re-imburement: \$200 per 3 credits for live courses taught by Members on the Roster; maximum of \$185 per 3 credits for distance courses.

Job Security/Tenure

RAS Tenure

- Reference to collegial process in tenure and promotion preamble.

CAS Job Security

- University-wide Sessional Roster.
- CAS "Establishment" on courses (Right of First Refusal) includes distance courses.
- Improved dates for Sessional Appointment process.
- In the event of a course cancellation, "the affected sessional appointee shall be assigned an alternate course in that academic year for which he is qualified, provided such a course is scheduled and has not been assigned to another Member."

Equity

- New article on Equity.
- Gender language now includes non-binary/transgender persons.
- Bilingualism: no one will be required to teach in more than one language (to balance commitment to both French language and Indigenous mission).

Other issues

- Workload
 - Teaching assistance: 90 hours for a 3 credit course with enrolment over 60 students.
 - Accumulating, Borrowing and Reimbursing Teaching Credits.
- Collegial Governance
 - Academic Freedom: New language recognizing Collegial Governance.
 - Consultation with Members and Departments in the appointment of Senior Academic Administrators.
- Access to Information
 - More information to be provided to LUFA including introduction of policies prior to implementation.
 - Notice of CAS contract cancellations.
- Reinstatement of denied Increments.
- Discipline and Dismissal, Grievance and Arbitration: Better timelines, clarification of "Working Days".

Northern Ontario School of Medicine (NOSM), Unit 1 (Academic and Professional Staff)

1 July 2018 – 30 June 2022

Salary increases

- 2018 – 1.75%
- 2019 – 1.75%
- 2020 – 1.8%
- 2021 – 1.9%
- Additionally provides the following: "Should the average of the Lakehead and Laurentian University faculty wage increases in 2020/2021 and/or 2021/22 be higher than the above cited wage increase our scale increase to base salary will be adjusted upward to the average at Lakehead and Laurentian. In addition floors and ceilings will also be correspondingly adjusted upwards."
- Salary ceilings for Professional Staff raised by \$1000.

Other economic benefits

- Vision care raised from \$350 to \$500.
- Dental basic/major raised from \$3000 to \$5000.

Equity

- Improved "Rights and Responsibilities" language: "Research carried out using traditional/Indigenous knowledge and the practical applications or dissemination of such research generally, or specifically through engagement with Indigenous communities."

Other issues

- Negotiated right to an end-of-career sabbatical.
- The employer withdrew several big concessionary proposals, including on contracting out of faculty work, conversion of teaching-intensive faculty positions to professional staff positions, removal of benefits from LTAs, and proposed language to allow the Tri-agency Framework to override the collective agreement.

St. Jerome's University Academic Staff Association (SJUASA), Contract Academic Staff (CAS) Unit 25 April 2018 – 24 April 2022

Salary increases

- General wage increases are in accordance with University of Waterloo policy.

Other economic benefits

- Course cancellation increases from \$500 to \$550 and \$1000 to \$1100.
- One-time payment of \$140 to all CAS who taught courses between 1 May 2017 and 30 April 2018.
- New monetary payments for service.
- Members can apply for \$1,500 for general professional development and course development expenses. This is an increase from \$1,000 and removes a restriction that the funds may only be used for conferences.
- Design of online courses now compensated with one sessional stipend (\$8,500) paid at the beginning of the design period, a second on completion of the design, and a third to teach the course.

Job Security/Tenure

- Creation of new category of contract where eligible members may be appointed to teach a course for two years.

St. Jerome's University Academic Staff Association (SJUASA), Regular Academic Staff (RAS) Unit 1 May 2018 – 30 April 2023

Salary increases

- On 1 May of each year, salaries increase by the greatest of the University of Waterloo-Faculty Association of the University of Waterloo (FAUW) scale, 2%, or CPI up to 2.75%.
- \$850 added to base.

Other economic benefits

- Individual Internal Research Grant (IIRG) increased from \$1,000 to \$2,000 per member.
- Scale increases to professional expense allowance and increases to internal research, professional development, and publication assistance funds.

Job Security/Tenure

- Commitment to fast-tracking 2 lecturers to continuing status.
- RAS unit gave up right of first refusal for overload teaching to create opportunities for CAS members.
- Addition of 2 Lecturer positions for the life of the agreement to reduce dependence on sessional teaching.

Equity

- Extends Environment of Equal Opportunity and Diversity article to all aspects of the working environment, including, but not limited to, committee composition and elected positions.

Other issues

- Creates academic rank system for librarians parallel to that for professors.
- Decreases teaching load for Lecturers from 8 courses to 7 and provides a teaching relief term once every 5 years consecutive with regular non-teaching term.
- Protects the complement of regular academic staff and ensures that the process to replace resigning members begins within 8 months of departure.
- Improves course reductions for research and service and increases administrative support to members.

St. Mary's University Faculty Association (StMUFA)

1 July 2018 – 30 June 2021

On April 19, 2018, the St. Mary's University Faculty Association (StMUFA) ratified their first Collective Agreement (non-certified), concluding a process that began in November 2016 when the membership, concerned about transparency and equitable workloads, directed the Executive to begin exploring the possibility of negotiating a Collective Agreement.

The new Agreement codifies pre-existing practices that were in policy or were not written down but practiced (eg: sabbaticals), as well as new rights and procedures:

- Academic Freedom
- Collegial Governance
- Association rights: recognition as exclusive bargaining agent and dues collection.
- Tenure and Tenure Track Appointments: criteria, search procedures, search Committee.
- New Sessional Appointments: workload and contracts; evaluation procedures; cancellation rights and compensation; right of first refusal; Sessional Multi-semester Contracts (1 to 3 year appointments with 4-3 credit courses per term).
- New Workload Streams
- Teaching-Research-Service Stream: 60%-20%-20% with 6-3 credit courses per year.
- Teaching-Service Stream: 80%-20% with 8-3 credit courses per year.
- Faculty hired before June 30/18 indicate stream preference prior to Oct 30/18.
- Faculty hired after June 30/18 to be hired in one of the two streams and members can apply to change workload stream.
- Time-tables to be done based on transparency, fairness and equity.
- Course release
 - Area Chair release increased from one per year to one per Fall and Winter semesters.
 - Program Coordinators teaching reduced by one course per year for programs 150 students or less and two for courses over 150 students.
 - Director of Research teaching reduced by one course (minimum).
 - StMUFA President teaching reduced by one course per year.
 - StMUFA Chief Negotiator teaching reduced by one course in bargaining years.
 - Overload teaching: sessional rate.
- Annual Reviews: formative
- New Salary Grids
- Faculty salary grid; placement language for current faculty and new hires based on years of service and promotions. Faculty receiving between 0% and 15% salary increases. 1% max cost of living increase linked to University of Calgary COL.
 - Sessional salary grid with placement language; step increase per 8 courses taught.
- Professional Development Funds for Members
 - \$2,200 per member per year.

- Un-used funds transferred to PD pool administered by Faculty dominated PD Committee that Faculty can apply to.
- Promotion and Tenure
 - Tenure: termination only for retirement, resignation, just cause or financial exigency.
 - Ranks: Assistant, Associate and Full.
 - Promotion and Tenure Committee with criteria and procedures.
 - Denial of promotion or tenure appealable and then grievable.
- Sabbatical Leave
 - 6 years of service: 1 year sabbatical (80% pay; 85% 2020) or 6 months sabbatical (100% pay).
 - 3 years of service: 6 months sabbatical (80% salary; 85% 2020).
- Leaves
 - Maternity, Parental/Adoption (up to 62 weeks), Vacation, Casual Illness, Disability (short & long term), Workers Compensation, Political, Urgent Family Leave (3 paid days annually), Leave for Compassionate Reasons (EI), Bereavement (3 + 2 travel days if needed), Military and Court leave.
 - Maternity University Supplemental Unemployment Benefits: EI top up 95% of earnings for 8 to 16 weeks.
- Retirement and phased retirement procedures.
- New Discipline language: only for just cause and in accordance with procedures outlined in the Agreement.
- New Grievance and Arbitration procedure.

The University of Calgary Faculty Association (TUCFA)

1 July 2017 – 30 June 2019

Salary increases

- 2017 – 0%
- 2018 – 0%

New “Comparator Agreements” LOU: If one or more of listed employee groups receive a positive ATB increase, TUCFA members will receive an ATB increase on July 1, 2017 and/or July 1, 2018 equal to the highest.

Other economic benefits

Research and Scholarship Leaves (RSLs) improvements:

- For RSLs beginning on or after July 1, 2018:
 - First RSL granted after tenure 100% salary (not available if initially appointed with tenure).
 - 6-month RSLs with 3 years of service and 12-month RSLs with 6 years of service at 87.5% of salary.
 - 6-month RSLs with 6 years of service remain at 100% salary.
 - Members may convert approved 6-month RSL at 100% of academic rank salary on the basis of 6 years of service to a 6-month RSL at 87.5% of academic rank salary based on 3 years of qualifying service.
- Association’s right to information regarding RSLs strengthened.
- Association to annually receive the number of RSL applicants considered and approved by each Dean. For departmentalized faculties, the report will include the departments of each applicant.
- The RSL Retirement Program will be available to academic staff members who are sixty (60) years of age or older with at least fifteen (15) years of continuous service.

- New Letter of Understanding (LOU) committing employer to provide ongoing academic staff with basic computers and software.
- Tuition fee remission for dependent children to increase from 3 half-course equivalents per child per year to 4 half-course equivalents per child per year effective July 1, 2018 (33% increase in value).
- Parenting leave provisions for birth fathers will be improved to match those for adoptive fathers.
- Easter Monday will become a paid holiday, 2020 onwards.

Sessionals

- Paid Sick Leave will be provided to all Sessionals for Casual Illness (absent from work for three work days or less) and not just those with appointments 6 months or longer.
- Sessionals now able to carry-over unspent Professional Expense Reimbursement (PER) funds from one contract to another and used during a subsequent contract if the subsequent contract begins within the next academic year after the expiry of the first contract.
- New \$30,000 per year Sessional Travel Fund to be created for the 2018-19 academic year. Committee chaired by the Deputy Provost with TUCFA rep to approve applications as per eligibility criteria.

Job Security/Tenure

Sessional right of first refusal improved:

- Reduced the number of half courses from eight to seven for current or past (previous 5 years) Sessionals, effective for Fall 2018 appointments (not retroactive).
- Allowing those with expired (or expiring) limited term or contingent term positions to count courses taught while in those positions towards the total needed to acquire the right of first refusal, effective for Fall 2018 appointments (not retroactive).

Other issues

All academic staff emails to be provided to the Association, along with home addresses for Continuing, Contingent Term, or Limited Term appointments. Generic rank categories (Category A, Category B, etc.) to be created for current and future academic staff members who do not fit into existing streams in Schedule A. The Parties will mutually agree to the salary and merit increment associated with each category. The parties agreed to refer the following seven issues to the joint Agreement Review Committee (ARC):

- Sick leaves process.
- Administration's policy consultation process.
- Moving language from the APT & GPC manuals into the Collective Agreement.
- Fairness in investigation processes.
- Updating/clarifying salary anomaly rules
- Updating tenure and promotion rules in Article 28.
- Negotiating emeritus/emerita procedures into the Collective Agreement.

University of Regina Faculty Association (URFA) Administrative, Professional, and Technical Unit (APT) 1 July 2017 – 30 June 2021

Salary increases

- 2017-18 – 0%
- 2018-19 – 0%, \$1400 lump sum payment
- 2019-20 – 1.25% Across the Board (ATB)
- 2020-21 – 1.5% Across the Board, plus 1 step added at each rank

Other economic benefits

- Flexible Spending Account increased from \$900 to \$1000 effective January 2019, unspent funds to be carried forward.
- Family Tuition Scholarship Fund increased from \$500 to \$1000 per semester; increased maximum per family member per year from \$1000 to \$2000.

Equity

- Compassionate Care Leave brought into compliance with Federal Employment Insurance provisions.

University of Regina Faculty Association (URFA), First Nations University, APT Unit 1 April 2017 – 31 March 2021

Salary increases

- \$2000 lump sum payment to each member upon ratification.
- 2017 – 0%
- 2018 – 0%
- 2019 – 1.25%
- 2020 – 1.5%
- Grid compression over two final years from 10 steps to 8.

Other economic benefits

- 2019 – Pension plan contribution increased from 6% to 6.5%.
- 2020 – Pension plan contribution increased to 7%.
- New Health Care Spending Account: \$500 for April-December 2018; \$750/year as of January 2019.
- New Professional Expense Account: \$500/year effective January 2019.

Job Security

- Improved security for term appointments; after 9 months can only be terminated for cause.
- Regular term appointments must be made permanent after 30 consecutive months.

Equity

- Improved language affirming the commitment to diversity.
- New language improving flexibility for the taking of First Nations Holidays.
- Improvements to sick leave language to allow for care of a family member.

Other issues

- Improved management rights language requiring that they be exercised in a fair, reasonable, and equitable manner.
- Improved discipline language.
- Improvements to sick leave language to allow for care of a family member.
- Improved process and protections for members involved in association activities by ensuring university raises concerns with URFA, not the member.
- Streamlined grievance procedures.

University of Toronto Faculty Association (UTFA)**1 July 2018 – 30 June 2020****Salary increases**

- 2018 – 1.9% Across the Board.
- 2019 – 2% Across the Board (1% + \$1,630 per member, pro-rated for Part-Time [PT]).
- Across the Board in first year for salaries above the \$163,970 reference point will be used to fund additional PTR.
- PTR breakpoints/increments increase by the Across the Board amounts.

Other economic benefits

- Librarian Research and Study Days increase
 - 2018 – 10 days to 12
 - 2019 – 12 days to 14
- Gender affirmation leave to provide paid leave for members engaged in treatments and procedures related to gender affirmation.
- Maternity/Parental/Adoption Leave Top-Up for faculty and librarians increased from 95% to 97% for the following:
 - For a birth parent, the 1 week EI waiting period, the 15 week EI pregnancy leave, and the 4 additional weeks EI parental leave.
 - For an adoptive parent and primary caregiver, the 1 week EI waiting period and 19 week EI parental leave.
 - For a non-birth parent, the 10 week EI parental leave (including the 1 week waiting period if applicable).
- Psychology Benefit
 - Renamed the Psychologist and Mental Health Benefit.
 - Increased from \$2000 to \$3000 per person per plan year, coupled with an expansion of service providers to include Registered Psychologists, MSW and Psychotherapists.
- 90% reimbursement for Continual Glucose Monitoring transmitters, sensors and receivers, subject to certain limits.
- Paramedical Benefit increase from \$950 to \$1250. Members will no longer be required to submit a doctor's referral for registered massage treatment.
- Audio Benefit (hearing aids):
 - 2018 – from \$500/ear to \$750/ear (every 3 years).
 - 2019 – \$1000/ear (every 3 years).
- Vision Benefit from \$400 to \$450.
- Dental Benefit for major restorative services from \$2500 to \$2800.
- Child Care Benefit age cap for children with documented disabilities removed, and agreement that the parties will to discuss streamlining the reimbursement process.

Other issues

- Complaints of PT faculty and librarians under the Equal Pay for Equal Work provisions of the ESA (Bill 148) will be determined by the Grievance Review Panel.
- Retirees: UTFA resisted proposals to freeze retiree benefits at the current levels and reduce the value of other benefits. All improvements to health benefits continue to apply to all members including retirees.
- Senior College staff support increased from 0.6 to 1.0 FTE for the two years of the agreement with an ongoing review of Senior College staffing. If the review shows less than 1.0 FTE needed, the funding will continue until June 30, 2020 and excess funding can be used by Senior College for other supports.

Ongoing negotiations

- Workload Policy and Procedures (WLPP), PTR Guidelines, and the Salary Anomaly process remain unresolved. Parties to continue to discuss through facilitated and mediated discussions with William Kaplan, who remains seized as arbitrator if need be.
- Small groups to review the Housing and Loan Program; confirmation of assistance with grant issues for members taking compassionate care leave; continuation of the 2015 process for increasing the pension plan maximum; extension of the 2015 working group on LTD; and increases to the minimum overload stipends to \$17,544 from 18/19 and \$17,895 for 19/20.
- Discussions regarding Policies for Librarians, the Policy on the Appointment of Part-time Faculty, a letter of understanding regarding the sexual violence policy, and improved privacy language continue. Subject to the mediator/fact-finder process under the revised Memorandum of Agreement.