



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

# Collective Bargaining Report

**Date:** November 2019  
**To:** CAUT Executive Committee  
CAUT Council  
**From:** Mona Chevalier, Andrea Harrington, Jeff McKeil, Chantal Sundaram

## Bargaining Trends

The most significant bargaining trend in the public post-secondary sector is government interference, as it is with most provincial public sectors across the country.

In BC, the Public Sector Employers' Council Secretariat's (PSEC Secretariat) practice of forcing employers to adopt a bargaining mandate continues under the NDP government, though the mandate this round is for three year deals of 2% per year, with some additional increases if there are service improvements/efficiencies or chronic labour market conditions.

In Alberta, member unions had to accept two years of zero across the board (ATB) demanded by the NDP government, though they could not negotiate wage re-openers with arbitration. However, the new United Conservative government passed a law in June, which has since been upheld by the Alberta Court of Appeal, to defer arbitrations until at least November. On October 24, 2019, the Alberta government tabled its budget which focuses on eliminating the deficit by the 2022-23 fiscal year through cuts to public sector jobs and municipal funding, delays to infrastructure projects and a 5% cut to advanced education in 2019-20 and 12% by 2022-23. Additionally, institutional funding will be performance-based starting in 2020-21; tuition can now rise by 7% a year or 21% over 3 years; interest on student loans is to increase; education and tuition tax credits in the 2020 tax year are ending; grants to most post-secondary institutions will be cut by 5.1% though the cuts to each institution varies depending on the government's estimation of their financial ability to manage the cuts. The hardest hit are Bow Valley College and Grant MacEwan University with 7.9% cuts, while the grants to the five independent institutions (four faith-based and Concordia University of Edmonton) were left unchanged.

Unions in Manitoba continue to bargain under the compensation constraints imposed by the Public Services Sustainability Act (PSSA).

On November 7, 2019 the Ontario Government passed the *Protecting a Sustainable Public Sector for Future Generations Act, 2019* (Bill 124). The Act imposes a series of 3-year "moderation periods" (in the form of salary and compensation caps) on a variety of unionized and non-unionized workplaces. During these periods, increases to both salary rates and to existing or new compensation elements (including salary rates) are capped at 1% per year, subject to certain exceptions.

## Recent Settlements

### Association of Academic Staff: University of Alberta (AASUA) 1 July 2018 – 30 June 2020

After a year of bargaining, the AASUA Bargaining Team reached their first tentative agreement in March 2019 under the Alberta Labour Relations Code. The new Agreement combines seven individual Agreements into one. This single agreement has a “common” section and seven constituent schedules.

#### Salary

- Across the board (ATB): 0% July 1, 2018 and 0% July 1, 2019.
- Salary increases were consistent with the mandate of the Board of Governors and the Government of Alberta.

#### Other economic benefits

- NEW ranked Academic Teaching Staff salary scale with merit increments consistent with Faculty Service Officer and Faculty salary scales, effective July 1, 2020.
- Benefit Plan funding maintained and annual deficits eliminated.
- First-time sabbatical remuneration increased to 85% for sabbaticals that commence prior to July 1, 2019, and 90% that commence afterward.
- Librarian salary scales and merit increments realigned with Faculty Service Officer and Faculty salary scales (including the ability to appeal).
- Librarians merit increments adjusted to mirror merit increments in other appointment categories.

#### Academic teaching staff

- Per Course Rate formula improved, including minimum rate of \$7,336 for those with PhD or equivalent, effective July 1, 2020.
- Improved course cancellation stipends:
  - \$500 if the cancellation is less than four weeks prior to the start of classes; or
  - \$1000 if the cancellation is after the start of classes, with salary up to cancellation.

#### Academic Supplementary Retirement Plan (ASRP)

- Academic Supplementary Retirement Plan pension benefits maintained.
- Salary caps increased to \$216,162 effective January 1, 2018 and \$220,668 effective January 1, 2019.

#### Salary Adjustment Fund (market supplements)

- Capped at \$800K, and any increases require AASUA's agreement.
- Improved and enhanced reporting to AASUA of all salary supplements.

#### Equity

- Non-gender-based Salary Inequity Letter of Agreement requiring the employer to conduct a review of non-gender-based salary inequities within the academic staff.
- “Remedy for Gender-based salary inequity for female faculty” Memorandum of Agreement, consistent with UBC and McMaster analysis, provides, upon a separate ratification:
  - Female faculty who are Full Professors (including those on Phased Pre or Post Retirement) to will receive: 5.8% increase to their annual base pay; taxable lump payment for loss of past salary calculated monthly for Full Professor service up to 24 months period maximum associated with 5.8% of annual base salary; \$1,500 non-taxable lump sum for damages to dignity and self-worth.
- Female Assistant and Associate Professors (including those on Phased Pre or Post Retirement) to receive \$1,500 non-taxable lump sum for damages to dignity and self-worth.

- Additional Task Forces to review possible gender pay inequities within non-faculty groups.
- Employment Equity – Draft language is to be reviewed by a joint task force and their recommendations forwarded to the respective bargaining teams for the next round of bargaining.

### **Job security/tenure**

- Academic Teaching Staff Conversion: NEW conversion, renewal and annual assessment language for contract academic staff, including:
  - “Instructor” status and rank changed to Fixed Term Status, including Term 12, Term Recurring, and Term appointments;
  - Members appointed to a fourth full-time appointment to Term to convert to a Term Recurring appointment; and a third appointment to Term 12 to a Career Status appointment;
  - Trust/Research Academic Staff: New “Career Status” appointment with no end date: Lay off with one year notice or severance if Trust holder and member agree and if allowed by funding agency;
  - Temporary Out-of-Scope appointments for Administrative and Professional Officer (APO) members in temporary “out of scope” Administrative appointments now have right to return to their positions at the end of the temporary appointment, if their job still exists and has not been reorganized out, similar to Faculty and Librarians;
  - Full-time Temporary Librarian, Administrative and Professional Staff (TLAPS) members who serve 6 years of successive employment performing the same duties may be considered by the Supervisor for conversion to a continuing APO position.

### **Other issues**

- Dues: Members can no longer elect to have their dues directed to a cause chosen by the Association.
- “Unacceptable Academic Performance:” Association now represents members and penalties no longer include a fine or a reduction in salary.
- Academic Freedom: A new separate article which improves and expands existing language.
- Management Rights: A new article that requires management to exercise their rights in a fair, reasonable, equitable and non-arbitrary manner, and consult with the Association regarding changes to University policies and procedures.

### **Association recognition**

- Substantially expanded list of information provided to the Association.
- No jurisdiction for members’ own legal counsel for matters pertaining to the Collective Agreement.
- ASSUA’s exclusive bargaining authority to represent the membership confirmed throughout the agreement.
- Discipline: Substantially revised article that now applies to all academic staff and clarifies and strengthens procedures and rights.
- Medical Leave: Expanded language that now provides the Member with salary at the same rate as disability benefits during an appeal denying Long Term Disability (LTD).

### **NEW workload article:**

- Workload to be assigned in a manner that is, fair, reasonable, non-arbitrary and equitable;
- Enables members to maintain a healthy work/life balance;
- Employer to provide appropriate work space and equipment eg: computers.
- NEW Occupational Health and Safety article: The employer to take every reasonable precaution for the protection of employees; members have the right to refuse to perform dangerous work;
- Severance payments: Now includes prorated amount for partial years of service;
- “Non-Disciplinary Suspension(s)” Memorandum of Understanding forms a part of the agreement and allows for non-disciplinary suspension with pay;

- “Contracting Out” Letter of Understanding establishes contracting out principles, including: “The parties will work together to endeavour to keep this work within the bargaining unit.”

### **Academic faculty members**

- Faculty Standards of Evaluation revised and improved and all voting protocols shall be established by Faculty Councils.
- Evaluation to be multi-faceted and not based primarily on any one method.
- Members to receive reasons for Faculty Evaluation Committees (FEC) decisions.
- President’s Review Committee will no longer review FEC tenure or promotion decisions, but will still review/compare the implementation of FEC standards.

### **Faculty service officers**

- New definition replaces “assists” Academic Faculty Members with “collaborates.”
- Dean to appointment based on advisory selection committee recommendation, instead of Provost.
- Draft Standards of Evaluation shall now be voted on and approved only by members in their respective Faculty.
- Members to receive reasons for Faculty Evaluation Committees (FEC) decisions.
- Academic Teaching Staff Evaluation Committee (ATSEC) elected, mirroring Faculty Evaluation and Librarian Evaluation committees.

## **Athabasca University Faculty Association (AUFA)**

**1 July 2018 – 30 June 2020**

After more than a year of bargaining, the AUFA successfully fought off the employer’s attempt to roll back rights using hard bargaining tactics, and reached a settlement in mediation.

### **Salary**

- 0% across the board 2018/19 and 2019/20 as a result of government interference.

### **Equity**

- “Indigenous” replaces “Aboriginal” in equity article.
- Maternity and Parental Leave: Language updated as per EI changes; continuous service eligibility period reduced from one year continuous service to 90 days; paid Maternity Leave period changed from 3 months to 13 weeks.

### **Job security/tenure**

- Term appointments that exceed five years to convert to a regular appointment. Full time equivalent to be an average of last five years FTE. No probationary appointment if a professional position. Tenure Review process to apply if an academic position.

### **Other issues**

- Successfully resisted employer’s priority to significantly gut “Professional Freedom” language that enshrines Professional Staff Members’ rights to contribute to the intellectual life of the University.
- Improved overload compensation procedures and rights with union receiving monthly reports and copies of agreements upon demand.
- Employer may opt to pay out members who are given “position reduction” or redundancy notice.
- Relocation allowance for new hires will no longer be reduced by taking into any account grants or relocation funds provided by the previous employer.
- Spousal Hiring Registry Letter of agreement will be maintained for Members who choose to register their spouses in order to be notified of job postings. To expire at the end of the Agreement’s term.

- AUFA and other stakeholders to engage in consultative process with the employer when the employer completes amending and producing an Intellectual Property Policy.
- The Terms and Conditions merged with Salaries and Benefits with common expiry date.

## **Brandon University Faculty Association (BUFA)**

**1 April 2019 – 31 March 2023**

### **Salary**

- Salaries and benefits exactly per the Public Services Sustainability Act (PSSA): 0%, 0%, 0.75% and 1% over the 4-year agreement. The government would not allow a fifth year with better salary/benefits increases to be negotiated beyond the four years set by the PSSA.
- The employer refused to make joint application to the Treasury Board for a PSSA exemption for CAS salary increments.
- Memorandum of Understanding (MOU) on Reopening the CA: A section-specific reopener to renegotiate portions of the articles dealing with salaries and benefits, other allowances and vacation and leave if, during the duration of the agreement, the PSSA is either repealed, declared invalid, or declared unconstitutional, in whole or in part, by a court of competent jurisdiction.

### **Other economic benefits (permitted by the PSSA because not income)**

- Additional funding to the Brandon University Research Committee: \$20,000 in year 1; \$30,000 in year 2; \$40,000 in year 3; \$50,000 in year 4.

### **Equity**

- Existing option for non-traditional academic and professional career paths by means of external evaluation (for initial appointment, tenure, and promotion) can now consider an applicant's or member's standing within the area of specialization, peer group, or community to establish non-traditional academic and professional equivalencies (and non-traditional equivalency is now listed in the qualifications of all ranks).
- MOU on new Indigenizing the Collective Agreement working group.
- MOU on new Employment Equity working group.

### **Job security/tenure**

- CAS Right of First Refusal (RFR) improvements: RFR gained after course taught 3 times (different academic years) over 6 years; applies to all Faculties (no more exemptions) and all sessional courses (no more 3 credit hour rule); changes to course number or title don't negate RFR; seniority for multiple RFR holders on single course; ability to teach more than one section of course on which member holds RFR; posting of sessional courses only after RFR declined.
- RAS peer review improvements: New language to use single activity as evidence of work in more than one criteria, dependent on norms of scholarly activity in their field.

### **Evaluation**

- RAS: Language on formative development.
- CAS: Sessionals to be evaluated in first two courses (to obtain RFR); "deemed competent" if Employer fails to evaluate.
- MOU on working group to study Peer Evaluation of Teaching.

### **Workload**

- Professional Associates: Recognition of importance of research to their career path and increase from 5 to 10 guaranteed days for research.
- RAS Teaching Workload: New standard 15 credits for tenure-line professor ranks and terms greater than 1 year; four new full-time positions to be added to the bargaining unit to help with

new 15 credit workload; MOU on working group to establish staffing plan criteria; half sabbatical leaves to teach half regular load in rest of year; improvements to graduate supervision and clinical supervision calculation.

## **The Faculty Association of the University of Calgary (TUCFA)**

**1 July 2019 – 30 June 2020**

Bargaining under significant government pressure, the TUCFA achieved an agreement with some benefit improvements and wage re-opener that has potential given the facts they will be able to apply. However, the scheduled wage re-opener hearings have been delayed as a result of the Provincial Government's Bill 9, the Public Sector Wage Arbitration Deferral Act, which prohibited any wage reopener arbitrations taking place until after the end of October.

### **Salary**

- General Wage Increase: 0% across the board.
- Wage reopener: Parties to initiate discussions one week following ratification. If no agreement is reached within two weeks for an across the board (ATB) increase, including floors and ceilings, for Continuing, Contingent, Limited Term and Sessionals, either party may give notice to forward the matter to Andy Sims for binding arbitration on September 30th and October 15th. This has now been rescheduled for December 2 & 3, as a result of Bill 9.

### **Other economic benefits**

- Benefits: Employer assuming full cost of health and dental premiums with future increases after July 1, 2019 to be shared 50/50 between the employer and members. Previously the employer paid the full cost of health and dental premiums to the value as of July 1, 2002 and the increased costs since that time have been shared 50/50 between the employer and members.
- Professional Expense Reimbursement (PER) rules for sessional instructors clarified to ensure Sessionals can carry forward PER entitlements to the next academic year if there is a subsequent contract. This was the existing practice; however it has now been codified.

### **Other issues**

- Commitment to examine Sessionals' access to email, D2L and bookstore orders prior to appointments.
- Reduced Duties Leading to Retirement option of 75% of duties for 4 years replaced by more flexible right by members to propose different options.
- Teaching dossiers now required for academic staff who apply for tenure or promotion whose appointments include being Instructor of Record.
- Career Stop-Out Leaves (rarely used) to be approved by Dean and no longer an entitlement.
- Full salary and benefit continuance for academic staff who are recommended to be dismissed reduced to one year from previous continuance until an arbitration board concludes. A major concession made to secure the wage reopener (along with some other benefit improvements).

## **Canadian Military Colleges Faculty Association (CMCFA)**

**1 July 2018 – 30 June 2022**

After bargaining broke down because the employer took the position that LOU's attached to the agreement were null and void, the parties returned to bargaining for an expedited and focused process when the employer provided a letter revoking their earlier position.

**Salary**

- 2018 ↗ 2.0% + 0.8% "wage adjustment" to all levels (retro)
- 2019 ↗ 2.0% + 0.2% "wage adjustment" to all levels
- 2020 ↗ 1.5%
- 2021 ↗ 1.5%

**Other economic benefits**

- Members on sabbatical to receive \$4,000 (12 month leave) or \$2,000 (6 month leave) to offset travel expenses.
- Maternity and Parental leave updated per the EI changes
  - One week maternity leave allowance of 93% of weekly pay rate if member remains on maternity leave beyond 15 weeks of benefits.
  - Parental leave allowance: 55.8% of weekly rate of pay for waiting period; for each week receiving EI benefits the difference between 55.8% of weekly rate of pay and EI benefit up to 61 weeks; one week parental leave allowance of 55.8% of weekly pay rate if member remains on parental leave beyond 61 weeks of benefits.
- Employee Wellness program MoA putting into practice and replacing previous Employment Wellness MoA.

**Equity**

- All expressions referring to employee or the masculine or feminine gender are meant for all employees, regardless of gender.
- Except maternity leave/allowance and paternity benefit language, expressions referring to he/she, him/her will be updated to they/them, employee or university teacher.
- New Domestic Violence Leave language with pay up to 75 hours per fiscal year.
- New Caregiving Leave without pay with proof of receipt of or awaiting EI.
- 26 weeks Compassionate Care Benefits, 35 weeks for Family Caregiver Benefits for Children, 15 weeks for Family Caregiver Benefits for Adults.

**Other issues**

- Improved vacation carry over rights.
- Employer letter: Renews all Memoranda of Agreements that were not modified during the current round of collective bargaining; commits to forming a joint committee to examine teaching-load distribution and addressing inequities.

**Concordia University Part-Time Faculty Association (CUPFA)  
31 December 2017 – 30 April 2021****Salary**

- January 2018 ↗ 2%
- May 2018 ↗ 3.77%
- May 2019 ↗ 2.4%
- May 2020 ↗ 2.6%
- "Me too clause" with the Université de Montréal granted for the term of the Collective agreement.
- Large class stipends: 6% increase as of January 2018.



<b>200 or 300 level courses, with fifty-six (56) or more students</b>		<b>400 level and beyond, with thirty-one (31) or more students</b>	
<b>Range</b>	<b>Compensation integrated into the bi-weekly pay</b>	<b>Range</b>	
56 – 80	673	31 – 50	337
81 – 110	1346	51 – 70	674
111 – 150	2019	71 – 80	1011
151 – 250	2692	81 – 110	1348
+250	3366	111– 150	2019
		151– 250	2692
		+250	3366

### **Other economic benefits**

- Lower threshold for health benefits eligibility from 44 to 40 seniority credits.
- Lower threshold to access tuition waiver from 24 to 21 seniority credits.
- Lower threshold for deferred salary leave from 75 to 60 credits.
- Increase from 35 to 40 credits for member representation on university bodies. Addition of 6 credits for side-table negotiation (3 paid by the union and 3 paid by the university).
- Professional Development Fund account increase of one course (3 credits) equivalent in monetary value for 34 courses per year.
- Lower threshold for eligibility to professional development funds from 24 to 18 credits.

### **On-line course development**

- New appendix on Development of on-line courses.

### **Other issues**

- Modification of various procedures including assigning courses to members of equal seniority, wait list, unassigned courses, emergency overload, and grievances.
- Changes to qualifications to teach.

## **CUPE 3912 — Saint Mary's University Part-time Faculty** **1 September 2016 – 31 August 2020**

### **Salary**

- 2016 ↗ 1.5%
- 2017 ↗ 1.5%
- 2018 ↗ 1.5%
- 2019 ↗ 1.5%

### **Professional development fund**

- Increase from \$4,000 to \$5500 annually.
- Increase to individual awards from a maximum of \$500 to a maximum of \$600.

### **Grievance procedure**

- Increased time to file a grievance.

### **Teaching evaluations**

- Number of responses to be taken into consideration in weighing student evaluations.



**Appointments**

- Option for the Dean or the Department to recommend an additional year of deferral following a two-year period of deferral.

**Assignments**

- Upon the birth or adoption of a child(ren), option to exclude a period of up to eighteen months from the three-year review of the qualifications and past performance evaluation.
- Attribution of credits for cancelled classes.

**Grant MacEwan University Faculty Association (GMUFA)****1 July 2019 – 30 June 2020****Salary**

- 0% cost of living allowance (COLA) and ATB.
- Chairs stipend increased and tied to size of staff and faculty the Chair is providing functional supervision for: \$6750, \$7250 and \$7750 annually.

**Other economic benefits**

- \$150 increase to benefit plan.

**Other issues**

- Chairs completing 2 three-year terms will be eligible for a one term admin leave at 100% salary (but resets sabbatical eligibility so Chairs can choose which they want; sabbatical is 85% salary and a competitive process).
- Workload language for tenure and tenure-track instructional members to include not just course assignment but time/day of the section too.
- New 5 day leave for Nurse Educators and improved timelines for workload assignment and annual report deadline (2-year pilot).
- Salaries frozen for members who are over range on salary tables.
- Created a working group to continue negotiating regarding sustainable employment for precariously employed and unrecognized workload for tenure members.
- Improvement in language for investigations, workload and promotion for Professional Resource Faculty.
- Updated Compassionate Care language to Employment Standards.

**Association des professeur-e-s de l'Université de Hearst (APUH)****1 July 2018 – 30 June 2021**

Inclusion of Teaching Faculty in the bargaining unit.

New agreement that provides a framework for and improvements to working conditions for Teaching Faculty.

**Salary**

- General Wage Increase
  - 2018 ↗ 2.0%
  - 2019 ↗ 1.0%
  - 2020 ↗ 1.0%

**Other economic benefits**

Increase in the amounts allocated to funding for professional advancement and instructional materials.

**Other issues**

- Benefits
  - Improvements to maternity and parental leave.
- Research
  - Increase in the research and creation assistance fund.

**University of Lethbridge Faculty Association (ULFA)****1 July 2018 – 30 June 2020**

After over a year of bargaining under the Labour Relations Code, with two trips to the Labour Board, including a successful application to ensure that Faculty and Sessionals were covered under one collective agreement, the ULFA reached a comprehensive settlement that includes significant revisions and important improvements to the language.

**Salary**

- Cost of Living Adjustment (COLA) set to 0% for both years of contract.
- 0% across the board both years but annual Career Progress and Merit increases apply.
- Salary floor increases: \$2500 Faculty & Librarians; \$1500 Instructors and Academic Assistants.

**Other economic benefits**

- Dental benefits now based on increased 2019 fee schedule.
- New Domestic Violence leave.
- 5 day Personal Leave now paid.
- New Compassionate Care (unpaid) leave of up to 27 weeks, can be taken concurrently by Members in the same family.
- Improved Maternity leave as per EI changes.
- Extended Parental leave topped up to 100% of salary for 20 weeks if the Member has taken a Mat leave.
- Payment of Career Progress and Merit guaranteed for two July 1sts past the end of Collective Agreement should negotiations continue (similar to bridging).
- Instructors/Academic Assistants at the salary cap will now be eligible for cash bonus (not part of base salary) distributed proportionately according to Merit score from money remaining in merit pool/fund after merit is paid out.
- Term appointments to receive payment in lieu of benefits if have multiple contracts in a single academic year result in *de facto* 50%+ appointment.
- Sessionals: New two-rank appointments with \$300 increase in pay for new rank of Sessional Lecturer II; new 10% payment before start of classes with access to library and email at that point; cancellation fee paid regardless of reason or who made the decision.

**Equity**

- New Diversity, Equity and Inclusion language committing to the creation, promotion and revision of policies, practices and systems that are shown to have a favourable effect on the recruitment, hiring, salary, retention and promotion diverse groups, including but not limited to protected groups.
- New Joint Equity Committee to identify Academic Staff Members' equity issues and report annually.
- Agreement that ULFA's proposals to unify language to cover all members, including smaller employee groups, are to be re-tabled in the 2020 round.

**Job security/tenure**

- New Sessional Right of First Refusal (ROFR) upon request with satisfactory evaluations.
- Financial Emergency and Program redundancy language strengthened.

## Other issues

- Academic freedom includes right to criticize governments and public figures.
- Change in focus/severity of disciplinary proceedings underway requires the process to re-start from the beginning.
- LTD application process initiated after 50 working days, up from 10: Processes for medical leave modernised; 20 day cooling off period to withdraw retirement application after submitted.
- Personal File: Discipline records now can be removed after 2 (minor discipline) and 5 (major discipline) years; material removed from Personal File now must be destroyed and cannot be reused; unfair material as defined in the Agreement now can be removed on request at any time; contents to be used in accordance with procedural fairness/natural justice.
- Discipline: Discipline Appeal Committee deleted; ULFA has right to be represented when a member is going through the disciplinary process; members can be accompanied in meetings by other members, and now also staff and, in certain conditions, external parties.
- Board pays for medical certificate should they require a second opinion.
- Financial Emergency and Program Redundancy language strengthened.
- Creative activities added to research definition.
- Union rights
  - ULFA receives newly detailed information on Membership, including:
    - Access to all appointment and change of appointment letters.
    - Course assignments by rank and level.
    - Disaggregated salary and other information.
  - ULFA assumes responsibility for internal payroll and process for dues and information remittance to CAFA and CAUT.
  - ULFA work deemed service work.
  - Reduction in course release duties applies to Professional Librarians like Instructors/Academic Assistants.
- Improved clarity around Grievance and Interpretation procedures: ULFA has sole carriage for grievances and arbitration; process and procedural fairness grievable; language denying grievances on matters not covered by the agreement deleted; the joint Interpretation Committee reports can be separate statements if agreement not reached and either side may forward the issue to arbitration.
- Increased number of course releases available to ULFA for purchase, and no Board rules around how these are allocated.
- New right to not cross picket lines of other unions on campus, at cost of a day's pay for any day this prevents carrying out scheduled duties.
- Benefits to continue in case of a strike or lockout and ULFA to reimburse employer.
- Negotiation and Impasse language deleted as supplanted by the Labour Relations Code.
- Sessionals: New evaluation process (required for ROFR) involving chair with appeal to dean; new ban on uncompensated work (i.e. pre-contract syllabus, etc); sessionals now may be assigned more than one course in a semester (maximum of three in a year); automatic promotion to Sessional Lecturer II if: Assigned more than one course in semester; have previously been Faculty or Instructors/AAs; teach 5 courses in three years.
- Instructors/Academic Assistants: Board is no longer able to declare individual positions (including continuing positions) redundant outside of financial emergency or programme redundancy; instructors full members of their departments; research leave now more accessible as the leave now can be related to the member's "responsibilities" (which includes professional development) along with teaching/position description; no longer a distinction among Instructors/Academic Assistants and Faculty Members/Librarians in terms of seniority rights in event of Financial Emergency or Programme Redundancy.
  - Term appointments require the same justifications as for Faculty/Librarians.
- Term appointees: Term appointments now must be justified according to explicit criteria.
- Faculty/Librarians/Instructors/Academic Assistants
  - Improvements to criteria for evaluation of teaching, research and service for Faculty and Instructors/AAs (Library to be covered as part of next round).

- Grant writing, refereeing explicitly listed as evaluation criteria under research.
- Research can be on anything taught at the university and no longer having to be connected to a member's teaching department.
- Service definition broadened.
- Teaching effectiveness can include work outside university.
- Student questionnaire use for probation, tenure, promotion and salary increments: Are no longer listed explicitly in the (non-exclusive) list of acceptable evidence; cannot be required; if student questionnaires used, adjudicators will be given training and information on acceptable use, and copies of Kaplan/Ryerson arbitration ruling as training is developed.
- Senior Academic Administrators: Retained Collective Agreement rights for Academic Freedom, Promotion, and Tenure.

## **McMaster University Academic Librarians' Association (MUALA)**

### **1 August 2019 – 31 July 2021**

For the first time, MUALA and the employer agreed to use an expedited and focused bargaining process and reached an agreement prior to the expiry date.

#### **Salary**

- General Wage Increase ATBs:
  - 2019 ↗ 1.25%
  - 2020 ↗ 1.5%
- Other: Lump sum payment of \$133 to every member (to exhaust employer mandate).

#### **Other economic benefits**

- Pension plan contributions for MUALA employees increased 1% (from 7%/10% to 8%-11%).
- Pension offset renders this increase cost neutral for 2019-2020.
- New Merit payout dates secured, under existing structure, for 2019 & 2020.
- Changes to the order of operations in which ATB and Merit are applied to base salary.
- Mental Health specialist coverage: Maximum coverage of \$3,000 per person per benefit year.
- Hearing Aids: Coverage of 80% of the costs of hearing aids prescribed by an ear, nose, and throat specialist, up to a maximum of \$1,500 per person per ear, over a period of 3 benefit years.
- Dental Claims: MUALA members no longer have to pay up front & wait to be reimbursed for eligible dental claims; instead, the member only pays any difference between the fee and the coverage limit.
- Continuous Glucose Monitor (CGM): Receivers, transmitters or sensors for persons diagnosed with Type 1 diabetes, up to a combined maximum of \$4,000 per person per benefit.
- Life Insurance: Insurable annual basic earnings of \$100,000 multiplied by increments of 25% up to 1000% (increase from 500%) inclusive, subject to the maximum of \$1,000,000 (increase from \$500,000).

#### **Equity**

- Parental Leave: 19 weeks, salary top-up of 95% (formerly 2 weeks at 100% + 17 weeks at 90%).
- Pregnancy Leave: 11 weeks, salary top-up of 95% (new; can be combined with Parental Leave).
- Housekeeping changes to ensure continuity of benefits for parents taking both leaves back-to-back.

#### **Other issues**

- Clarifications to how vacation pay accrues while on leave.
- Agreement that new benefits booklets will be issued whenever a change to benefits is made.

**Association des bibliothécaires, professeures et professeurs de  
l'Université de Moncton (ABPPUM), Unité II, chargées et chargés de cours**  
**1 July 2017 – 30 June 2021**  
**Tentative agreement**

**Salary increases**

Creation of new scales, with steps, to approach wage parity with Lecturers at anglophone universities in New Brunswick. The new scales come into effect on September 1, 2019.

For the period between July 1, 2017, and August 31, 2019, a retroactive salary adjustment of \$30 per credit taught is being applied to compensation paid during this period.

The new scales are as follows:

**Step 1 (0–14 seniority credits)**

- 01/09/2019 – 31/08/2020: \$5,800
- 01/09/2020 – 31/08/2021: \$5,950
- 01/09/2021 – 31/08/2022: \$6,100

**Step 2 (14–29 credits)**

- 01/09/2019 – 31/08/2020: \$5,875
- 01/09/2020 – 31/08/2021: \$6,025
- 01/09/2021 – 31/08/2022: \$6,175

**Step 3 (30–44 credits)**

- 01/09/2019 – 31/08/2020: \$5,950
- 01/09/2020 – 31/08/2021: \$6,100
- 01/09/2021 – 31/08/2022: \$6,250

**Step 4 (45–59 credits)**

- 01/09/2019 – 31/08/2020: \$6,025
- 01/09/2020 – 31/08/2021: \$6,175
- 01/09/2021 – 31/08/2022: \$6,325

**Step 5 (60+ credits)**

- 01/09/2019 – 31/08/2020: \$6,100
- 01/09/2020 – 31/08/2021: \$6,250
- 01/09/2021 – 31/08/2022: \$6,400

**Other economic benefits**

- New doctoral bonus of \$800.
- All members pay the student rate for parking.
- Spouses and dependent children under 26 years of age will be entitled to a 10% waiver of Canadian tuition fees.
- The e-mail address will be maintained for 30 months after the end of his/her last contract, instead of 24 months.

**Other items**

- Performance evaluation
  - For members in a trial period: Instead of having no new contract offered after an evaluation deemed to be unsatisfactory, there will be no new contract offered only for 24 months, and training will be provided.
  - After a trial period: Instead of having no new contract offered after two evaluations deemed to be unsatisfactory, there will be no new contract offered only for 24 months.

- After a trial period following an unsatisfactory performance evaluation: 24 months after corrective measures have been taken and after one satisfactory course evaluation, the unsatisfactory standing can be withdrawn.
- Student evaluations of instruction are not in themselves necessarily a determining factor, and must be considered together with other elements for assessing overall performance.
- The Employer uses student evaluations to \*contribute\* to making administrative decisions.
- Seniority
  - The total seniority accumulated at the Moncton Campus of the Université de Moncton (in all departments and programs) is used to determine a member's salary.
- Teaching load
  - Same access to markers and demonstrators as for faculty.
  - Maximum load of 18 credits in the university academic year (3 credits per session in the Faculty of Law).
- Grievances and arbitration
  - Application of the term "member" and not "member employee" for grievance and arbitration purposes.
  - Better timelines for grievances during the summer period.
  - Increase in the number of days for filing a grievance in cases where the member requests one or more prior meetings.
- Trade union rights
  - For the amounts allocated to the application and bargaining of the collective agreement, there is an increase from \$10,000 to \$11,000 each.

## St. Francis-Xavier Association of University Teachers (StFXAUT)

### 1 July 2019 – 30 June 2022

#### Salary

- 2019 ↗ 1.6%
- 2020 ↗ 1.6%
- 2021 ↗ 1.75%

#### Lab Instructors: New financial compensation

- Removal of two bottom steps.
- Move up one step in addition to step for progression through rank.
- Added three steps to the top of Sr. Lab Instructor.
- Includes Economic Adjustment and Progression through Rank.

#### Part-time Faculty increase stipend:

- \$7000 (3 credits)
- \$14,000 (6 credits)
- \$8400 (long-standing service)

#### Other

##### Increase in Chair/Coordinator/Director Stipends:

- \$1500 (\$1000) stipend.
- \$225 (\$150)/stipend for every FTE-Faculty in the Department or Program.
- \$115 (\$75)/stipend for every FTE-Staff/Lab Instructor/Nurse Educator in the Department or Program.

**Other economic benefits**

- Improvement and language clarification on Pregnancy, Adoptive and Parental Leaves. Addition of Compassionate Care Giver language and Domestic Violence language.
- Professional expense fund: Increase from \$600 to \$750/year.
- Annual budget increased for University Research/Publication/Teaching Awards (URPTA) fund
- Increased Travel budget funds: \$1800 for Canadian conferences and \$2400 for International.
- Lab Instructors: Coverage for one pair of prescription safety glasses every 36 months (if in lab with safety requirements).
- Part-time Faculty Health Care Spending Account: Increase by 7.7%.
- Changes to eligibility: Members now eligible for \$1200 health care spending account once they have taught 4 3-credit courses or 450 hours.
- Limited Term Appointments (9 months) are enrolled in Health, Dental, Emergency Travel & Life Insurance.
- Nurse Educators
- Costs covered for license renewal with NSCN and cost of other requirements.

**Equity**

- Removal of gender binary pronouns replaced with gender-neutral pronouns.
- MOU-Gender Pay Equity Audit.
- Both Parties recognize the importance of diversity and diverse Faculty. University appointment policies and procedures shall be inclusive and provide for proactive recruitment of candidates from underrepresented groups. A workforce analysis will be conducted by the Human Rights and Equity office to identify serious imbalance with respect to underrepresented groups within a particular academic unit, and reasonable goals shall be established to address the imbalance.
- A representative from the office of Human Rights and Equity or Human Resources will sit on all hiring committees.

**Other issues**

- Letter of Commitment re: Climate Change and StFXAUT appointment on University Sustainability Committee.
- New mandatory EDI Training for FT members (4hrs/year), mandated by NS, HR Commission.
- Interdisciplinary Tenure - prior to this negotiation, StFX did not have a pathway for individuals who teach in an interdisciplinary program to get Tenure.
- Reduced teaching load for first 2 years of a Tenure Track appointment: 12 credits/year.
- MOU re: Student Course Evaluations bias (Senate Committee).
- Improved Sabbatical language: There is now a form for applicants to complete:  
Clarification re: early promotion to the rank of Full. Provide a rationale with a maximum of 500 words for early consideration. Must be in their seventh year of service at the rank of Associate to be eligible to apply.
- Applicants for Rank and Tenure used to have to submit a printed version and an electronic version for Rank and Tenure. In this new CA, applicants will submit only an electronic dossier, however, they will still need to print out their cover letter and CV.
- Inclusion of Indigenous Scholarship.
- Normally, Chair/Coordinator/Director should not sit on Rank and Tenure Committee (RTC). StFX has one RTC.
- New course cancellation process.
- Increase to honours degree students supervision credit (1/9) and credits for co-supervision.
- Part-time Faculty - Assignment indicated 90 days in advance.

**Dietetic educators:** Moved from LOU to their own section; improved language for a point system for new hires.



**Learning skills instructors:** Improved language for recruitment and appointment procedures; creation of a part-time roster; improved language on conditions of employment (i.e., working outside of regular business hours).

**Coady Institute members:** Extension has been merged with Coady Institute, known as the "Institute;" MOU to protect Extension Member's rights and employment; appointment of 2 members on search committees and on promotion committee; improvement of performance evaluation.

**Nurse educators:** Introduction of a Clinical Placement Educator; School of Nursing (SON) no longer has an Administration Director - now the Director will assume a role like a chair plus duties associated with the former Director role. The individual will receive a 12-credit course release, and this director will be chosen by the SON members. Additionally, there will be an Associate Director who will handle all student-related issues and curricula. Improvement in responsibilities language; overhaul of workload planning. New workload management system; limits on the number of students per group; maximum number of clinical groups/semester.

**Lab instructors:** Overhaul of performance evaluation; three consecutive positive reviews - reviewed every fifth year (vs. every second year); evaluation based on assigned duties outlined in CA; maximum 15 hrs of lab instructing/week.

MOU on employer's request for "Automated" Scheduling in which both StFXAUT and administration participate in a collegial process of review and evaluation.

## University of Saskatchewan Faculty Association (USFA)

1 July 2017 – 30 June 2022

After just over two years of bargaining, the USFA reached an agreement on June 21, 2019. Highlights from the five-year agreement covering July 1, 2017 to June 30, 2022 include:

### Salary

#### General Wage Increase

- 2019: ↗ \$3000 ATB to salary base, 1.25% salary scales & Career Development Increases (CDI)
- 2020: ↗ 1.95% ATB, salary scales/CDIs
- 2021: ↗ 1.95% ATB, salary scales/CDIs
- 2020: ↗ 1.95% ATB, salary scales/CDIs
- Other:
  - Special Increases (merit): Reduced from 610 to 300 per year; max values reduced to 2X's value of CDI each year.
- Lecturers and Instructors: 12 CDI increases for Instructors; lecturer CDI career totals increased from 7 to 12.

### Other economic benefits

- Benefit increases: Short Term Disability salary continuance and Long Term Disability (LTD) qualifying period increased from 90 to 112 days; LTD disability payments extended to the end of the month in which death occurs.
- Extended Health Care benefits: Annual max for Psychologists from \$500 to \$2,000; eye exam \$100 to \$150 every two years.
- Moving expenses from \$6,000 to \$10,000.
- Post-retirement benefits: Two year \$2,000 annual post-retirement spending account maintained; ability to maintain or opt for post-retirement group life insurance coverage eliminated.

**Equity**

- Changes and clarification to the determination and interpretation of conflict of interest with respect to collegial committees and collegial processes, and stipulation of a process to follow.
- Non-discrimination language updated to include commitment to include diversity, equity and inclusion and use of more inclusive language: Women, Indigenous or Aboriginal Peoples (First Nations, Métis, and Inuit), persons with disabilities, persons of a particular race, colour, descent, or national or ethnic origin, persons of disadvantaged groups, or persons of any sexual orientation or gender identity (LGBT+).
- Commitment to diversity in collegial committees, including appeal panel, renewals and tenure appeal committee, university review committee, and college review committee.

**Other issues**

- Disciplinary process
  - Disciplinary letters of instruction defined.
  - Explicit distinction made between letters of expectation (non-disciplinary) and letters of instruction (disciplinary).
  - Clarification of authority and responsibility of the Dean (or delegate) with respect to actions in response to allegations of misconduct.
  - Explicit requirement for USFA to receive documentation when an allegation of misconduct is made.
  - Letters of expectation cannot be placed on personal files.
  - The period that disciplinary letters can remain on personal files reduced from 7 to 5 years (provided no reprimand is issued in the intervening period).
- Improvements to the Reduced Appointment Retirement Plan (RARP)
  - Elimination of years of service from eligibility criteria.
  - Reduction of notice period from 6 months to 3 months and ability by mutual agreement between the Employer and the employee to agree to a different or shorter notice period.
  - Entitlement to receive a portion of the reduction to salary in the form of a top-up to actual salary or as a payment to a research account:
    - 50% of the reduction to salary with a commitment to retire after one year.
    - 20% of the reduction to salary for each of two years with a commitment to retire after two years.
- MOA on appointment and re-appointment of Senior Administrators updated with generic position titles; USFA must be notified when new Sr. Administrator position is created.
- Lecturers and Instructors
  - Six-week unbroken block of vacation in either spring or summer session, or to take all or part of the vacation entitlement at another time of the year subject to appropriate arrangements.
  - Annual teaching assignments to be distributed evenly across three terms and not to exceed 30 credit units per academic year.
  - Instructors are intended for appointments where the instruction is associated with the practice of professional skills within a regulated profession, will normally hold registration within a professional regulatory body and will not normally hold advanced academic qualifications (masters, doctoral or equivalent post-graduate degrees).
  - Lectures to be appointed where advanced qualifications required.
  - Maximum 30 without term instructors and lectures to be appointed without joint approval.
  - Full time service in a without term Lecturer appointment counted as service if appointed to a tenurable rank.

## University of Victoria Faculty Association (UVicFA)

### 1 July 2019 – 30 June 2022

#### Salary

- 1 July 2019: ↗ 1.75%
- 1 July 2020: ↗ 1.75%
- 1 July 2021: ↗ 2%

#### New salary structure

- Competitive Merit System replaced by Career Progress Evaluation, Performance Increments, and Outstanding Performance Recognition. A much steeper salary growth curve so salaries will grow quicker earlier in members' careers.
- The new system retains a merit component of a biannual evaluation and additional increments of \$1500 or \$2500 that is designed to encourage collegiality and cooperation as opposed to the previous model that encouraged competition.
- The lowest increment is for Full Professors and Librarian IVs and for Assistant and Associate Professors (research and teaching stream faculty) and Librarian's I, II and III is higher.

#### Other economic benefits

- Librarian salary: Career Progress Increments for librarians increase from 85% of faculty to 90% which will result in significant salary improvements.
- Study Leave salaries increase to 90% of salary, replacing different formulas that resulted in the one of the lowest rates in the country.
- \$200,000 annual Dependent Tuition Benefit Fund administered by the Association to pay UVic credit course tuition for Members and dependents.
- \$150,000 Sessional-to-Teaching Appointment Fund to enable units to create full-time positions for continuing sessionals, especially long-serving sessional instructors.
- Benefits: Paramedical coverage increased from \$10 re-imbursement to \$30 for the first 12 visits; lifetime maximum eliminated; vaccines reimbursed at 50%; a new direct-pay drug card. Improvements funded through moving to a managed formulary plan and increasing the annual deductible to \$75.

#### Job security/tenure

- Promotion and Tenure processes are now in a single article and streamlined.

#### Equity

- Indigenous Hires Fund: Funded in years 2 and 3, in order to create full-time, tenure-track faculty positions for Indigenous scholars, with preference going to UVic graduates.
- Ceremonial Leave: For Indigenous faculty – 2 weeks leave at 100% salary, with the possibility of extension.
- Maternity, Parental and Adoption Leave: Limited-Term faculty will now have access to this benefit; the overall top-up amount for all Members remains the same. The top-up for Members opting for the extended leave will receive the same overall amount but at a lower weekly rate over the longer period.

#### Other issues

- New Workload and Duties Language: The new language provides the ability for Members now able to negotiate alternative workload arrangements for a one to three year period; language provides more leverage to units to write Standards documents that reflect disciplinary needs, change workload standards, and give differential weight to courses depending on the mode of delivery.
- Collegial Governance: The Faculty of Graduate Studies is now incorporated into the Agreement and the Association is to be consulted on policies.

- Chairs and Directors: New Chairs and Directors language giving clarity and transparency to the appointment and ratification procedures; administrative leaves for Chairs and Directors can now be taken at 3 years (6 months) or 5 years (12 months); Letter of Understanding agreement to revisit the Chair stipend structure and value.
- Course Experience Surveys (CES): CES scores will remain in the agreement, but are described as “measures of student experience of the course” (as opposed to teaching effectiveness); CES score means and medians will no longer be used in evaluation.
- Sick Leave and Return-to-Work language improved and clarified: Letter of Understanding to examine accommodation and return-to-work procedures.
- Teaching-Stream Faculty
  - New right for teaching-stream faculty to transfer into a research-stream position (contingent on unit-level appointment process) and clarification of how rank is transferred.
  - Study leave option broadened to include 4 month half-leaves and 8 month full-leaves.
  - New right to one month of contiguous vacation.
  - Workload and evaluation ratios improved to 70% teaching, 20% service and 10% Scholarship of Teaching and Learning, including curricular development and activities around “research-enriched” teaching, and literature reviews in advance of course development. Aligns evaluation and workload with paths for career advancement and reduces workload for teaching faculty with course loads of 7 or more.
- Librarians: New right to transfer into academic units when successfully appointed into an academic position.

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

**1 September 2019 – 31 August 2022**

### **Salary**

- 1.0% in each of the 3 years of the agreement.
- Increases to pay in lieu of benefits (currently 4%) – 4.60% in Year 1, 4.75% in Year 2, 4.90% in Year 3.

### **Other economic benefits**

- Benefits and Pensions: Benefit eligibility requirement reduced to 3 courses in the previous academic year (previously 4); improvements to benefits in Extended Health and Dental plans (in progress).
- Professional Expense Reimbursement (PER): Increased to \$150 per course (currently \$125); maximum of \$750 per academic year (currently \$500); carry-over of up to \$450 for Members with Standing Appointments.
- Research Fund: Renamed Professional Development Fund to include pedagogical activities as eligible expenses; increased to \$60,000 per year (currently \$40,000); increased maximum grant to \$2,000 (currently \$1,500).
- Research Support Grants – eliminated – funds moved to pay in lieu of benefits.

### **Job security**

- Reasonable efforts will be made to find equivalent teaching where a member loses teaching as a result of PhD student or post-docs teaching a course.
- Seniority points tracked separately and no overlapping seniority for lectures, labs and tutorials.
- 2-year Renewable Appointments will be phased out (no new appointments).
- Standing Appointments – 3-years, renewable indefinitely: All existing SAs will be converted to renewable appointments; number of courses in a SA will be 3, 4, 5 or 6; based on previous 6 years of teaching; increase number from minimum of 30 to minimum of 35; eligibility: Based on 3 previous years of teaching (down from 5 years).

**Other issues**

- New terminology – “Contract Academic Staff” will now be “Contract Teaching Faculty.”
- If there’s a FIPPA request concerning a Member, the privacy office will inform them of their right to have WLUFA support.