



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

[www.caut.ca](http://www.caut.ca)  
acppu@caut.ca

2705, promenade Queensview Drive  
Ottawa (Ontario) K2B 8K2

15. (a)

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Tel. \Tél. 613-826-2  
Fax \Té. 613-826-237



# Collective Bargaining Report

**Date:** May 2019

**To:** CAUT Council

**From:** Mona Chevalier, Andrea Harrington, Jeff McKeil, Chantal Sundaram

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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 November 2018.

At the time of the last Council, several associations were in or heading toward a legal strike position. Tentative agreements were reached as strike deadlines approached at Mount Saint Vincent, Memorial, St. Mary's, Université de Montréal, University of Ontario Institute of Technology, University of Western Ontario, and University of Regina. At NSCAD University, a ten-day strike ended with an agreement to refer the issues in dispute to interest arbitration. University administrations across the country seem increasingly inclined to wait until job action is imminent before engaging in serious negotiations. Associations heading into bargaining should ensure that members are engaged and prepared for the possibility that a credible strike mandate or job action may be needed.

The political climate in most provinces is, or is anticipated to become, increasingly unfavourable to labour. While the government of Nova Scotia did not publicly intervene in recent university rounds, its propensity to interfere in broader public sector bargaining and to pass legislation restricting collective bargaining rights may have contributed to recent difficult rounds there. In Ontario, the reduction of tuition fees by 10% without a commensurate increase in public funding has strained institution budgets and created a challenging bargaining climate. In Alberta, the provincial government has mandated that settlements cannot include any salary or cost increases. The Sustainable Services Bargaining Mandate in British Columbia allows higher compensation increases and potentially more flexibility than previous mandates, but nonetheless presents an obstacle to those associations needing to make significant gains.

In this increasingly challenging environment, successful negotiations require an engaged membership, solidarity with students and other campus unions, and coordination with other academic staff associations and the broader labour movement.

## Recent Settlements

### Association of Academic Staff: University of Alberta (AASUA)

Details of the AASUA tentative agreement were not available at the time of this report and will be following ratification.

### Huron University College Faculty Association (HUCFA)

Following a very successful organizing campaign and strong representation vote, the Huron University College Faculty Association (HUCFA) was certified as a bargaining agent under the Ontario *Labour Relations Act* in February 2019. HUCFA and the employer have reached a tentative agreement on their first post-certification contract. Details will be available following ratification.

### McMaster University Faculty Association (MUFA)

1 July 2019 – 30 June 2022

#### Salary increases

General Wage Increase

- 1.5% + \$250 to base effective July 1, 2019
- 1.5% + \$500 to base effective July 1, 2020
- 1.5% + \$750 to base effective July 1, 2021

Salary floors and breakpoints adjusted as per increases

#### Other economic benefits

- Benefits
  - Mental Health: maximum coverage of \$3,000 per person (including eligible dependents) per benefit year, in total for services received by registered psychologists, social workers and psychotherapists.
  - Medical Devices: 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 year.
  - Dental Claims: whenever service is available, members may allow assignment of dental claims to the dental office. MUFA members pay the dental office for the difference between the total bill and the amount paid by the McMaster plan.
  - Hearing Aid: 80% hearing aid costs covered if prescribed by an ear, nose and throat specialist, to a max of \$1,500 per person per ear over a period of three years. Repairs are included in this maximum.
- External Spouse and Dependents Tuition Bursary/Reimbursement Program: \$250K per year pool for undergraduate and graduate programs where the student is enrolled at an accredited Postsecondary Institution within Canada other than McMaster. Max allowable per eligible spouse or dependent per year will be capped.
- Basic Life Insurance increased to 175% of annual base salary to a max of \$262,500 (where annual base salaries are limited to \$150,000 and if the salary is not an even thousand, it will be raised to the next higher \$1,000).
- Professional Development Allowance (PDA)
  - Regular PDA for faculty and librarians to increase by \$100 in each year of the contract.
  - Enhanced PDA: MUFA members on a full year leave will receive a PDA equal to 200% of the PDA. Leaves under 12 months, equal to 150% of the PDA.

- The PDA policy will be revised to allow non-emergency health and dental premiums, paid for international travel while on university business, to be eligible.
- Compassionate Care Leave
  - 2 weeks leave with no loss of salary or benefits when a death or major medical event occurs in their immediate family.
  - If more than two-weeks is required, the member shall discuss duration and terms of the leave with the Dean (or designate) in consultation with the Chair/Director.
- Other statutory leaves: members may make arrangements with their Chair/Director, in consultation with the Dean, to take other statutory leaves which provide unpaid job-protected leave to attend to urgent matters, or to provide care or support to a family members.
- Pregnancy and Parental Leaves
  - Pregnancy leave: up to 61 weeks of parental leave with 95% of regular salary less EI payments for up to 11 weeks, regardless of whether or not such amount is actually received.
  - Parental leave: up to 63 weeks of parental leave with 95% or regular salary less EI payments for up to 19 weeks, regardless of whether or not such amount is actually received.
  - Pregnancy and Parental Leave combined: members have option to have the leaves and benefits combined without interruption.

## Memorial University of Newfoundland Faculty Association (MUNFA) 1 September 2017 – 31 August 2020

### **Salary increases**

ATB

- 2018 - 0% salary increase
- 2019 - 0% salary increase
- 2020 - 0% salary increase

### **Other economic benefits**

- 2 steps added to the Lecturers' Scale:
  - 2019 - Lecturer Cap to \$80,634
  - 2020 - Lecturer Cap to \$82,776

### **Equity**

- \$1 mil Joint Gender Equity Salary Adjustments Fund
- Gender neutral language to be incorporated throughout
- Scholarship definition now includes "non-traditional forms of scholarship and traditional ways of knowing."
- Leaves:
  - 60 days sick leave for members denied LTD because of age
  - Birth mothers now access Supplement Parental and Supplemented Maternity Leaves
  - Parental & Maternity leaves increased to 76 weeks

**Job Security/Tenure**

- Right of first refusal for contract staff, seniority and incumbency based
- Employers' post-tenure review proposal withdrawn
- Improved Promotion & Tenure language
- Promotion & Tenure Committee deliberations and report confidential
- Tenure and promotion criteria now includes "diverse career paths, traditions and values, ways of knowing and forms of communicating knowledge"
- Librarians:
  - Teaching added to Librarian definition of dissemination of scholarly activity for T&P and comparable to Faculty definition

**Other issues**

- New Intellectual Property language, based on the creator-owned principle (despite employers' attempt to move it out of the Agreement), and strengthened for online courses
- Discipline:
  - Language reorganized to provide clarity on processes
- Joint committee to determine University-wide course equivalency principles and standards
- Search Committees:
  - Deputy Heads to be elected, no longer appointed to Search Committees
  - Administrative Heads can only attend Search Committee candidate interviews upon invitation by the Search Committee
  - Joint Equity Committee rep can be invited to meet with Search Committees
  - Term appoints can be renewed by Search Committee without advertising
  - Tenure-track or tenured candidates to meet with MUNFA Executive Officer
- Counselling Faculty Members:
  - More detailed criteria for tenure and promotion to be adopted
  - Definition of duties and responsibilities expanded
  - Assignments to be fair, equitable and reasonable
  - One day a week for research/scholarship time. Accruable and can be taken in 20 day blocks
  - Workload reduction when assigned duties unreasonable
- University Health and Safety Committee and Workplace Health and Safety Committees language made consistent with Provincial legislation
- Best efforts to provide childcare services at Grenfell Campus.

**Mount Royal Faculty Association (MRFA)****1 July 2018 – 30 June 2020****Salary increases**

General Wage Increase

- 0% 2018
- 0% 2019

Salary increases blocked by Provincial Government's interference. Parties return to the table next year.

**Other economic benefits**

- Instructional load reduction fund (eg: for research, course development, etc in "List A") increased from \$405,000 to \$500,000 per annum, with a one-time additional \$95,000 in 2018 to be distributed evenly over the individual PD allocation of all full-time faculty.
- Health Spending Account available to Full-time Employees increased from \$835 to \$1,000 effective January 1, 2019.
- Annual Professional Development (PD) Funds
  - PD Fund for all faculty increased from \$315,000 to \$350,000
  - Contract PD Fund increased from \$35,000 to \$45,000
  - Individual allocation from Contract PD Fund increased from \$1,000 to \$1,200
  - Fixed Term individual annual PD allocation from Contract PD Fund increased from \$1,000 to \$1,100
  - Tenured, tenurable, Conditional Tenurable and Limited Term Employee individual PD fund increased from \$1,400 to \$1,500
  - Full-Time and Limited Term Laboratory Instructor individual PD fund increased from \$1,400 to \$1,500
- Recreation membership cards to be provided to contract faculty on first day of employment in the academic year that will not expire until the following August 31.

**Equity**

- New MOU committing parties to engage in Pay Equity Review process with report. Employer will implement findings the results and consulting with any affected Employees about how to structure any changes resulting from the study.

**Job Security/Tenure**

- New Financial Emergencies MOU that includes the following principles:
  - the Board has a right to manage budgets and staffing;
  - a clear, transparent, and consultative process will be in place when the termination of permanent and tenured faculty
  - Employees might be contemplated because of a financial emergency;
  - the academic mission of the University must remain at the center of any decisions;
  - ongoing consultation with the Association, including clear rationales provided at each step; and
  - the MOU shall be for the duration of the Agreement, but may be reactivated by the parties during collective bargaining for subsequent Agreements.

**Other issues**

- New Senior Lecturer appointment category
  - Normal instructional load 432 hours
  - 8 step salary grid \$69,175 - \$86,824, with minimum placement at Step 1 for a Master's degree and Step 2 for ABD or a doctoral degree
  - Eligibility to apply for instructional load release List A reassigned time.
  - Vacation, benefits and access to instructional load release equivalent to other FT permanent appointments;
  - Time as Senior Lecturer can be credited against tenure appointment probationary period if the successful candidate
- 6 year transition period, ending August 14, 2025
  - No new appointments to Fixed-term positions
  - 25 Fixed-term and Senior Lecturer positions altogether

- 7 Senior Lecturer positions will be created over Agreement term: 3 in 2019 and 4 in 2020
- Employer may create additional Senior Lecturer positions beyond those "converted" from Fixed-term positions
- Internal applicants to be given first consideration for new Senior Lecturer positions
- Vacant Fixed-term positions to be replaced by Senior Lecturer positions with internal applicants given first consideration
- Parties will engage in a periodic review of the process of phasing-in of Senior Lecturer and the phasing-out of Fixed-term positions
- Members currently in Fixed-term positions eligible for reappointment with contracts expiring no later than August 14, 2025
- Post Transition period
  - Parties commit to review the status of any remaining incumbents of Fixed-term positions who have contracts expiring August 14, 2025
  - Language regarding Fixed-term appointments shall cease to have any force
  - New Senior Lecturer positions shall be according to normal processes
  - The number of Senior Lecturer positions shall not exceed 10 percent of the total complement of permanent full-time positions.
- Working group to review and make recommendations regarding departmental workload averages, including impact of the new Senior Lecturer positions
- Contract faculty grid to be transitioned from a semester-based grid to an instructional course hour based grid

## Mount Saint Vincent University Faculty Association (MSVUFA)

### 1 July 2018 – 30 June 2021

#### **Salary Faculty**

- 1 July 2018 ↗ 1.75%, increment \$2915
- 1 July 2019 ↗ 1.75% + \$250 to all floors + \$1050 to assistant floor, increment \$2966
- 1 July 2020 ↗ 1.75% + \$250 to all floors, increment \$3018

#### **Librarians**

- 1 July 2018 ↗ 1.75%, increment \$2507
- 1 July 2019 ↗ 1.75%+ \$300 to all floors + \$1000 to Lib II floor, increment \$2551
- 1 July 2020 ↗ 1.75% +\$250 to all floors, increment \$2596

#### **Lab instructors**

- 1 July 2018 ↗ 2.00%, \$100 to Lab I & II floors, increment \$1860
- 1 July 2019 ↗ 2.00%, \$1250 to all floors, increment \$1898
- 1 July 2020 ↗ 2.00%, \$250 to all floors, increment \$1936

#### **Other economic benefits**

- Professional expense: increase from \$450 to \$500.
- Travel: increase from \$1000 to \$1100, instructors now eligible.
- Benefits: 3% per year increase.
- Pension: adjusted in accordance with salary increases.
- Increases to distance education royalty, chair/director stipend, overload stipend.
- Improvements to retirement incentive programs.

**Equity**

- Updated and strengthened language on diversity, non-discrimination, and accommodation.
- Letter of understanding on recruitment and retention of Indigenous academic staff.
- Removal of age limit for parental leave for adopted children.
- Family emergency leave increased from 5 days to 10 days with possibility of accommodations.
- New article on compassionate care and family caregiver leave with employer top-up to 95% of salary for 2 weeks.
- New domestic violence leave article.

**Job Security/tenure**

- Separation of criteria for assessing scholarly activity from those for assessing professional activity.
- New recognised activities.
- Adjustments to timelines.
- Giving notice of appeal does not preclude right to grieve president's decision on reappointment, tenure/permanence, promotion.

**Other issues**

- Workload: number of teaching release awards increased from 10 half-units to 12, recognition of student academic advising and supervision of directed research, pro-rated teaching load for partial appointments and phased-in retirements based on 2.5 units, down from 3.
- Improved intellectual property language.

**Osgoode Hall Faculty Association (OHFA)****1 July 2019 – 30 June 2022**

Following the recent YUFA settlement with York University, OHFA and York University agreed to open negotiations early and reached a tentative settlement that has subsequently been ratified.

**Salary**

- 1 July 2019 ↗ 2.3%
- 1 July 2020 ↗ 2.2%
- 1 July 2021 ↗ 2.1%
- Sabbatical pay increase by 2.5% to 85% (for full-year sabbatical leaves other than first one).

**Other economic benefits**

- Anomalies fund increase by \$6000 to \$16,000 per year, with no more requirement for faculty members to apply.
- Professional expense reimbursement (PER) increase by \$150 to \$1800 per year.
- Conference travel fund increase from \$91,500 to \$120,000 per year.
- Commitment to add Consumer Price Index (CPI) based increases to minimum guarantee portion of pension.
- New \$500 stand-alone benefit for social workers.
- Vaccines coverage increased by \$50 to \$250.

- Dental implants now included within existing cap for major restoratives to maximum of \$5000 per implant.
- Retirees: annual dental cap increased by \$450 to \$1700 (implants included).

### **Equity**

- Commitment to undertake review of faculty salaries with the specific goal of addressing disparities for self-identified females, members of racialized groups, and Indigenous faculty members.
- New accessible parking guarantee for faculty with documented physical mobility restrictions.

### **Recognition**

- Update to recognition clause to reflect inclusion of persons holding contractually limited term academic appoints, and person holding non-tenured continuing appointments in the bargaining unit.
- Agreement to continue the negotiation of collective agreement terms for the aforementioned two groups.

### **Other issues**

- Pregnancy and parental leaves updated to bring them in line with the YUFA agreement and current industry practices, and an increase of parental leave from 10 to 12 weeks.
- Computer renewal program now in the terms of settlement.

## **Professors' Association of Saint Paul's University (PASPU/APPSUP) 1 May 2018 – 30 April 2021**

### **Salary**

- Annual base salary increase: 2.1%
- No increase to progress through the ranks increment.
- Annual catch-up increment increased by \$750 (75%) to \$1750 per year, retroactive to April 30, 2018.
- Salary scale adjustment: \$13,000 added to bottom; \$8000 added to top (new assistant professor hires will not now hit the ceiling before they are eligible for tenure).

### **Other economic benefits**

- Professional Development Reimbursement increased from \$1750 to \$2000 per year.
- Members taking a sabbatical in any of the five years preceding their chosen retirement date, if their salary is anything less than 100%, will have the opportunity to augment to 100% their pension contributions for the period of their sabbatical. The Employer will augment their contribution to 100%, so there is no material impact on the members' subsequent pension benefits.

### **Equity**

- Full top-up maintained for full period of new extended parental leave under Federal EI.

### **Job security/tenure**

- New assistant professor hires receive a 3-credit course release in their first year to aid development of research.

**Other issues**

- Librarian workload: any deviation from 80% library duties / 20% research activity shall be the result of a documented agreement between the chief librarian and the member librarian; copies of all such agreements shall be forwarded to the association president within five working days of their implementation.
- Selection of senior administrators: the employer will send the posting for nomination of applicants, as well as the criteria used for the evaluation of candidates, for the positions of rector, vice rector, and secretary general.
- Collegial governance: unsuccessful attempt to negotiate an association position on the Board.

**Queen's University Faculty Association (QUFA)****1 May 2018 – 30 June 2022**

On 11 December 2018, QUFA reached a tentative agreement which was contingent on QUFA's agreement to a pension conversion to the new sector wide jointly sponsored, University Pension Plan. In a single vote, the tentative agreement and the pension conversion were subsequently ratified.

**Salary increases**

ATB

- 2019 ↗ 1.6 %
- 2020 ↗ 1.6 %
- 2021 ↗ 1.9 %
- Professional expense reimbursement, minimum stipends for adjuncts increase by ATB amounts
- 1.5% pension offset to base salary at the inception

**Other economic benefits**

- Unreduced early retirement at age 60 for Members with at least 20 years of service.
- Phased retirement program for members in the last three years of employment, who will receive full pension credit and 75% of salary, payable in various ways for tax purposes
- Continuing adjuncts: 0.5 course release if obtain external research funding within three years of promotion to associate professor
- "Normal retirement date" for the QPP is the last day of the month Member turns age 65, from Members waiting until June 30<sup>th</sup> after their 65th birthday, effective July 1, 2019.
- 4% Term Adjunct vacation pay to rise to 6% if employed continuously (breaks in service 13 weeks or less) for 5 or more years

**Equity**

- \$40K per annum maintained for two anomaly accounts, and \$5K per annum in the librarians/archivist anomalies account

**Other items**

- Expiry date changed to June 30 from April 30 if the new pension is created
- Agreement between the parties to review and consider changes the language of the CA to address certain normative issues with respect to:
  - Non-discrimination and accommodation language to be consistent with Human Rights Code
  - Personal and intimate relations with students
  - QUFA's earlier access to investigation reports

- The Queen's Survey of Student Experience of Teaching (QSSET) tool to assess members' teaching, should the parties agree to adopt
- Clarifications with regard to renewal, tenure, and promotion processes
- Joint committee to review of language relating to personal, childcare, and court-related leaves, which requires coordination and compliance with statutory obligations or benefits
- Joint working group to review and consider changes to process to establish unit workload standards
- Working group to review the biennial merit assessment process and make recommendations
- Renewal and expansion of the Conflict Resolution Services to include member education on sexual harassment and conflict management

## Ryerson University Faculty Association (RFA)

### 1 July 2018 – 20 June 2020

Following conciliation, outstanding issues were referred to interest arbitration.

#### Salary

- 2018-19 ↗ 1.75% + .25% sectoral adjustment
- 2019-20 ↗ 1.75% + .25% sectoral adjustment

#### Other economic benefits

- \$250,000 to retirement benefits fund
- Retirement incentive program
- \$100,000 salary anomaly fund
- \$200,000 gender anomaly fund

## Saint Mary's University Faculty Union (SMUFU)

### 1 September 2018 - 31 August 2021

#### Salary

##### Faculty

- 2018-19 ↗ 1.75%
- 2019-20 ↗ 1.6%
- 2020-21 ↗ 1.6%

#### Librarians

To 2018 scale add: \$2500 Librarian I; \$1500 Librarian II; \$500 Librarian III; plus 1.75% in each of 3 years.

#### Lecture stream

To 2018 scale add: \$2000 for Special Lecturers; \$1750 for Senior Lecturers; plus 1.75% in each of 3 years.

Increase of 1.5% in each of 3 years to: honoraria for Chairperson; honoraria for Program Coordinators; professional expense reimbursement; travel expense fund; stipends for thesis supervision.

**Other issues**

- 2 + 2 teaching load in first 2 years of probationary contract for those hired as of 1 July 2019.
- Ability to spread teaching load over 3 semesters at member's request with approvals of Chair and Dean.

## Syndicat général des professeurs et professeures de l'Université de Montréal (SGPUM)

1 June 2017 - 31 May 2022

**Salary increases**

Across-the-board increases

- 2017 ↗ 1.75%
- 2018 ↗ 2.0%
- 2019 ↗ 1.0%
- 2020 ↗ 2.0% or in accordance with Quebec government pay policy
- 2021 ↗ 2.0% or in accordance with Quebec government pay policy
  
- 5% increase to assistant professors' scale, effective 01/06/2019
- Step increase for all associate professors and full professors and elimination of the lowest step (effective 01/06/2019 and 01/06/2020)
- Retroactive for professors who have retired since June 1, 2017

**Other financial benefits**

- Option to use existing professional expense allowance for travel to scientific or professional conferences or symposia

**Equity**

- Joint committee on equity is continuing its work with respect to issues including but not limited to hiring procedures, promotion, teaching career and compensation

**Job security/tenure****Grant-funded positions**

- Hiring and renewal conditions for externally-funded positions in cases where:
  - The faculty member holds an external salary award that covers at least 40% of their compensation
  - The term of the contract or renewal coincides with duration of the external salary award or funding
- Specific contract for professors with Campus grants
- During the term of collective agreement, 16 externally-funded faculty will be hired

**Other Issues****Benefits**

- Access to unpaid partial leave
- Three-credit course reduction for members whose partners have given birth to a child or members who have legally adopted a child, regardless of whether or not the member has taken a parental leave
- Compassionate care, Critically-Ill Child, and Critically-Ill Adult caregiver leave for members eligible for corresponding Employment Insurance Benefits. University pays full salary during the waiting period and tops up EI benefits for the remainder of the leave

- Members with three years of service may participate in a deferred-salary plan allowing them to receive pay during an extended leave (compassionate grounds, bereavement, death of minor child, or caregiving) and repay the salary advance over a period of up to 5 years

### **Academic freedom**

Clarification of the definition of academic freedom

### **Confidentiality of e-mail and computer files**

Recognition of members' privacy rights to e-mail and information stored on University computers

### **Grievance and arbitration procedure**

- Changes to grievance and arbitration procedure to make it more efficient and speed up process for appointing arbitrator
- New list of arbitrators
- Prearbitration mediation possible

### **Disciplinary measures**

- Clarification of discipline committee's jurisdiction
- Procedural fairness measures
- Clarification of discipline committee's composition

### **Workload**

- Credit for graduate student supervision
- Conditions for use of supervision credits
- Annual course load assignment

### **Teaching evaluation**

Teaching/course evaluation is now being called an opinion ("appreciation"), rather than an evaluation. A few changes to procedure.

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

Details of the TUCFA tentative agreement were not available at the time of this report and will be following ratification.

## **University of Ontario Institute of Technology Faculty Association (UOITFA)**

**1 July 2018 – 30 June 2021**

Before the repeal of Ontario's Bill 148, the Association was able to use the certification of a new unit (LTAs) to merge and consolidate its two existing units (tenure and teaching streams) into one single blended unit for all three employee groups. This required opening the teaching faculty agreement, which was only one year into a three-year agreement (2017-2020). The new duration of the consolidated agreement for all three groups is now July 1, 2018 to June 30 2021.

### **Salary**

Tenure-track and tenured

- Across the board increase: 1.6% 1.6% 1.9%

- Career development increments/progress through the ranks: 3600/3600/3600 (unchanged)
- Competitive adjustment (catch-up): 0.25% 0.25% 0.25%
- Removal of merit increments
- Overloads as pensionable earnings

#### Teaching Faculty

- Across the board increase: 2% (previously negotiated before the merger) 1.6% 1.9%
- Career development increments: 2300/2600/2600
- Competitive adjustment: 1.5% 1.5% 0.25%

#### Limited Term Appointment

- Salary Floor: \$63,342 /\$65,306 /\$66,710

Committee to review tenure and teaching faculty and tenure faculty salary anomalies with \$150,000 fund for salary corrections.

#### Other economic benefits

- Member pension contributions: 3%, 3.5%, 3.75%.
- Employer pension contributions: 6%, 7%, 7.5%.
- New benefits for active employees over 71 (previously denied coverage even pre-retirement).
- Health care spending account: from \$1100 to 1200 in year two and \$1300 in year three.
- Vision care (\$400/2 years, up from \$150).
- Paramedical: \$700 per listed practitioner, up from \$300.
- Hearing aids: \$600/2 years, up from \$300.
- Optional life insurance: \$750,000, up from \$500,000.
- Optional Accidental Death and Dismemberment insurance: \$500,000, up from \$250,000.
- Limited term appointment (LTA) benefits: no full coverage yet.
- New healthcare spending account.
- Pension eligibility after two years.
- Employee assistance program.
- Vacation pay over and above salary at 4%, increase to 6% after 5 years.
- Teaching faculty professional expenses: 2125/2200/2275.

#### Equity

- Reaffirmation of principle of employment equity for all faculty members.
- Improved equity statement in postings: inclusion of all equity seeking groups; addition of sexual orientation/gender identity/gender expression.
- New employment equity training for: search committees, tenure review committees, continuing appointment review committees for teaching faculty, promotion review committees for both full and senior teaching professors.
- Implementation of self-identification survey within 6 months.
- Development of equity training programs for hiring and career review committees.
- Recognition the agreement was negotiated on traditional territory.

#### Job security/tenure

- Reasons must be given for contractual appointments.

- A new contract renewal process for LTAs and right to be added to short-list in open competitions with full search committee if qualified for position.
- Contract renewals for LTAs not to be less than previous contract for same work.
- Workload consideration added to criteria for: tenure, teaching faculty continuing appointment, promotion to full professor, promotion to senior teaching professor.
- Right of Association representation in appeal process for both tenure and teaching faculty continuing appointment.
- Twelve-month contract for tenure-track candidates denied tenure now 100% research.
- Teaching faculty right to early consideration for continuing appointment without prejudice to another application in penultimate year.

### **Workload**

- New maximum 7-course load cap for LTAs.

### **Collegial governance**

- Introduction of peer review in appointments: hiring committee with two elected members.

### **Discipline**

- Investigations of faculty members conducted in accordance with Discipline Article.

## **University of Regina Faculty Association, Academic Staff Unit (URFA) 1 July 2017 – 30 June 2021**

### **Salary**

- Across the board (ATB): 0% 0% 1.75% 2%
- Lump sum of \$2,500 (not applied to base salaries) to be paid to all full-time and full-time-equivalent academic staff members
- New pro-rata Sessional Lecturer IV stipend in year three
- Lecturer pay scale set to midpoint between existing Lecturer pay scale and Assistant Professor pay scale in year three
- All steps in the pay scales are increased by one increment in year three, and all members move up an extra step immediately in that year
- New Program Chair stipend; increases to all existing administrative stipends

### **Other economic benefits**

- Accountable Professional Expense Allowance increased by \$600 effective May 1, 2019
- Pension contribution increases to Defined Contribution plan: 8% by members, 8% by Employer, 16% total beginning January 1<sup>st</sup> 2021
- Sessionals (CAS) who have worked 1,560 hours in the previous 52 weeks will get Supplemental Employment Benefits during parental leave
- \$12,000/year professional development fund for Sessional Lecturers (CAS)

### **Equity**

CAS equity (pro-rata pay with instructors): new Sessional Lecturer IV rank for long-serving sessionals who have taught 25 courses over 5 years (effectively full time). The new rank links their pay to the pay of teaching-intensive instructors on continuing appointment.

### **Job Security/Tenure**

- Instructor ratio and instructor conversion: Nursing instructors excluded from ratio

(except for any newly hired) and as a result, a new method for currently-hired instructors to become Assistant Professors

- Sessionals must be reviewed before hiring priority or preference is revoked

### **Evaluation**

New optional performance review process for senior ranks, "Career Planning Meeting," with no impact on CGIs (PTR)

### **Collegial governance**

"Policies and procedures shall be fair, transparent, **equitable**, and consistent with the terms of the collective agreement."

## **University of Western Ontario Faculty Association (UWOFA Faculty) 1 July 2018 – 30 June 2022**

### **Salary**

- Part-time: ↗ 2.2% in each year
- Full-time: 1 July 2018 ↗ 1.5% scale, \$750 lump sum to base, differential lump sum to base of \$300 / \$600 / \$300, distributed respectively to those in the lowest / middle / highest salary breakpoint ranges of professorial ranks.
- 1 July 2019 ↗ 1.5% scale, \$1000 lump sum to base
- 1 July 2020 ↗ 1.5% scale, \$1000 lump sum to base
- 1 July 2021 ↗ 1.75% scale, career trajectory fund of \$900/member to correct gender-based anomalies, then to members with salaries lower than comparators at other institutions.

### **Performance-linked career progress (PLCP) increments**

#### **Salary breakpoints**

For professorial ranks

- Breakpoints increase in year 1 by 5% for the lowest breakpoint, 10% for the middle breakpoint and 5% for the highest breakpoint.
- Breakpoints increase in year 2 by 4% for all.
- Breakpoints increase in years 3 and 4 by scale for all.

#### **PLCP – value of salary points**

For professorial ranks

- Salary point values increase in year 1 by 5% for the lowest breakpoint, 10% for the middle breakpoint and 5% for the highest breakpoint.
- Salary point values increase in years 2, 3 and 4 by 4%.

For lecturers

- Salary point values increase in year 1 by 5% and by 4% in Years 2, 3 and 4.

### **Other economic benefits**

- \$2,250 in flexible benefit credits in 2019, may be allocated to either the Professional Expense Reimbursement (PER), a taxable Wellness Account or the Health Care Spending Account (HCSA).
- \$2,500 in flexible benefit credits in each of the three remaining years of the agreement (effective January 1, 2020, 2021, and 2022).
- PER for part-time members has increased to \$250 for the first full course equivalent and to \$75 for each additional half course up to a maximum of \$700 per calendar year.

**Job security/tenure**

- Eligibility for Limited-Term No End Date (LT NED) status after 12 years of continuous appointment as a limited-term member (down from 14 years).
- Creation of a continuing teaching scholar appointment category, with a 60 teaching, 20 scholarship, 20 service workload balance. Minimum of 12 positions, internal recruitment only for the life of the agreement.
- Twelve limited-term positions to be created for the conversion of limited-duties (sessional) appointments for eligible part-time members.

**Equity**

- Creation of an equity representative role for a member of the appointments, annual performance evaluation, and promotion and tenure committees.
- Employment equity committee will receive data sorted by gender and other designated groups for which data are available, on the number of probationary and tenured faculty candidates interviewed and/or hired in that year.
- Parental Leave entitlements updated to reflect the new longer leave periods allowed under the Employment Insurance Act.
- The maximum paid parental leave for members who also receive pregnancy leave increased by 2 weeks to 26 weeks inclusive of the pregnancy leave.

**Other issues**

Student opinion surveys:

- Clarification that when Student Questionnaires on Courses and Teaching (SQCTs) are used in appointments, annual performance evaluation, and promotion and tenure processes, they shall be considered information about students' experience in the classroom.
- Specification of what data from SQCTs may be used in such processes (e.g. class sizes, response rates, distribution of ratings) and that SQCT data may not contain arithmetic averages.
- Stipulation that a decision to deny promotion and/or tenure shall not solely be based on data from SQCTs.
- Creation of a joint working group to review tools for the assessment of teaching and make recommendations to enhance them.

## York University Faculty Association (YUFA)

### 1 May 2018 – 30 April 2021

Having started bargaining in May 2018, the YUFA bargaining committee reached a settlement at midnight on Monday October 15, 2018 after 15 hours of bargaining. The settlement was subsequently ratified.

**Salary increases**

- Salary increase: May 1, 2018 (retro); 2.3%, May 1, 2019; 2.2%, May 1, 2020 2.1%.
- Increase to sabbatical pay by 2.5% to 85%.
- Current overload + annual salary increase.
- Increase anomalies fund by \$83,000 to \$450,000.
- Increase academic administrative stipends by annual salary increase.

**Other economic benefits**

- Add 0.5 full course equivalent (FCE) release for area coordinators (Category 8).

- Increase professional expense reimbursement (PER) by \$150 to \$1800 per year.
- Cap on PER carry-over (\$9000, 5 years. Existing funds grand-parented for 7 years).
- Sabbatical leave fellowship increase by \$50,000 to \$325,000 per year.
- Conference travel funds increase from \$308,000 to \$400,000 per year.
- Faculty/librarian research grants increase from \$357,500 to \$450,000 year.
- Unused educational leave transferred to release time teaching fellowships.
- \$500 stand-alone benefit for social workers.
- Dental implants to a max of \$5,000 under current cap.
- Vaccines increase by \$50 to \$250.
- Retirees: increase employer funding by \$200,000 to \$1,300,000; dental cap increased by \$450 to \$1700 and includes implants.
- Pensions: commitment to add CPI based indexing to minimum guarantee portion of pension.

### **Equity**

- 25% hiring threshold for visible minorities (members of racialized groups).
- Committee to make recommendations to increase representation of Black faculty.
- Program for recruitment of Indigenous faculty – 6 hires (no dedicated funding).
- Disability task force.
- 30-day timeline for workplace accommodation plans.
- Parental leave increase from 5 to 12 weeks.
- Trans fund increase from \$30,000 to \$40,000.
- Lee Wiggins Childcare Centre funding increase from \$25,000 to \$50,000.
- Long-term disability – confirmation of ability to index plan and change providers.
- Equal pay exercise for women, racialized and Indigenous faculty members.

### **Working conditions**

- Computer renewal program.
- Improved rights for postdoctoral visitors, including academic freedom language.
- Clarification of working environment language.
- Improved language for harassment complaints and procedures.
- New language on voluntary permanent transfer.
- Clarification of research release eligibility for members on IRL.
- Joint committee to review alt-stream tenure and promotions criteria.
- Externally sourced courses governed by regular procedures.
- Limited spousal hiring to CLA positions when hiring an AA candidate to a tenure-stream position (1 per year, max 5 at any time).
- Electronic CV submission, collection and use of aggregate data above 9 people.

### **Alternate stream**

- Joint committee to review alternate stream tenure and promotions criteria.
- Change name of alternate to teaching stream, rank to professor, teaching stream.

### **Governance**

- Inclusion of expenditures from university fund in budget presentation.
- Recommendation senate change regulations so that BOG senators must be F/T faculty.
- Agreement to discuss exclusion of BOG members from YUFA bargaining unit.