

Recent Collective Agreement Settlements

Concordia University Faculty Association (CUFA)

On October 26, 2023, CUFA members voted in favour of a strike mandate at 91%. Less than five weeks later, CUFA reached a tentative agreement that was ratified by members on December 14, 2023.

Renison Association of Academic Staff (RAAS)

This is the first renewal agreement for RAAS, which was certified in 2020. An agreement was reached in mediation with the assistance of William Kaplan on December 19, 2023, and was ratified by both parties on January 12, 2024.

St. Francis Xavier Association of University Teachers (StFXAUT)

On December 19, 2023, after more than five months of negotiations, the St. FXAUT bargaining team reached a tentative agreement with the administration which was later ratified by a majority of its members on January 19, 2024, and by the Board of Governors on January 22, 2024.

University of Regina Faculty Association (URFA) – First Nations University of Canada Administrative Professional and Technical (APT) Staff

The agreement was ratified on December 14, 2023.

University of Toronto Faculty Association – Policies for Librarians (UTFA)


After six years of negotiations, the employer and UTFA reached an agreement in principle on May 23, 2023, and signed a tentative agreement on October 23, 2023, to modernize the terms and conditions of UTFA Librarians. The “Agreement” was subsequently ratified and came into effect on January 1, 2024. It encompasses five interrelated agreements.


Concordia University Faculty Association (CUFA)

June 1, 2023 – May 31, 2026

On October 26, 2023, CUFA members voted in favour of a strike mandate at 91%. Less than five weeks later, CUFA reached a tentative agreement that was ratified by members on December 14, 2023.

Salary increases

June 1, 2023  4.8%, or 2023-2024 GSP if higher¹

June 1, 2024  3.2%, or 2024-2025 GSP if higher

June 1, 2025  3% or 2025-2026 GSP if higher

¹ GSP means the “Government Salary Policy” which is the annual salary scale increase that is negotiated with public sector employees in Québec as per the “Règles budgétaires” for the teaching and teaching support grants.

May 31, 2026 ➤ Additional percentage increase based on the sum of a yearly calculation of individual supplements awarded in each academic year of the collective agreement (from June to May) divided by the salary mass on October 1st of that same year.

Other Financial Benefits

- Three steps are added to the salary grids for Assistant Professors, limited term appointments (Lecturers, Assistant Professors, and Librarians) and Assistant Librarians.
- The first step of the Assistant Librarian and the Associate Librarians salary grids increases to 85% of the first step of the Probationary Assistant Professors (for Assistant Librarians) or the Associate Professors (for the Associate Librarians) salary grids. The other step increases remain the same.
- The annual stipend for Academic Unit Heads increases from \$7,802 to \$10,000 (for units of 10 or fewer members), from \$10,030 to \$13,000 (for units of 11 to 20 members), from \$12,259 to \$15,500 (for units of 21 to 30 members), and from \$14,489 to \$18,500 (for units of more than 30 members). As of June 1, 2024, their stipends will also continue to increase annually at the same rate as the salary increases.
- The annual stipends for Supervisory Librarians will increase from \$7,386 to \$9,400 or from \$8,523 to \$10,900 depending on the size and complexity of the unit.
- Starting in June 2023, the teaching stipends will increase at the same rate as salary increases.
- A side table will review and consider market supplements in other departments.

Professional allowance and workload benefits

- The professional development allowance for tenured, probationary, and extended term appointments increases from \$2,400 to \$2,650, and the carry-over is extended from one to two years.
- The professional development allowance for Limited Term Appointments (LTA) increases from \$500 to \$550, and carry-over is allowed for 24-month appointments.
- A one-time credit remission is granted to each continuing member in their 2024-2025 workload letter.

Teaching complement

- Probationary and tenured members shall be no less than 80% of the teaching complement.

Hiring, evaluation, tenure and promotion

Equity, Diversity, Inclusion and Accessibility

- The existing Joint Employment Equity Committee which focused on equity, diversity, and inclusion (EDI) issues at the hiring stage only, is replaced by a Joint Equity Committee which is mandated to assess equity, diversity, inclusion, and accessibility (EDIA) conditions at hiring and throughout members' career progress within the University.
- The purpose and composition of the Department Hiring Committees have been reviewed to incorporate equity guidelines, including mandatory equity training.
- The Association will receive the EDIA information that the University reports to the government.

Term Appointments (limited term appointment (LTA) and extended term appointment (ETA))

- Working conditions for members on LTA contracts have been improved:
 - Contracts start at 12-month duration instead of nine.

- There is no longer an employment hiatus after three consecutive contracts.
- LTA contracts will include a minimum preparation time of six weeks prior to the beginning of a course.
- There are no longer limits on the number of ETA positions now that there is an established teaching complement clause.
- ETA Senior Lecturer members may be promoted to a new rank, Teaching Professor.

Librarians

- Reappointments for nominally tenured librarian members are increased from one to two years (same as for Faculty members).

Evaluation and Promotion

- There have been changes in the elements that may be included in the teaching dossier and to the teaching evaluation questionnaire. The teaching evaluation questionnaire will now be appended to the collective agreement.
- ETA members will be evaluated for the purpose of reappointment to a second continuing ETA contract without an end date.

Duties and Responsibilities

- It is clarified that members whose contracts have ended retain a responsibility to provide grades and feedback to students.
- There are now examples listed of duties associated with research and scholarship.
- There is additional language to recognize that librarian members can perform their duties elsewhere than on campus.

Disciplinary Measures and Dismissal

- There is new language to provide an opportunity for informal resolution before proceeding with a formal investigation.
- There are specific requirements and improved language in disciplinary provisions.
- The information provided to the Association regarding an investigation must include a summary of interviews with witnesses setting out the person(s) interviewed, the allegation(s) assessed in the interview(s), and the date and duration of each interview, except if the employer determines that disclosure of this information could be harmful to the witness.
- An additional step is introduced in the process for suspension and dismissal. The President must meet the member, accompanied by the Association, within ten days of receiving the Dean's recommendation for the just and sufficient cause dismissal of the member.

Workload

- A new Joint Committee on Faculty Clerical work has been tasked with assessing the impact of clerical tasks on faculty members' workload and making recommendations to the Parties about improvements to the practices and processes related to faculty work.
- Members who return from maternity, paternity or parental leave may request an adjustment to their teaching schedule until the end of the term in which their child reaches the age of two years.
- The normal teaching load for ETA members is now six courses instead of seven courses per academic year.

Gradual Retirement

- There are new dates for members to apply for gradual retirement and the deadline (which used to be June 1st following age 65) has been removed.
- The accrual of sabbatical eligibility will be prorated to the workload reduction for members on a gradual retirement plan.
- Members who have reached the age of 65 and are currently in receipt of their pension may choose to retire gradually over a period not to exceed two years. In such cases, their salary will remain at 50% and their workload will be reduced to 25%.

Renison Association of Academic Staff (RAAS)

May 1, 2023 – April 30, 2026

This is the first renewal agreement for RAAS, which was certified in 2020. An agreement was reached in mediation with the assistance of William Kaplan on December 19, 2023, and was ratified by both parties on January 12, 2024.

Salary Increases

- Compensation increases during the 2020-23 agreement were negotiated within the context of Bill 124², which has since been found unconstitutional.³ To compensate for this, members employed at Renison on May 1, 2021, will receive a 2% increase and a lump sum of \$2,500 retroactive to April 30, 2023. Members employed after May 1, 2021, will receive a 1% increase and a lump sum of \$1,500.

May 1, 2023 ↗ 3%

May 1, 2024 ↗ 3%

May 1, 2025 ↗ 2%

January 1, 2026 ↗ 0.5%

Other economic benefits

- Promotion through the ranks increment (PTR) remains pegged to the University of Waterloo amount with a one-year lag. For 2023-24 PTR is \$4,172 and increases by scale each year.
- The stipend for Academic Unit Leads increases by 5% to \$8,400.
- Non-tenured Academic Unit Leads will now receive course release instead of sabbatical credit.
- The Faculty Professional Expense Reimbursement (FPER) remains pegged to the University of Waterloo amount, with a one-year lag. The amount for 2023-24 is \$2,020 and increases by scale in each year.
- Definite-term lecturers (DTLs) are now eligible for FPER of \$1,010 per year plus scale increases.
- Developing a new full asynchronous course or providing a major revision of an existing course is now compensated with a full-course release. Similar work for a half course is compensated with 50% of a sessional stipend, although a full stipend can be requested when justified by the work required.

² Protecting a Sustainable Public Sector for Future Generations Act, 2019 S.O. 2019, c. 12.

³ Ontario English Catholic Teachers Assoc v His Majesty, 2022 ONSC 6658.

Workload

- The teaching assistant support budget increases from \$70,000 to \$78,000. Academic Unit Leads will present and manage a plan for distributing teaching support.

Job Security

- The six-year limit on DTL appointments is removed. Where the program need for a DTL position exceeds five years, the creation of a permanent position must be considered.
- DTLs now have a right of first refusal when their contracts expire and subsequent DTL contracts are created to fulfill similar teaching needs. Previously, members in DTL positions were required to reapply and compete when subsequent contracts for the same teaching needs became available.
- Conversion language for lecturers has been added, which creates a pathway for the “conversion” of members in DTL positions to (permanent) Continuing Lecturer positions when an appropriate Continuing Lecturer position is created.

St. Francis Xavier Association of University Teachers (StFXAUT)

July 1, 2022 – June 30, 2026

On December 19, 2023, after more than five months of negotiations, the StFXAUT bargaining team reached a tentative agreement with the administration which was later ratified by a majority of its members on January 19, 2024, and by the Board of Governors on January 22, 2024.

Salary increases

Full-time Academic Staff

July 1, 2022, ↗ \$2,500 to all 2021/2022 steps (retroactive)

July 1, 2023 ↗ 3.0% increase to all steps

July 1, 2024 ↗ 3.0% increase to all steps

July 1, 2025 ↗ 3.0% increase to all steps

Part-time Academic Instructors, stipend increase for a three-credit course

July 1, 2022 ↗ \$7,140

July 1, 2023 ↗ \$7,350

July 1, 2024 ↗ \$7,575

July 1, 2025 ↗ \$7,750

Part-time Laboratory Instructors

- These members are now paid half a three-credit course stipend which is equivalent to how lab instruction is calculated for regular faculty members.

July 1, 2022 ↗ \$3,570

July 1, 2023 ↗ \$3,675

July 1, 2024 ↗ \$3,788

July 1, 2025 ↗ \$3,875

Other Financial Benefits

- Three more steps have been added to the Lecturer salary scale.
- The Chair, Coordinator and Director of the School of Nursing have the following increases to their annual stipends:
 - July 1, 2022 ↗ from \$1,500 + \$225 per full-time equivalent (FTE) teaching Faculty member of the School or Department + \$115 per FTE staff member to \$1,600 + \$240 per FTE Faculty member + \$120 per FTE staff member
 - July 1, 2023 ↗ \$1,600 + \$260 per FTE Faculty member + \$130 per FTE staff member
 - July 1, 2024 ↗ \$1,850 + \$275 per FTE Faculty member + \$140 per FTE staff member
 - July 1, 2025 ↗ \$1,950 + \$295 per FTE Faculty member + \$150 per FTE staff member
- In a department, or interdisciplinary program with 13 and more FTE teachers, course credit relief increases from six to nine.

Benefits

- The Health Care Spending Account for all part-time members increases from a maximum of \$1,200 to \$1,300 on July 1, 2024, and to \$1,400 on July 1, 2025. Members will also be able to carry forward the unused amounts for one year.
- The maximum allocation for Professional Expense Fund (PEF) for full-time members increases from \$750 to \$800 on July 1, 2023, to \$850 on July 1, 2024, and to \$900 on July 1, 2025.
- Professional licensing fees, when required, are now covered outside the PEF allocation.
- Increase to the annual travel fund for the purposes of supporting tenured and tenure-track Faculty members and now LTA with more than a 9-month contract in participating in academic conferences from \$200,000 to \$220,000. Increase to the maximum amounts allocated for domestic travel from \$1,800 to \$3,000 and for international travel from \$2,400 to \$5,000.
- Increase to the annual budget for the University Research/Publication/Teaching Awards (URPTA) from \$238,500 to \$250,000 and now LTA returning in the next year are eligible for the awards.
- All members benefit from a 50% discount on the St. FX Recreation and Fitness membership.
- Tuition benefit for spouses and dependent children is now available to all those on probationary appointments and the 50% reduction in tuition is now calculated before applying the Nova Scotia Bursary. This benefit is also available to part-time members on a prorated basis.
- Extended group benefits now apply to all those holding a probationary appointment and to LTA including between appointments.
- A MOU to hold joint discussions on availability of childcare spaces for members.

Hiring and Complement

Limit-Term Appointments (LTA) for instructors and librarians

- Will be for the duration of the leave, up to 36 months for replacements, except for sabbaticals or administrative appointments.
- Members have a “right of recall” after two academic years, with 12-month appointments in the third and fourth years.
- Will be for no more than four years for an individual and for a specific position. In the latter case, if it is needed for more than four years, the position will be converted into a tenure-track position.

Part-time Academic Instructors

- Notice of course openings will go out two months earlier.

- Will be offered a renewable three-year course contract after three years of teaching the same course.
- Course cancellations are now compensated \$500 when cancelled within five days of the start of the class and \$1,000 if it is a class allocated based on the Right-of-Recall.
- Letters of appointment are issued earlier for members who have the “Right-of-Recall.” Otherwise, they are issued 90 days prior to the start of the term.

Dietetic Educators

- The probationary period is now three years instead of four.

Equity, Diversity and Inclusion (EDI)

- Equity-deserving group is defined as women, Indigenous Peoples, members of visible minorities, people with disabilities, and 2SLGBTQIA+ individuals.
- Also, accessibility has been added to EDI, which is now EDIA.
- MOU states that a committee will be formed to determine appropriate supports for equity-deserving members during hiring and evaluation processes. In the interim, equity-deserving members may elect to have another non-voting member on their Evaluation Committee to provide advice on any aspect that may reflect individual’s heritage and or identity. This representative will have the option to prepare an independent report.

Evaluation

- Each Department or Program is responsible for developing guidelines for the evaluation process. This includes the method of evaluation, timelines, and expectations.
- A new MOU on Student Course Evaluations states that if the Senate concludes that they are invalid in evaluating teaching effectiveness then they will no longer be used for that purpose and the Senate will need to provide for a new process of evaluating teaching effectiveness. If not, then a joint committee will be formed to recommend a replacement.

Academic Freedom

- The academic freedom article has been broadened to include the freedom to:
 - carry out scholarly, and creative activity and publish the results thereof;
 - select, disseminate, or use documents in the exercise of their professional responsibilities;
 - engage in service to the University and to the profession;
 - participate in the academic governance of the University;
 - criticize the University and the Association; as well as
 - freedom from institutional censorship.
- The academic freedom article also includes the following paragraphs:
 - Academic freedom does not confer legal immunity either inside or outside the University, nor does it exempt Members from abiding by departmental decisions that pertain to academic matters or from University regulations.
 - Academic freedom does not limit, or in any way alter, the obligations of members holding professional designations to adhere to the professional responsibilities, ethical obligations, and standards of practice imposed by their respective regulatory body.
 - The freedom to participate in the academic governance of the University does not confer the right to engage in such activities where participation is limited by the duly established regulations, practices, and procedures of the relevant body.

Faculty Workload

- Members for whom service is not an explicit responsibility may request time off for service to the Association.
- Credits allocated for a scheduled tutorial, or a problem session are increased to one half. For directed study, credit is of one ninth.
- Dietetic Educators have a new clause that provides for a reduction in course load upon Dean approval.

Retirement

- Retirement notice is now standardized to August 31 of the preceding year for all members.
- The phased-in option is limited to three years.

Leaves

Sabbatical

- There is a new allocation of a one-time sabbatical leave to restart a research program without any required evidence of ongoing research.

Vacation

- Librarians now have their own article for vacation leave to account for their employment reality.
- Nurse Educators, Lab Instructors, Coady Institute Program Staff, Learning Skills Instructors and Dietetic Educators no longer are required to count the five days during the Christmas break as part of their vacation time.

Sick leave

- The University will reimburse charges for medical documentation if required for Nurse Educators, Lab Instructors, Coady Institute Program Staff, Learning Skills Instructors and Dietetic Educators.

Privacy

- There is a new privacy article that states that members have a right to privacy in their personal and professional communications and files, including but not limited to any communication on paper or in an electronic form.

University of Regina Faculty Association (URFA) – First Nations University of Canada Administrative Professional and Technical (APT) Staff

April 1, 2021 – March 31, 2026

The agreement was ratified on December 14, 2023.

Salary

April 1, 2021 ↗ 3%

April 1, 2022 ↗ 2%

April 1, 2023 ↗ 2%

April 1, 2024 ↗ 2%

April 1, 2025 ↗ 2%

Other economic benefits

Account

- Effective April 1, 2024, the Accountable Professional Expense Account increases from \$500 to \$1,000 per year. This amount will be prorated for members who are employed part-time or for partial years.

Pension

- The University contributes a matched amount of the member's contribution to the Pension Plan. Effective January 1, 2024, pension contributions shall increase for both parties from 7% to 8%.

Flexible Spending Account

- Effective January 1, 2024, APT members receive a credit of \$900. Effective January 1, 2025, APT members will receive a credit of \$1,000.

Job Security/Appointment/Tenure/Promotion

- Training internal applicants for positions will be considered if there is no qualified external applicant.
- There is new reappointment/recall language if a member's position is discontinued: the member will automatically be considered an internal candidate for a period of twelve months from the end of the notice period for postings. If the reappointment is to a permanent position, severance payments will cease immediately. If the reappointment is to a term position, severance payments will be paused and resume following the conclusion of the term position, unless the member becomes permanent, resigns, or is terminated.

Equity, Diversity and Inclusion (EDI)

- Gendered language is replaced throughout the agreement.
- There is new language promoting the recruitment of Indigenous employees.

University of Toronto Faculty Association – Policies for Librarians (UTFA)

January 1, 2024 – December 31, 2028

After six years of negotiations, the employer and UTFA reached an agreement in principle on May 23, 2023, and signed a tentative agreement on October 23, 2023, to modernize the terms and conditions of UTFA Librarians. The “Agreement” was subsequently ratified and came into effect on January 1, 2024. It encompasses five interrelated agreements.

Policies for Librarians

- Librarians’ integral role in advancing the University’s mission and collegial processes is recognized.
- The parties have committed to consistency in practice across all units and campuses.
- Equity, diversity, and inclusion are protected as guiding principles for recruitment, hiring, appointment, and promotion.
- Librarians’ three areas of responsibility – professional practice, research and scholarly contributions and creative professional activities, and service - are clearly defined.

Permanent status review

- The criteria and procedures for permanent status review procedures are clarified.
- There is a broader and updated list of Librarian activities and evidence to be considered, including the requirement for two external referees (one from the candidate’s list).
- Candidates have the right to:
 - request a delay in review based on Human Rights Code grounds or serious personal circumstances;
 - receive a summary of the Committee’s evidence with the option of responding to a denial before a final permanency recommendation is made; and
 - receive written reasons if application for permanent status is denied.
- Librarians appointed before January 1, 2024, will be reviewed under the 1978 procedures, unless they choose to request in writing to be reviewed under the modernized policies.

Promotion Review

- The parties have committed to equity, diversity, and inclusion as guiding principles for recruitment, hiring, appointment, and promotion.
- When an employee has more than one supervisor, all supervisors must provide input into annual performance assessments and promotion recommendations.
- Promotion procedures now include:
 - clearer descriptions of the required qualifications and documentation – the documentation and committee procedures for promotion to Librarian IV were concretized in writing;
 - amended procedures and timelines that align with existing assessment procedures; and
 - a requirement for two external referees for promotion to Librarians III and IV, with one chosen from the candidates list.
- New promotion appeal processes provide:
 - candidates denied promotion to Librarian II must be provided written reasons and have the right to appeal; and
 - candidates denied promotion to Librarian III or IV have the right to grieve.

Appointments

- Appointment procedures now include:
 - search committees with a majority of permanent status librarians from hiring campus, and wherever possible, a librarian from the hiring department;
 - clear specification of the documents required, the application procedures (including search committee processes) and the procedures for confirming appointments and the application procedures;
 - conditional appointment procedures for exceptional circumstances, providing up to three years for a candidate to complete the required graduate education; and
 - the requirement that staffing notices for librarian positions be posted on the University of Toronto jobs website.
- Language that enabled the employer to terminate a permanent status librarian's appointment because of "financial exigency" or "financial stringency" is removed.
- Protections against termination for cause are strengthened.

Contract Librarians

- Contract Librarians (CLTAs) must normally be given at least three months' notice, prior to the existing contract ending, as to whether a contract will be renewed.
- Termination and severance pay for CLTAs who are not renewed (unless for dismissal with cause) increases as follows:
 - six to twelve months' employment - at least one month's notice/termination pay plus the greater of two weeks per year of service to a maximum of 26 weeks or in accordance with the Employment Standards Act, 2000, S. O. 2000, C. 41;
 - over 12 months but less than three years' employment - at least four months' notice/termination pay plus the greater of two weeks per year of service to a maximum of 26 weeks or in accordance with the Employment Standards Act, 2000, S. O. 2000, C. 41.
- The definition of "for cause termination" is now consistent with definition applied to permanent status stream librarians.
- The eligibility of CLTAs to apply for permanent status stream positions is confirmed.

Memorandum of Agreement - Article 4: Research and Study Leaves

- Permanent Status Librarians Research and Study Leave provisions are now in the main UT-UTFA Memorandum of Agreement with Faculty leave provisions.
- Librarians' right to research or study leave is protected. This also applies to part-time librarians with appointments of 50% or more, in the third appointment of a series of three-year part-time appointments.

Letter of Understanding on Scholars Portal Librarians

- New Scholars Portal Recurring-Term Appointment Librarian (SPRTALs)⁴ positions are created for Scholars Portal CLTA's (who are funded by the Ontario Council of University Libraries (OLCUL)) who have achieved the rank of Librarian III or IV and who have at least three years of continuous service.
- SPRTAL appointments are automatically renewed yearly unless they are given written notice of termination.
- SPRTALs are entitled to six to twelve months' notice/termination pay based on years of service as well as severance pay per the Employment Standards Act 2000, if they are terminated because of OCUL funding is reduced/eliminated.

⁴ SPRTALs: Scholars Portal Librarians on CLTA Limited Term appointments (SPRTALs) are in the Scholars Portal Department funded by the Ontario Council of University Libraries (OCUL)

- SPRTALs are entitled to at least six months of notice/termination pay, and up to 18 months of severance pay based on their years of service, for a combined maximum of 24 months of pay, if terminated for any other reason except for dismissal for cause or reduced/eliminated OCUL funding.
- If appointment is not renewed, members now may:
 - grieve on the ground that nonrenewal was not related to the reduction or elimination of OCUL funding.
 - appeal nonrenewal on the grounds of discrimination, bad faith, or reprisal for the exercise of academic freedom.
- Scholars Portal CLTA Librarians not eligible for SPRTAL must normally be notified at least three months prior to the expiry of their contract as to whether their contract will be renewed.
- The right of Scholars Portal Librarians on CLTAs to apply for permanent status stream positions is confirmed and CLTA service will be considered, including for the timeline for permanent status review if successfully appointed.

Letter of Understanding on Research Leave or Study Leave for Scholars Portal Librarians

- As a pilot project, effective January 1, 2024, to December 31, 2028, SPRTALs are entitled to apply for research or study leave on the following terms:
 - Leave is consistent with Librarian leaves outlined in Article 4 of the MOA; and
 - for operational reasons, normally only one SPRTAL leave will be approved at a time.

New Letter of Understanding on Secondments

- As a pilot project, effective January 1, 2024, to December 31, 2028:
 - Permanent Librarians with approval of appropriate administrators may apply to be appointed to another librarian position (including vacant CLTA positions) for a limited term of up to 18 months; and
 - Two permanent librarians may propose a “job exchange” subject to approval of the affected Librarians, the University Chief Librarian, the appropriate academic administrator (if applicable), and the relevant unit heads.

Other

- In addition to recently ratified improvements, three other agreements were achieved with important gains for librarians:
 - [Principles for Consultation – Annual Activity Report and Performance Assessment Policies/Procedures](#)
 - [Librarian Vacation Policy](#)
 - [Librarian Research and Professional Development Days](#)