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Salary comparison for CAS

Current economic conditions

Canada's economy picked up in the second quarter of 2019 with GDP increasing by 0.9%, after tepid growth of just 0.1% in the previous two quarters (Figure 1). Growth in the second quarter was primarily driven by a 3.2% increase in exports, even as business investment continues to lag (-1.6%) and consumer spending ground to a halt (0.1%) as household debts remain at precarious levels.

The Bank of Canada is forecasting 1.7% in growth for 2019, up from 1.5% in its previous Policy Monitor (July), but warns that the risk of a global slowdown may compromise the outlook.

The unemployment rate has fallen to a multi-decade low of 5.5% in September (Figure 2), though this masks important regional differences, with a high of 11.5% in Newfoundland and Labrador to a low of 4.8% in Quebec and in British Columbia. The unemployment rate for men and women ages 25-65 are virtually identical and well below 5%, though students and other young workers 15-24 years of age continue to face unemployment rates that are two times greater for women and three times for men than those of the 25-65 cohort. Employment grew by 456,000 new jobs over 2018, or 2.4%, with just over half of those jobs concentrated in Ontario.

The majority of these gains were in full-time work.

As labour market conditions have improved, so have wages. There have been modest average real wage gains in 2019, at least for collective agreements negotiated in the private sector nationally, as well as in the federal jurisdiction comprising the public and private sector (Figures 4 and 5). However, the election of conservative governments in a number of provinces has led to interference in free collective bargaining, the imposition of wage restraint for public sector workers, rollbacks, and a focus on deficit-reduction and program cuts, as evidenced most recently in Alberta.

Given the difficult conditions faced by workers in many provinces, it is even more important that the incoming federal government exercise its leadership and continue with an expansive macro-economic policy stance. This needs to include a \$15 federal wage, accelerated job creation measures through its fiscal policy and regulations to reduce precarious, temporary work, as well as targeted interventions to tackle affordability issues. At the provincial level, it is more important than ever to organize to defend labour rights and public services, including post-secondary education.



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

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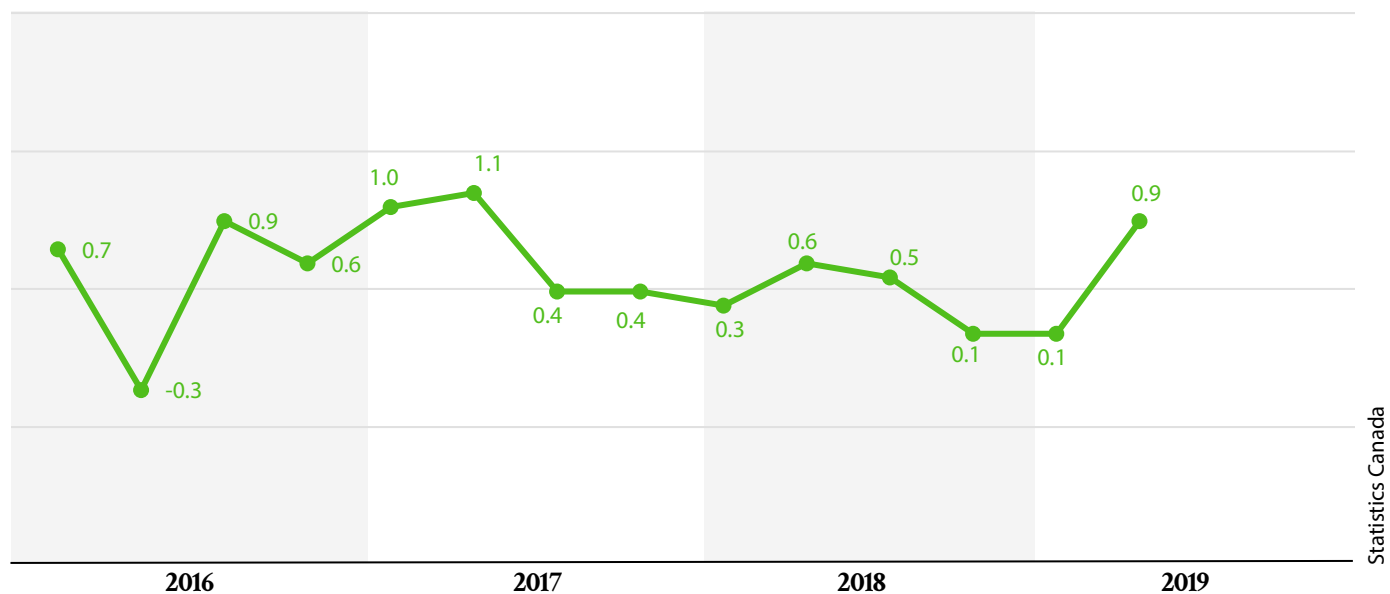
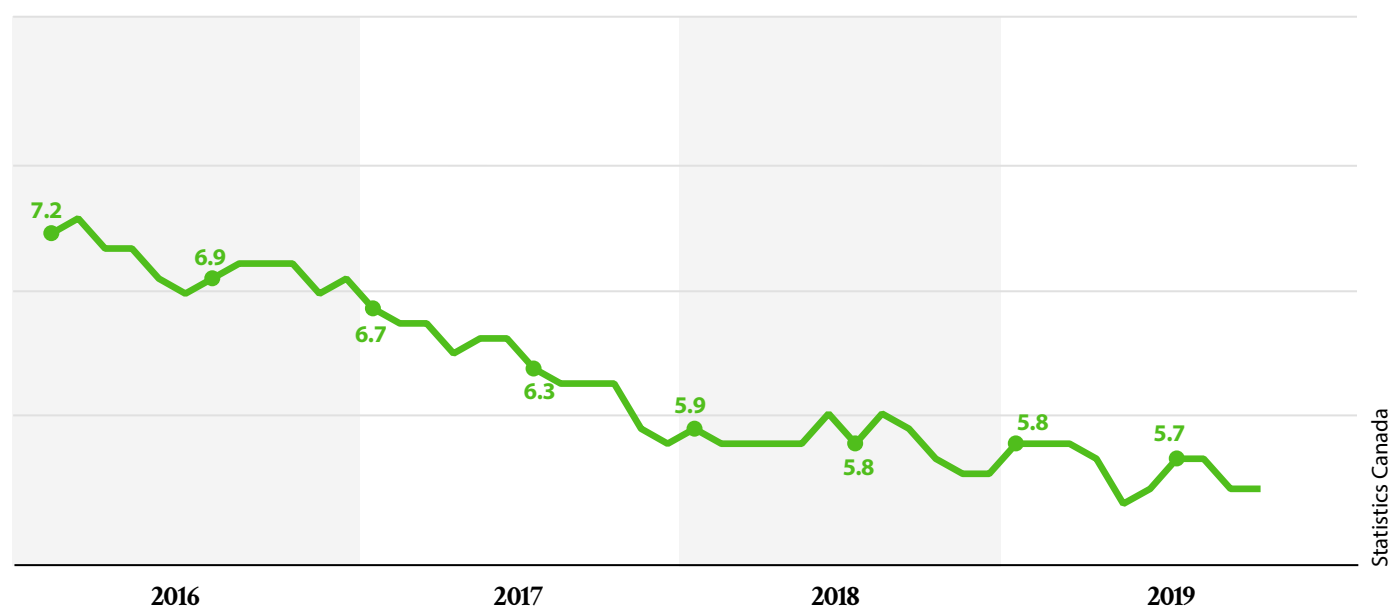
Figure 1**Quarterly percentage change in gross domestic product (chained 2007\$)****Figure 2****Unemployment rate (by percentage as of January & July each year)**

Figure 3
Quarterly Wage & Inflation Trends (by percentage)

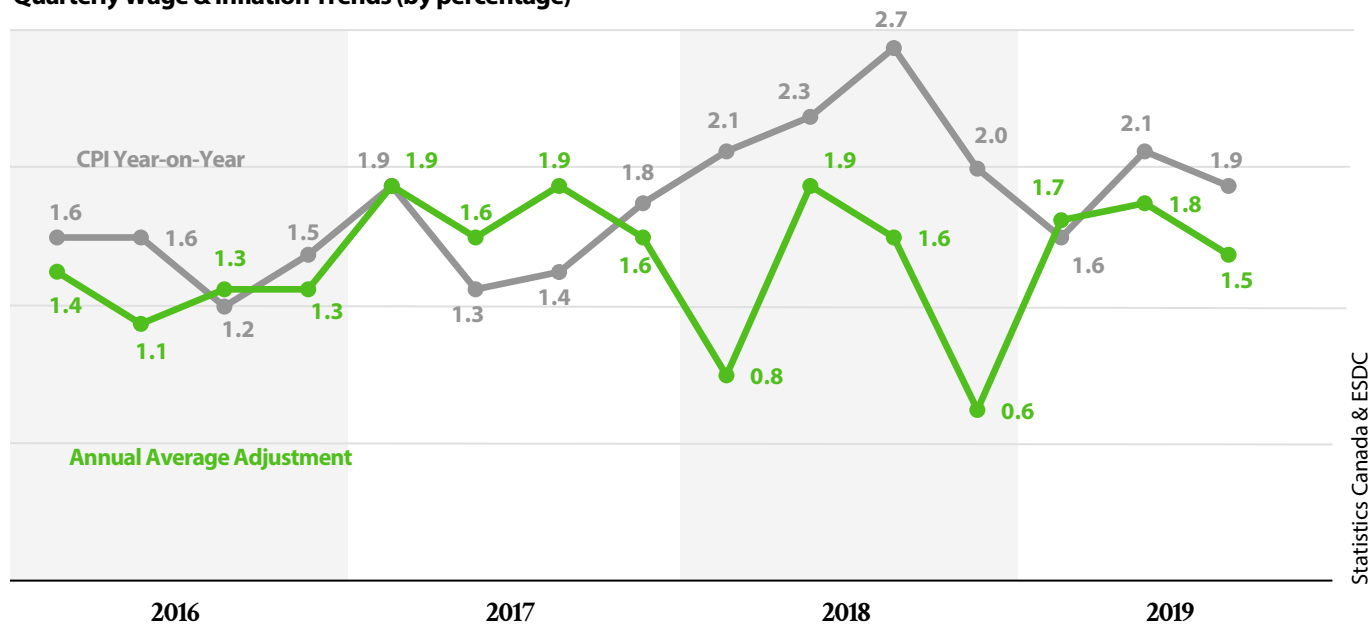


Figure 4
Average wage adjustments (by sector quarterly)

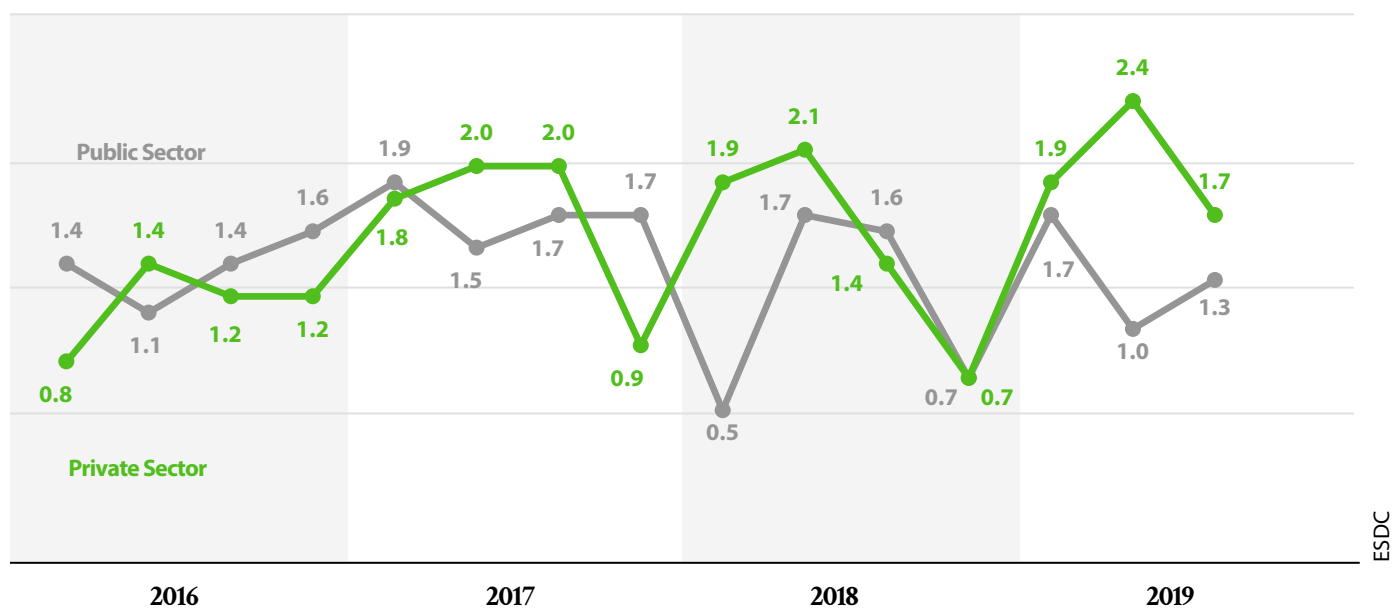
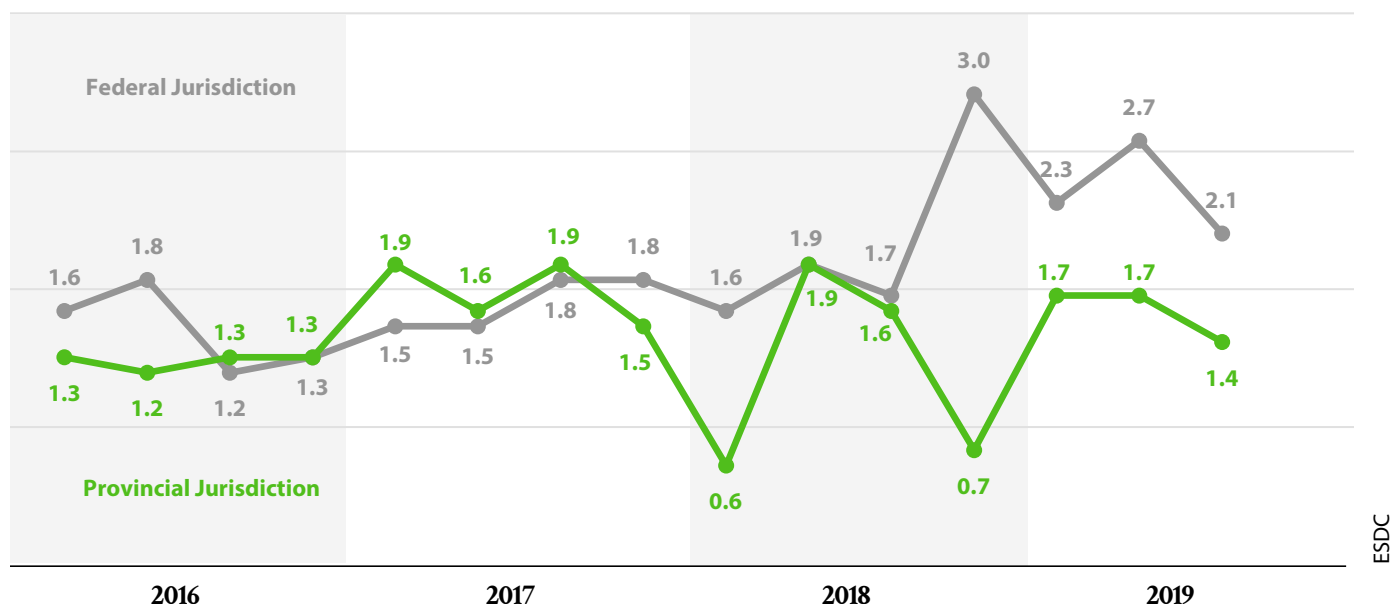


Figure 5**Average wage adjustments (by jurisdiction quarterly)**

ESDC

Bargaining trends

The most significant trend in the public post-secondary sector continues to be government interference with free collective bargaining in a number of provinces.

In British Columbia, the Public Sector Employers' Council Secretariat's (PSEC) 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 wage increases across the board as imposed by the NDP government though wage re-openers through

arbitration were allowed. However, the new United Conservative government passed a law in June to defer arbitration until at least November, which was upheld by the Alberta Court of Appeal. On October 24, 2019, the Conservative government tabled its first budget, imposing a number of austerity measures.

The government intends to eliminate the deficit by the 2022-23 fiscal year through cuts to public sector jobs, municipal funding, delays to infrastructure projects and a 5% cut to advanced education in 2019-20 and another 12% cut by 2022-23. In addition, the government imposes performance-tied institutional funding starting in 2020-21.

Grants to most post-secondary institutions in Alberta will see a cut to the operating grant by 5.1% on average though the actual decrease 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 faith based institutions were left unchanged. The government allows tuition increases by 7% per year or 21% over three years, while interest on student loans is set to increase. The education and tuition tax credits will be eliminated in the 2020 tax year.

Unions in Manitoba continue to bargain under the compensation constraints imposed by the Public Services Sustainability Act (PSSA), which limits wage increases to 0%, 0%, 0.75%, and 1% over a four-year period. A coalition of labour groups are challenging the constitutionality of the PSSA in court.

This summer, the Ontario government introduced but did not put into effect the *Protecting a Sustainable Public Sector for Future Generations Act, 2019* (Bill 124) into the Legislative Assembly. If passed, Bill 124 would impose 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) would be capped at 1% per year, subject to certain exceptions.

Given significant provincial headwinds, it is no surprise that average wage settlements in the provincial jurisdiction trail those negotiated in the federal jurisdiction: in the third quarter, average settlements federally were 2.1% compared to just 1.4% provincially (Figure 5) – the latter well below inflation of 1.9% (Figure 3).

Comparatively, the University of Victoria Faculty Association reached a three-year deal with a 5.5% increase overall. Five academic staff associations in Alberta reached settlements since the May *Facts and Figures*, as summarized below, with two-year agreements and government-mandated zero wage increases across the board. The University of Saskatchewan Faculty Association reached a five-year agreement to 2022 this summer with increases approximating 2%. The Brandon University Faculty Association settlement was limited to that specified in the PSSA.

In Ontario, the Canadian Military Colleges Faculty Association negotiated a 7% increase over four years, with an additional 1% overall in wage adjustments. The librarians at McMaster University negotiated a two-year agreement with 2.75% increases overall, while the contract academic staff unit at the Wilfrid Laurier University Faculty Association were limited to 3% across the board, as a result of the Ontario government's Bill 124. The Hearst University Faculty Association obtained 4% over three years. In Quebec, the Concordia University Part-Time Faculty Association negotiated 10.77% over four years.

The contract academic staff unit of ABPPUM at Moncton negotiated new pay scales to approach parity with contract faculty at Anglophone universities in New Brunswick over four years to 2021. In Nova Scotia, contract academic staff with CUPE 3912 obtained 6% overall over four years, while academic staff at St. Francis Xavier bargained 4.95% over three years overall.

Across the country, academic staff associations continue to make gains that benefit their members, including improvements to academic freedom and academic governance, job security, equity parity and new equity language, workload, and other benefits.

Recent settlements

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

2018 → 0%

2019 → 0%

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).

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 & \$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: a 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 gains

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 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 (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

2018 → 0%

2019 → 0%

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. FTE 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 gains

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 LOA 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 (BUFA)

1 April 2019 – 31 March 2023

Salary

2019	→	0%
2020	→	0%
2021	↗	0.75%
2022	↗	1%

Salaries and benefits exactly per the Public Services Sustainability Act (PSSA): (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 collective agreement: 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).

Memorandum of Understanding on new Indigenizing the collective agreement working group.

Memorandum of Understanding 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.

Regular Academic Staff (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.

Calgary (TUCFA)

1 July 2019 – 30 June 2020

Bargaining under significant government pressure, the TUCFA achieved an agreement with significant 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

2019 → 0%

2020 → 0%

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 (equals roughly a 0.5% salary increase for a person making \$120,000 per year).

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.

Other gains

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 other benefit improvements.

Canadian Military Colleges (CMCFA)

1 July 2018 – 30 June 2022

After bargaining broke down as a result of the employer taking 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"

2019 ↗ 2.0% + 0.2% "wage adjustment"

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 gains


Improved vacation carry over rights.

Employer letter: renew all Memoranda of agreement that were not modified during the current round of bargaining, commit to forming a joint committee examining teaching-load distribution and inequities.

Concordia University Part-Time (CUPFA)

31 December 2017 – 30 April 2021

Salary

2018  2% (January); 3.77% (May)

2019  2.4%

2020  2.6%

Granted “me too clause” with the Université de Montréal for the term of the Collective agreement.

Large class stipends: 6% increase as of January 2018.

200 or 300 level courses, with fifty-six (56) or more students		400 level and beyond, with thirty-one (31) or more students	
Range	Compensation integrated into the biweekly pay	Range	
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 gains

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 (GMUFA)

1 July 2019 – 30 June 2020

Salary

2019 → 0%

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 gains

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.

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

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 gains

Improvements to maternity and parental leave.

Increase in the research and creation assistance fund.

Lethbridge (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% ATB both years but annual Career Progress and Merit increases apply.

Salary floor increases

\$2500 Faculty and 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 maternity 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 gains

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 re-imburse 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 used an expedited and focused bargaining process and reached an agreement prior to the expiry date.

Salary

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 gains

Clarifications to how vacation pay accrues while on leave.

Agreement that new benefits booklets will be issued whenever a change to benefits is made.

Moncton (ABPPUM) Unit II

1 July 2017 – 30 June 2021

Tentative agreement

Salary

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.

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 gains

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.

Saskatchewan (USFA)

1 July 2017 – 30 June 2022

After just over two years of bargaining, the USFA reached an agreement on June 21, 2019.

Salary

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

2022 ➤ 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 gains

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.

St. Francis Xavier (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

\$ 7,000 (3 credits)

\$14,000 (6 credits)

\$ 8,400 (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 Terms 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 gains

Letter of Commitment re: Climate Change and AUT 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. Appendix detailing clinical applications and time requirements.

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.

Victoria (UVicFA)

1 July 2019 – 30 June 2022

Salary

2019 ↗ 1.75%

2020 ↗ 1.75%

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 reimbursement to \$30 for the first 12 visits; lifetime maximum eliminated; vaccines re-imbursed 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 gains

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 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 replace teaching of seniority courses by PhD students and post-docs.

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 gains

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.

Contract academic staff per course stipends

Association	Rate	2016/17	2017/18	2018/19	2019/20	2020/21
Acadia	Basic	6,005	6,085	6,165	6,245	6,325
	Precedence 1	6,111	6,193	6,275	6,357	6,440
	Precedence 2	6,216	6,300	6,385	6,469	6,554
Alberta	Base/ Assistant Lecturer (Step 1)	6,108	6,200	6,200	6,200	7,017
	Base (Step 8+)	7,511	7,625	7,625	7,625	N/A
	w/PhD (Step 1)/ Assistant Lecturer (Step 5)	7,228	7,336	7,336	7,336	7,336
	w/PhD (Step 8+)/ Assistant Lecturer (Step 12)	8,889	9,022	9,158	9,295	-
Algoma	Base	6,289	6,396	6,505	-	-
	Seniority 1 (30-59.5)	6,327	6,434	6,544	-	-
	Seniority 2 (60-89.5)	6,370	6,478	6,588	-	-
	Seniority 3 (90+)	6,408	6,518	6,629	-	-
Athabasca	Step 1a (Non-doctoral)	4,475	4,475	4,475	-	-
	Step 1b (Doctoral)	4,654	4,654	4,654	-	-
	Step 2 (36 months)	4,810	4,810	4,810	-	-
	Step 3 (36 months)	5,144	5,144	5,144	-	-
	Step 4 (36 months)	5,504	5,504	5,504	-	-
	Step 5 (36 months)	5,890	5,890	5,890	-	-
Bishop's		7,846	8,003	8,163	8,327	-
Brandon	Base	5,935	6,054	6,205	6,205	6,205
	w/+10% Sessional 9+ credit hrs	6,529	6,659	6,826	6,826	6,826
British Columbia	Step 1 Minimum Stipend	6,648	6,782	6,918	-	-
	Step 8 Minimum Stipend	7,214	7,358	7,506	-	-
BCIT*	0-1 Yrs. Teach. Exp.	5,179	5,257	5,336	-	-
	2 Yrs. Teach. Exp.	6,473	6,570	6,668	-	-
	3+ Yrs. Teach. Exp.	7,768	7,885	8,004	-	-
Brock		6,411	6,507	6,605	-	-
Calgary	Base	6,232	6,232	6,232	-	-
	Step 1	6,374	6,374	6,374	-	-
	Step 5	6,943	6,943	6,943	-	-
Campion (Regina)	Sessional I	7,063	-	-	-	-
	Sessional II	7,348	-	-	-	-
	Sessional III	7,666	-	-	-	-
Carleton		7,050	7,177	7,306	-	-

Association	Rate	2016/17	2017/18	2018/19	2019/20	2020/21
Concordia	Base	8,699	8,838	9,355	9,580	9,829
	400-level w/ 31-50 students	N/A	N/A	9,692	9,917	10,166
	200/300/400-level w/h 250+ students	N/A	N/A	12,721	12,946	13,195
Dalhousie	Base	4,954	5,029	5,155	5,232	-
	Step 1 (8 half-credits)	5,706	5,792	5,904	5,992	-
	Step 2 (20 half-credits)	6,059	6,150	6,267	6,361	-
Emily Carr	Base	5,887	5,976	6,066	-	-
	w/6% vac. after 4 yrs.	N/A	6,095	6,187	-	-
First Nations	Sessional I	N/A	7,063	7,134	7,205	7,205
	Sessional II	N/A	N/A	7,348	7,477	7,477
	Sessional III	N/A	N/A	N/A	7,916	7,916
Guelph	Step 1	7,159	7,266	7,375	-	-
	Step 6	7,924	8,043	8,163	-	-
	Step 7	9,365	9,505	9,648	-	-
Huntington(Laurentian)	Base	7,076	7,255	7,371	7,497	-
	Establishment	7,430	7,618	7,740	7,872	-
Huron UC	Step 1	6,300	6,615	6,946	-	-
	Step 5	7,140	7,497	7,872	-	-
Lakehead	Level 1	7,207	7,315	7,424	7,536	7,536
	Level 2	7,816	7,521	7,634	7,748	7,748
	Level 3	7,816	7,933	8,052	8,173	8,173
Laurentian	Base	7,075	7,255	7,371	7,497	-
	Estab./Sen./Ret.	7,430	7,618	7,740	7,872	-
Laval		8,725	8,812	8,922	9,215	9,493
Lethbridge	Sessional/ Sessional Lecturer I	6,084	6,145	6,460	6,460	-
	Sessional Lecturer II	N/A	N/A	6,760	6,760	-
Luther (Regina)	Sessional I	7,063	-	-	-	-
	Sessional II	7,348	-	-	-	-
	Sessional III	7,916	-	-	-	-
Manitoba	Regular	5,232	5,311	-	-	-
	w/RFR	5,560	5,764	-	-	-
MacEwan	Non-degree (Step 1)	4,038	4,038	N/A	N/A	-
	Non-degree (Step 3)	5,463	5,463	N/A	N/A	-
	Bachelor's (Step 1)	4,751	4,751	N/A	N/A	-
	Bachelor's (Step 3)/ w/o	6,176	6,176	5,200	5,200	-
	Graduate deg.					
	Master's (Step 1)	5,463	5,463	N/A	N/A	-
	Master's (Step 3)/ deg.	6,176	6,176	6,700	6,700	-
	Doctoral (Step 1)	6,176	6,176	N/A	N/A	-
McGill	Doctoral (Step 3)/ Doctoral	7,601	7,601	7,800	7,800	
		7,733	7,888	2017/18+PSG		

Association	Rate	2016/17	2017/18	2018/19	2019/20	2020/21
McMaster	Base	7,025	7,191	7,404	7,555	-
	Base w/Seniority	N/A	N/A	N/A	N/A	-
Memorial	Base	5,000	5,000	5,000	5,000	-
	Seniority 1	5,175	5,175	5,175	5,175	-
	Seniority 2	5,350	5,350	5,350	5,350	-
	Seniority 3	N/A	N/A	5,525	5,525	-
	Seniority 4	N/A	N/A	5,700	5,700	-
	Seniority 5	N/A	N/A	5,875	5,875	-
Moncton	Base/ Étape 1 (0-14 crédits d'anc.)	5,228	5,362	5,362	5,800	5,950
	a/Doctorat	6,012	6,162	6,162	6,600	6,750
	Ancienneté 1/ Étape 2 (14-29 crédits)	5,378	5,512	5,512	5,875	6,025
	a/Doctorat	6,162	6,312	6,312	6,675	6,825
	Ancienneté 2/ Étape 3 (30-44 crédits)	5,528	5,662	5,662	5,950	6,100
	a/Doctorat	6,312	6,462	6,462	6,750	6,900
	Étape 4 (45-59 crédits)	N/A	N/A	N/A	6,025	6,175
	a/Doctorat	N/A	N/A	N/A	6,825	6,975
	Étape 5 (60+ crédits)	N/A	N/A	N/A	6,100	6,250
	a/Doctorat	N/A	N/A	N/A	6,900	7,050
Montréal		9,054	9,213	9,398	-	-
Mount Allison	Base	6,451	6,631	6,926	-	-
	Seniority 1 (24 cr. hrs.)	6,742	6,929	7,238	-	-
	Seniority 2 (60 cr. hrs.)	7,032	7,227	7,550	-	-
	Seniority 3 (90 cr. hrs.)	7,322	7,526	7,862	-	-
Mount Royal	Baccalaureate Step 1	5,347	5,470	5,470	5,470	-
	Baccalaureate Step 6	6,508	6,658	6,658	6,658	-
	2B/1 yr Master's Step 1	5,507	5,633	5,633	5,633	-
	2B/1 yr Master's Step 6	6,701	6,855	6,855	6,855	-
	Master's Step 1	5,673	5,804	5,804	5,804	-
	Master's Step 6	6,902	7,061	7,061	7,061	-
	2M/ABD Step 1	5,842	5,976	5,976	5,976	-
	2M/ABD Step 6	7,108	7,272	7,272	7,272	-
	PhD Step 1	6,019	6,157	6,157	6,157	-
	PhD Step 6	7,323	7,491	7,491	7,491	-
Mount Saint Vincent	Step 1	4,928	5,052	5,127	5,204	-
	Step 2	5,536	5,619	5,703	5,789	-
	Step 3	5,943	6,032	6,122	6,214	-
New Brunswick		5,683	5,833	6,139	6,445	6,445
Nipissing	Base	6,450	6,500	6,550	-	-
	w/RFR	6,650	6,700	6,750	-	-
Northern BC		6,905	7,103	7,174+ESD+1.5%		

Association	Rate	2016/17	2017/18	2018/19	2019/20	2020/21
NSCAD	ICA	5,046	5,096	5,122	5,282	5,361
	w/6% vac. after 8 yrs.	5,143	5,194	5,220	5,383	5,464
	RPT 1	5,542	5,597	5,625	6,144	6,242
	w/6% vac. after 8 yrs.	5,648	5,705	5,733	6,262	6,362
	RPT 2	5,698	5,755	5,784	6,317	6,418
	w/6% vac. after 8 yrs.	5,808	5,866	5,895	6,439	6,542
	RPT 3	5,906	5,966	5,995	6,548	6,653
	w/6% vac. after 8 yrs.	6,020	6,080	6,111	6,674	6,781
OCAD	Studio 1/Sessional 1	3,939	3,998	N/A	N/A	-
	Studio 2/Sessional 1	4,594	4,663	5,273	N/A	-
	Studio 3/Sess. 2/Sess. 1	5,250	5,329	N/A	N/A	-
	Studio 4/Sess. 2/Sess. 1	5,654	5,739	N/A	N/A	-
	LA&S 1/Sess. 2/Sess. 1	5,907	5,996	6,131	6,223	6,316
	LA&S 2/Sess. 3/Sess. 2	6,892	6,995	7,153	7,260	7,369
	LA&S 3/Sess. 4/Sess. 3	7,875	7,993	8,173	8,296	8,420
Ottawa		7,947	8,090	8,252	8,417	8,585
UPEI	Step 1	5,534	5,644	5,757	5,872	5,990
	Step 2	5,676	5,790	5,906	6,024	6,144
	Step 3	5,819	5,935	6,054	6,175	6,299
UQAT (Abitibi- Témiscamingue)	Échelon 1 (Bacc.)	9,309	9,496	9,686	9,879	10,077
	Échelon 12 (Bacc.)	9,814	10,011	10,211	10,415	10,623
	Échelon 13 (Bacc.)	9,874	10,071	10,272	10,478	10,687
	Échelon 1 (Maîtrise)	9,402	9,590	9,782	9,978	10,177
	Échelon 10 (Maîtrise)	9,814	10,011	10,211	10,415	10,623
	Échelon 11 (Maîtrise)	9,874	10,071	10,272	10,478	10,687
	Échelon 1 (Doctorat)	9,495	9,685	9,879	10,076	10,278
	Échelon 8 (Doctorat)	9,814	10,011	10,211	10,415	10,623
	Échelon 9 (Doctorat)	9,874	10,071	10,273	10,478	10,688
UQAC (Chicoutimi)	Échelon 1 (Bacc.)	8,797	9,336	9,523	9,618	9,810
	Échelon 14 (Bacc.)	9,903	10,510	10,720	10,828	11,044
	Échelon 1 (Maîtrise)	8,984	9,534	9,725	9,822	10,019
	Échelon 10 (Maîtrise)	9,903	10,510	10,720	10,828	11,044
	Échelon 1 (Doctorat)	9,170	9,733	9,927	10,027	10,227
	Échelon 7 (Doctorat)	9,903	10,510	10,720	10,828	11,044
UQAM (Montréal)	Échelon 1 (Bacc.-min.)	8,137	8,386	8,664	8,664	-
	Échelon 3 (Maîtr.-min.)	8,404	8,652	8,930	8,930	-
	Échelon 6 (Doct.-min.)	8,837	9,086	9,364	9,364	-
	Échelon 20 (maximum)	10,452	10,701	10,979	10,979	-
UQO (Outaouais)		9,716	9,886	10,084	10,084	10,285
UQAR (Rimouski)	Échelon 1 (Bacc.)	9,408	9,408	9,408	10,574	-
	Échelon 13 (Bacc.)	9,887	9,887	9,887	11,112	-

Association	Rate	2016/17	2017/18	2018/19	2019/20	2020/21
	Échelon 1 (Maîtrise)	9,486	9,486	9,486	10,662	-
	Échelon 11 (Maîtrise)	9,887	9,887	9,887	10,289	-
	Échelon 1 (Doctorat)	9,605	9,605	9,605	9,995	-
	Échelon 8 (Doctorat)	9,887	9,887	9,887	10,289	-
UQTR (Trois-Rivières)	Échelon 1 (Bacc.)	7,478	8,164	-	-	-
	Échelon 17 (Bacc.)	10,478	10,782	-	-	-
	Échelon 1 (Maîtrise)	8,129	8,301	-	-	-
	Échelon 16 (Maîtrise)	10,798	11,110	-	-	-
	Échelon 1 (Doctorat)	7,631	8,416	-	-	-
	Échelon 15 (Doctorat)	10,968	12,182	-	-	-
Queen's	Base	7,998	8,118	7,961	8,088	8,217
	w/max experience	9,561	9,704	9,521	9,672	9,825
	w/100+ enrolment	8,998	9,133	8,956	9,099	9,244
	w/200+ enrolment	9,498	9,640	9,454	9,605	9,758
	w/6% in lieu of benefits	8,478	8,605	8,439	8,573	8,710
	w/all three (100+)	11,403	11,574	11,349	11,535	11,715
	w/all three (200+)	12,036	12,217	11,982	12,173	12,366
Regina	Sessional I	7,063	7,063	7,063	7,187	7,331
	Sessional II	7,348	7,348	7,348	7,477	7,627
	Sessional III	7,916	7,916	7,916	8,055	8,216
	Sessional IV-Master's	N/A	N/A	N/A	8,343	8,510
	Sessional V-Ph.D	N/A	N/A	N/A	9,503	9,693
Ryerson	Minimum	6,333	6,444	6,557	6,672	6,805
	Maximum	8,100	8,241	8,386	8,532	8,703
Saint-Boniface		6,300	6,300	6,347	2,137	
St. Francis Xavier	Base	6,250	6,750	7,250	7,000	-
	Long-term service increment 1	6,875	7,425	7,975	7,700	-
	Long-term service increment 2	7,500	8,100	8,700	8,400	-
St. Jerome's (see Waterloo)		8,405	8,531	8,702	8,889	-
Saint Mary's	Minimum	4,826	4,898	4,972	5,046	-
	Maximum	6,104	6,196	6,289	6,383	-
St. Mary's UC	Step 1 (Master's)	N/A	N/A	5,724	5,724	5,786
	w/ 6% vac. after 5 yrs.	N/A	N/A	5,834	5,834	5,898
	Step 5 (Master's)	N/A	N/A	6,246	6,246	6,314
	w/ 6% vac. after 5 yrs.	N/A	N/A	6,366	6,366	6,435
	Step 1 (PhD)	N/A	N/A	5,963	5,963	6,028
	w/ 6% vac. after 5 yrs.	N/A	N/A	6,077	6,077	6,144
	Step 5 (PhD)	N/A	N/A	6,506	6,506	6,577
	w/ 6% vac. after 5 yrs.	N/A	N/A	6,631	6,631	6,703
St. Michael's (U of T)	Instructor (A&S/T)	7,305	-	-	-	-
	Instructor II	7,597	-	-	-	-

Association	Rate	2016/17	2017/18	2018/19	2019/20	2020/21
Saint Paul		5,800	6,000	6,175	6,350	-
St. Thomas	Level 1	5,817	5,884	5,955	-	-
	Level 2	6,132	6,202	6,277	-	-
	Level 3	6,437	6,511	6,589	-	-
St. Thomas More	Level 1	6,937	7,058	7,199	-	-
	Level 2	7,222	7,349	7,496	-	-
	Level 3	7,508	7,639	7,792	-	-
Saskatchewan	Level 1	6,922	7,041	7,180	-	-
	Level 2	7,207	7,331	7,476	-	-
	Level 3	7,492	7,621	7,772	-	-
Sherbrooke	Échelon 1	8,324	8,470	8,639	-	-
	a/Doctorat	8,837	8,991	9,171	-	-
	Échelon 16	10,345	10,526	10,736	-	-
	a/Doctorat	10,857	11,047	11,268	-	-
Simon Fraser		6,193	6,286	6,380	6,444	6,508
Sudbury	Base	6,126	6,249	6,619	6,752	6,956
	Establishment	6,272	6,397	6,776	6,911	7,119
Thompson Rivers		5,772	5,859	6,209	6,272	-
Toronto	Sessional 1	7,304	8,000	8,160	8,323	8,490
	Long-serving	7,443	8,200	8,364	8,531	8,702
	Sessional 2	7,766	8,400	8,568	8,739	8,914
	Sessional 3	8,125	8,600	8,772	8,947	9,126
Trent		7,254	7,381	7,492	-	-
Vancouver Island		6,164	6,278	6,398	-	-
Victoria	Step 1	6,585	6,680	6,750	6,885	7,023
	Step 6	8,010	8,130	8,210	8,374	8,542
Waterloo		8,405	8,531	8,702	8,889	-
Western	Regular	7,504	7,654	7,769	7,885	8,170
	Standing appt.	7,892	8,050	8,171	8,293	8,593
Wilfrid Laurier	Undergrad course base rate	7,775	8,000	8,100	8,181	8,263
	Undergrad course seniority rate	N/A	N/A	N/A	N/A	N/A
	Graduate course base rate	7,866	8,030	8,100	8,818	8,263
	Graduate course seniority rate	8,030	N/A	N/A	N/A	N/A
Windsor		8,240	8,372	8,506	8,655	8,828
Winnipeg	3 FCE or less	4,874	4,971	5,071	-	-
	>3 FCE	6,093	6,215	6,339	-	-
York		8,389	8,582	8,771	8,995	-

Amounts are for a three-credit course or equivalent (or “half course equivalent,” “half unit”, etc) and are inclusive of 4% vacation pay and cash-in-lieu of benefits (if applicable). Note that the standard hours are 3-hour courses for 12 weeks.

Table legend

N/A	Not applicable
-	Data not yet available
<i>Italics</i>	Estimated results
	A blank space indicates missing data
A&S/T	Arts / Science and Technology courses
ABD	All but dissertation status
ESD	Economic Stability Dividend (BC)
FCE	Full course equivalent
PSG	Government salary parameters (QC)
RFR	Right of first refusal
RPT	Regular part-time faculty
ICA	Individual course assignment