

# CAUT Facts & Figures

March 2021



**Facts & Figures** provides CAUT member associations with a snapshot of recent economic and collective bargaining trends across Canada. Key economic indicators affecting collective bargaining are reviewed, including labour market trends and cost of living amounts. This edition highlights settlements negotiated by CAUT academic staff associations since November 2019.

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## Current Economic Conditions

### Gross domestic product (GDP)

Canada's economy declined by 5.9% over the first three quarters of 2020 (Figure 1), including an extraordinary drop of 11.3% in Q2. The decline was precipitated by the wave of COVID-19 lockdown measures and subsequent layoffs that began at the end of March 2020 and was especially impacted by a 102% reduction in inventory investment, 93% reduction in service exports, and 7% reduction in household spending in Q1-Q3 2020.

The Bank of Canada is forecasting growth of about 4% for 2021, close to 5% in 2022 and 2.5% in 2023. The medium-term outlook is stronger than in the previous Monetary Policy Report (October 2020) because of the positive effects from vaccines, greater fiscal stimulus and stronger foreign demand. According to Tiff Macklem, Governor of the Bank of Canada *"Based on the current vaccine rollout plans, as we move into the second half of this year and more Canadians are vaccinated, we expect to see sustained strength in consumption, with services picking up from very depressed levels. This should support job creation, particularly for workers who have been most affected by the pandemic."* However, given these unprecedented times, they warn that there is considerable uncertainty around this medium-term outlook. This is especially true to the great extent that economic recovery depends on the success of Canada's vaccination program, which is heavily impacted by international vaccine suppliers.

### Employment

As of December 2020, Canada's national unemployment rate jumped 5.7% compared to December 2019; however, not all provinces were impacted equally during this time period (Figure 2). While Newfoundland and Labrador continue to have the highest unemployment rate at 12.6%, its unemployment level had increased the least compared to all other provinces. Ontario saw the largest increase from 5.3% to 9.6%. British Columbia continues to have the lowest unemployment rate, increasing from 4.7% to 7.2%. Part-time employment levels dropped 6.3% and full-time employment dropped by 2.2%.

The unemployment rate is also reflected in the number of employment insurance (EI) recipients. There were a record number of 1,386,180 recipients in October 2020, a 206% increase compared to October 2019. The most recent figures show the federal government has spent \$61.9 billion on the Canada emergency wage subsidy (CEWS) and \$81.6 billion on the Canada emergency response benefit (CERB). Women and young workers were disproportionately affected by job losses: women went from comprising 37.3% of EI recipients in February 2019 to 49.8% of recipients in October 2020, and unemployment for workers aged 15-24 increased from 10.9% in December 2019 to 17.8% in December 2020.

### Cost of living

The pandemic caused slower growth in the cost of living in 2020 compared to 2019, mostly due to a decline in consumer spending. The Consumer Price Index (CPI) rose by 0.7% over the twelve months prior to December 2020 compared to 1.9% between 2018 and 2019 (Figure 3).

As Canadians adapted to staying home due to the COVID-19 pandemic, their spending patterns changed. Year over year, consumers spent less on travel accommodation (-17.6%), gasoline (-14%), and clothing and footwear (-1.8%) but more on meat (+4.5%), personal care services (+4.2%) and food and restaurants (+2.2%). Annual average consumer inflation rose at a slower pace in every province in 2020. Prices rose at the highest pace in Alberta (1.1%) and at the slowest pace in Prince Edward Island (0.0%).

The Bank of Canada projects that inflation will return to around 2% in the first half of the year, dropping again in the second half of the year but moving back up gradually and returning sustainably to the 2% target in 2023.

## Wages

Wage adjustments have largely kept pace with inflation in 2019-2020, and surpassed CPI increases in Q1 of 2020 (Figure 4). That said, it will remain important for associations to fight for fair wage adjustments in the face of a challenging economic and legislative landscape. The economic fallout of COVID-19 is already leading employers to argue for cost-cutting measures on the grounds of financial hardship, and wage cap legislation from various provincial governments continues to hinder access to fair wages in the provincial public sector. The federal government spent \$61.9 billion subsidizing wages in 2020 – as Canada's COVID-19 recovery unfolds, it will be important to ensure that the benefits of these wage subsidies are felt by the workers for whom they were intended, not employers' bottom lines.

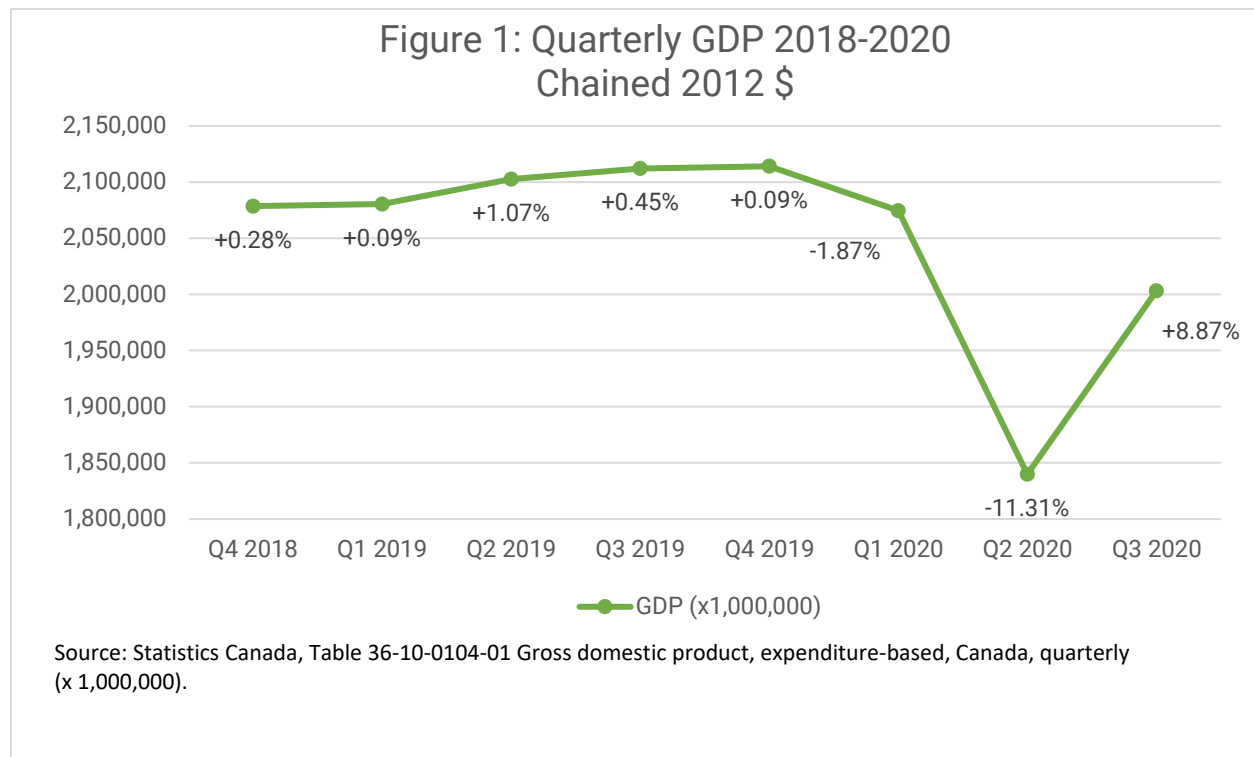
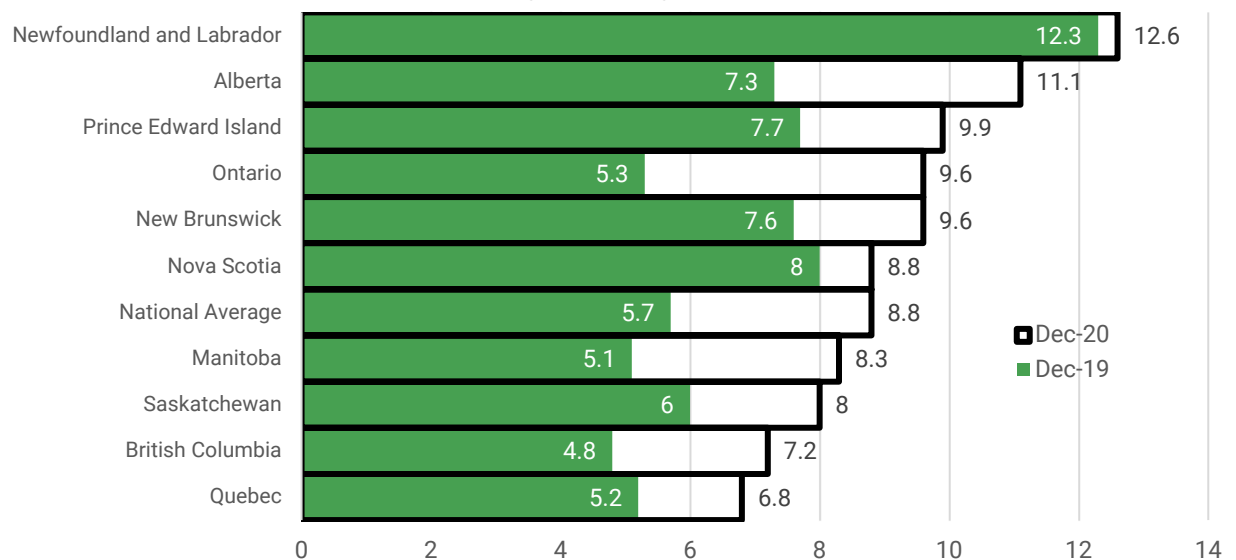
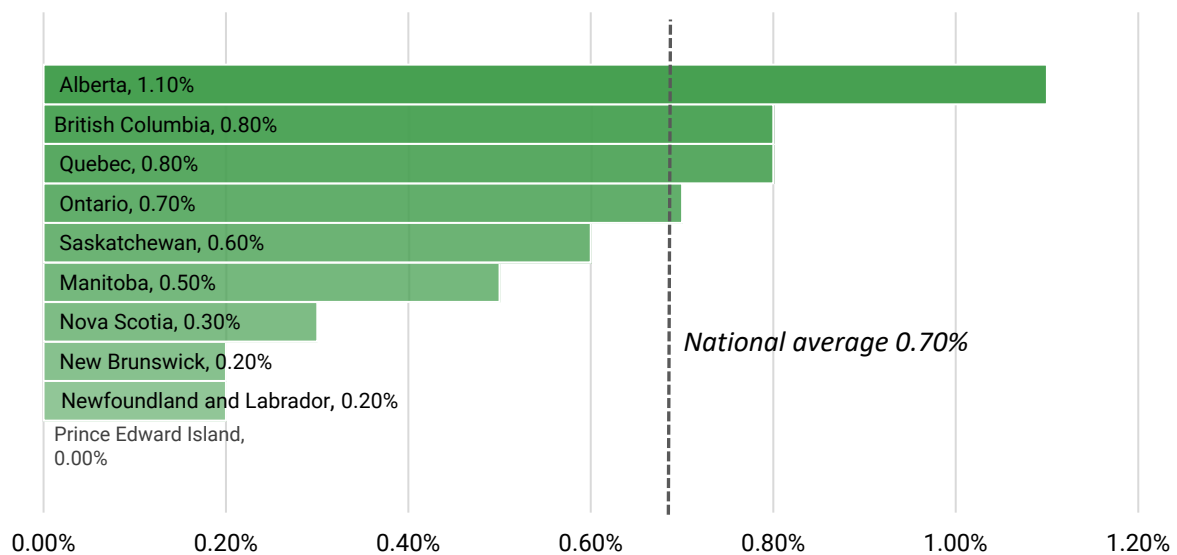


Figure 2: Unemployment by Province 2019-2020

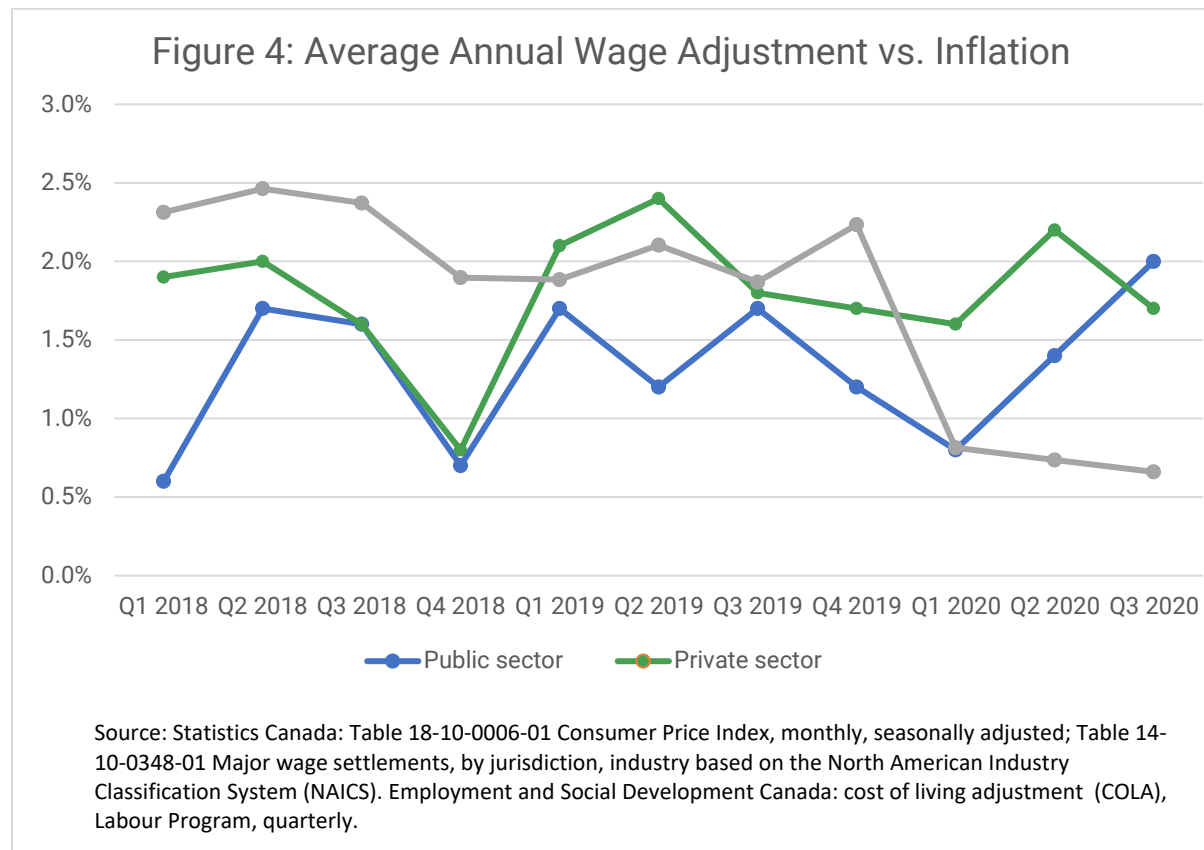


Source: Statistics Canada, Table 14-10-0287-03 Labour force characteristics by province, monthly, seasonally adjusted.

Figure 3: Provincial CPI Increase 2020



Source: Statistics Canada, Table 18-10-0005-01 Consumer Price Index, annual average, not seasonally adjusted.



## Bargaining Trends

Unsurprisingly, the disruptions and uncertainties caused by the COVID-19 pandemic continue to dominate the bargaining environment across the country.

Government financial support for students and changes to the post-graduation work permit program for international students have helped keep overall postsecondary enrolment levels higher than was initially expected. However, many institutions have seen significant drops in revenue as a result of declining international student numbers and the loss of income from residences, parking, and other ancillary fees. The impact of the pandemic on enrollment and revenue has been uneven. The number of part-time students increased and programs requiring hands-on and face-to-face teaching suffered significant enrollment declines. For example, in the fall 2020 term, Fleming College suffered a 30% enrollment drop while McMaster University welcomed the largest number of first year students in its history. Institutions which rely heavily on international students were particularly hard hit.

Post-secondary institutions are ineligible for much of the financial support that has helped other organizations and businesses pay employees, and to date, most provincial governments have not announced significant additional funding that would balance these revenue losses, and several have imposed compensation restraint legislation, called for public sector wage rollbacks, or cut provincial funding. While no institution with a CAUT-affiliated academic staff association has declared financial exigency under the collective agreement, several administrations have claimed financial difficulties. Academic staff associations have the right and the responsibility to insist on transparency before agreeing to any measures demanded by employers to address claimed budgetary crises.

Laurentian University's receipt of insolvency protection under the federal Companies' Creditors Arrangement Act (CCAA) is unprecedented for a publicly-funded university but its underlying causes are not: long-standing chronic underfunding, and reckless decisions and mismanagement by senior administration. The CCAA process threatens to bypass collective agreement provisions on Financial Exigency and Program Redundancy, putting at risk fundamental principles of tenure, academic freedom, and collegial governance. The Court will need to ensure that these values, central to the university, are respected through the restructuring process. Holding the court to this standard requires not just sound legal arguments, but public pressure as well. CAUT and OCUFA have been working closely with the Laurentian University Faculty Association to mount a campaign in defence of Laurentian's unique bilingual and tricultural academic mandate and its importance to Sudbury and Northern Ontario.

In Alberta the UCP government is reducing public support of the post-secondary system from 58% of their budgets in 2018-2019 to 52% by 2022-2023. Employers have responded at the bargaining table by proposing modest or 0% salary increases, and in some instances salary rollbacks. The few post-secondary employers that have tabled complete bargaining proposals with faculty associations in Alberta are seeking four-year deals with either a -3% or -4% salary roll-back in the first year followed by three years of 0% increases. While employers are required by law to keep provincial mandates secret, it appears that these proposals have been directed by the government. Provincial legislation also permits employers to determine membership of academic staff bargaining units, but by applying their organizing principles and strategies in a long campaign, the Athabasca University Faculty Association forced the employer to confirm that their new policy defining which employees are "academic staff" would not be used to remove IT Staff from the union.

In Ontario, total compensation increases are limited to 1% each year for a three year "moderation period". While most settlements have simply complied with the limit, a small number have included terms allowing additional increases if the legislation is overturned. To date, associations have rejected calls to accept increases below the cap except in cases where the employer provided satisfactory evidence of financial necessity. The situation at Laurentian has raised concerns that the province may interfere further in university governance and decision-making, compromising institutional autonomy and infringing collective bargaining rights.



In Québec, while academic staff affiliated with the Centrale des syndicats du Québec (CSQ) struggled with negotiations this past year and recently obtained a strike mandate, other academic staff associations have successfully negotiated two to three-year rollovers of their collective agreements with base salary increases ranging from 1.75% to 2.5% per year. This includes Concordia University whose collective agreement is due to expire in May 2021.

While less onerous than other provinces, British Columbia's provincial mandate nonetheless constrains collective bargaining and limits total compensation increases to a maximum of 2%. The Simon Fraser University Faculty Association however successfully concluded a year and half of negotiations with a settlement that includes converting from a defined contribution to a defined benefit pension plan.

Atlantic Canada has seen relatively few settlements this year. Despite government calls for public sector pay cuts, particularly in Nova Scotia, associations have successfully resisted demands to cancel negotiated wage increases. The Dalhousie Faculty Association was able to push back on the employer's concessionary bargaining positions by entering conciliation with a strong strike mandate.

The Manitoba Organization of Faculty Associations continues to organize around post-secondary education policy and government interference in bargaining. The Partnership to Defend Public Services, of which Manitoba faculty associations are members, has filed a reply to the government's appeal of the Public Services Sustainability Act (PSSA) decision which declared the wage restraint legislation not only unlawful but "draconian".

Despite the challenging bargaining environment, member associations across the country are working to maintain bargaining momentum. Academic staff associations are engaging and energizing their members through online town halls and events; sharing issue and financial research, membership surveys and phone networking; and intervening in public debates.

Additionally, campaigns have been launched to raise public awareness of the need to protect and increase support for the post-secondary education system. The "Education for All" coalition ([Education for All](#)), which includes CAUT, is actively advocating for increased federal support as the COVID-19 pandemic has aggravated existing funding and access problems. The "Stop PSE Cuts" coalition in Alberta ([Stop PSE Cuts](#)), which includes the Confederation of Alberta Faculty Associations, is pushing back against the province's cuts and raising awareness amongst the public of the crucial contributions post-secondary institutions make for all Albertans.

As academic staff and post-secondary institutions navigate the ongoing pandemic and its eventual aftermath, it will be important for member associations to continue to organize members and build solidarity with other workers, students, and the public.

## Recent Settlements


### Algoma (OPSEU 685 PT Unit)

**July 1, 2019 – June 30, 2022**

*Part-time members ratified their new collective agreement at 57% on January 27, 2020.*

#### Salary increases

July 1, 2019  1%

July 1, 2020  1%

July 1, 2021  1%

These reflect the maximum allowed under Ontario's Bill 124. However, starting July 1, 2020, members will receive an additional 1% increase to allocate for being required to allocate 0.5 hours per week per course to consult with students.

The general compensation increase applies to Member's Instructional Rates as well as Supervision of Individualized Courses and Individualized Music Instruction.

New eligibility criteria for a 2% vacation pay increase from 5 years to the hire date to teaching at least one course or lab in each of the past 4 instructional years.

As of the end of this collective agreement, tuition waiver will be reduced to one "3-credit" course per 3 credits taught but duration of waiver will be increased to 2 years.

Relocation reimbursements have been increased by 250\$ but can now only be used twice.

Professional expense reimbursement fund (PERF) has been increased by \$10 per 3 credit course with an increase to the limit by \$100. Reading Courses are now eligible for \$60 PERF.

Compensation will be provided for Health and Safety committee members.

#### Benefits

All members are now eligible for Employee Assistance Program.

#### Group retirement savings plan

In addition to the University matching contributions of up to 8% of the total member's instructional rate, it will also match for six credits course stipends, stipends related to alternative course taught following a cancelled class and for Laboratory work pay.

#### Leaves

Right of first refusal maintained for a defined period when off on leave.

#### Appointment of part-time contract faculty

Some improvements in relation to extending the period for last-minute postings and providing to members lists for seniority and Right of first refusal.




#### Term and condition of employment

Library and mailbox privileges are reduced to 6 months after employment.

University will provide exam classroom setup services and additional proctors as well as teaching assistants to maintain order.

**Other issues**

- Replaced the term “Student Evaluation of Teaching” to “Student Feedback of Teaching.”
- Evaluation of in-class teaching performance will be conducted by a full-time faculty member.
- Provided there is no part-time contract faculty member available, managers can teach a course.

**BCIT (BCITFSA)****July 1, 2019 – June 30, 2022****Salary increases**July 1, 2019  2% — Retroactive PayJuly 1, 2020  2%July 1, 2021  2%

- Two additional steps added to the Assistant Instructor Salary Scale.
- \$1/hour increase for Student Employees (effective July 1, 2021).
- Nurses in Student Health Services moved from the Tech Staff salary scale to the higher Specialized Faculty salary scale.

**Other economic benefits*****Benefit improvements:***

- Increase in vision care benefit limit from \$500 to \$750 every 2 years.
- Lifetime maximum payment for orthodontic services increased from \$2,160 to \$3,000 per patient.
- Hearing aid coverage increased from \$1,000 to \$1,500 every three (3) years, including the cost of batteries and repairs.
- Per visit paramedical reimbursement maximums for professional services removed, subject to terms/limits of the Extended Health Benefit Plan.
- Reimbursement for eye examinations to a maximum of \$100 every two (2) years
- Restrictions on employee spousal coordination of benefits removed.

***Reimbursements:***

- Massage Therapist and Physiotherapist increased from \$500 to \$750 combined annually.
- Reimbursement for Chiropractor will increase from \$250 to \$350 annually.
- Counsellor and Psychologist will increase from \$500 to \$1,000 combined annually.
- Acupuncturist will increase from \$100 to \$250 annually.
- Podiatrist will increase from \$250 to \$350 annually.
- Changes to the campus union and employer “Quad Agreement” governing administrative hiring revised resulting in cost savings used for benefit improvements.

NEW \$210,000 annual Professional Development Fund for Part-Time Studies Instructors/Lecturers, Lab Assistants/Demonstrators, Curriculum Writers and Administration with 150 or more hours. New Part-Time Studies Professional Development Committee to administer the funds.

NEW Letter of Understanding \$25,000 annual Part-Time Studies Sick Leave Fund distributed first come first served for members with 150 or more hours.

## Leaves

Family Illness leave language updated as per previous agreement.

Maternity/Parental Leaves top up increased from 17 to 20 weeks and language revised for consistency and ease of use.

## Equity

Indigenous Government now eligible for Election Leave.

Gender neutral language implemented throughout the contract.

'Christmas Break' changed to 'Winter Break'.

## Other issues

Initial salary grid Placement Barriers removed. Members hired since June 1, 2014 will have their initial placement reviewed by joint union/employer committee to determine if they would have been placed hired on the grid but for the initial placement barrier. Salary adjustments effective September 1, 2020 unless employee has already reached that step or higher. No retroactive pay.

Division and Department lists updated.

Bargaining Unit Work: work done by employees of a provincial Health Authority or an agreed upon agency and qualified to perform duties in support of clinical instruction no longer require mutual agreement to do bargaining unit work.

Following language revised as per previous agreements, practice or needed updates:

- Three hours each Wednesday when members may engage in "union activities" moved from 1130-1430 to 1430-1730.
- Union Facilities revised as per current practice for provision of space on campus for FSA office.
- Union Grievance added "or their designates" to expedite grievances & reflect current practice.
- Expedited Arbitration language revised by eliminating names of specific Arbitrators and extending timeline.
- Regularizing Temporary Employees revised to align with Human Rights Code.
- Break Periods revised as per previous agreement to and previous arbitration decision.
- Bereavement and Compassionate Care Leave revised as per current practice.
- Professional Development Expenses Fund list of professional fees updated.
- Placement, Advancement list of credentials updated.
- Qualification Differential revised as per previous agreement and current practice.
- Insurance/Benefit Plan reference to Medical Service Plan (MSP) of British Columbia removed and new language added to ensure that BCIT will cover any fee that may be included in a new plan.
- Health and Welfare Benefits language revised to ensure that Auxiliary Employees receiving benefits do not lose them if they haven't worked in over 5 months due to be on maternity/paternity leave (Human Rights Code).
- Professional Development Allowance LOU that incorporates previous LOUs and agreements providing \$2,400 in PD funding for members after they have been at step 15 of the faculty salary scale for the equivalent of a least one annual workload year.
- Jurisdictional Dispute Resolution Process LOU that incorporates previous agreement.

NEW Letters of Understanding to create four separate Union/Employer committees to explore the following:

- Improvements for the application and administration of the Article 10.3 Funds considering transparency, efficiency and accounting best practices.
- Collective agreement requirements and implications: of moving to three equal terms; the technological capabilities and functionality, and the legal and privacy implications of providing the Union with the ability to run their own reports on employee records; and remote work arrangements and e-learning strategies.
- Memoranda of Agreements (“Memags”): committee struck to identify and review the many existing Memags to determine if they individually should be withdrawn (no longer applicable), incorporated into the Agreement or renewed as “side agreements”.


## **Bishop’s (APBU Full-time Faculty Members)**

**July 1, 2020 – June 30, 2022**

*Due to the situation caused by the pandemic, the members ratified an agreement to renew their collective agreement for a period of two years.*

### **Salary increases**

July 1, 2020  2%

July 1, 2021  2%

Agreement that the chief negotiator for Faculty shall receive in the fall of 2021 two 3-credit course reliefs normally allotted in a negotiation year. The chief negotiator shall thereafter receive one 3-credit course relief for each additional period of negotiation.


Agreement to open negotiations for the next round of bargaining early and to exchange the names of team members and intention to begin negotiations by June 1, 2021.


## **Bishop’s (APBU Librarians)**

**July 1, 2020 – June 30, 2022**

*Due to the situation caused by the pandemic, the members ratified an agreement to renew their collective agreement for a period of two years.*

### **Salary increases**

July 1, 2020  2%


July 1, 2021  2%


Agreement to open negotiations for the next round of bargaining early and to exchange the names of team members and intention to begin negotiations by June 1, 2021.


## **British Columbia (UBCFA)**

**July 1, 2019 – June 30, 2022**

### **Salary increases**

July 1, 2019  2%

July 1, 2020  2% - Retro from ratification in February 2020

July 1, 2021  2%

**Other economic benefits**

Professional Development Reimbursement Funds.

Increased from \$1,100 to \$1,700 per year for Members excluding Sessional Lecturers.

Sessional Lecturer \$25 PD funds per credit per year increased to \$100 up to max \$1,700.

Sessional Lecturers 2-year accrual limit increased to 5 years similar to other members.

**Lecturers**

New Professional Development Leave: 4 months at 80% of salary after 6 years of service.

Career Progress increments increased.

Sessional Lecturers minimum salary scale now Faculty Step 8 (significant increase for those below Step 8).

Health Spending Account.

\$200 per year to reimburse health benefit costs not covered by extended health and dental plans for eligible members, effective January 1, 2021.

**Equity**

Extra service that members of historically marginalized groups are often burdened with is now explicitly recognized in new language.

Merit and Performance Salary Adjustment allocation procedures now require representatives from “diverse ranks and perspectives” within the unit.

New Joint Committee to define scholarly activity in diverse forms.

**Job security/tenure**

Lecturer appointments can now be up to 5 years.

**Librarians & archivists**

Librarian scholarship and service professional responsibilities and contributions more clearly defined.

Librarian and Archivist now have own workload allocation language.

Head's in Library have clearer authority over their units and clearer role in Librarian and Archivist “confirmation” process.

**Workload**

New language acknowledging the importance of members having time to do all parts of their jobs, including educational leadership.

New language directs departments to consider various factors affecting teaching workload, including class size, marking support, etc.

**Educational leadership**


New workload language for EL Faculty, and titles changed from Instructor and Senior Instructor to Assistant and Associate Professor of Teaching respectively.


## Brock (BUFA)

July 1, 2020 – June 30, 2023

### Salary increases

July 1, 2020  1%

July 1, 2021  1%

July 1, 2022  1%

### Other economic benefits

A minimum of \$160,000 in each of 2020-21, 2021-22, and 2022-23 to fund internal research grant competition(s) open to all members and topics.

Improved access to dependent tuition waivers and member education assistance.

### Benefits

Annual 1% increase to Health Care Spending account for retired members.

Psychotherapy coverage updated to \$1,000 per calendar year.

Vision benefit entitlement increased to \$500 every two years.

Private Duty Nursing Benefits capped to a maximum of \$50,000 per calendar year.

### Equity & indigenization

#### *Searches and Recruitment*

Added language to mandate that search committees for senior administrative positions include self-identified members of equity-seeking groups to the extent possible.

Added language that provides for Indigenous representation on recruitment committees and in the interview process in the case of an Indigenous-focused appointment.

Expanded list of reasons for a limited term appointment to be made to include the facilitation of the appointment of visiting Indigenous scholars.

#### *Appointment, Promotion and Tenure*

Added language to mandate that tenure and promotion committees include self-identified members of equity-seeking groups to the extent possible.

Addition of language providing that in the case of an Indigenous candidate, an Indigenous Elder or Traditional Knowledge Carrier/Keeper may accompany the candidate to a Library Council Meeting or Department-based promotion and tenure information meeting or appeal hearing at the member's request in addition to their union rep.

Added language recognizing Indigenous knowledge or methods, service to Indigenous communities/organizations, and references from Indigenous Elders and Traditional Knowledge Carriers/Keepers as criteria which can strengthen a faculty member or librarian's application for appointment, tenure, or promotion.

Added language to provide criteria for assessing a PhD or graduate degree equivalency for Indigenous knowledge when appointing a faculty or professional librarian member.

#### *Holidays and Vacations*

Expanded language around class cancellation and exam attendance exemptions to include Indigenous practices.

### Intellectual property

Added language mandating that student evaluations for online courses be collected in an online format and clarifies that student evaluations are the property of the course instructor but can be aggregated as anonymized data by the University for reporting purposes to the government.

Clarified that copyright provisions apply to both faculty and professional librarian members.

### Promotion & tenure

Added service to the broader community and the development of educational resources as criteria which can strengthen full-time faculty members application for tenure and promotion.

Increased requirements for promotion to Librarian IV to include 4 references and evidence of recognition of candidate's work beyond the Brock University community.

Removed restriction of evidence of scholarly activity to "the field of library science" for professional librarian members.

### Faculty member workload & schedule

Established a minimum of 20 half-course or equivalent research-based teaching releases and 15 half-course or equivalent unscheduled teaching-based teaching releases in the 2021-22 and 2022-23 academic years.

Separated the process for human rights-related scheduling requests and added directive for University to provide the Union with a report of scheduling requests and final decisions.

Clarified timeline for the drafting and publication of the fall/winter timetables and added language to set timeline for the drafting and publication of the spring/summer timetables.

Added language that members on workload reduction may only teach overload courses with approval of the Dean.

### Other


Expanded purpose of professional librarian sabbatical and added language (coming into effect in year two of the agreement) and mandated August 31 deadline for sabbatical recommendations.


## Concordia (CUFA)

### June 1, 2021 – May 31, 2023


*Due to the situation caused by the pandemic, the members ratified an agreement to renew their collective agreement for a period of two years.*


### Salary increases

June 1, 2021  2.6%


June 1, 2022  2.4%


### Stipends increase for academic unit heads and for supervisory librarians

June 1, 2021  2.6%

June 1, 2022  2.4%

### Stipends increase for teaching additional courses

May 1, 2021  2.6%

May 1, 2022  2.4%



## Dalhousie (DFA)

### July 1, 2020 – June 30, 2022

*On January 21, 2021, following a strike vote and a last attempt at conciliation after a conciliation board report in December 2020 was accepted by DFA but rejected by the Dalhousie Board of Governors, members ratified their new collective agreements which were later ratified on February 9, 2021 by the Board of Governors.*

#### Salary increases

July 1, 2020 ↗ 1%

July 1, 2021 ↗ 1.25%

#### Other economic benefits

Health spending account increased to \$1,000.

#### Equity

Funding for overload stipends for overload academic administration duties of members of designated groups.

Recognition of traditional ways of knowing in calculating Y values on initial appointment.

Retain credit for service towards future sabbatical or educational leaves when leave is cancelled due to pregnancy.

#### COVID-19 agreement

A COVID Letter of Understanding covering issues such as Personal Protective Equipment, reimbursement for expenses incurred in setting up/operating a home office and carry over of vacation. Also, in recognition of the additional demands placed upon a member during the COVID pandemic, all members will be granted an additional five days of vacation in the 2021-2022 vacation year.

#### Other issues

- Education leaves for instructors.
- Members are sole copyright holders of their on-line lectures, materials, and exams.
- Route to promotion for Technology Instructors from Level I to Level II.

## King's College (UKCTA)

### July 1, 2019 – June 30, 2022

*Contract teachers ratified their new collective agreement at 100% in January 2020.*

#### Salary increases

July 1, 2019 ↗ 1.5%

July 1, 2020 ↗ 1.5%

July 1, 2021 ↗ 1.5%

Overload duties in the Foundation Year Program are now paid at the rate of \$70/hour (from \$60/hour).

#### Benefits

Moving expenses will be reimbursed at the rate of \$1,800 to a single Member (up from \$1,500) and \$2,600 to a Member with a spouse and/or dependent children (up from \$2,200).

Members are now given the same level of priority as full-time permanent employees when allocating parking passes.

The Union will receive \$1,200 (up from \$1,100) annually for the professional development of Members.

#### Leaves

Removal of the one-year qualifying period for top-up during pregnancy leave.

Pregnancy and parental leave top-up have been reduced from 34 to 31 weeks.

Bereavement leave will be permitted for up to three days per instance rather than per contract year.

### **Appointment**

Senior Fellows in the Humanities may reapply once their two-year contract is over and be considered for another two-year term in the event that there are no successful applications received from other eligible candidates.

Language was added to describe the position of Senior Fellow, on the role and duties and the relation of that position to the appointment of the Associate Director, Academic for the Foundation Year Program.

### **Term and condition of employment**

Members will retain access to their King's/Dalhousie email accounts on the same basis as King's regular faculty. There was no previous language on this, and access was removed after one month.

### **Other issues**

The timeframe for a terminated Member to access their files for the purpose of removing, destroying or purging information has been extended to thirty-six months after termination rather than one year after termination to be consistent with the NS Labour code.

## **King's University College (KUCFA)**

### **May 1, 2020 – April 30, 2022**

*This is KUCFA's first collective agreement as a certified bargaining agent under the Ontario Labour Relations Act. KUCFA certified in July 2020.*

### **Salary increases**

May 1, 2020 ↗ 1%

May 1, 2021 ↗ 1%

Across-the-board increases to salary, PTR, and Professional Development Fund

### **Other economic benefits**

- \$2500 startup fund for new faculty.
- \$50,000 increase to conference fund in 2021-22.
- 1 additional course release and an increase of \$50,000 in 2021-22 to the Research Grants Fund.

### **Equity**

Salary anomaly study and fund.

Pregnancy and Parental leave amended to comply with changes to EI and Employment Standards Act.

## **Lakehead (LUFA)**

### **September 1, 2020 – August 31, 2022**

### **Salary increases**

September 1, 2020 → 0%

September 1, 2021 → 0%

Under Bill 124, total compensation increases were limited, and given the association's long-standing goal of pension reform, the allowed increases were allocated to the goal of pension reform.

## Pension

Permanent removal of language allowing a “less CPP” offset for employer pension contributions over the course of two years (meaning that the employer will increase its contributions to 8.05% eliminating any reduction for CPP contributions over two years).

Agreement on a two-year process of due diligence towards pension reform.

Improvement in Normal Form Pension Factor.

\$25,000 toward actuarial costs of the Association.

## Allowances & other economic benefits

### *Benefits improvements in year 2:*

- Increased Psychologist services from \$500 to \$1,000 as part of a new Mental Health and Behavioural Services allowance of \$1,000 per services which includes new services (Elder Support, Psychotherapist).
- Vision care up from \$300 to \$500.

## Job security / tenure

Service recognition for contract lecturers (CAS).

Hiring processes that respect right of first refusal for contract lecturers.

## Equity

LOU to establish a Joint Consultation Committee on diverse scholarship.

## Librarians

Appointment procedures: limit practices involving ‘emergency’ hires for permanent positions.

Improved language respecting professional nature of librarians.

Right to pursue professional development without approval.


## Laval (SPUL)


**June 1, 2020 – December 1, 2022**


*Due to the situation caused by the pandemic, the members ratified an agreement to renew the Collective Agreement for a period of two and a half years.*

## Salary increases


### *Assistant and Associate Professors*


June 1, 2020  1.65%


June 1, 2021  1.65%


June 1, 2022  1.5%\*

### *Associate and Full Professors*

June 1, 2020  1.65%

January 11, 2021  2.25% (salary scale adjustment)

June 1, 2021  1.65%

June 1, 2022  1.5%\*

\*Added to this amount is the percentage variance with the salary increases granted to Quebec government employees for the period covered by the scale (from June 1, 2022, to May 31, 2023).

### Other economic benefit

Non-recurring increase of \$300 in the academic activities support fund for the 2020–2021 and 2021–2022 fiscal years.

### Other issues

- Changes to measurements of the minimum employee level.
- Commitment to begin discussions for the next collective agreement negotiation no later than September 1, 2022 and for the submission by the respective parties of detailed demands for this negotiation.

## Moncton (ABPPUM)

### July 1, 2019 – June 30, 2021

*Due to the situation caused by the health crisis and the resulting economic uncertainty, the bargaining team moved forward the completion of the negotiations and settled for a period of two years (as the Employer did not want to move ahead financially beyond 2 years). The agreement was ratified by the members on May 15, 2020.*

### Salary increases

July 1, 2019 ↗ 0.8%

January 1, 2020 ↗ 0.8%

July 1, 2020 ↗ 0.8%

January 1, 2021 ↗ 0.6%

### Other economic benefits

Salaries for overload courses: \$1,933.33 per credit (previously \$1,766.66).

### Clinical-teaching intensive professors

New employee class at 75% of the workload and salary.

### Language sessional lecturers (Chargées et chargés d'enseignement de langue)

Clearer priority in the allocation of language courses and better Research Time Stipends for the Head of the French as a Second Language Sector and the Head of the English as a Second Language Sector.

### Evaluation

The importance of student evaluation of teaching is better contextualized: it is one of a number of factors and not the core of the evaluation of teaching.

The Role of the Dean has been changed: members can be accompanied when they meet the Dean, and the Dean cannot impose rectification plans.

Right to be heard of non-permanent members during evaluations.

### Equity

Letter of Understanding (LOU) providing for the creation of a committee tasked with studying salary equity issues for librarians and clinical teaching-intensive professors. These issues will be on the table during the next negotiation (as early as 2021), and a committee will be set up if bargaining does not lead to an agreement.

### Other issues

- Additional Research Time Stipend (RTS) credits for bargaining committee members, allowing the Chief Negotiator to have six RTS credits.
- Inclusion in the Agreement of a paragraph on the environment, sustainable development and climate change awareness.

## Moncton à Edmundston (APPUMCE)

July 1, 2019 – June 30, 2023

Agreement for 4 years instead of 3 years.

### Salary increases

2019 → 0%

2020 → 0%

2021 ↗ Real-time parity with ABPPUM

2022 ↗ Real-time parity with ABPPUM

2023 ↗ Real-time parity with ABPPUM

### Other economic benefits

Increased Professional Development Fund with the addition of \$208, for an accumulated total of \$8,000 (previously \$6,000).

Recognition of 3 credits for being the editor-in-chief (*rédactrice/rédacteur en chef*) or editorial secretary (*secrétaire à la rédaction*) of the *Revue de l'Université de Moncton* and remuneration of \$2,000 for being the editor-in-chief.

Improvement to the supplement for courses delivered by videoconference (given simultaneously to an in-person group and to one or more groups at a distance) with an increase to \$1,500 (from \$1,000).

### Other issues

Equity for Sessional Lecturers 2 (French Language or English Language course instructors).

Rank of Associate Professor reintegrated into the regular faculty, and reclassification based on experience.

Access to all collective agreement privileges (RDC (Research – Development – Creation), sabbatical leave, etc.)

Concession: The next two voluntary departures (French Language and Linguistics professors) will not be replaced.

### Clinical teaching-intensive professors

Vacation according to the university model rather than the public model.

Recognition of any Master's degree in Nursing (and not only degrees focusing on research).

Access to Research Time Stipend (RTS) credits for graduate studies (and not only for the Master's degree).

### Temporary professors

Contracts renewed without jobs being opened up every three years.

### Workload

Recognition of 3 credits for "Research – Development – Creation" (*Recherche - Développement - Création* or RDC) for co-investigators subsidized by recognized granting agencies.

Short-form application to obtain 6 credits (principal investigator) or to obtain 3 credits (co-investigators).

Credits for overload work limited to 3 for members who obtain 3 Research Time Stipend (RTS) credits.

Consistent recognition of community service as part of the workload.

The number of one-year sabbatical leaves granted remained the same.

Letter of Understanding (LOU) on establishing a bipartite committee to review the value of field instruction in terms of professional credit(s).

Language clarified that Laboratory Supervisors or Technicians cannot be course instructors in their capacity as supervisors or technicians.

### Evaluation of members

The evaluation of teaching completed by students in courses will now be called “appreciation of teaching”.

Revision of the *Guide d'évaluation administrative de la tâche professorale* (Guide to the administrative evaluation of teaching duties) based on the recommendations of the bipartite committee.

Option of combined evaluations when there are only a few students in a course. In this case, at the time of the administrative evaluation of his/her file, a member cannot be refused promotion or tenure based on a combination of courses for the appreciation of teaching.

Non-permanent members may not be part of the Joint Committee but can contribute to the evaluation of the application file for tenure in their sector.

### Hiring committee

Participation of the Dean of Studies on the hiring committee, but without the right to participate in discussion and to vote.

### Leave

Changes to bring the following leave into compliance with the law: social or family leave and family caregiver leave, parental leave and maternity leave.

Addition of leave for victims of violence as provided by law.

Recognition of new family structures: biological family and close social family.

For sick leave, a medical certificate is now required after one week. Beyond one month, the University reserves the right to require additional information. A list of such information allowed by law was added as an appendix.

### Retirement & career wind-down

Continuation of the pilot program for termination of employment, which is an early departure program for members between 59 and 64 years of age.

Reinclusion of the employer's right to reach individual early retirement agreements starting from 55 years of age.

Improved option to reduce workload at the end of a career. The maximum period covers 15 years instead of 10 years, and the adjusted salary is increased by 20% (instead of 15%) of the savings realized by the University (for a workload of 12–15 credits) or of the member's base salary (for a workload of 6-9 credits).

After 65 years, the member no longer has access to planned leave.

## Mount Allison (MAFA Full-Time Unit 1)

### July 1, 2019 – June 30, 2022

*On February 12, 2020, after a six-day strike, MAFA Unit 1 and Unit 2 members voted 91% in favour of ratification of their new collective agreements.*

### Salary increases

2019 ↗ 1.6%

2020 ↗ 1.65%

2021 ↗ 1.7%

### Benefits

Increase maximum claim for relocation expenses for position of four to eight months from \$4,500 to \$5,500.

Childcare reimbursement increases \$200 per year per preschool child.

For absence due to a workplace injury, employer will pay the difference between the total amount that is received from WorkSafeNB and any other compensation related to the injury, and 85% of the employee's pre-accident net earnings as calculated by WorkSafeNB.

Employment-related expense reimbursement allocation can be carried over from one contract to the next.

Retired employees are eligible for staff discount at Athletic Centre and at Fitness Centre.

### **Leaves**

Family Day added to list of statutory holidays.

Extended leaves length increased to a year and a half from one year.

### **Probation**

Probationary employee can submit Activity Report to Reviewer for comments and then revise before evaluation by the Dean. A copy of unsatisfactory evaluation will be sent to the Union unless the employee instructs the Employer not to send it.

### **Appointment of instructors**

Hiring process for Teaching Post-Doctoral Fellows will be the same as for faculty members.

Instructors who have held consecutive term appointments as a teaching instructor for a minimum of 5 years shall have a first right of appointment for a subsequent position as teaching instructor with a similar disciplinary focus in the same department or program.

### **Transfer of faculty members**

When a transfer of a Faculty member is considered, the Employer shall solicit feedback from the concerned employee, the originating department or program and the proposed recipient department or program. There will be no loss of rank, eligibility for tenure and promotion, or eligibility for sabbatical leave for faculty members who have been transferred to a different department or program.

### **Tenure & promotion**

At least three Professors will be on the Tenure and Promotion Committee (the Committee) for promotion to Professor. This Committee shall request up to three external letters for tenure.

For Librarians, the Committee shall request up to three external letters for tenure.

### **Workload**

Faculty members will receive a 3-credit course release for every 10 completed honours thesis they supervise instead of 12.

### **Accommodation of disabilities**

The employee being accommodated shall enjoy the same rights under the collective agreement, including participation in collegial processes, as other employees to the extent that their disability allows.

In developing a proactive and reactive accommodation plan that is responsive to fluctuating severity of the condition or conditions for which accommodation is required, the Union, the Employer and the employee shall engage in the following four-step process:

1. determine if the employee can perform the employee's existing job as it is, which includes the existing job with an accommodation that does not involve modification or re-bundling;
2. if the employee cannot, determine if the employee can perform the employee's existing job in the bargaining unit in a modified or re-bundled form;
3. if not, determine if the employee can perform another job without modification; and
4. if not, determine if the employee can perform another job in a modified or re-bundled form.

Accommodation plans to be approved by academic administrators with consultation with HR, rather than by HR.

**Other issues**

Union can purchase additional course release for service. For librarians, the equivalent of a course release will be one day of release per week.

**Mount Allison (MAFA Part-Time Unit 2)****July 1, 2019 – June 30, 2022**

*On February 12, 2020, after a six-day strike, MAFA Unit 1 and Unit 2 members voted 91% in favour of ratification of their new collective agreements.*

**Salary increases**

2019 ↗ 1.6%

2020 ↗ 1.65%

2021 ↗ 1.7%

**Stipends increase for larger class size, based on student enrolment numbers**

61–90 ↗ 5%

91–120 ↗ 10%

Over 120 ↗ 15%

**Benefits**

Improved access to a pension plan.

For long-term continuing appointments, the Employer shall contribute an amount equal to 10% of the employee's gross salary to a Health Spending Account (HSA) up to a maximum of \$1,500 per academic year. All other part-time employees continue to receive an HSA equivalent to 4% of their gross salary.

**Leaves**

Family Day added to list of statutory holidays.

**Appointment of part-time contract faculty**

New category of long-term continuing appointments (LTCA). Eligibility is after teaching two courses per year for three years in a part-time continuing appointment. LTCAs are renewable 3-year contracts with a guarantee of courses: at least the same as the average over the previous 3 years. Teaching duties for the forthcoming academic year will be provided to all LTCA employees by May 15<sup>th</sup>.

The appointment committee will be made up of three employees instead of two full-time faculty members and the Head or Director of the department or program.

First Right of Appointment has been expanded to include up to four courses for the Fall and Winter terms from a list of courses that the part-time teacher is qualified to teach.

**Other issues**

New language on accommodation of disabilities that is parallel to the provisions of the Full-time agreement, except for the re-bundling of duties in the development of an accommodation plan.

When the Employer requires that a Part-time Employee vacate their office space, the Part-time Employee shall be provided with fifteen days written notice.



## New Brunswick (AUNBT Full-Time Group 1)

### July 1, 2020 – June 30, 2021

*On May 7<sup>th</sup>, 2020, Regular Academic Staff ratified a one-year rollover of their collective agreement. All terms of their current Collective Agreement and Memorandum of Understandings are extended and remain in force, except for the base stipend.*

#### Salary increases

July 1, 2020     ↗ .9%

January 1, 2021 ↗ .9%

## New Brunswick (AUNBT Contract Group 2)

### May 1, 2020 – April 30, 2021

*On May 8, 2020, Contract Academic Employees ratified a one-year rollover of their collective agreement. All terms of their current Collective Agreement and Memorandum of Understandings are extended and remain in force, except for the base stipend.*

#### Salary increase

May 1, 2020    ↗ 1.81%

## Northern Ontario School of Medicine (NOSMFSA - OPSEU 677 Unit 2)

### May 1, 2020 – April 30, 2024

#### Salary increase

Wage increases in year 3 and year 4 only.

#### Other economic benefits

Pension in lieu of raises in years 1 and 2 via HOOPP defined benefit pension plan.

Bereavement leaves increased from 5 days to 7 days and 3 days to 4 days.

Compassionate Care Benefit maximum increased from 4 weeks to 6 weeks.

Increased vacation effective May 1, 2023.

Increased benefits effective May 1, 2021.

5 days of leave for Local 677 President (if from Unit 2) to attend CAUT conferences and other CAUT business, with cost split 50-50 between Employer and Local 677.

#### Non-economic benefits

Added Alternative Work Arrangements language including work from home, compressed work week, and flex time.

## Prince Edward Island (UPEIFA)

### July 1, 2020 – June 30, 2022

*The UPEIFA agreed to a two-year extension to its existing collective agreement.*

#### Salary increases

##### Regular Academic Staff

2020    ↗ 2%

2021    ↗ 2%

**Contract Academic Staff**

2020 ➦ 2% + \$300 to each step

2021 ➦ 2%

The net effect is a 9.3% increase to CAS stipends over the term of the agreement.

**Regina (URFA – First Nations University of Canada RAS)**

**July 1, 2018 – June 30, 2022**

**Salary increases****Regular Academic Staff**

2018 ➔ 0%

2019 ➔ 0%

2020 ➦ 1.75%

2021 ➦ 2%

In Year 2, salary scales and increments in effect as of July 1, 2019 are adopted, meaning 10 members at the old ceiling receive small retro pay to new ceiling if awarded CGI on July 1, 2019 and others receive small retro pay for difference between old CGI and new higher CGI if CGI was awarded July 1, 2019.

Career Growth Increments (CGI) 0%, 0%, 1.75%, and 2% for 2018, 2019, 2020, and 2021, respectively.

**Other economic benefits**

Achievement of “parity plus” with the U. of R. on July 1, 2021, not only in salaries but pension, professional allowance (APEA), and Wellness accounts:

- Pension: 0%, 0%, 1% (from 6% to 7% matched), 1% (to 8% matched).
- APEA increases in Year 3 by \$1,000 to \$2,500.
- HCSA/Wellness increases in Year 3 by \$250 to \$1,000 Jan 1, 2021.

Parental leave top-up increased from 75% to 90%.

Sixth-month sabbatical option increased to 100% pay.

**Equity**

Clearer language on employment preference for First Nations and other Indigenous persons when recruiting, hiring, and retaining staff.

New definition of a term that can be prefixed to academic titles, in the same way as “visiting,” “research,” “special,” or “adjunct”: Indigenous Traditional Knowledge Keeper, indicating a person who holds academic rank with the University, and is also recognized by the FNUUniv Elder’s Council as an Indigenous Traditional Knowledge Keeper.

**Tenure**

New purely-formative “career mentorship” process for tenure-track members.

**Other issues**

- Addition of “fair, reasonable, and equitable” exercise of management rights.
- New Associate Dean positions in-scope.

## Renison (RAAS)

**May 1, 2020 – April 30, 2023**

*This is a first agreement for RAAS, which was founded in 2018 and certified in March 2020. It provides transparent, mutually agreed upon policies and procedures with accountability and dispute resolution mechanisms backed by labour law. Much of the agreement codifies existing practice.*

### Salary increases

Across-the-board increases to salary and PTR increments:

May 1, 2020 → 0%

May 1, 2021 ↗ 1%

May 1, 2022 ↗ 1%

Salary floors and thresholds increased to University of Waterloo levels.

PTR capped at second threshold.

### Academic freedom

Academic freedom language consistent with sector norms.

### Financial exigency

Financial exigency and program redundancy language consistent with sector norms that establishes an independent review process for declarations of financial exigency and no layoffs of members unless financial exigency is declared.

### Lecturers

Teaching load reduced to 7 courses.

Option of a non-teaching term.

Lecturer salary scale with higher floor and full PTR.

Inclusion of service or research component in responsibilities.

### Tenure & promotion

Removed Board of Governors member from tenure committee and created second-level review process.

## Royal Roads (RRUFA)

**April 1, 2019 – March 31, 2022**

### Salary increases

July 1, 2019 ↗ 2% - Retroactive Pay

July 1, 2020 ↗ 2%

July 1, 2021 ↗ 2%

### Other benefits

Salary floor increases: 3.8% Professor; 2% Associate; 22% Assistant

### Other economic benefits

Professional Development funds increased from \$1,200 to \$155

0 per member per year.

Tuition assistance for Member and Member's family increased from 50% tuition discount for Members only to 75% discount for Members and 50% discount for immediate family members. Agreement now consistent with the University's Tuition Assistance Policy.

### **Equity**

New \$23,500 Salary Anomalies and Equity, Diversity and Inclusion Fund. Joint Union Administration committee to administer and establish priorities for funding each year.

### **Other issues**

Faculty Ranks:

- Changes in terminology (appointment to rank).
- Additional clarity and distinction in rank descriptions.
- Doctorate credential for all ranks but instructor.
- Separation of service and academic administration into two distinct categories.

Appointment, Conversion and Promotion for continuing status and promotion clarified: stated timelines, package requirements; appeal processes; and the University Conversion and Promotion Committee's role, composition and timelines.

"Probationary" appointments now "Continuing Track" appointments. Employer resisted Union's priority and strong push to include tenure in the Agreement.

Personnel File language strengthened: one file per member, paper and digital; greater specificity as to contents of files; material from failed disciplinary processes removed; discipline removed after 5 years if no repeat of behaviour.

Vacation Leaves: vacation time tracked on annual workplan – no need to seek approval; payout for unused vacation leave accumulated from April 1, 2015 to March 31, 2019 may be paid out, subject to proper evidence of accumulation; grand-parented vacation time prior to 2015 preserved and can be used or cashed out at retirement; future carry forward of vacation time only in exceptional circumstances.

Compassionate Care Leave: updated as per BC Employment Standards Act and increased to 27 weeks.

Phased Retirement Leave: eligibility age changed from 60 to 55 years; pro-rated benefits increased to 100% coverage.

### **Discipline**

Article title changed to "Inquiry and Investigation into Alleged Wrongdoing and Discipline."

Language substantially modified to separate phase of a) inquiry into allegations and b) investigation of a discipline issue.

Procedures clarified with timelines and due rights for the faculty to have representation.

Investigator jointly selected.

### **"Workforce reduction"**

Title changed from "Dismissal without Cause and with Notice" for drop in program enrolments.

Improved severance: 6 months' notice or severance in combination as a baseline; 1 additional month of severance for each year of employment up to 12 months (net gain of 6 months).

Specific language relating to additional severance for members on continuing-track and Limited Term Appointments.

### Membership data

New article establishing right of RRUFA to receive Member data on salary, promotions, continuance etc. with additional demographic data on gender and age.

### Librarians

Employer resisted updating appointment, conversion and promotion language to be similar to those with faculty ranks.

### Workload

Shift from 3,375 to 4 Workload Units per 3-credit course (18.5% increase)

Courses above 3 credits receive an additional 1 Workload Units per course credit (e.g. 6 credit course is worth 7 WLUs).

Service and academic administration duties now distinct, including new 40-40-10-10 metric.


Prevented imposition of a teaching track category of academic appointment and removal of teaching overload option and required research distributions in Schools.


New Union Release language added removing need to negotiate each time with no guarantees. 12 Workload Units for the FA executive annually and 16 teaching Workload Units in bargaining years. Right to buy extra Workload Units as needed at a fixed rate.


## Simon Fraser (SFUFA)

July 1, 2019 – June 30, 2022

### Salary increases

July 1, 2020  2%

January 1, 2021  2%

July 1, 2021  2%

### Other economic benefits

Market Differential roll-in at terminal ranks eliminated.

Changed roll-in of market differentials on promotion to terminal ranks to ensure salary increases apply to full salaries.

Updated Leave of Absence provisions to match changes in legislation.

Transition to the BC College Pension Plan, with a target effective date of March 1, 2021:

- Deferred liability paid by a range of measures including delayed wage increases and use of additional monies in the provincial mandate; cost savings that may emerge are shared; if costs cannot be managed by the above, temporary levies on PDR and salary will be used to make up any shortfall for the year in question.

### Equity

Equity, Diversity and Inclusion (EDI) training formalized for hiring and review committees.

Additional procedures to ensure EDI impacts are proactively considered in Departmental, Faculty, and University processes.

Association and Association's Equity & Human Rights Committee will provide feedback on EDI training materials and procedures prior to implementation.

**Sick & other legislated leaves**

Semesters when members are off on sick or other legislated leaves will now have the semester recorded as a required semester for their teaching/research semester annual rotations eg: a member's scheduled teaching or research semester will be recorded as a teaching or research semester (whichever is the case) when off on sick leave.

**Evaluation of teaching**

Greater restriction on the role of and use of student surveys in evaluation, and alternate processes introduced based on teaching dossiers and faculty members' demonstrated engagement with student feedback.

**Biennial review**

Average step award at the unit level increased from 1.25 to 1.5 (but no associated increase in the monetary value of the average).

Units will now have the ability to award the average rather than having always to award steps either above or below.

Shift from a scale of 0-2 to a scale of 0-2.5.

**Investigations & discipline**

Distinctions between disciplinary procedures and scholarly conduct investigations that may originate outside the University clarified.

Summary suspension protections improved, clarifying circumstances where the employer can resort to extraordinary disciplinary measures.

**Teaching faculty**

Limited term appointments now to be generally at least 50% of full time. Association to be provided information of all exceptional circumstances.

Probationary language amended to better match other faculty.

Promotion timelines altered to match those of other faculty.

**Librarians & archivists**

New research activities language/rights, but not compulsory.

Promotion language given greater clarity, particularly regarding referees.

**Practitioner faculty**

Substantial new language added:

- Elimination of the distinction between clinical and professional practice faculty.
- Provision for continuing appointments to be the norm by restricting use of Limited Term appointments (LTA) and conversion to a continuing appointment after five years in a LTA, with exceptions requiring Association approval.
- New access to study leave.
- Voting and governance rights expanded.
- New right to severance pay upon layoff.

**Joint appointments**

Members with joint appointments will have access to review documents from both TPCs involved in the review, rather than solely the primary department.

### Research faculty workload

Language now more clearly recognizes the variation in cycles of work, ensuring fairness of overall expectations. Emphasis now is less on schedules and more on the substantive work performed. Teaching equivalency language now captures members' wider range of teaching activities.

### Sainte-Anne (APPBUSA)

*On August 7, 2020, APPBUSA members ratified a tentative agreement to extend the 2016–2020 Collective Agreement by twelve (12) months, with the exception of salary scale increases.*

### Salary scale increase

1 July 2020 ↗ 1.75%

### Saint Mary's University (CUPE 3912 – Language Centre CAS)

#### August 9, 2018 – August 8, 2022

*In November 2020, the Language Centre Instructors at Saint Mary's University ratified a new collective agreement. The main gain was resisting the demand from the Employer to add a teaching qualification requiring members to be up to date in their field. It is also important to note that following the pandemic the number of instructors had dropped significantly from 25 to 4.*

### Salary increases

August 27, 2018 → 0%

September 3, 2019 → 0%

August 31, 2020 ↗ 0.5%

August 30, 2021 ↗ 1%

A one-time gross lump sum payment of one hundred and fifty dollars following the signing of the Collective Agreement to those instructors who had signed a contract during Winter 2020 (March 2, 2020 – April 24, 2020) semester.

### St. Michael's College - University of Toronto Faculty Association (UTFA)

*The UTFA members at St. Michael's College reached a tentative agreement on February 17, 2021.*

*Details will be available following ratification.*

### St. Thomas (FAUST Part-Time)

#### July 1, 2019 – June 30, 2022

*Part-time members of FAUST ratified their new agreement on June 5, 2020.*

### Salary increases

2019 ↗ 2%

2020 ↗ 1.67%

2021 ↗ 1.67%

### Benefits

Increase in Health Spending Account from \$120 to \$130/3 credit course and a two-year carry over.

Increase in the number of part-time offices.

Possibility to carry forward for a maximum of two academic years unused balances of the teaching enhancement allowances fund.

With the agreement of the Employer and the Union, Employees may teach beyond eighteen (18) credit hours during the Teaching Year.

### Appointment procedures

Removal of “research” from hiring qualifications.

Clarification of Regular Appointment procedures.

New language around the work and reporting of decisions for the Part-time Appointment Committee to ensure a fair assessment and appointment process for internal and external appointments.

## St. Thomas (FAUST Full-Time)

**July 1, 2019 – June 30, 2022**

*Members of FAUST ratified their new agreement on June 5 2020, at 77%.*

### Salary increases

2019  2%

2020  1.5%

2021  1.5%

### Benefits

Tuition fee reduction: 50% for spouses and all children, not just dependents.

Increase to the professional development fund of \$35,000 to \$40,000 annually.

The determination of eligible moving expenses by the Employer shall be guided by the parameters used by the Canada Revenue Agency.

### Retirement

New phased-in retirement option incentive.

### Discipline

Record of discipline shall be removed from an Employee's Personnel File after a period of twenty-four (24) months from the date of discipline instead of the date of alleged infraction.

### Other issues

- The Union is entitled to an extra three-credit course release.
- Appointment of Chairs is now by majority support instead of unanimous support.
- New language around possibility of a transfer to a vacant established position in another Department or Programme appropriate to the Employee's discipline.
- A Faculty Member who is a member of the Board of Governors shall retain all the rights and responsibilities under the Full-time Collective Agreement.
- New language on prorated compensation for partial course teaching.

## St. Thomas More (STMFU)

**July 1, 2017 – June 30, 2022**

### Salary increases

*Tenure Stream, Tenured and Term Faculty*

July 1, 2019  \$3000 ATB to salary base, 1.25% salary scales & Career Development Increases (CDI)

July 1, 2020  1.95% ATB, salary scales/CDIs

July 1, 2021  1.95% ATB, salary scales/CDIs



***Sessional Lecturers***

September 1, 2020 📈 2% increase to all stipends

***2016 negotiated MoA earlier included:***

September 1, 2017 📈 1.75% stipend increase

September 1, 2018 📈 2% stipend increase

**Other economic benefits**

*Benefits effective July 1, 2020.*

***Tenure Stream, Tenured and Term Faculty***

Short-Term Disability period extended from 90 calendar days to 112 calendar days.

Long-Term Disability (LTD) qualifying period extended from 90 calendar days to 112.

Extension of LTD disability payments to the end of the month in which death occurs.

Changes to Extended Health Care benefits:

- Psychologists annual maximum coverage increased from \$500 to \$2,000.
- Eye exam coverage increased from \$100 to \$150 every two years.
- Moving expenses coverage increased from \$6,000 to \$10,000.

***Sessional Lecturers***

Sessional Benefit Plan and improved Professional Development Fund in 2016 MoA incorporated into Agreement.

**Other issues**

- PD allowance temporarily available for remote teaching requirements for Faculty and Sessional Lecturers.
- President now chairs Appointments Committee with no vote.
- Deadline date changes and clarifications for Tenure and Promotion procedures.
- Probationary appointment parental leave to not count as part of probationary period (to match USFA).
- Semi-monthly pay adopted.
- Candidates' Committee (for tenure) membership widened.
- Academic year and three academic terms defined.
- Faculty can now be assigned teaching in third term but must retain a non-teaching term and limited to once in 3 years (to match USFA).
- A joint committee will be formed to consider privacy and technology issues.
- Required service after sabbatical limited to length of sabbatical (to match USFA).
- Clarification regarding transition to and from out-of-scope administrative appointments.
- Not in the CA, but recognition of issues around engaged scholarship and student evaluations.

**Sessional lecturers**

ATQ clarifications and correction procedure.

Increased flexibility for the sessional 12 credit maximum during terms 1 and 2.

On-Line course instructors moved into the sessional category.

## Wilfrid Laurier (WLUFA – RAS Unit)

July 1, 2020 – June 30, 2023

### Salary increases

July 1, 2020 ↗ 1%

July 1, 2021 ↗ 1%

July 1, 2022 ↗ 1%

1% increase in each year to salary floors, overload stipends, online teaching overload stipends, and stipends for Chairs, Program Coordinators, Area Coordinators, and Department Heads.

Ontario System Adjustment payment of \$900 payable on July 1, 2022 if Bill 124 is struck down.

### Other economic benefits

Vision care allowance increased to \$500 every 24 months; maximum amounts for psychologists and MSW counsellors increased to \$1,500 and psychotherapists now covered; hearing aid allowance increased to \$1,000 every 24 months.

PER increased to \$1,250 with \$1,250 carryover, travel funds to \$950

### Complement

Spring, Summer, and Intersession courses now included in provisions that protect the tenure-stream complement.

Penalty clauses suspended for the term of this agreement.

### Merit

Members will automatically be considered for merit bonus every other year.

Merit bonus increased to \$1,200 from \$1,000 and number of awards decreased from 126 to 105.

### Indigenization

Explicit recognition of development of Indigenous knowledge and development of Indigenous forms of teaching in tenure and promotion criteria.

Letter of Understanding for cluster hire of up to 6 scholars by July 1, 2023 but no commitment that these will be new positions.

### Teaching intensive positions

Changes to promotion criteria and model reference letter solicitation to recognize additional teaching responsibilities.

Elaboration of “teaching excellence” standard.

### Tenure & promotion

Sub-units required to create tenure and promotion guidelines that respect breadth and diversity of scholarship and the field and cannot rely solely on teaching evaluations.

Guidelines must be reviewed every 5 years, approved by sub-units in council and the Dean, and copied to WLUFA.