

# CAUT Facts & Figures

December 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 and cost of living trends. This edition highlights settlements negotiated by CAUT academic staff associations since February 2021.



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

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

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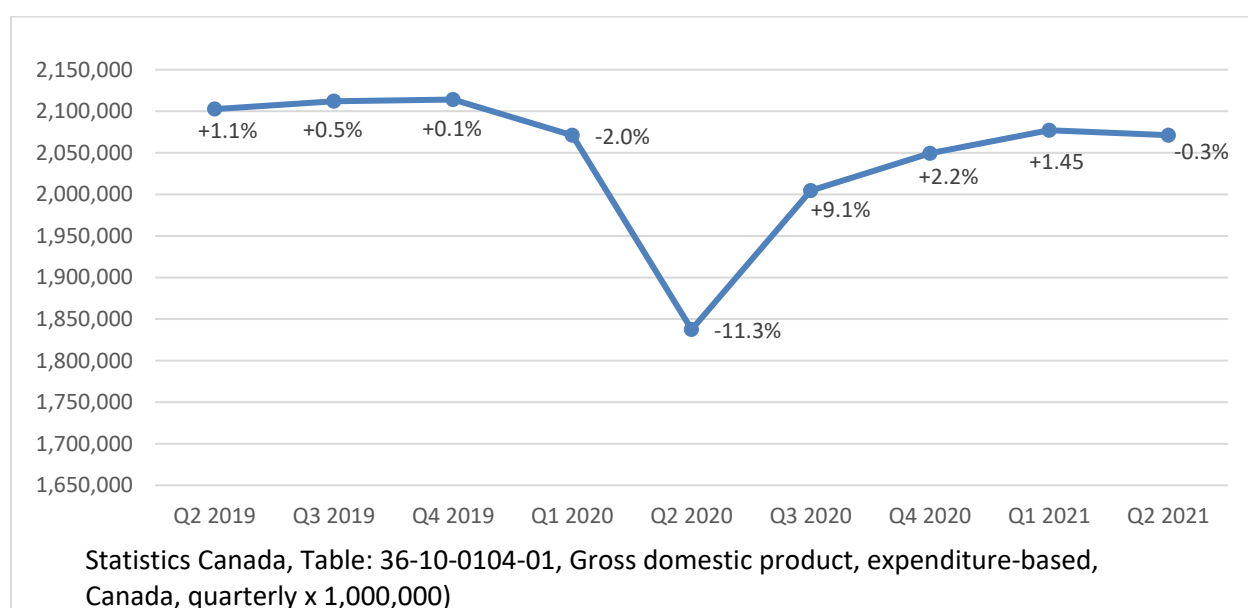
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## Current Economic Conditions

### Gross domestic product (GDP)

Canada's economy experienced an extraordinary drop of 11.3% in GDP in the second quarter of 2020 caused by pandemic-related business shutdowns and travel restrictions. In the fall of 2020, as restrictions loosened, the economy began a recovery that spanned three consecutive quarters. After regaining ground, the economy again slowed in the second quarter of 2021 with a GDP decrease of 0.3% (Figure 1). The decline in the second quarter of 2021 was primarily driven by a 17.7% decrease in home resale activities and a 4% decrease in exports. Consumer spending also stalled at 0.1 %.

Figure 1: Quarterly change in gross domestic product (Chained 2012 \$)



Although Canada's economic growth in the first half of 2021 was weaker than expected, in its [Monetary Policy Report — October 2021](#), the Bank of Canada forecasted that the economy would rebound strongly as vaccination rates continue to rise and health restrictions ease across Canada. The Bank forecasts Canada's economy will grow by 5% this year before moderating to 4.25% in 2022 and 3.75% in 2023.

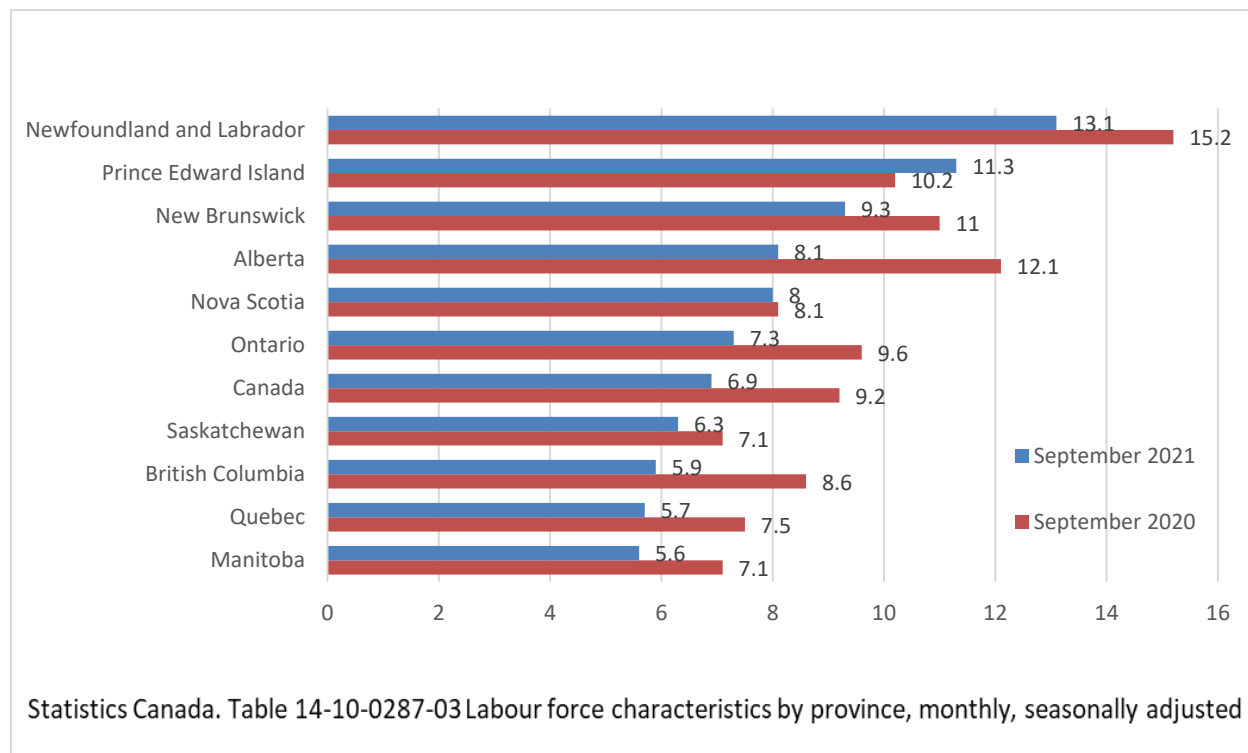
### Unemployment

Canada's national unemployment rate was 6.9% in September 2021, the lowest rate since the onset of the pandemic. This masks important regional differences, with Newfoundland and Labrador continuing to have the highest unemployment rate at 13.1%, and Quebec and Manitoba having the lowest, at 5.7% and 5.6% respectively (Figure 2). Prince Edward Island was the only province that saw an increase in unemployment between September 2020 and 2021.

The September 2021 unemployment rate for men 25 to 54 years old was slightly higher than that of women in the same age group, at 6.2% compared to 5.5%. The unemployment rate for male youth aged 15 to 24 was

13.7% in September 2021 compared to 20.1% in September 2020, while the rate for female youth was 8.9% compared to 17.1%, roughly half the rate of September 2020.

Figure 2: Unemployment rate by province



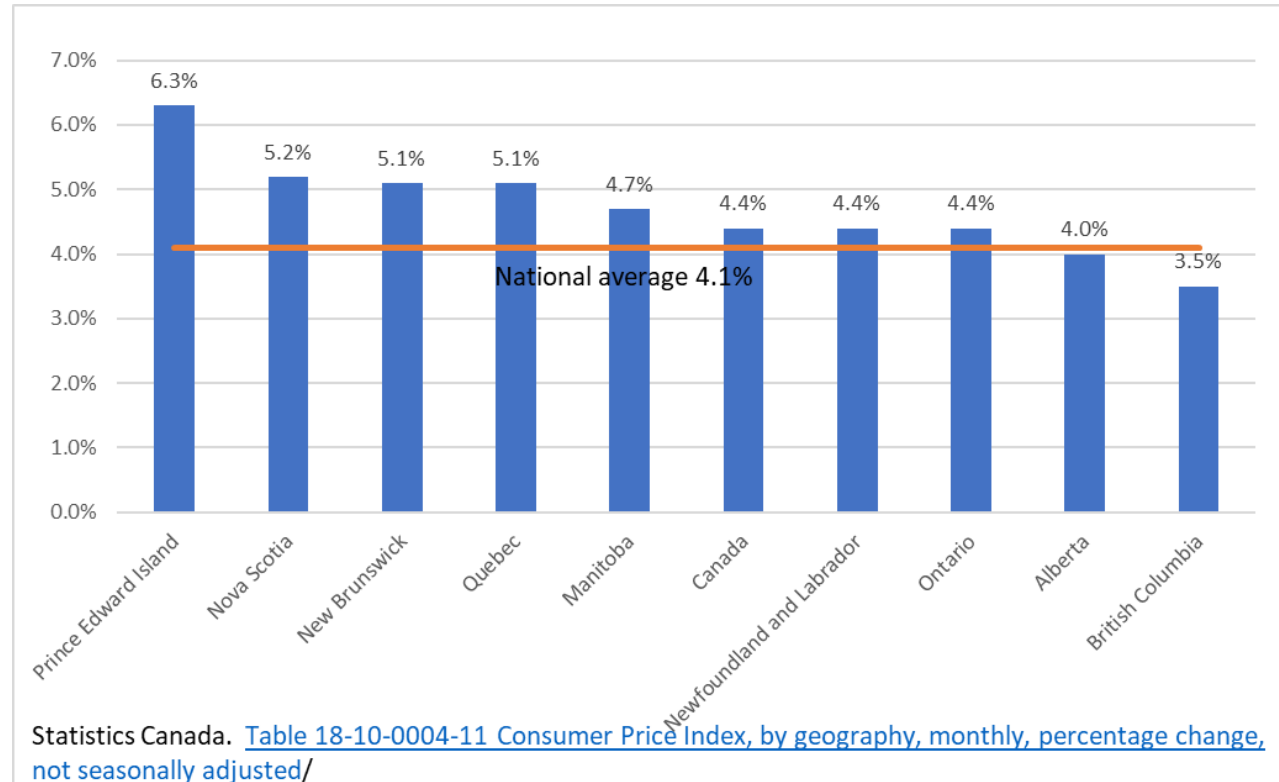
## Cost of living

The Consumer Price Index (CPI) rose by 4.4% on a year-over-year basis in September 2021, the fastest growth since 2003. In comparison, CPI was up 0.7% between September 2019 and September 2020. Average consumer inflation rose at a higher pace in every province on a year-over-year basis in September. Prices rose at the highest pace in Prince Edward Island (6.3%) and at the slowest pace in Saskatchewan (3.3%) (Figure 3).

Year over year (September 2020 to September 2021), prices decreased for telephone services (-12.5%) and fresh vegetables (-5.0%) but increased for almost everything else including gas (+32.8%), natural gas (+16.3%), shelter (+4.8%) and food in general (+3.9%).

The Bank of Canada expects inflation to remain elevated throughout the rest of 2021 and into early 2022 due to temporary pandemic-related factors. Given ongoing issues with supply chains and the increase in energy prices, the Bank expects inflation to stay above 2% for longer than previously anticipated, before easing back to close to 2% by late 2022.

Figure 3: 12-month CPI change (percentage) by province (September 2020 to September 2021)



## Wages

Between January and September 2021, among all provincial jurisdictions, British Columbia had the highest wage adjustment (2.2%), while Manitoba and Saskatchewan recorded the lowest (1.1%), as shown in Figure 4. Meanwhile, in the second quarter of 2021, private sector wage gains (2%) were slightly higher than those negotiated in the public sector (1.6%) (Figure 5).

Figure 4: Average Quarterly Wage Adjustment by sector



Figure 5: Average wage adjustments in 2021 (January to September) by province



## Bargaining Trends

Bargaining trends are varied across the country but both the outcomes and the process to achieve them are impacted, if not constrained, by two key factors: government interference with free collective bargaining and the projected financial fallout of COVID-19.

In the face of both challenges, some associations opted to roll over their agreements, while others opted to negotiate short-term deals. Agreements concluded in the later period of the pandemic have not included serious concessions, despite ongoing government interference. For instance, the McMaster University Academic Librarians' Association blocked their employer's proposal to cancel post-retirement benefits for new hires. Many associations have continued to make incremental gains.

Government interference has been either explicit through legislation or hidden through less formal mandates. In Ontario, academic staff associations are forced to negotiate within the confines of *Protecting a Sustainable Public Sector for Future Generations Act*, 2019, SO 2019, c 12 (known as Bill 124) — the public sector wage suppression legislation passed by the Ford government in 2019. Nevertheless, many Ontario associations have made gains in other areas. In Alberta, informal public sector mandates have coupled with drastic provincial funding cuts, and it remains to be seen how this will play out in negotiations still in progress. In Manitoba, the Court of Appeal reversed the Court of Queen's Bench decision that struck down the *Public Services Sustainability Act*, S.M. 2017 c. 24 as unconstitutional.<sup>1</sup> Informal government mandates replaced the legislation, but a number of unions in the broader public sector successfully pushed back.

Across the country, the financial fallout of COVID-19 — whether real or opportunistically exaggerated by employers in negotiations — had a greater effect on negotiations at the start of the pandemic. The threat of enrolment collapse was used as an attempt to constrain financial demands by academic staff associations. Nowhere has an enrolment collapse materialized as predicted.<sup>2</sup> Enrolment predictions in the Maritimes/ Atlantic Canada were most dire but academic staff associations were nonetheless able to negotiate salary increases.

While some pandemic-related constraints are real, there have been opportunities to make significant non-financial gains. For instance, Algoma University Faculty Association's new agreement establishes a joint Restorative Mediation Committee to develop and implement a restorative mediation model to resolve workplace conflicts as an alternative to the complaint, grievance and arbitration procedures. The Concordia University Part-Time Faculty Association achieved increases to large class stipends and a reduction in the number of credits of seniority required to be shortlisted for a Limited-Term Appointment.

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1. [\*Manitoba Federation of Labour et al v. The Government of Manitoba\*, 2021 MBCA 85; \*Manitoba Federation of Labour et al v. The Government of Manitoba\*, 2020 MBQB 92 \(CanLII\)](#)

2. Laurentian University did experience a significant decline in enrolment, but this was a result of the University's declaration of insolvency under [\*Companies' Creditors Arrangement Act\*, RSC 1985, c C-36](#) (CCAA) with significant cuts to academic staff complement and programs.

## Recent Settlements<sup>3</sup>

### Algoma (OPSEU Local 685 Regular Academic Staff)

**July 1, 2020 — June 30, 2023**

*The negotiation team reached a tentative agreement on March 4, 2021, which was later ratified by members on March 18, 2021.*

#### Salary increases<sup>4</sup>

July 1, 2020 ↗ 1%

July 1, 2021 ↗ 1%

July 1, 2022 ↗ 1%

#### Leave

- Option of non-paid extensions to the Personal Emergency Leave or the Family Medical Leave may be granted on compassionate grounds by the Academic Dean or University Librarian, as applicable.
- Agreement to have a committee work on the development of a standard sabbatical leave reporting form.

#### Distance Education

- New language on e-Learning courses.
- Approval of courses offered by distance education will be done by the Senate instead of a Curriculum Committee.

#### Student Evaluations

- The term “student teaching evaluations” has been changed to student feedback of teaching (SFTs). SFTs will continue to be used as part of an application for pre-tenure review, tenure or promotion, or as information for any other assessment of the member’s teaching performance. However, faculty members retain the right to grieve their use and the Peer Review Committee will be made aware of the measurement’s limitations by the Union prior to the evaluation process beginning.

#### Conflict Resolution

- Agreement to establish a joint Restorative Mediation Committee to develop and implement a restorative mediation model to resolve workplace conflicts as an alternative to the complaint, grievance and arbitration procedures.

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3. Laurentian University Faculty Association’s agreement has not been included because it was negotiated under the extremely unusual and strict constraints of the CCAA process. This is the first time in Canada that the CCAA has been applied to a publicly funded university.

4. As per s.10(1) of the [\*Protecting a Sustainable Public Sector for Future Generations Act, 2019, SO 2019, c 12\*](#)



## Bishop's (APBU Full-time Faculty Members)

**July 1, 2020 — June 30, 2022**

*Due to 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 three-credit course reliefs normally allotted in a negotiation year. The chief negotiator shall thereafter receive one three-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 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.

## Bishop's (APBU Staff Members)

**July 1, 2020 — June 30, 2022**

*Due to the pandemic, the members ratified a two-year rollover of their collective agreement.*

### Salary increases

July 1, 2020 ↗ 2%

July 1, 2021 ↗ 2%

### Other issues


- One additional sick/personal day for 2021 and for 2022.
- Both parties agree to open negotiations for the next round of bargaining early and shall begin negotiations by June 1, 2021.


## Concordia University Part-Time Faculty Association (CUPFA)

**May 1, 2021 — April 30, 2023**

*CUPFA agreed to a two-year deal that was ratified by their members on April 11, 2021.*

### Salary increases

May 1, 2021  2.6%

May 1, 2022  2.4%

### Other economic benefits

- Large class stipends: 2% increase to pay grid.
- Extra student contact time hourly rate increase.

### Seniority

- Credits of seniority required to be shortlisted and interviewed when applying for a Limited-Term Appointment (LTA) has been reduced from 50 to 6.
- Members who teach cross-listed courses will be added to the Departmental seniority list.
- Adjustments to language on preservation of seniority.
- Members on seniority list have full course entitlement priority over new hires.

### Allocation of course

- New hires with fewer than 24 credits of seniority can now be assigned three more credits, when available, above the maximum of six credits initially offered.

### Bereavement leave


- Bereavement leave is now also available for the death of in-laws.


## Concordia University Faculty Association (CUFA)

**June 1, 2021 — May 31, 2023**


*Due to 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%

## Hearst (APUH)

**July 1, 2021 — June 30, 2022**

*Due to the pandemic and the climate of uncertainty, the Executive Committee of the APUH reached an agreement with the Employer for a one-year rollover of the collective agreement with the amendments indicated below.*

### Salary increase<sup>5</sup>

July 1, 2021 ↗ 1%

### Other economic benefits

- Non-recurring increase in the funding for professional advancement and instructional materials of \$500 per member for the 2021–2022 budget year.

### Courses offered through web conferencing

- On an exceptional basis, the maximum number of students in a web conference session will go from 9 to 25. However, the compensation provided for each student enrolled above 20 students shall be \$375.
- Members can choose the teaching modality that suits them for the Fall of 2021 and for the Winter of 2022.
- To the extent possible, students shall be enrolled according to their home campus in courses offered in a mode that includes the web conferencing option.
- Members who choose to teach simultaneously online and in person may have a technical and logistical support person in the classroom for the duration of the instructional package or until the member deems that the required comfort level has been reached.
- No member shall be dismissed or declared excess as a result of teaching through web conferencing.

### Personal situation connected to the pandemic

- When a member is dealing with personal situations due to the pandemic that could have an effect on his/her ability to carry out his/her duties involving students, the member must discuss possible solutions with the Vice-Rector in order to ensure that quality student services are maintained. If this proves to be necessary, the Vice-Rector shall have the flexibility of granting paid leave days with a deduction from the member's sick leave bank.

### Evaluations

- In the context of future evaluations of their record, members must not be penalized as a result of the effects of the Covid-19 pandemic, due to the intensified effort required for teaching as well as the cancellation of seminars and symposiums, and other opportunities for knowledge dissemination. Any shortfall in the research conducted by a member in 2019–2020, 2020–2021 and/or 2021–2022 attributable to the pandemic will not be counted against the member in evaluating his/her record to the extent that the member can explain how the pandemic affected this research.

## McMaster Librarians (MUALA)


**August 1, 2021 — July 31, 2024**


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5. As per s.10(1) of the [Protecting a Sustainable Public Sector for Future Generations Act, 2019, SO 2019, c 12](#)

*Following a very short round of bargaining, MUALA members ratified a three-year deal in May 2021, a few months before the expiry of their collective agreement. During these negotiations, they successfully blocked their employer's proposal to cancel post-retirement benefits for new hires.*

### **Salary increases<sup>6,7</sup>**

August 1, 2021  1%

August 1, 2022  1%

August 1, 2023  1%

### **Other economic benefits**

- Increased professional development funding for all members.
- Removal of salary freeze during professional development (sabbatical) leaves.

### **Leaves**

- Significant expansion to eligibility criteria and duration of bereavement leaves for all members.

### **Equity**

- Agreement to meet with the employer before the end of the year to identify and close any wage gaps that are due to systemic gender discrimination in the employer's pay practices, as required under the terms of Ontario's [Pay Equity Act, RSO 1990, c P.7.](#)
- Agreement to adopt gender-neutral language throughout the Collective Agreement.

### **Reports**


- Improvements to timelines and reporting structure governing the Annual Activity Report process.

## **Moncton (ABPPUM)**

### **July 1, 2021 — June 30, 2022**

*Due to the situation caused by the health crisis and the climate of uncertainty, the Employer did not want to engage in bargaining and proposed to the ABPPUM Executive Committee that the collective agreement be extended with the amendments indicated below. This proposal was ratified by a simple majority of the members on March 26, 2021.*

### **Salary increases**

July 1, 2021  0.75%

- Creation of a regular position by converting what was previously a temporary position identified as recurrent in the annual reports of the Joint Advisory Committee of the *Observatoire de l'effectif académique* [faculty observatory].

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6. As per s.10(1) of the [Protecting a Sustainable Public Sector for Future Generations Act, 2019, SO 2019, c 12.](#)

7. Each year of the Collective Agreement also raises the floors and ceilings of all salary bands by 1%.

## Mount Saint Vincent (MSVUFA)

**July 1, 2021 — June 30, 2023**

*The negotiation team reached an agreement in May 2021.*

### Salary increases

July 1, 2021 ↗ 1.75 %

July 1, 2022 ↗ 1.75 %

### Other economic benefits

- Increase of \$500 to the overload stipend.
- Increase of \$200 to the professional development fund for 2021 and an additional increase of \$100 for 2022.
- Benefits allowances increase of 6% on April 1, 2022, and of 3% on April 1, 2023.

### Equity

- New language to recruit and retain Indigenous members affecting articles of the collective agreement on equity and fairness, hiring, reappointment, tenure/permanence, promotion and vacation.
- A Letter of Understanding to continue work toward indigenizing and decolonizing the Agreement.
- A Letter of Understanding to recruit and retain equity-deserving faculty, librarians and lab instructor members.

### Distance Education

- A Letter of Understanding to revise distance education and intellectual property articles.

### Workload

- Reduced teaching load in the first year of probationary faculty members.

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

**July 1, 2021 — June 30, 2022**

*On July 13th, 2021, 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, 2021 ↗ 0.9%

January 1, 2022 ↗ 0.9%

### Other issues

- Removal of the category Nurse Clinician.
- Change in title of instructors to teaching professors.
- Establishment of working groups to work on a range of issues in advance of the next round.

## New Brunswick (AUNBT Contract Academic Employees Group 2)

**May 1, 2021 — April 30, 2022**

*On September 30, 2021, Contract 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

May 1, 2021 ↗ 1.8%

- Reduction of the Professional Expense Fund and Computer Fund carry forward.
- Establishment of a joint working group to explore issues of mutual concern to be considered in the next round of bargaining.

## Ontario College of Art and Design (OCADFA)

**July 1, 2020 — June 30, 2023**

*A number of issues were settled in bargaining and mediation. The remainder proceeded to an interest arbitration hearing on April 25 & 29 2021.<sup>8</sup>*

### Salary increases<sup>9</sup>

July 1, 2020 ↗ 1%

July 1, 2021 ↗ 1%

July 1, 2022 ↗ 1%

Arbitrator Kaplan remains seized to reopen compensation should constitutional challenges to Bill 124 be successful or should it be otherwise modified or repealed with retroactive effect or for other legally relevant reasons. The arbitrator rejected the employer's argument that he should remain seized only for the duration of this collective agreement. If a constitutional challenge determines that members were deprived of their right to free collective bargaining in this round, it would be "completely unfair" to put over any remedy to some other round as this would lead to "an intermingling and conflating of historical and then current issues, to the obvious, inevitable and axiomatic detriment of the Association and its members."

### Job Security

- Teaching-intensive stream faculty will obtain permanence after their third contract and a review. The arbitrator referred the criteria and process for permanency back to the parties.
- Sessional faculty who have taught a specific course four times within five years have a right to be reappointed to one section per term of that course when it is offered on a sessional basis.

### Workload

- The current temporary cap of 4 sections per academic year for studio sessional staff has been made permanent.
- Letter of Understanding on a TA allocation formula based of course type and enrolment.

8. [\*Ontario College of Art & Design University v Ontario College of Art Faculty Association\*](#), 2021 CanLII 37800 (ON LA)

9. As per s.10(1) of the [\*Protecting a Sustainable Public Sector for Future Generations Act, 2019, SO 2019, c 12\*](#)

## Equity

- The parties made significant commitments to addressing issues of Employment Equity and eradicating disparities that prevent members of equity-seeking and underrepresented groups from participating fully as students or employees.
- An Employment and Educational Equity Committee (EEEC) will review progress and make recommendations. The parties will collect data in order to compare workforce representation by faculty/program/department and appointment type to census data.
- The Employer shall request exit interviews in order to understand attrition among equity-seeking groups and share results with the EEEEC. The employer will coordinate and implement culturally-relevant support and mentorship to faculty.
- Hiring processes shall consider an inclusive range of qualifications including principles of equity, diversity and inclusion.
- Parental leave EI top-up increased to 95% of regular weekly earnings for 18 weeks for regular leave or to 57% of regular weekly earnings for 30 weeks for extended leave.

## Other issues

- The previous performance review process, which has been temporarily suspended under a letter of understanding in favour of a merit review process, has been finalized and incorporated into the MOA.
- Tenure-track faculty added to hiring committees.

## Ottawa (APUO)

### July 1, 2021 — June 30, 2024

*A three-year deal covering the sustainability period legislated by Bill 124, the Protecting a Sustainable Public Sector for Future Generations Act, 2019, which limited improvements to salary to one percent (1%) over three years.*

### Salary increases<sup>10, 11</sup>

July 1, 2021 ↗ 1%

July 1, 2022 ↗ 1%

July 1, 2023 ↗ 1%

### Other economic benefits

Effective January 1, 2022, members' Professional Expenses Reimbursement (PER) Funds will increase from \$1,625 to \$2,200 and expenses incurred in the past five (5) years qualify for reimbursement.

### Complement

Increase the minimum complement from 1,311 to 1,335 by May 1, 2023.

### Workload

- Administrative support: new language ensuring the Central Administration provides technical and technological support services, and training to APUO members.
- Normal Teaching Load: joint working group to survey how normal teaching loads are established at U15 institutions and recommend changes to the process of assigning normal teaching loads across faculties.

10. As per s.10(1) of the [Protecting a Sustainable Public Sector for Future Generations Act, 2019, SO 2019, c 12](#).

11. One percent increase also applies to progress-through-the-ranks (PTR) with indexation to PTR

## Equity

Mandate of the joint Equity, Diversity, and Inclusion Committee (EDIC):

- Expanded to ensure librarians were included in its work.
- The APUO President and the University President may jointly mandate the EDIC to address specific equity, diversity, and inclusion (EDI) issues.
- The committee may provide recommendations on EDI issues affecting the working conditions of members of the employment equity groups recognized under Human Rights Legislation.
- The APUO and the Central Administration agreed to mandate the EDIC with examining barriers relating to limited access to childcare, and with preparing recommendations.

## Teaching Dossiers and Student Evaluations

- The APUO and the Central Administration agreed to create a joint working group tasked with examining the possibility of implementing Teaching Dossiers to better evaluate members' teaching performance.
- A new LOU temporarily makes optional the use of Student Evaluation A-Reports in members' promotion and tenure applications, from January 1 to April 30, 2022 (from May 1, 2022, until the end of the Collective Agreement, A-Reports may be used by the Central Administration as per Article 24).

## Indigenization

- A pilot project allowing members engaged in Indigenous-led and Indigenous-centered Teaching, Research and Scholarly Activity to request that one additional individual at the University who conducts similar research be temporarily mandated, with voting rights, to sit on Faculty Teaching Personnel Committees (FTPC) and Librarian Personnel Committee (LPC) for the consideration of the member's promotion and tenure application.
- A joint committee to identify potential challenges for members engaged in Indigenous-led and Indigenous-centered teaching, research, and scholarly activity seeking promotion and tenure.

## Librarians

- Equity training for the Librarian Personnel Committee (LPC) similar to that delivered to Teaching Personnel Committees.
- Equity work undertaken by librarians will be recognized as academic work and as part of their assigned workload.
- Librarians will have their vacation days automatically allocated at the start of the calendar year rather than accumulating vacation days each year, like other APUO members.

## Tenure, Promotion and Job Security

- Language teachers at rank IV will be able to apply for a promotion to Associate Professor.
- Continuing Special Appointment Professors (CSAP) whose teaching "meets expectations" as per Article 24 will be awarded a continuing appointment, not required to apply for any further contract renewal: Once granted, CSAP members may also apply for promotion to the rank of Associate Professor in accordance with relevant articles of the Collective Agreement.



## Regina (URFA — First Nations University of Canada Sessionals) 2020—2022

*Agreement was ratified by members on August 19, 2021.*

### Salary increases

July 1, 2020 ↗ 0%

July 1, 2021 ↗ 2%

July 1, 2022 ↗ 2%

### Other economic benefits

- \$2,500 signing bonus to those who taught more than 5 classes in the 2019 academic year.
- New \$5,000 per year professional development fund.
- New hourly \$33.11 rate for university service and required training.
- Pension contributions increased to 8% by 2022.
- Per course professional expenses increased to \$200.
- Sick leave top-up increased by 5%.
- Parental leave top-up increased by 5%.

### Job Security/Appointment/Tenure/Promotion

- Eligibility for pre-posting offers changed to 5 distinct semesters.
- Career alert system for FNUUniv job postings integrated into the Agreement.
- Alternative teaching opportunities provided when available in the event a course is cancelled.

### Workload

- New process for addressing workload concerns.
- Pre-contract and post-contract duties identified in writing and compensated.

### Evaluation

- Included training and mentorship language as part of any concerns raised through the Teaching Assessment.

### Equity

- Included family kinship relationships as a factor for consideration when vetting requests for discretionary leaves.
- Strengthened the language affirming and promoting First Nations cultures and values.
- Included First Nations and gender representation on selection committees whenever possible.

### Collegial Governance

- Strengthened the inclusion of sessional members in the university planning process.
- Achieved hourly pay for participation on planning committees.
- Ensured sessionals are informed of changes to policies.

### Other issues

- Included new definition of ownership to ensure sessionals own their intellectual property.

- New professional development supports including the creation of Web Profiles (at the request of sessionals) and resources to form Research Partnerships with FNUUniv Faculty.

## Saint Mary's (SMUFU)

**September 1, 2021 — August 31, 2022**

*Due to the pandemic, SMUFU reached a 1-year rollover agreement with the following salary terms and agreement.*

### Salary increases

September 1, 2021 ↗ 1.6% Faculty

September 1, 2021 ↗ 1.7% Librarians

September 1, 2021 ↗ 1.7% Lecturers

### Other issues

- Agreement to review definitions of teaching releases for lecturers.

## Saint Paul (PASPU)

**May 1, 2021 — April 30, 2024**

### Salary increases<sup>12</sup>

May 1, 2021 ↗ 1%

May 1, 2022 ↗ 1%

May 1, 2023 ↗ 1%

If Bill 124 is repealed during the lifetime of the Agreement, the salary increase will be renegotiated.

### Other economic benefits

- Increase of 25% to the Professional Development and Research Expense Fund to \$2,500 per annum with a corresponding increase in the limit to monies carried over. This fund can now be used for research and purchase of computer equipment.
- Additional \$500 for Professional Development and Research Expense Fund in the year 2020–2021 which can be carried over into the next financial year to compensate for the extraordinary work each member has undertaken over the past year to help the University and students through the adversity caused by the pandemic.
- New hires receive a research start-up fund of \$2,500.
- Tuition fee exemptions at both St-Paul University and the University of Ottawa for spouses and dependents and for librarians.
- Changes to compensation for thesis direction from \$1,700 to 1 teaching credit and once the thesis is formally submitted, can accrue teaching credits to be used towards a course release (once 3 credits have been accrued) or cash out accrued credits.
- Employer needs to provide up-to-date computers.

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12. As per s.10(1) of the [Protecting a Sustainable Public Sector for Future Generations Act, 2019, SO 2019, c 12](#)

## Promotion

The following elements have been added for the application for promotion:

- Publication of scientific books and monographs.
- School or Program Director, and the creation of new programs as part of the administration and other scholarly activities.
- Community service.
- Modification to the criteria for promotion to the rank of Associate Professor, instead of requiring five years of full-time teaching, it is now five years of working at a university.
- Added language to specify the objective of the letter of application.
- Members taking leave can choose whether the leave counts towards their progression.

## Workload

- Program development, program evaluation and community service have been added to the workload list.
- Distance, online and hybrid course offerings will be determined according to a global pedagogical vision developed by each teaching unit in consultation with its entire teaching staff while understanding that all courses can be taught in class. It will be the Dean's responsibility to allocate teaching workload according to this vision and the school directors' recommendations.
- Deans must mentor members each year to help them achieve their goals.
- Members missing classes must inform the Dean, with a plan to make up the lost time.
- Assistant professors are not eligible to be School or Research Centre Directors in their first 3 years unless discussed with PASPU.

## Equity

- Members continue to accrue years of service while on pregnancy and parental leave. They can choose if such leave counts towards career progression or not.

## Collegial Governance

- Joint Committee language now includes the obligation to consult PASPU regarding any changes to the Research Committee (prior to presenting them to Senate) and to supervisory rights, the option to discuss the University's Benefits Plan and the option for PASPU to appoint a representative to any strategic planning committee in the University.
- New language to protect the rights of members sitting on the Board of Governors.

## Other issues

- New article on non-discrimination, harassment and violence to ensure employer adheres to the Ontario *Human Rights Code*, RSO 1990, c H.19, incorporates University Regulations and outlines practice and procedure.
- New article on accessibility and compliance with *Accessibility for Ontarians with Disabilities Act*, 2005, SO 2005, c 11.
- New article related to the *Occupational Health and Safety Act of Ontario*, RSO 1990, c O.1 and *Workplace Safety and Insurance Act*, 1997, S.O. 1997, c. 16, Sched. A, including compliance with the Joint Health and Safety Committee regulations.
- New article on technological (IT) and pedagogical support. Such support will be offered in both official languages.