

# CAUT Facts & Figures

June 2022



**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 December 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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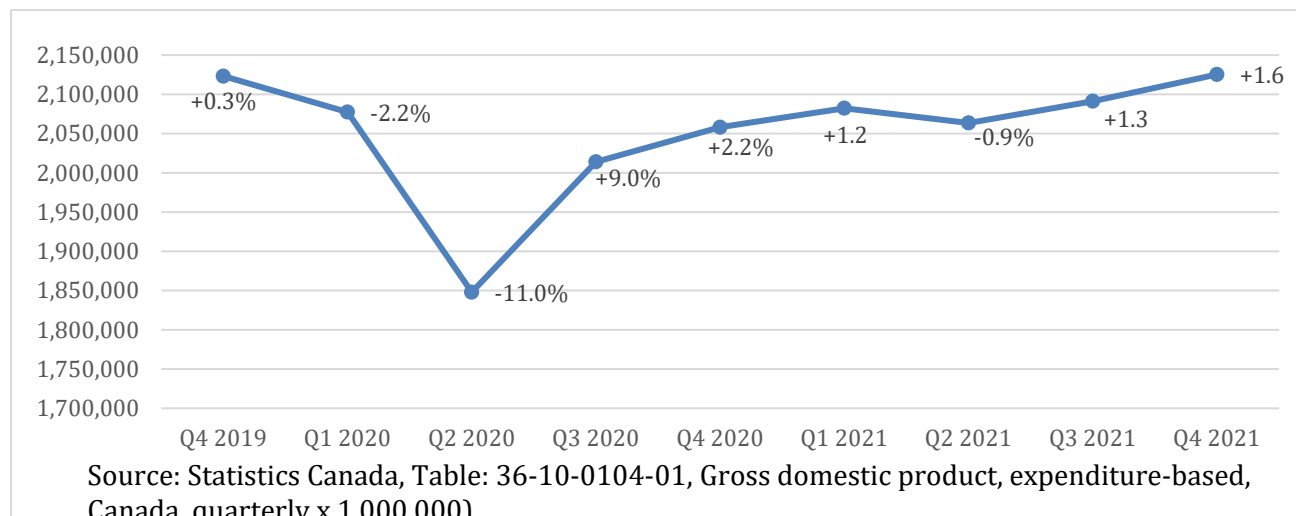
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## Current Economic Conditions

### Gross domestic product (GDP)

The wave of COVID-19 measures and subsequent layoffs that began at the end of March 2020 caused a real gross domestic product (GDP) decline of -5.2% in 2020. Following the loosening up of measures, the real GDP increased by 4.6% in 2021.

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



Global growth is expected to continue, although less than it did in 2021. One reason is the Russian attack on Ukraine. In its [April 2022 Monetary Policy Report](#), the Bank of Canada stated that “the unprovoked Russian invasion of Ukraine is causing enormous human suffering and has introduced significant uncertainty to the outlook for the global economy”, further disrupted supply chains and pushed commodity prices higher. Consequently, global growth is projected to moderate from about 7% in 2021 to about 3.5% in 2022. In their upcoming World Economic Outlook, the International Monetary Fund is expected to further cut its forecast for global economic growth in 2022 to below 3%.

Canada’s economy had good momentum heading into 2022, and the Bank forecasts that it will continue to be strong, growing by 4.25% this year, before moderating to 3.25% in 2023 and 2.25% in 2024. Compared to their January report, GDP growth was revised up by about 0.25% in 2022 and revised down by about 0.25% in 2023.

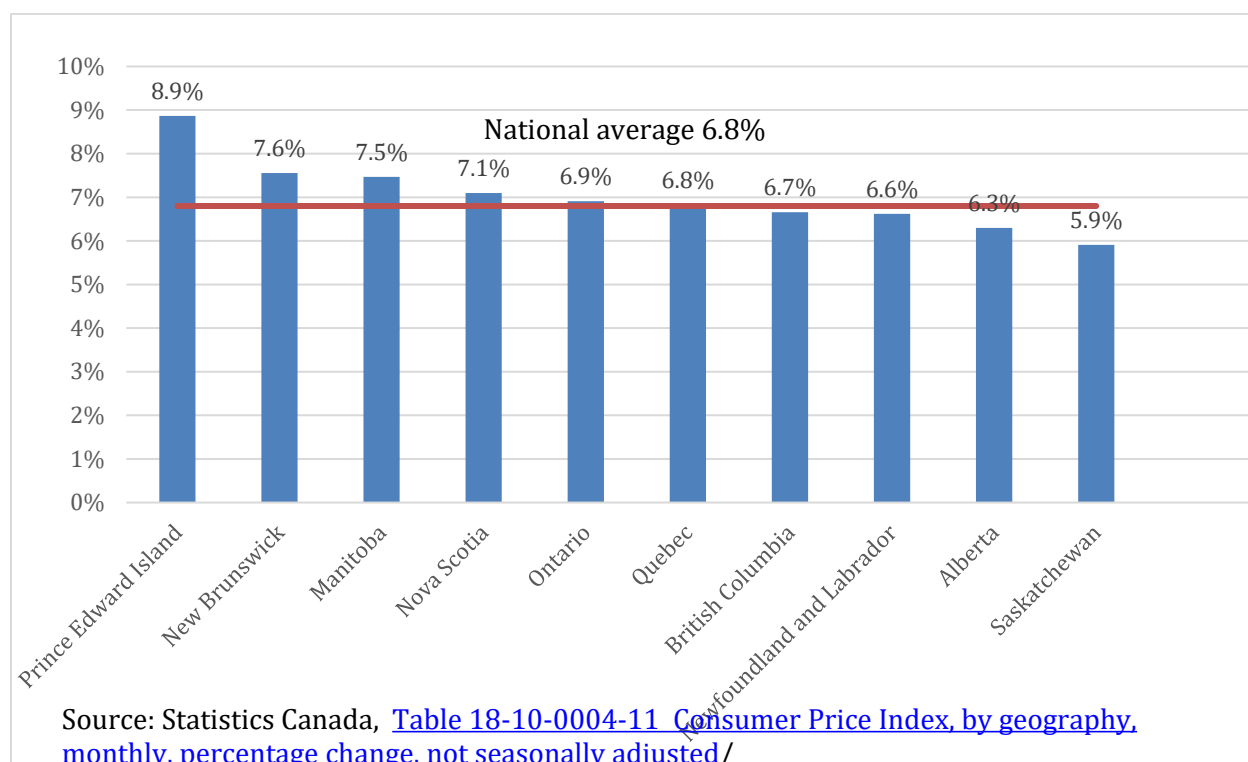
### Cost of living

The Consumer Price Index (CPI) rose by 6.8% on a year-over-year basis in April 2022, the fastest growth since January 1991 (6.9%). In comparison, CPI decreased by 0.2% between April 2019 and April 2020. Prices rose at the highest pace in Prince Edward Island (8.9%), New Brunswick (7.6%) and Manitoba (7.5%) and at the slowest pace in Alberta (6.3%) and Saskatchewan (5.9%) (Figure 2).

Between April 2021 and April 2022, prices increased for all eight major components of the CPI. Leading this growth is the price of gas which increased by a staggering 36.3% since April 2021, caused by rising demand and Russia's invasion of Ukraine that has created global crude oil supply uncertainty. Other noteworthy price increases included water, fuel, and electricity (11.7%), food purchased from stores (9.7%) and household furnishings and equipment (8.3%).

Inflation is anticipated to be higher than the Bank of Canada projected this past January because of Russia's invasion of Ukraine, which has driven up commodity prices and exacerbated supply chain disruptions. CPI inflation is expected to average just below 6% through the first half of 2022 and remain high through the rest of the year. As these inflationary pressures ease, CPI should steadily decline to 2.5% in the second half of 2023 and to 2% in 2024.

Figure 2: 12-month CPI change (percentage) by province (April 2021 to April 2022)



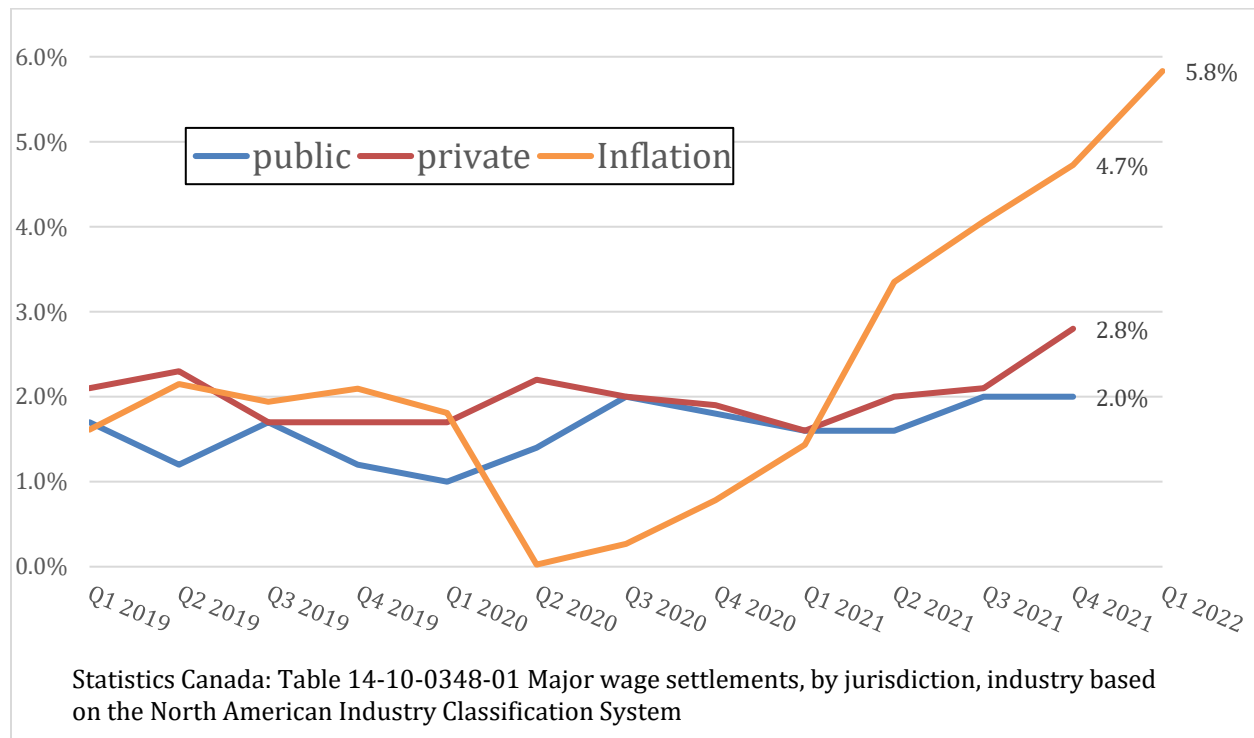
## Wages

Average living costs far outpaced wage gains negotiated over the past year. This is the case for collective agreements negotiated in both the public and private sectors (Figures 3). In the fourth quarter of 2021, average private sector wage gains (2.8%) were slightly higher than those negotiated in the public sector (2.0%). For the public sector, this falls short of inflation (4.7%) by an average of 2.7 percentage points. Early 2022 settlements suggest a significant upward trend. At the time of writing, Employment and Social Development Canada had reported seven major settlements in March and April 2022, with an average

annual increase of 3.1%<sup>1</sup>. While it is too early to tell whether negotiated wage gains will continue to increase, it is expected that unions will seek settlements that significantly exceed those of recent years.

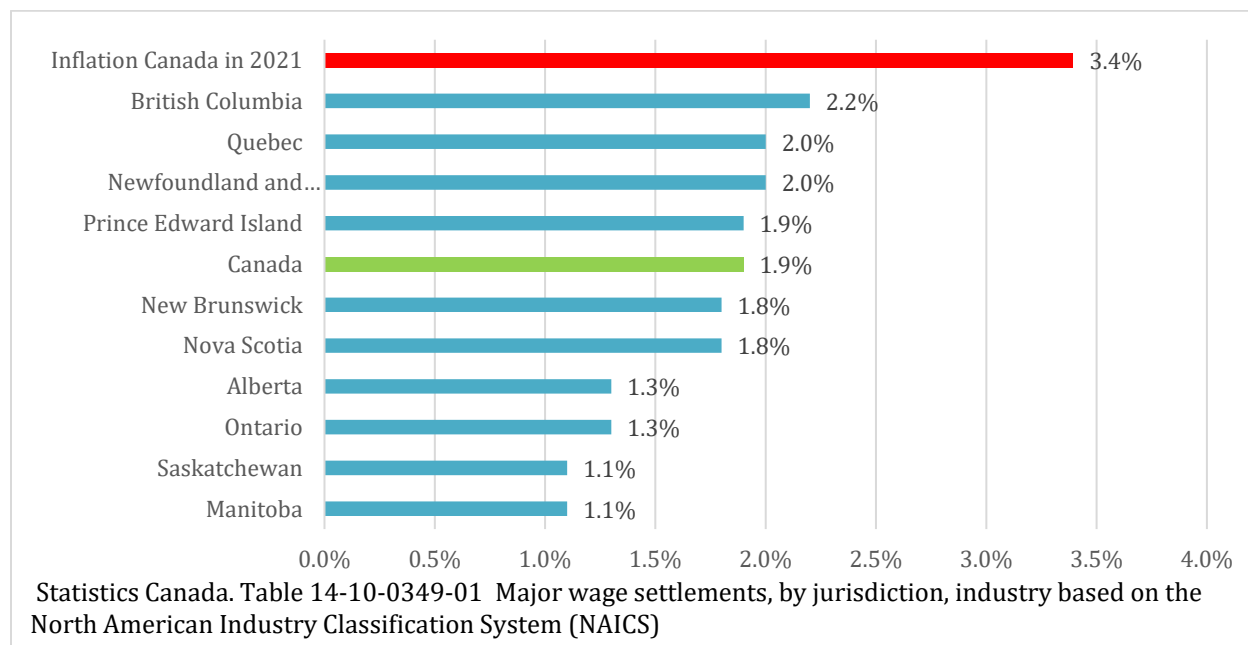
In 2021 (January to December), among all provincial jurisdictions, British Columbia had the highest wage adjustment (2.2%), while Manitoba and Saskatchewan recorded the lowest (1.1%), as shown in Figure 4.

Figure 3: Average quarterly wage adjustment by sector



1. Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, Employment and Social Development Canada.

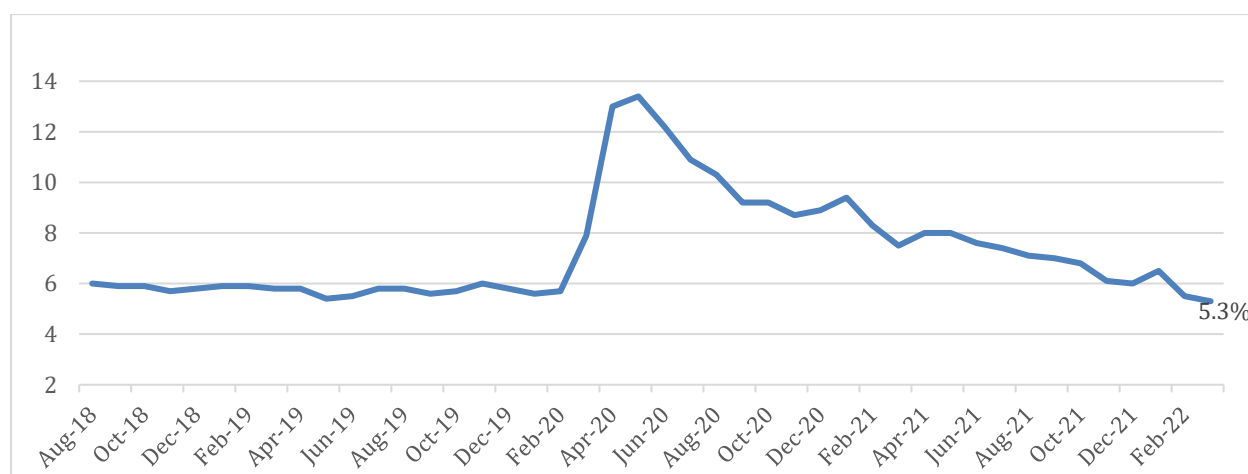
Figure 4: Average wage adjustments in 2021 by province



## Unemployment

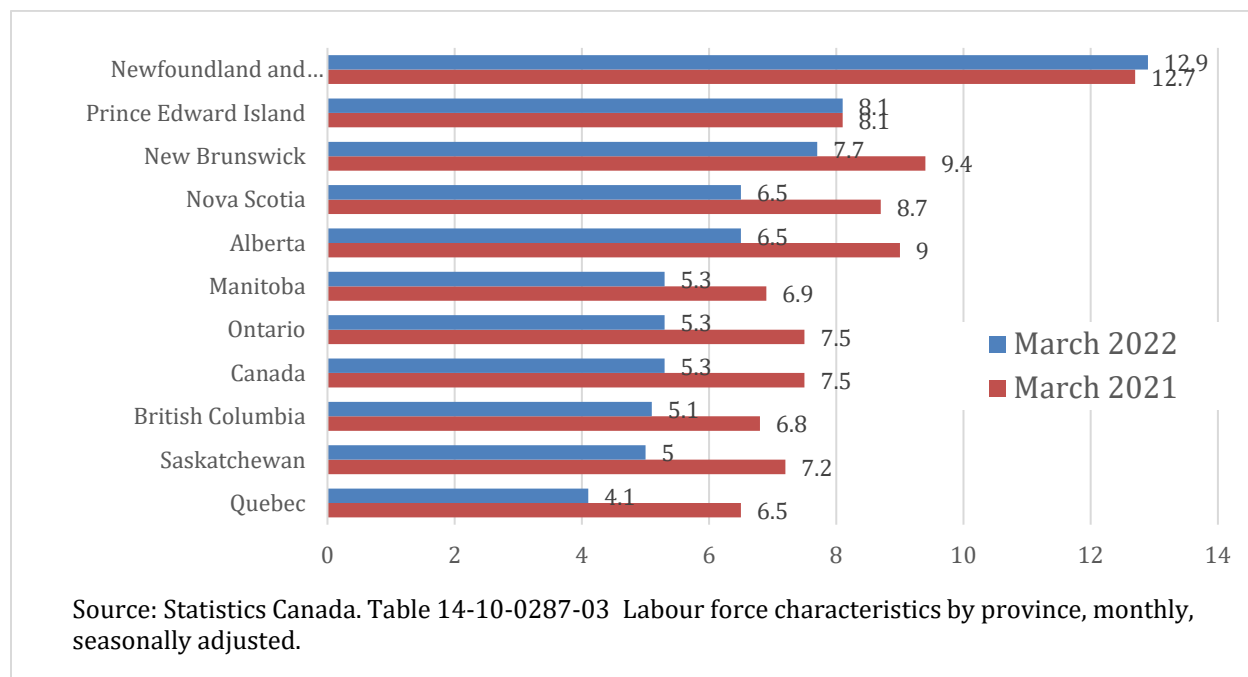
Canada's national unemployment rate was 5.3% in March 2022, the lowest rate on record since Statistics Canada began collecting Labour Force data in 1976.

Figure 5: Canada's unemployment rate continues to fall



This masks important regional differences, with Newfoundland and Labrador (12.9%) and Prince Edward Island (8.1%) continuing to have the highest unemployment rate while Quebec and Saskatchewan have the lowest, at 4.1% and 5% respectively (Figure 2).

Figure 6: Unemployment rate by province



## Bargaining Trends

Collective bargaining in the post-secondary sector has been extremely challenging over the past two years. Few years see more than one strike, and many have none at all. This year, however, six CAUT member associations in four different provinces were pushed to take job action during the 2021-22 bargaining cycle. Several more associations reached agreement only once the association had obtained a strike mandate and set a deadline.

In several cases, even job action failed to produce complete collective agreements, with unresolved issues referred to interest arbitration at Acadia, Sainte-Anne, and the University of Manitoba. CAUT continues to recommend, and associations generally continue to prefer, negotiated settlements to arbitration. If an association is facing employer tactics which leave interest arbitration as the seemingly only viable option, it may wish to seek advice in its negotiations.

There is no single issue that made reaching agreement difficult in 2021-22. Compensation was certainly a factor, as inflation hit levels unseen since the 1990s, while several provinces restricted compensation increases either through wage restraint legislation or mandates. In some cases, employers even pushed hard for compensation settlements that fell short of what was permitted by the government. Normally, where employers are restricted in the compensation agreements that can be negotiated, there may be opportunities to make gains in other areas. Recently, however, many employers have taken hard positions against important association priorities including workload, complement, collegial governance and job security for contract academic staff. Employers have also pursued unacceptable concessions on key articles such as discipline, academic freedom and appointment processes. In addition to adopting uncompromising positions, employers have used aggressive tactics including filing for conciliation early, lodging frivolous bad faith bargaining complaints, and simply refusing to engage in meaningful bargaining even where prolonged job action put semesters at risk.

Despite these challenges, associations were able to resist employer demands for concessions and make important gains. For example, because of its 11-day strike the Concordia University of Edmonton Faculty

Association (CUEFA) won a teaching load reduction from 4-4 to 4-3 in 2022-23 and 3-3 in 2023-24. Several associations gained language preventing members from being assigned online courses without the member's consent. Associations also secured new or improved language on Equity, Diversity and Inclusion, including increased association involvement, employer reporting requirements, processes for recognizing Indigenous knowledge and including elders as reviewers, limitations on the use of student opinion surveys to evaluate teaching effectiveness, measures to address discriminatory compensation differentials, and employment equity and cluster hires.

In the face of this difficult climate, it is especially important for associations to engage with members, communicate in a transparent manner, and ensure that members are prepared and organized to resist concessions and pursue gains. Associations should be prepared for aggressive employer tactics by making sure they are ready to go to the table with primary negotiating positions supported by the membership, and by being prepared for the possibility of job action even at institutions where strikes and lockouts have not occurred in decades or at all. When identifying bargaining timelines, associations must be prepared for the employer to take steps that could challenge the association's timeline, such as serving notice to bargain earlier than anticipated, filing for conciliation, taking steps to put itself in a legal position to lock out or impose terms on employees, or engage in delaying tactics. Solid preparation, a strong communications strategy, and an informed and engaged membership may help deter aggressive employer action.

Approximately fifty CAUT member associations have collective agreements that expire in 2022, including several that agreed to rollovers of agreements that expired in 2020 or 2021.

## Recent Settlements

### Alberta (AASUA)

#### July 1, 2020 – June 30, 2024

*Members were asked to ratify the mediator's recommendations from formal mediation, mostly on compensation, along with many language items agreed to before mediation. The agreement was ratified on March 8, 2022.*

#### Salary increases<sup>2</sup>

July 1, 2020 → 0%

July 1, 2021 → 0%

July 1, 2022 → 0%

April 1, 2023 ↗ 1.25% (also applied to salary minima, maxima, steps on a grid, and increment values)

December 1, 2023 ↗ 1.5% (also applied to salary minima, maxima, steps on a grid, and increment values)

December 1, 2023 ↗ additional 0.5% contingent on Gain Sharing Formula<sup>3</sup> to be paid February/March 2024

There is a new two-tiered scale for teaching-intensive Academic Teaching Staff (ATS) which caps new ATS hires at \$101,100 (the new grid has same floor but a lower upper cap). The employer originally proposed this lower cap for current members as well, but under the agreement, the cap only applies to instructors who

2. The pattern that had been set in all public sector bargaining directly with the provincial government in Alberta was 3.25% over the final two years in across-the-board salary, plus another 1% not included in across-the-board salary increases. The parties agreed to a 3.25% increase across the board to all parts of salary plus additional other economic benefits which AASUA calculated to be an additional 1%.

3. The provincial "Gain Sharing Formula" is contingent on the average of all private forecasts for Alberta's real GDP for the 2023 calendar year being at or above 2.7%.



have never formally worked as ATS (or to what were previously known as Contract Academic Teaching Staff (CATS)). The new grid will become effective June 30, 2024 but will not be implemented until the last day of the new collective agreement.

Note: As per the previous collective agreement, which was not changed in this round of bargaining, the Per Course Rate for ATS appointments to Term status less than full-time shall be determined in accordance with the following formula: for Units with a Fall or Term workload of three courses per term, the Assistant Lecturer annual rate divided by nine; for Units with a Fall or Term workload of four courses per term, the Assistant Lecturer annual rate divided by ten. In no case shall the Per Course Rate be less than \$7,336 for an ATS member who has obtained a PhD or equivalent.

As per the previous collective agreement, which was not changed in this round of bargaining, salaries may exceed the top Step in either of the two-tiered salary scales where a salary adjustment is provided, or a Unit has established an enhanced salary schedule with a higher step.

### **Other economic benefits and leaves**

- Consumer Price Index (CPI Edmonton) is to apply in setting the annual per capita funding to the benefits plan, retroactive to July 1, 2020.
- Benefits premiums are 100% employer paid (no co-pay).
- Current Alberta Dental Fee Guide will apply on date of ratification and going forward.
- For members not in the benefits plan, current compensation in lieu of benefits will increase from 3% to 4% on the date of ratification.
- Pay for Sabbatical Leaves is 90% for all faculty, effective July 1, 2022.
- Effective July 1, 2022, pay for Professional Leaves is 100% when primarily of benefit to the University, 75% when primarily of benefit to the member, and 100% when of equal benefit to the member and the University.
- Effective July 1, 2022, Professional/Educational Leaves for Administrative and Professional Officers are at 100% of basic salary.

### **Pending Economic Benefits**

- Academic Supplementary Retirement Plan determination of the “status quo” salary cap and how it is applied over the life of the agreement has been submitted to binding arbitration.
- Psychological services, over and above the current benefits plan, are to be addressed by the Academic Benefits Management Committee (jointly managed with AASUA).

### **Job Security/Appointment/Tenure/Promotion**

- Severance payment for probationary appointments is now an all-in maximum of 12 months' salary.
- The notice of layoff period starts from the date a member receives written notice of the decision to lay-off (i.e., not from date of layoff meeting).
- The initial probationary appointment for an Administrative and Professional Officer (APO) is no more than one year. The probationary periods for APOs promoted to a new position has been eliminated.

- Academic Teaching Staff (ATS) will receive an automatic conversion to Career Status after nine years of continuous appointments upon their third Term 12 Status appointment (a full-time or part-time position for a term of 12 months to six years).
- Any temporary Librarian, Administrative, and Professional Officers (TLAPO) who has served six continuous years of full-time employment will automatically be converted to a continuing Administrative & Professional Officers appointment, performing the same duties with no probationary term.
- Trust holders can no longer make changes to Trust/Research Academic Staff position descriptions during an appointment and position descriptions cannot be changed during probationary periods.
- Existing Financial Exigency language guidelines are preserved.
- APOs who are laid off when departments are merged through reorganizations will receive all notice and severance entitlements.

### **Workload**

- The Employer must consult with AASUA if it intends to make any comprehensive changes to teaching workloads.
- The proportion of teaching, research and service shall be determined by agreement between the Chair and Academic Faculty member, or as set out in the Letter of Appointment.

### **Evaluation and Equity**

- There is new language regarding incrementation for Academic Faculty, Faculty Service Officers (FSO), and Librarians on maternity, parental or medical leave.
- The standard definition of a merit increment is defined to mean a 1.0 merit award (100% of the negotiated applicable dollar value).
- “Service” to the AASUA as an Executive member or negotiations team member can be counted in evaluation processes.
- “Service” to the AASUA can be counted in the evaluation processes for Academic Faculty.
- Standards of evaluation are transparent with due regard to the principles of equity, diversity and inclusion (Academic Faculty, Faculty Service Officers, Librarians, Academic Teaching Staff).
- There is a new Employment Equity article.
- Assessment of scholarship, research and innovation must incorporate provisions for different and diverse experiences and contributions to knowledge, including Indigenous knowledges and methodologies, along with different visions, values, cultural mores, methodologies, and epistemologies in critical analysis (Academic Faculty, Faculty Service Officers, Librarians, Academic Teaching Staff).
- There is improved language for evaluation of teaching (Academic Faculty).
- Faculty Service Officers’ performance will also be evaluated on their annual report and supplementary professional activities.

- The format and content of the Annual Report is to be approved by Faculty Councils (FAC), not the employer.
- There is improved Universal Student Ratings of Instruction language for evaluation of teaching (all instructors).
- There is “opt out” language regarding the annual evaluation process for maxed out Trust/Research Academic Staff and Temporary, Librarian, Administrative and Professional Officers.
- Tenured Faculty no longer sit on non-Faculty evaluation appeal processes; instead, Faculty Service Officers sit on their own evaluation appeal processes and Librarians sit on their own evaluation appeal processes.

### Other issues

- There is improved discipline language.
- Health & Safety, Harassment and Violence language has been improved.
- There is improved language and tightened timelines for the grievance process.
- Language regarding disclosure to AASUA about its members has been improved.
- Variations of special conditions after original appointments require AASUA approval (Academic Faculty, Faculty Service Officers, Librarians, Academic Teaching Staff, and Administrative and Professional Officers).
- There is new language setting out the process for members who take on “in scope” Academic Administrative Roles (Academic Faculty and Faculty Service Officers).
- There is new language clarifying that academic planning and process in the Academic Reorganization article is not limited to normal authority and procedures of the General Faculties Council (Academic Faculty and Faculty Service Officers), i.e., AASUA must be involved in the process as set out in the Article.

### Other issues pending

- AASUA agreed to strike an Agreement Review Committee (ARC) with the Employer in accordance with Articles 2.06 – 2.11 to consider Appendix D.7 (Procedures on Evaluation and Promotion for Lecturers) and D.8 (Positional Profile Template) regarding the Academic Teaching Staff. Should the parties not reach agreement during the ARC process, the current CBA language remains as status quo.

## Athabasca (AUFA)

### July 1, 2020 – June 30, 2024

*In a ratification vote, members rejected the mediator’s recommendations. Following this vote and a successful strike vote, the parties engaged in further talks with the mediator’s assistance. A new agreement was reached, using the mediator’s report as the basis for most of the agreement. It was ratified on April 12, 2022.*

## Salary<sup>4</sup>

July 1, 2020 → 0%

July 1, 2021 → 0%

July 1, 2022 → 0%

April 1, 2023 ↗ 1.25% (also applied to salary minima, maxima, steps on a grid, and increment values)

December 1, 2023 ↗ 1.5% (also applied to salary minima, maxima, steps on a grid, and increment values)

December 1, 2023 ↗ additional 0.5% contingent on Gain Sharing Formula<sup>5</sup> to be paid February/March 2024

## Other economic benefits

- There are new working-from-home allowance payments: \$2,000 for home office start-up; an additional taxable \$800 for home-based staff with six years of service (who received \$2,000 upon hiring); an increase to the monthly allowance for internet and other office-related expenses for all AUFA members (from approximately \$61 per month for academics and approximately \$50 per month for professionals to \$35 biweekly for all).
- Improvements were made to the Joint Benefits Committee in addressing member benefit concerns.

## Job Security/Appointment/Tenure/Promotion

- A new Joint Committee was created to review academic promotion and tenure processes.

## Equity and evaluation

- The Joint Employment Equity Committee will be an advisory body for the Athabasca University's Equity, Diversity and Inclusion action plan and employment equity/pay equity review process, and AUFA will get the report and summary data once completed.
- For Indigenous Academic Staff Members, external referees shall be interpreted as: those at a rank similar or above the member; an Indigenous scholar, Indigenous Elder and/or Indigenous knowledge holder; or an appropriate alternative considered on an individual basis.
- There is a new recognition of Indigenous Elders and knowledge holders as eligible external reviewers for Indigenous academic members.
- Discrimination and Harassment language is more in line with protected grounds under Alberta Human Rights.

## Research and Study Leave

The final agreement includes a concession sought by the employer – Research and Study Leave (RSL) benefits for Professional members (excluding Librarians) is removed going forward. This is in exchange for

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4. The unofficial Government of Alberta "secret mandate" was 3.25% spread over the final two years and in all parts of salary, plus another 1% not included in across-the-board salary increases. Unfortunately, neither the mediator's report nor the final agreement included the extra 1%.

5. The provincial "Gain Sharing Formula" is contingent on the average of all private forecasts for Alberta's real GDP for the 2023 calendar year being at or above 2.7%.

Professionals earning an additional nine days of Professional Development leave per year (30 days per year up from 21), with the ability to accrue up to 21 days per year to a maximum of six months. Previously approved RSL leaves will be honoured. Current RSL accruals above six months will be retained, and lesser accruals converted with a formula equivalent to receiving 100% pay for RSL leave. Academic RSL remains status quo. Many other employer concessions were successfully resisted.

### Other issues

- There are improvements to Health and Safety language.
- Unpaid Compassionate Care Leave is extended to up to 27 weeks with expanded eligibility now includes circumstances of grave illness.

## Concordia-Edmonton (CUEFA)

### July 1, 2021 – June 30, 2025

*The new collective agreement was ratified on January 14, 2022, and the Back-to-Work Protocol was ratified on January 15, 2022, after an 11-day strike that ended on January 15, 2022.*

### Salary increases<sup>6</sup>

July 1, 2021 → 0%  
 July 1, 2022 → 0%  
 July 1, 2023 → 0%  
 July 1, 2024 ↗ 1.5%

- Immediately upon signing, members received a one grid step increase (retroactive to July 1, 2021 on respective salary grids).
- On January 1, 2023, members will increase one grid step (on respective salary grids).

### Other economic benefits

- Faculty Members may carry over five days of vacation into the following year.
- New Leaves of Absence have been added:
  - Four paid days per year of Bereavement Leave
  - Five paid days per year of Family Responsibility Leave
  - Court Duty Leave with no loss of salary or benefits
- Academic Service Officer (ASO) Members are now eligible for course reduction for faculty association work.

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6. The Government of Alberta mandate allowed for 3.25% over the final two years of the four-year agreement to be spread out in time and over all the parts of salary (salary minima, maxima, steps on a grid, and increment values) and allowed for another 1% not included in across-the-board salary increases.

### **Job Security/Appointment/Tenure/Promotion**

- There is new language on discipline: “A Faculty Member may only be disciplined pursuant to this Article, up to and including termination, for just cause.”
- There is new language regarding Advancement in Rank (promotion): “Notwithstanding the Faculty Member’s ability to specify the percent weighting of the three areas of performance as noted above:
  - For a Faculty Member with teaching hours (T) > 21 the weighting for research and scholarship may be no less than 10%, and for service and administration may be no less than 10%;
  - For a Faculty Member applying for advancement to Associate Professor with  $21 \geq T > 18$  the weighting for research and scholarship may be no less than 15%, and for service and administration may be no less than 10%;
  - For a Faculty Member applying for advancement to Full Professor with  $21 \geq T > 18$  the weighting for research and scholarship may be no less than 20%;
  - For a Faculty Member with  $18 \geq T > 15$  applying for advancement to Associate Professor the weighting for research and scholarship may be no less than 20%, and for service and administration may be no less than 10%;
  - For a Faculty Member applying for advancement to Full Professor with  $18 \geq T > 15$  the weighting for research and scholarship may be no less than 30%;
  - For a Faculty Member with  $15 \geq T$  applying for advancement to Associate Professor the weighting for research and scholarship may be no less than 30%, and for service and administration may be no less than 10%; and
  - For a Faculty Member applying for advancement to Full Professor with  $15 \geq T$  the weighting for research and scholarship may be no less than 40%.”
- If there is a reduction in force because of financial exigency or program redundancy, there is faculty recall and first right of refusal requirements within two years.
- Two categories of Lab Instructors are introduced: Lab Instructor and Senior Lab Instructor. Job descriptions will be evaluated and updated within a few months in consultation with current Instructors, the Dean and HR. Promotion in Rank procedures are included in the collective agreement (Article 41.4).

### **Workload**

- Faculty teaching 4-4 will drop to 4-3 for 2022-23 and down to 3-3 for 2023-24.
- There is new language on the teaching assignment value for a course: “The teaching assignment value for a course is normally the number of contact hours per week for the course. The teaching assignment for special circumstances such as research supervision (but excluding masters theses and doctoral dissertations), independent study courses, low (normally fewer than ten) enrollment courses, and administrative assignments, will normally be determined by the responsible Dean, in consultation with the relevant Department Chair, and Faculty Member, having regard to all the circumstances, including the importance of the course to the program. Supervision for independent study courses shall be compensated at no less than the rate of 0.3 hr per supervised student. Faculty Members may not be compelled to teach Independent Study courses.”

- There is new language regarding teaching loads for members who have announced their retirement: “A Faculty Member who has made an irrevocable declaration that they are retiring within the next five years from the signing of this Agreement, including a specific retirement date, may elect a teaching load of 24-hour equivalents for every subsequent Institutional Year. Election is to be completed on June 1 any time during the term of this Agreement.”
- There is new language regarding restricting the imposition of online and blended learning: “No Faculty Member shall be compelled to prepare, re-prepare, or deliver an online or blended course unless it is specified in the letter of appointment or renegotiated in the Faculty Member’s work assignment. Members teaching face- to-face classes shall use the Moodle (or successor) platform for their courses.”
- There is new language ensuring reasonable work assignments for librarians: “A Librarian’s work assignment shall generally be attainable within 37.5 hours per week averaged over the month. Days worked by librarians on weekends will be taken off on a weekday within 30 calendar days.”

### Evaluation

- A Committee will be struck to evaluate Annual Evaluation Forms to ensure they work for all disciplines.

### Other issues

- There is improved academic freedom language governing media and social media: “When speaking and writing outside the institution on blogs, Facebook, Instagram, LinkedIn, radio, Reddit, Snapchat, television, TikTok, Twitter, or YouTube, or in books, cinematic productions, magazines, newspapers, podcasts or scientific journals, Members enjoy the same freedoms and exercise the same responsibilities as other citizens.”
- The Institution’s Intellectual Property Policy was adopted but new language was agreed upon in an MOU protecting Faculty and ASOs’ intellectual property:
 

“Notwithstanding any provision(s) of the Intellectual Property policy, the University agrees that all rights in the copyright to teaching materials originally created by a Faculty Member, including but not limited to written lecture material, laboratory manuals, computer programs, databases, multimedia instructional materials and distance education or online courses shall vest in the Faculty Member and may be used by the University only with the Faculty Member’s permission.

Disputes that may arise with respect to the outcome of the application of the Intellectual Property policy related to this MOU will be resolved in accordance with Article 25 (Grievance and Arbitration).”

## Lethbridge (ULFA)

### July 1, 2020 – June 30, 2024

*ULFA’s agreement was ratified on March 21, 2022, following a strike of more than five weeks. Bargaining concluded in a process of enhanced mediation by which members were asked to ratify the mediator’s recommendations on compensation (salary and benefits) along with language items previously agreed upon, and a Back-to-Work Protocol.*

### Salary increases for RAS<sup>7</sup>

July 1, 2020 → 0%

July 1, 2021 → 0%

July 1, 2022 → 0%

April 1, 2023 ↗ 1.25% (also applied to salary minima, maxima, steps on a grid, and increment values)

December 1, 2023 ↗ 1.5% (also applied to salary minima, maxima, steps on a grid, and increment values)

December 1, 2023 ↗ additional 0.5% contingent on Gain Sharing Formula<sup>8</sup> paid in February/March 2024

- The salary floors for Assistant/Associate Professors/Professional Librarians II, III are increased by 10% effective July 1, 2022 followed by 2% increase to Assistant Professor/Librarian II salaries, followed by career progress and merit increases (but the 2% increase only affects 70 people out of 600).

### Salary increases for CAS

- Minimum stipends for Sessional, Lecturers I and II increases 8% effective July 1, 2022 (an increase from \$6,212 to \$6,709 for Sessional I and an increase from \$6,500 to \$7,020 for Sessional II).

### Other economic benefits

- The Employee Family Assistance Program is extended to sessional employees.
- There are additive tuition benefits for couples.
- There is now a flexible health/wellness benefits spending plan of \$250 per Member per year for all but Sessionals (Term employees at less than 50% FTE get pay in lieu). Recipients have the choice of a tax-free health plan or a taxable wellness plan ("wellness" includes parking, transit passes, vet expenses).

### Job Security/Appointment/Tenure/Promotion

- Term employees and Sessionals can still only be terminated with cause.
- Term appointments used to replace leaves can include the full semesters of the leave.
- Term appointments can be used to provide flexibility in program development only for a specified period.
- Reappointments of Term Members can be made at a higher rank.
- If a Sessional is not evaluated (or not re-evaluated on appeal) within 30 working days, the evaluation is deemed satisfactory; unsatisfactory evaluations cannot be relied upon for hiring considerations until appeal options are exhausted.
- ULFA will be copied on all offers of appointment for term/sessional hires, which will include justifications for making a term/sessional (as opposed to probationary) appointment.

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7. The unofficial Government of Alberta "secret mandate" was 3.25% spread over the final two years, in all the parts of salary. While the provincial "mandate" has allowed for an additional 1% beyond the 3.25% ATB at other institutions, the directives from the province to the University of Lethbridge were for increases beyond the 3.25% ATB to total no more than 0.5%. These additional increases could only be within areas identified by the provincial government, not the UofL Board of Governors, as market outliers. Further, unlike other Alberta associations, which initially faced a 3% cut along with other public sector unions, ULFA initially faced a 4% cut.

8. The provincial "Gain Sharing Formula" is contingent on the average of all private forecasts for Alberta's real GDP for the 2023 calendar year being at or above 2.7%.



- Existing Financial Exigency language is maintained.

### **Workload**

- Scholarship of Teaching and Learning is counted as research/creative work in any discipline.
- Continuing Instructors have an expectation without advance approval to conduct research/scholarship if it is directly related to their professional development responsibilities.
- Continuing Instructor participation in department/faculty meetings counts towards service.
- Pursuant to a new Memorandum of Understanding, a working group will study models and consider the desirability of a teaching professoriate (career path for a teaching road to tenure). The working group will make recommendations for bargaining.
- The Association will receive, by each September, the policies by which the employer ensures workload is equitable and reasonable in terms of the time and effort required for competent performance of that work. Some Faculties did not have these policies in place.

### **Equity and Evaluation**

- Student Evaluation of Teaching cannot be used to compare Members' teaching effectiveness.
- Dissemination to appropriate communities is part of research/creative work.
- The definition and understanding of service is significantly expanded and detailed to better recognise work often done by members of equity-deserving groups.
- Service to communities that relates to research can be counted as research or service.
- The size of the Joint Committee on EDI is increased, and the Committee has clearer terms of reference and purpose.
- Regular EDI studies including pay equity studies are required, with redress normally within 12 months.
- If documentation is required for a mental/physical accommodation, it is limited to an appropriate Medical Certificate (defined in the CA) and costs are borne by the Board.
- Accommodation training is to be made available to Members and provided regularly to supervisors.
- Equity training including bias training is required for all evaluators at least every three years.
- Research that does not result in measurable outcomes is recognised in evaluations.
- Indigenous evaluation language is improved:
  - Recognition of traditional ways of doing and knowing, knowledge, and knowledge production
  - Indigenous Members may report their work according to Indigenous understandings rather than the usual teaching/research/service categories
  - At the option of an Indigenous Member, an expert advisor may be appointed to assist in evaluation of their work, and the Member has the right to approve the advisor
  - If a community withdraws consent for the Member's work, the work to that point is evaluated as if it had reached a successful conclusion

## Collegial Governance

- The rights of Members to participate in policy/procedure making and governance are recognised:
  - There must be at least one Member on the Budget Advisory Committee and on any subcommittees and successor committees
  - There must be at least one Member on the appointment/review/reappointment committee for every Senior Academic Administrator (Associate Deans and up)
  - Over time, the proportion of Members on such committees must remain similar to the current proportions
- A Memorandum of Understanding on the Joint Benefits Committee creates a working group to study models and feasibility. The committee will also provide information around benefits and prepare recommendations for the next round of bargaining.

## Association strength

- The Association may participate in human resources' orientations for new Members.
- ULFA receives one additional course release every year, and one more in every bargaining year.

## Manitoba (UMFA)

### July 1, 2021 – June 30, 2024

*This agreement was concluded after a 35-day strike and includes a referral of the following issues to binding interest arbitration: General Scale Increases (GSI), recruitment and retention adjustments in each of 2021-2022, 2022-2023 and 2023-2024, with terms that the arbitrator would ignore any provincial mandates and be guided by "reasonable advancement toward" the 25th percentile in U15; and the return-to-work protocol, with salary and benefits (including pension) related to the period of strike to be determined by the arbitrator.*

*The agreement was ratified on December 5, 2021. Arbitrator Bill Kaplan issued his decision on March 28, 2022.<sup>9</sup>*

## Salary structure changes not subject to arbitration

- Binding interest arbitration will determine general scale increases (GSI) and recruitment and retention adjustments in each of 2021-2022, 2022-2023 and 2023-2024. The Arbitrator is to ignore the Manitoba Government mandate and instead be guided by "reasonable advancement toward" 25<sup>th</sup> percentile in the U15.
- The return-to-work protocol established that salary and benefits (including pension) related to the period of strike, is to be determined by the arbitrator.
- Salary structure changes were agreed upon:
  - Maxima increased by 7% in 2021-2022, and by GSI in subsequent years
  - No thresholds (the same increment from floor to maximum)
  - Increments in each rank are reduced from 15 to 10, and increased in amount by 24% to 65%

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9. [https://news.umanitoba.ca/wp-content/uploads/2022/03/university\\_of\\_manitoba\\_and\\_umfa.pdf](https://news.umanitoba.ca/wp-content/uploads/2022/03/university_of_manitoba_and_umfa.pdf)

- Changes in instructor pay grids such that Senior Instructor was moved to Associate Professor and Instructor II to Assistant Professor. Instructor parameters were increased by 18%
- Market stipends annual total increased from \$600,000 to \$1,000,000

**Other economic benefits and leaves**

- Other academic benefits achieved include: parking; travel and expense funds; the northern allowance; and summer session, extended education, and administrative stipends will increase by GSI.
- There is an agreement to make a joint recommendation to the Staff Benefits Committee for an annual basic and major dental increase from \$1,500 to \$2,000 as well as an increase from \$100,000 to \$1,000,000 in the supplementary health (prescription drugs, ambulance, out-of-province/country) lifetime maximum.
- Maximum untenured periods will be extended by the duration of a maternity/parental leave, rather than 1 year.

**Job Security/Appointment/Tenure/Promotion**

- Improved hiring processes for librarians and clarified hiring processes for College of Medicine will be implemented.
- The Letter of Understanding regarding Faculty Renewal, including Minimum Complement of UMFA Members and Members with Tenured/Probationary Appointments was renewed.

**Workload and/or Mode of Delivery**

- Limitations were put in place on the remote learning delivery mode.
- A Joint Committee will study technology in teaching and learning at the University. Pending completion of the Joint Committee's work, members who did not teach online prior to the pandemic have the right to refuse assigned online teaching
- Deans must make a reasonable effort to assign online teaching to Members who explicitly want to teach online. A process was established for consultation and a potential grievance if a dean improperly assigns online teaching.
- Members will be assigned teaching duties in such a manner as to ensure they have time to take their vacation entitlement.

**Equity**

- A Family Resources Position will be created, with feedback from UMFA.
- The Joint Committee on Equity, Diversity, and Inclusion (EDI) is to review the provisions of the Collective Agreement and make recommendations regarding changes to support the advancement of EDI.

## Arbitration decision

The arbitration on General Scale Increases and the Return-to-work protocol took place with arbitrator William Kaplan on March 11-12, 2022, and the decision was issued March 28, 2022<sup>10</sup>.

- **General Salary is increased to achieve reasonable progress towards the 25th percentile in U15:**

April 1, 2021 ↗ 2.25%

April 1, 2022 ↗ 2.25%

April 1, 2023 ↗ 2.25%

- **Members are to be paid for post-strike back-to-teaching to complete the Fall term:** “When the strike was over the University had options. It could have truncated the academic year and the teaching that would take place within it. Instead, it chose to compress [the Fall term]. In the result, faculty were required to perform all their assigned teaching, which self-evidently now included the teaching that had not occurred during the strike.”

**“One hundred percent of the teaching assigned was performed and so 100% of the teaching must be paid for.** Accordingly, faculty with teaching assignments are to be compensated for whatever proportion of their workload assignment was teaching, prorated for the period of the strike when they were obviously not paid. Any amounts paid are subject to union dues.”

- **Research and service done during the strike is to be paid.** Kaplan wrote that he does “not accept that research and service can be easily turned on and off” and ruled for a “lump sum of \$1,000 for Professors and \$500 for Instructors and Librarians”.
- **Members must be able to make pension contributions for the period of the strike:** Kaplan directs the university’s administration “to facilitate employees making both employer and employee contributions to the pension plan for the period of the strike – even if an amendment to the pension plan is required.”

## McMaster (MUFA) July 1, 2022 – June 30, 2025

*Through the Joint Committee process, MUFA and the Administration agreed to a Remuneration Agreement outlined below on March 15, 2022.*

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

July 1, 2022 ↗ 1% + \$1,000

July 1, 2023 ↗ 1% + \$1,050

July 1, 2024 ↗ 1% + \$1,330

10. [https://news.umanitoba.ca/wp-content/uploads/2022/03/university\\_of\\_manitoba\\_and\\_umfa.pdf](https://news.umanitoba.ca/wp-content/uploads/2022/03/university_of_manitoba_and_umfa.pdf)

11. A contingent across-the-board salary increase is to be implemented unless, on the effective date, there is legislation or directive from the Government of Ontario that prohibits such increases. For each year where the contingent across-the-board salary increase is prohibited, there will be amendments to the Faculty Career Progress/Merit (CP/M) plan awarded each year per 100 Faculty Members. This number is normally 120 but will be increased to 130 (2022), 125 (2023) and 125 (2024).

**Other economic benefits**

- Improvements to the Health Benefits Plan include:
  - mental health practitioners now include licensed psychoanalysts, registered clinical counsellors, and licensed marriage and family therapists
  - the \$500 annual limit per paramedical service provider will be replaced with a pooled maximum yearly benefit of \$2,000 as of July 1, 2023, and \$3,000 in 2024
  - vision Care Benefits will increase from \$400 to \$500 per person in any 24-month period
- The carry-over period for the Professional Development Allowance (PDA) is temporarily extended in 2022 to allow expenses from 2020 to be claimed in 2022.
- PDA increases by \$100 for each year of the agreement.
- Pregnancy leave supplemental unemployment benefit increases from 11 weeks to 17 weeks and the process for “advance of parental benefits” is removed.
- Effective for the Academic Year ending August, under the Tuition Bursary Program for Dependents and Spouses, changes made for bursaries to be issued in the Fall of 2023 include:
  - eligible dependents and spouse will include the criteria of being a Canadian resident for income tax purposes; and
  - eligible institutions will include international institutions that are evaluated for equivalency to McMaster University.

**Other issues**

- A joint committee will be created to investigate full details of a Healthcare Spending Account (HSA) for active members and future retirees.
- A working group is established to collect and report salary data to assess and support salary parity across the four federally designated groups (Indigenous peoples, members of racialized communities, persons with disabilities, women, and members of minoritized sexual orientation and gender identity groups).
- The employer will continue efforts to contract with childcare providers and to give priority access to faculty, staff and students to on-campus childcare.
- A working group on teaching stream faculty will review all policies and by-laws at the university, faculty and department levels that affect faculty including but not limited to workload, promotion criteria, voting privileges, and eligibility for committee membership, senior positions, and graduate supervision. The committee will pay special attention to policies that make a distinction between teaching-stream and tenure-stream faculty and provide a rationale as to whether such distinctions are warranted.
- The members of the Joint Committee agree to create a new MUFA retiree benefit plan, which will include the benefit improvements negotiated in this round of discussions. The new retiree benefit plan will be applicable for all MUFA members who retire on or after July 1, 2022.

## Mount Allison (MAFA Unit 1)

### July 1, 2022 – June 30, 2024

*On December 14th, 2021, MAFA Unit 1 members voted in favour of an agreement to extend their full-time collective agreement by two years with the following provisions.*

#### Salary increases

July 1, 2022 ↗ 1.9%

July 1, 2023 ↗ 2%

#### Sabbatical Leave

- A Memorandum of Agreement on sabbatical leave replacements, which was in effect only for the duration of the past agreement, has now been added to article 23 of the collective agreement.

## Mount Allison (MAFA Unit 2)

### July 1, 2022 – June 30, 2024

*On December 14, 2021, MAFA Unit 2 members voted in favour of an agreement to extend their collective agreement by two years with the following provisions.*

#### Salary increases

July 1, 2022 ↗ 1.9%

July 1, 2023 ↗ 2%

- The July 1, 2022 increase also includes an increase in the seniority scale for part-time members ranging from 0.5% to 1.5%.

## Mount Royal (MRFA)

### July 1, 2020 – June 30, 2024

*On February 19, 2022, members ratified the mediator's recommendations from formal mediation, along with items previously agreed upon.*

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

July 1, 2020 → 0%

July 1, 2021 → 0%

July 1, 2022 → 0%

April 1, 2023 ↗ 1.25% (also applied to salary minima, maxima, steps on a grid, and increment values)

December 1, 2023 ↗ 1.5% (also applied to salary minima, maxima, steps on a grid, and increment values)

December 1, 2023 ↗ additional 0.5% contingent on Gain Sharing Formula<sup>13</sup> paid in February/March 2024

12. The unofficial Government of Alberta "secret mandate" was 3.25% spread over the final two years of the agreement in all parts of salary, and another 1% not included in across-the-board salary increases. In this agreement, the extra 1% is broken down in a complex way upon ratification.

13. The provincial "Gain Sharing Formula" is contingent on the average of all private forecasts for Alberta's real GDP for the 2023 calendar year being at or above 2.7%.

- In addition to these increases, there is a 1% increase upon ratification (February 18, 2022) but not across the board:
  - Contract Faculty Grid Rationalization (equals 50% of the 1%)
  - Benefits premium payments improved to 80% paid by Employer, 20% paid by employee (from 50/50 dental co-pay and 75/25 extended health co-pay). This equals 50% of the 1%.
  - In total, the application of this 1% breakdown applies to 93% of full-time employees and 45% of contract employees.

### **Other economic benefits**

- Any changes to benefits package require prior consultation with Association.

### **Job Security/Appointment/Tenure/Promotion**

- A Financial Emergencies article is now in the body of the agreement instead of in a Memorandum of Understanding which was in effect only for the duration of the agreement.
- Seniority now has privilege for CAS course allocation.

### **Workload**

- A joint taskforce is to consider overall faculty workload as well as pathways to Senior Lecturer for Contract Faculty, and pathways to tenure for Senior Lecturers (The Employer and the Association each have three members on the taskforce, with an external facilitator).
- Unused sabbaticals are rolled over.
- Senior Lecturers may be cross appointed.

### **Equity**

- There is a new “Indigenization” article with a commitment to accounting for Indigenous knowledge in all aspects of recruitment, hiring, reappointment, promotion, mandatory training, and credential placement.
- The Joint EDI committee’s mandate was broadened to consider intersectionality.
- There is a commitment to EDI training with specialized EDI training for committees.
- “Accent” was added as a protected ground.


## **Nipissing University Faculty Association (NUFA) - Full-time Academic Staff Bargaining Unit (FASBU)**

### **May 1, 2022 – April 30, 2023**

*Both the Full-time Academic Staff Bargaining Unit (FASBU) and Contract Academic Staff Bargaining Unit (CASBU) were offered a one-year rollover by the employer. FASBU accepted and ratified on May 12, 2022, but CASBU decided to*

*proceed with regular bargaining. Both units are now outside the Bill 124<sup>14</sup> restraint period as they fell under it during their last rounds of negotiations.*

### Salary Increases

May 1, 2022  1%

### Other economic benefits

- There are increases to Professional Expense Reimbursement (PER):
  - \$200 increase (now \$2,600 annually) for tenured/tenure-track
  - \$50 increase (now \$550 annually) for Librarians, Archivists, Full-time Instructors
- A Memorandum of Agreement was reached on a retirement incentive:
  - The incentive is available for full-time active tenured faculty, minimum age 60 years, and who have taught at Nipissing for a minimum of 20 years (it is not available to Librarians, Archivists, Full-time Instructors, or Limited-term appointments).
  - There is a 90-day window from ratification of Agreement to opt-in.
  - For those who opt-in, they must fulfill their full range of duties for 2022-2023 but in 2023-2024 they will have no scheduled teaching. Retirement will be on June 30, 2024.
  - Those who opt-in will receive full salary, group benefits and PER (member may continue with Research and Service).
  - Pre-approved sabbaticals are not permitted, nor will any new sabbatical applications be approved for those retiring pursuant to the incentive. Members will forfeit any remaining sabbatical credits once accepted into the program.

### Association service, Equity

- An Indigenous representative on the Association Executive will now have a three-credit course release or equivalent.
- The two three-credit course releases for the Association are also available for negotiations to extend collective agreement.
- All other terms and conditions of the current collective agreement remain status quo.

## Northern Ontario School of Medicine Faculty Association, OPSEU 677 (NOSMFA, OPSEU 677)

**July 1, 2022 – June 30, 2023**

*The one-year rollover agreement was ratified May 2022. NOSM is currently undergoing a transition to becoming a stand-alone university, and the many uncertainties of this transition were a factor in the Association's decision to negotiate the rollover.*

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14. 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.



### Salary Increases

July 1, 2022 ↗ 1% (also applied to salary minima, maxima, increment, and overload payments)

- There is an agreement to meet and negotiate compensation in good faith if Bill 124 is found unconstitutional, repealed, or amended in such a way as to shorten the moderation period or increase the one percent restraint measures prior to the expiry of the Collective Agreement.

### Other economic benefits

- Effective 1 July 2022, scholarship monies will be increased to \$24,000 for 2022-2023.

### Other issues

- “Work From Home”: The Parties shall meet to discuss and attempt to agree on work from alternative locations arrangements for Professional Staff, IPE Lecturers and Professional Librarians, to be effective on 1 July 2022
- The Parties agree to continue to meet to discuss issues that may arise relating to the transition to University status, and which may have an impact on the rights, duties, and responsibilities of Members of the bargaining unit
- All other terms and conditions of the current collective agreement remain status quo for the term of the collective agreement.

## Saskatchewan (USFA)

### July 1, 2022 – June 30, 2023

*On December 1, 2021, USFA reached a tentative agreement that was later ratified by its members, to extend their full-time collective agreement by one year with the following provisions.*

### Salary increases

July 1, 2022 ↗ 1.8% onto base salaries for all active employees and 1.8% adjustment to salary scales

### Retirement

- There is a Letter of Understanding on a targeted retirement incentive providing for a temporary enhancement of the terms and provisions introduced under this new article. The LOU provides for enhanced incentives and a longer duration of the Reduced Appointment Retirement Plan (RARP).
- There is also a Letter of Understanding on a Retirement Incentive Bridge Funding plan during the 2022/23 and 2023/24 academic years only, to assist academic units through a period of transition following retirements resulting from these incentives.

### Workload

- A new Memorandum of Agreement was reached on the establishment of a joint committee to examine the issue of workload.

## UOIT (UOITFA)

**July 1, 2021 – June 30, 2023**

*Following a 15-day strike, and within the context of Bill 124, a collective agreement was ratified on February 24, 2022.*

### Salary increases

July 1, 2021  1%

July 1, 2022  1%

July 1, 2023  1%

- The Association may reopen salary increases if Bill 124 is amended or repealed during the term of the agreement.
- Stipends increase by 1% for each year of the Agreement.
- Overload compensation increases by 1% for each year of the Agreement.
- The salary floor increases by 1% for all members.
- The ceilings for Career Development Increments (CDI) increases by 1% per year for both tenure-stream and teaching-stream members.
- The teaching-stream CDI increment increases from \$2,600 to \$2,700 (2021) to \$2,850 (2022) to \$3,050 (2023).

### Other economic benefits

- There is a \$1,300/year Health Care Spending Account for tenure stream, teaching stream, and for eligible limited-term faculty who opt into health, dental and regular HSA.
- There is an Enhanced Health Care Spending Account for Limited Term Faculty members with less than two years of employment or who opt out of benefit coverage (\$1,980/\$2,725/\$2,775).
- The definition of mental health practitioners is expanded and there is now pooled coverage for mental health practitioners for tenure-stream and teaching-stream members (\$80% of \$3,600/\$3,650/\$5,600).
- There are no changes in the employer contributions to the defined contribution pension, but there are increases in member contributions (0.5% July 1, 2022 and 0.5% July 1, 2023 (towards a jointly sponsored pension plan).
- An increase of \$125 per year for professional development tenure-stream and teaching-stream members.
- Tenured, tenure-track and Teaching Faculty Members are eligible for a One-Time Retirement Incentive Program.

### Job Security/Appointment/Tenure/Promotion

- There will be no layoffs of Faculty Members for the duration of the collective agreement (clause retained from previous agreement).

## Workload

- There is a new Letter of Understanding on faculty workload reporting requiring transparency and fairness in course load assignment.
- The description of Research for tenured and tenure-track members now includes the development of reciprocal relationships with historically marginalized communities.
- Faculty-level collegial elected committees may make recommendations on student supervision crediting.

## Equity

- There is amended equity, diversity, inclusion, and decolonization language as well as the requirement to include a land acknowledgement in job postings.
- The “careful consideration” of candidates from equity-seeking groups has been added to tenure and promotion considerations.

## Toronto (UTFA)

### July 1, 2020 – June 30, 2023

*The negotiation team for salary, benefits, pensions, and workload (SBPW) reached a tentative agreement on January 25, 2022, which was ratified by members on February 2, 2022. The agreement is for a three-year deal with the third year demands to be resolved by an arbitrator.*

## Salary increases

July 1, 2020 ↗ 1%

July 1, 2021 ↗ 1%

July 1, 2022 - subject to arbitration.

- The minimum Per Course Stipend and Overload Rate will increase from \$17,895 to \$18,255, effective on date of ratification.

## Benefits


- Since this agreement was reached in 2022, and year 1 and part of year 2 benefit improvements were not available during the 2020- and 2021-years period, an additional \$180 for year 2020 and \$50 for 2021 is to be deposited into each active member’s Health Care Spending Account (HCSA).
- Mental health allocations are increased to \$5,000.
- Marriage and family therapists as well as addiction counsellors are added to the plan.
- Vision care is increased to \$700 per 24 months.
- The major restorative dental benefit amount is increased to \$5,000.
- Paramedical benefits are increased to \$2,500, and chiropractors are now covered.
- Orthodontics coverage has been increased to 75% coverage with a lifetime cap of \$5,000.

## Windsor (WUFA)

**July 1, 2021 – June 30, 2025**

*This was the Association's first negotiation round under Bill 124. Neither party filed for conciliation. The agreement was ratified on October 25, 2021*

### Salary increases

July 1, 2021  1%  
 July 1, 2022  1%  
 July 1, 2023  1%  
 July 1, 2024  2%

The University suspended the calculation and payment of the Windsor Salary Standard for the first three years of the 2021-2025 collective agreement to comply with *Bill 124*. The Windsor Salary Standard will be calculated in the fourth (final) year of the agreement.

### Other economic benefits and leaves

- Study leaves for librarians is extended from 16 to 20 weeks.
- Health Benefits now include:
  - Green Shield Dental Plan (\$5,000)
  - Green Shield Vision Plan (\$500/24 months)
  - massage therapy to a maximum of \$1,000 per calendar year
  - 100% of the scheduled fee for mental health care counselling services administered by a registered mental health professional (including, but not limited to, psychotherapists, social workers (MSW) and clinical psychologist for 24 visits
  - chiropractic coverage up to \$800 per year
  - physiotherapist to a maximum of \$900 per calendar year
  - wigs with medical treatment-related hair loss
  - medically necessary prosthesis
  - private duty nursing coverage up to \$40,000 per year by a Registered Nurse (RN), Registered Nursing Assistant (RNA), and/or Person Support Worker (PSW)
- Professional development is increased as follows:
  - On July 1, 2021 the professional development fund is increased to \$1,800 per year for faculty, librarians, AAS and AAS learning specialists, and to \$1,350 for sessional lecturers.
  - On July 1, 2022 the professional development fund is increased to \$1,850 per year for faculty, librarians, AAS and AAS learning specialists, and to \$1,388 for sessional lecturers.
  - On July 1, 2023 the professional development fund is increased to \$1,900 per year for faculty, librarians, AAS, AAS learning specialists, and twelve-month sessional lecturers, and to \$1,425 for nine-month sessional lecturers.

- On July 1, 2024 the professional development fund is increased to \$2,000 per year for faculty, librarians, AAS, AAS learning specialists, and twelve-month sessional lecturers, and to \$1,500 for nine-month sessional lecturers.
- \$25,000 in funding is available to sessional instructors under the Information Technology and Professional Development Assistance Account. Qualified sessional instructors will be provided with up to \$500 from this account. The eligibility criteria have also been updated to include those who have taught at least four courses or who have taught less than four courses worth a total of four sessional seniority credits or greater in the previous teaching year.
- The University will pay \$100,000 into the Subsidy Plan for retired members in each of the four years.

### **Job Security/Appointment/Tenure/Promotion**

- There is an agreement to create Teaching Intensive Faculty positions to replace nine-to-twelve-month sessional lecturer positions.
- The Employer must first post internally for current stipendiary sessional instructors who have taught within two academic years.
- Sessional lecturer members hired on a nine-month appointment will be provided a one-time opportunity to convert to a twelve-month position.

### **Workload**

- The normal load for Regular Academic Staff members is reduced to four courses.
- For teaching intensive members greater involvement in service may reduce workload to six semester courses.
- Commencing in the 2021/2022 academic year, the maximum teaching load for ancillary academic staff shall be four courses.

### **Mode of delivery**

- Training in alternative learning technology shall be made available.
- Members are not required to deliver courses through instructional technologies that require simultaneous multiple method content delivery (such as Hy-Flex), and the refusal to use such methods shall not be held against the member in the promotion/permanence process.

### **Evaluation**

- For Sessionals, “evidence of teaching effectiveness, including teaching evaluations ...” can be used as evidence of teaching effectiveness, rather than solely teaching evaluations.
- For Indigenous sessional applicants, written comments from Elders or Traditional Knowledge Keepers can be used as evidence of teaching effectiveness.
- For Indigenous sessional applicants, qualifications now also include “equivalent experience with Indigenous Knowledge Systems” and “diverse forms of Indigenous scholarship.”

## Equity

- WUFA will participate fully in an Equity, Diversity, and Inclusion (EDI) review on campus, with Employment Equity/Procedures Assessors.
- A new definition of “EDI competent” will be used for the Assessors.
- Assessors will be trained in elements of Indigenous Knowledge and anti-racism, and all committee members (Renewal Promotion and Tenure (RPT), search, appointments, etc.) will receive EDI training.
- All Employment Equity/Procedures Assessors shall be recognized by the Department Head/Program Director and Dean, or in the case of librarians, by the University Librarian or designate, for their contribution to the health, vibrancy, and collegial life of the institution.
- Rights, duties, and responsibilities include academic counselling, mentorship, and other labour in support of EDI, and involvement in Black, Indigenous and racialized communities, and member’s service in communities, including racialized, Indigenous, women, visible minorities, sexual/gender minorities, Aboriginal persons, and/or persons with disabilities, and service to Indigenous organizations.
- Traditional Knowledge Systems are to be recognized in the primary rights, duties and responsibilities of a librarian member and are to be included in librarians professional and academic qualifications.
- Librarians’ overall workload may include engagement with Traditional Knowledge Systems, or Indigenous community/organization service and activity.
- A librarian member may be engaged with work in support of EDI, including but not limited to anti-racism education, and anti-oppression education.
- Two new separate funds are to be established at \$50,000 each in each year of 2021 to 2025. One fund is directed to scholarship and teaching in Indigeneity, and the other is directed to scholarship and teaching in anti-racist pedagogies.
- There must be a minimum representation of two genders on search, RPT, and other committees.
- Indigenous members who opt to appear on RPT committees may be accompanied by an Indigenous Elder or Traditional Knowledge Carrier/Keeper at the member’s request.
- The University shall recognize the unique and individualized service contributions made by Black, Indigenous, and racialized members in one or a combination of the following adjustments during an academic year:
  - to allow a member’s service contributions to be devoted to service that in the member’s opinion is for the benefit of Black, Indigenous, or racialized students, or their communities;
  - to allow a reduction in teaching load by one course, or, for librarian members, a reduction in duties and responsibilities assigned equivalent to one course;
  - to specify a reduced expectation in research/creative activity.

## Other issues

- The Association may now purchase eight (up from six) course reductions.


## York (YUFA)

### May 1, 2021 – April 30, 2024

*YUFA and the employer reached an agreement after the association held its first strike vote in 25 years, received a strong strike mandate, and set a strike deadline.*

#### Salary increases

May 1, 2021  1% Across the Board (ATB)

May 1, 2022  1% ATB

May 1, 2023  1% ATB

- Overload rates and stipends for chairs, program directors, and similar administrative positions have 1% increases in each year.
- There is a 3% increase to the Progress-Through-Ranks (PTR) increment in year three.
- There is a wage reopener provision if Bill 124 is repealed or overturned.

#### Other economic benefits

- The global paramedical cap increases from \$2,500 to \$3,000 and individual specialty caps increase from \$1,000 to \$2,000.
- Dental coverage increases from \$7,000 to \$8,000 and there is now full coverage for implants.
- Coverage for hearing aids increases from \$2,000 to \$2,500 every three years.
- The cap for prosthetics increases from \$10,000 to \$15,000.
- The Union will administer a one-time only special benefits fund of \$447,000.
- Psychotherapists, psychoanalysts, and social workers are added to licenced psychologist coverage, with a \$10,000 cap.
- The Employer is to contribute funding to increase post-doctoral health care spending accounts from \$1,200 to \$2,000.
- Medical cannabis is now covered.
- Vision care increases from \$550 to \$850 with an option to purchase family coverage at 50% of the cost.
- The Employer's annual contribution to the retiree benefits fund is increased by \$455,985.

#### Equity, Diversity and Inclusion

- The Employer will complete a cluster hire of at least nine Black scholars and nine Indigenous scholars with course releases to assist those hires who need to finish their degrees.
- There is a new annual fund of \$100,000 to provide course load reductions to support service in support of EDI by faculty, librarians, and archivists who self-identify as Indigenous or members of a racialized group.

#### Other Issues

- The Union resisted the employer's demand to eliminate the internal Dispute Resolution Committee.
- The Union resisted incursions into unit rights to determine mode of course delivery.