

Highlights of Tentative Settlement for a Renewed Collective Agreement 2006-2009 reached on Saturday, January 13, 2007 at 8:00am

Compensation

- Salary increases: 3% retroactive to 1 May 2006
3.5% 1 May 2007
3.5% 1 May 2008
- Progress through the Ranks: increases from \$2340 to:
\$2425 retroactive to 1 May 2006
\$2600 1 May 2007
\$2700 1 May 2008
- Professional Expense Reimbursement: \$1250 1 May 2006, \$1350 1 May 2007, \$1450 1 May 2008. (2003-2006 PER was \$1025 / \$1025 / \$1250 + \$200 OTO).
- Overload rates and administrative stipends (App. P) increased by equivalent to 4%.

Workload

- 18.08.1 Units shall submit new or amended workload specifications to Deans and to JCOAA, following ratification of the Collective Agreement.
- 18.08.2 Workload committees in units with a “normal teaching load” of 3.0 FCEs will make recommendations to the Dean or Principal to reduce the “normal teaching load” to 2.5 FCEs effective 1 May 2008.
- Letter appended to Memorandum of Settlement indicates “The Employer will provide the budgetary resources as necessary to implement workload plans developed and approved pursuant to Article 18.08.2, enabling relevant units to reduce their normal teaching from 3.0 FCEs to 2.5 FCEs effective May 1 2008.”
- Appendix O Improvements to Additional Graduate Supervision Credit for units with a “normal teaching load” of 2.5 FCEs and higher: Inclusion of principal supervision of Major Research Papers with theses and dissertations, effective on ratification; additional credits for “other formal supervisory activity,” effective 1 May 2008.
- Appendix O Provisions for units with a “normal teaching load” of 3.0 FCEs continue as is.

Retirement: New Article 14

- Employees continuing full time after age 65 continue with benefits and pay increases (not required by provincial legislation).
- Retired faculty will receive enriched post-retirement teaching rate of \$16,238 (equivalent to 4% increase effective 1 May 2007).
- 14.02 (a) Employees may retire 1 January or 1 July with nine months written notice.
- 14.02 (b) Voluntary Irrevocable Reduced Status available after age 55 for a maximum period of 10 years and no later than age 69. Employer contribution to pension and salary based benefits to be at 100% of nominal base salary rate, and the Employer to contribute also the amount required to bring the employee’s contributions up to 100% of full nominal rate. Load reductions up to 80% and no less than 20% and no increases in load during period of IRL.
- 14.02 (d) 5 post-retirement courses at enriched rate and 5 librarian appointments at rate no lower than part-time librarian rate. Number of courses or appointments available reduces after normal retirement date.
- 14.02 (e) Compensation for graduate supervision by retirees, 1/6th the value of a Course Directorship at the prevailing CUPE rate or 1/6th of the enriched rate. Counted against retiree post-retirement teaching opportunities.

- 14.09 (c) Early Retirement Incentive continues at current level.
- 14.10 Employees on Irrevocable Reduced Load for low pension will be offered an opportunity to return to full time status for 1 July 2007.
- The Employer steadfastly refused to reinstate the 1 July 2006 cohort, who will remain retired.

Equity Issues

- 12.24 Affirmative Action training increases emphasis on recruitment of members of visible / racial minorities, aboriginal people and persons with disabilities. Affirmative Action Officer will be invited to meet at least once per year with unit hiring committee(s).
- 12.32 SRCs included in retiree benefits plan. All SRCs may have contracts with terms of 5 years, 5 years and a further final 3 years.
- 7.10 Task Force on Diversity and Inclusivity convened to conduct new diversity audit of full time faculty and make recommendations for changes to unit Affirmative Action Plans.
- 18.41 The parties recognize that the Task Force on Accommodation referenced in Appendix S of the 2003-2006 Collective has resulted in the “Employee Accommodation Process” and any changes to the process shall be discussed at JCOAA.

Library

- 20.10 New librarian appointments to receive sabbatical credit for previous university experience on same basis as faculty (correcting a historic inequality).
- 18.16 Librarians shall be entitled to request a flexible distribution of 35 hours per week.

Funds

- 19.29 (a) Faculty / Library Research Grant continues at \$325,000.
- 19.29 (b) Junior Faculty / Librarian Fund increases to \$110,000 effective 1 May 2007 (increase of \$25,000 to base).
- 19.29 (c) Conference Travel Support increases to \$180,000 effective immediately (increase of \$100,000 to base).
- 19.30 Leave Fellowship Fund increases to \$200,000 per year effective 1 May 2007 (increase of \$40,000).
- 19.31 and 19.32 Teaching-Learning Development Fund and Release Time Teaching Fellowships continue at current allocation.
- 19.33 Research Development Fellowships increase from 12 to 15 course directorships effective 1 May 2007 (increase of about \$60,000 per year).

Benefits

- Retiree benefits plan modified to increase annual maximum for dental benefits from \$1000 to \$1250, after ratification.
- Retiree benefits plan modified such that lifetime maximum for extended health increases from \$50,000 to \$75,000, after ratification.
- Vision care coverage for active employees increased from \$375 to \$450 every 2 years, effective after ratification, to include glasses, contacts, and additionally laser surgery and eye exams.
- Lifetime maximum per person for orthodontics increases from \$5,000 to \$6,000, after ratification.
- Hearing aid coverage increases from \$300 to \$2000 every 3 years, after ratification.