### Summary of Tentative Agreement – October 16, 2018

| EQUITY | • 25% hiring threshold for visible minorities (members of racialized groups)  
  • Committee to make recommendations to increase representation of Black faculty  
  • Program for recruitment of Indigenous faculty – 6 hires (no dedicated funding)  
  • Disability task force  
  • 30-day timeline for workplace accommodation plans  
  • Parental leave increased from 5 weeks to 12 weeks  
  • Trans fund from $30,000 to $40,000  
  • Increase funding to Lee Wiggins Childcare centre from $25,000 to $50,000  
  • Long-term disability – confirmation of ability to index plan and change providers  
  • Equal pay exercise for women, racialized and Indigenous faculty members |
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| COMPENSATION | • Salary increase: May 1, 2018 2.3%, May 1, 2019 2.2%, May 1, 2020 2.1%  
  • Increase to sabbatical pay by 2.5% to 85%  
  • Current overload + annual salary increase  
  • Increase anomalies fund by $83,000 to $450,000  
  • Appendix P – increase by annual salary increase  
  • Add 0.5 FCE release for Category 8 (area coordinators) |
| PER and FUNDS | • Increase PER by $150 to $1800 per year  
  • Sabbatical leave fellowship increased by $50,000 to $325,000 per year  
  • Conference travel funds from $308,000 to $400,000 per year  
  • Faculty/librarian research grants from $357,500 to $450,000 year  
  • Unused Educational leave transferred to Release Time Teaching Fellowships |
| HEALTH BENEFITS | • $500 stand-alone benefit for social workers  
  • Dental implants to a max of $5,000 under current cap  
  • Vaccines increase by $50 to $250 |
| RETIREE BENEFITS | • Increase employer funding by $200,000 to $1,300,000  
  • Increase dental cap by $450 to $1700 and include implants |
| WORKING CONDITIONS | • Computer renewal program in CA  
  • Improved rights for postdoctoral visitors, including academic freedom language  
  • Clarification of working environment language  
  • Improved language for harassment complaints and procedures  
  • New language on voluntary permanent transfer  
  • Clarification of research release eligibility for members on IRL  
  • Joint committee to review alt-stream tenure and promotions criteria  
  • Externally sourced courses governed by regular procedures |
| GOVERNANCE | • Inclusion of expenditures from University Fund in Budget Presentation  
  • Recommendation senate change regs so that BOG senators must be F/T faculty  
  • Agreement to discuss exclusion of BOG members from YUFA bargaining unit |
| PENSIONS | • Commitment to add CPI based indexing to minimum guarantee portion of pension |
| EMPLOYER PROPOSALS | • Limited spousal hiring to CLA positions when hiring an AA candidate to a tenure-stream position (1 per year, max 5 at any time)  
  • Electronic CV submission, collection and use of aggregate data above 9 people  
  • Cap on PER carry-over ($9000, 5 years. Existing funds grand-parented for 7 years)  
  • Change name of Alternate to Teaching Stream, rank to Professor, Teaching Stream |