

Summary of Tentative Agreement – October 16, 2018

ISSUE	
EQUITY	<ul style="list-style-type: none"> • 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
COMPENSATION	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • \$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	<ul style="list-style-type: none"> • Increase employer funding by \$200,000 to \$1,300,000 • Increase dental cap by \$450 to \$1700 and include implants
WORKING CONDITIONS	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Commitment to add CPI based indexing to minimum guarantee portion of pension
EMPLOYER PROPOSALS	<ul style="list-style-type: none"> • 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