

LETTER OF AGREEMENT
BETWEEN
CONCORDIA UNIVERSITY
AND
THE CONCORDIA UNIVERSITY FACULTY ASSOCIATION
CONCERNING
LIMITED TERM APPOINTMENTS

WHEREAS the parties recognized that there were several lacunae in the present collective agreement concerning the employment conditions of individuals hired as Limited Term Appointments (LTA),

THEREFORE it was agreed that:

FACULTY

1. Effective June 1, 2003, the salary grid for faculty LTAs holding the ranks of Lecturer and Assistant Professor shall be in accordance with the attached tables for LTA faculty members. The faculty LTA grid is increased during the life of the collective agreement by the percentage salary increments in Article 40.02. Faculty LTAs appointed at Concordia for the first time at the rank of Lecturer or Assistant Professor shall be placed on the first step of the appropriate grid (L1 or M1), notwithstanding the years of prior relevant experience as per Appendix 6A.
2. Faculty LTAs with ranks higher than Assistant Professor shall be placed on the Tenure-track grid at the appropriate step based on relevant experience as per Appendix 6A.
3. Beginning June 1, 2004, individuals who possess the appropriate terminal degree at the time of appointment shall be hired as faculty LTAs at the rank of Assistant Professor or above and be placed on the appropriate salary grid for faculty LTAs as per §1 and §2 above.
4. The following arrangements apply to those faculty members who hold LTA appointments in 2003-2004:
 - a) Faculty LTAs who held appointments in 2002-2003 at the rank of Assistant Professor and hold new appointments in 2003-2004 at the rank of Lecturer, will be asked to choose whether they wish to stay at the Lecturer rank and keep the possibility of the extension of appointments under Article 12.04 e)¹, or revert to the Assistant Professor rank and appropriate LTA grid placement salary but lose the possible extension. Those who choose to retain the Lecturer rank shall receive

¹ All such LTAs were offered new appointments as Lecturers, with the proviso that the maximum duration of thirty six (36) months specified in Article 12.04 e) is extended by being measured as of June 1 2003 instead of the original date of appointment.

the greater of the appropriate LTA Lecturer grid salary for 2003-2004 and their actual 2003-2004 salary, effective June 1, 2003. They shall continue to receive the appropriate salary as per the LTA grid (that is, the percentage increment specified in Article 40.02, plus the step of the LTA grid) effective June 1 every year, as long as their contract is renewed. Those who choose to revert to the Assistant Professor rank may do so effective June 1, 2003 and shall receive the appropriate LTA grid salary effective June 1, 2003 and each following June 1 if their contract is renewed. Notwithstanding the above, in no case shall any individual's salary be reduced.

- b) Faculty LTAs hired for the first time in 2003-2004 as Lecturers who meet the qualification in §3 shall retain their 2003-2004 salaries and rank for 2003-2004. If they are renewed, they shall be renewed at the rank of Assistant Professor and placed on the first step (M1) of the LTA Assistant Professor grid for June 1, 2004.
 - c) All other LTAs who hold appointments in 2003-2004 shall retain their 2003-2004 salaries. If they are renewed, their salaries for 2004-2005 shall be at the appropriate LTA grid placement, with the exception that their salaries shall not be less than their current salaries.
5. Notwithstanding the requirement in Article 12.04 h) to hold the rank of Assistant Professor, the year of service in 2003-2004 for LTA members who held the rank of Lecturer in 2003-2004 and had the appropriate terminal degree, and who secure a tenure-track position, shall count within the two year maximum, if the member so wishes.

LIBRARIANS

6. Effective June 1, 2004, the salary grid for newly hired Librarian I LTAs shall be in accordance with the attached tables for LTA Librarian I members. The Librarian I LTA grid is increased during the life of the collective agreement by the percentage salary increments in Article 40.02. Librarian I LTAs appointed at Concordia for the first time shall be placed on the first step of the grid (V1), notwithstanding the years of prior relevant experience as per Appendix 6A.
7. All Librarian I LTAs who hold appointments in 2003-2004 shall retain their 2003-2004 salaries. Those in the first year of an LTA contract in 2003-2004 who are renewed shall be placed on step W2 on June 1, 2004. Librarian I LTAs who are completing their second year and whose contracts are renewed shall be placed on step V3 on June 1, 2004.

GENERAL

8. Any Individual Supplement added to the salary of an LTA shall be counted towards the maximum amount available for that purpose as per Article 40.04. Once the employment of the LTA terminates, however, the amount of the

Individual Supplement shall be returned to a separate LTA supplement account. A running tally of this account shall be maintained, and all new Individual Supplements paid to LTAs shall in the first instance be paid from the amount accumulated in this separate account before any other moneys are used for this purpose. This account shall not be used to pay Individual Supplements or Adjustments to tenure-track or ETA members.

9. This agreement shall take effect immediately upon signing.
10. This agreement shall be in effect as long as the present collective agreement (signed 03/03/03) or any legal extension continues in effect, and until such time as it is replaced by a new or revised Collective Agreement.
11. This agreement is subject mutatis mutandis to Article 22 of the Collective Agreement.

IN WITNESS WHEREOF the parties have signed in the City of Montreal this _____ day of March 2004.
