

Article 38: Stipends and Additional Compensation

38.01 This Article covers compensation paid to a member as a stipend in addition to her or his nominal salary.

38.02 The Employer shall not offer, and the member shall not receive, any compensation in addition to the compensation provided for in this Agreement. Notwithstanding the above, compensation received by members from external sources but paid through Concordia University (such as compensation flowing from approved research projects, if permitted by the granting agency; contract research; community outreach or other similar programs that involve non-credit teaching) shall be treated as compensation for outside professional activities as per Article 24 and shall not be affected by this Article. However, payments that are not set according to an external policy (such as compensation through approved research projects and contract research) but are established within the University shall be subject to guidelines established by the SARC (Article 11.18).

38.03 Stipends specified in other Articles of this Agreement:

- a) Additional Teaching Article 16.12 and 16.13
- b) Academic Unit Heads Articles 20.01 and 20.16
- c) Academic Chairs and Special Professorships Article 12.08

38.04 Discretionary Stipends

- a) Other stipends may be paid by the Employer on a discretionary basis to compensate members for performing special tasks, provided these stipends follow guidelines established by the SARC and are reported to the SARC at its next meeting. In cases that are not covered by the guidelines, stipends shall be recommended by the appropriate administrator to the SARC for approval. No member shall receive more than a total of \$24,000 annually for performing special tasks.
- b) The SARC shall use its best efforts to achieve equity among tasks and across Faculties in establishing its guidelines, and when considering recommended stipends.

38.05 No stipend can be used as an advance on future salary, to raise the payments specified in Article 16.12, or as part of a general compensation policy.