

Outcome of CUFA Negotiations, 2023

Presentation to CUFA
Council and membership

7 December 2023

Hiring Committee (DHC)

- DHC members recommended by DPC after nominations
- Unit head, DPC members can be DHC members
- Streamlined process
 - DHC → Dean → Provost
 - Shorter time lags, JEEC removed (equity issues handled in DHC composition, training)
- New Joint Equity Committee (JEC): Broad mandate to review EDIA throughout careers
 - DHC “supplementary reports”

Limited term appointments (LTAs)

- 12-month or 24-month contracts
 - Full listing of first-year courses in contract
 - More time to prepare: Contract begins 30 working days (6 weeks) before teaching
- Consecutive contracts are possible (no hiatus)
- Structure of the bargaining unit
 - 80% probationary & tenured members
 - 20% LTAs and ETAs

Extended term appointments (ETAs)

- Increase in number of ETA contracts
 - If department needs to fill the same teaching needs with an LTA for four consecutive years, in the 4th year, it will be designated an ETA position
 - ETA contracts for recurrent LTAs over past 12 years
- Promotion to Teaching Professor
 - After 6 years as Senior Lecturer: superior teaching and good service

Promotion - Associate Professor to Professor

- After 6 years as Associate Professor
 - Superior research, Good teaching, Satisfactory service
 - Superior teaching, Good research, Satisfactory service
 - Superior service, Good research, Good teaching
 - 2 out of 3 elements Very Good, 3rd element is Good

Promotion - Associate Librarian to Senior Librarian

- After 6 years as Associate Librarian
 - Superior research, Good professional activities, Satisfactory service
 - Superior professional activities, Good research, Satisfactory service
 - Superior service, Good research, Good professional activities
 - Professional activities & a 2nd element are Very good; 3rd element is Good

Evaluation of teaching

- 9-item questionnaire rooted in best practices

The syllabus clearly explained the requirements of the course.

The instructor largely respects the course schedule.

The instructor is well prepared for classes.

The instructor manages class time well.

The instructor clearly explains the course content.

The instructor seems interested in the course.

The instructor creates an environment that encourages student engagement.

The instructor provides useful feedback on assigned work.

The instructor is available for consultation outside of class time.

Librarian members

- Location of work: Duties & responsibilities...
“regardless of where they are performed”
- We argued to retain clauses related to teaching library-related courses

Faculty members' workload

- Joint Committee on Faculty Clerical tasks (JCFC)
 - Monitor changes to clerical tasks, assess workload implications, recommendations for improvement
- Tech Support
 - In-person & virtual help with tech systems (Unity, etc.)
- One-time 1-credit remission
 - Convertible to research funds or pedagogical support (ETAs), research days (librarians)
 - Combine with other credits for course remission

Parental issues

- Upon return from parental leave
 - 3-credit course remission
 - Attentive scheduling of teaching duties; career-relevant service committees and events



Disciplinary measures

- New informal resolution process
 - Designed to reduce the frequency of formal disciplinary procedures
- Improved fairness, transparency, and timeliness of disciplinary investigations

Retirement

- Expansion of gradual retirement options
 - 3-year gradual retirement was 75%, 50%, 25%
 - **NEW** - 50%, 50%, 50% (without negotiation with dean)
- Dean may approve 0% teaching load in the last year, **without salary reduction**, if teaching load averages 50% over the gradual retirement period
- Members governed by Article 42.05 (half time, receiving pension) can opt for gradual retirement

Provision of information to CUFA

- Ensuring CUFA is copied on changes to policies and administrative procedures (8.08, 8.17)
 - “The Employer” includes Associate Deans
- Joint Committee on Faculty Clerical Work (11.09)
 - Changes expected to affect workload reported to both parties
- Tech support requests & resolution will be monitored
- Employment equity information submitted to government will be shared (12.01d)
- Electronic copies of job advertisements (12.02f)

Monetary issues: Salary increases

June 1, 2023	Max (4.8%, GSP*)
June 1, 2024	Max (3.2%, GSP)
June 1, 2025	Max (3.0%, GSP)

**Government Salary Policy (GSP): Annual salary scale increase negotiated with public sector employees provided for in the Règles Budgétaires for the teaching and teaching support grant*

	2022	2023	2024	2025	2026	YR AVG	Strike mandate	Strike
Bishop's University	4	2	2			2.7		
Université de Sherbrooke	3.45	3	2			2.8	yes	
Université Laval		5.5	2.25	2.25	3.0	3.3	yes	yes
Memorial University	6	2	2	2		3.0	yes	yes
Wilfrid Laurier University	5	2	2			3.0		
Université Sainte Anne	3	3	2			2.7	yes	yes
Nova Scotia Coll. of Art and Design	2	2	3	2		2.3		
University of New Brunswick	2.5	2.5	2.5			2.5		
Univeristy of Moncton	3	2.5	2.5	2		2.5		
Dalhousie University	3	2.5	2.5			2.7	yes	
Cape Breton University	3.25	2.9	2.75			3.0	yes	yes
University of Prince Edward Island	3	3	3	3		3.0	yes	yes
Queens University	3.5	3	3			3.2		
St Mary's University	2	3	3			2.7	yes	
Trent University	2	3	3			2.7		
University of Ontario Inst. of Tech.		3	3			3.0		
Brock University		3.5	3.5	3		3.3		
University of Victoria	3.24	6.75	2			4.0		
University of British Columbia	3.24	6.75	2			4.0		

Monetary issues

Assistant Professor grid: Added three steps (relevant to initial grid placement)

LTA grids: Added three steps for each grid

Teaching Professor grid (ETA): NEW - 22 steps as in Professor grid

Librarian grids: Assistant, Associate librarian grids now match the professor-to-librarian salary ratio of Senior librarian grid – 85% of corresponding Faculty grids

Monetary issues: Stipends

Academic Unit Heads	
Current	New
\$7,802	\$10,000
\$10,030	\$13,000
\$12,259	\$15,500
\$14,489	\$18,500

Supervisory Librarians	
Current	New
\$7,386	\$9,400
\$8,523	\$10,900

Academic Unit Head stipends to increase annually at same rate as salary increases

Teaching stipends (16.12) Annual increases at same rate as salary increases

Monetary issues

- Professional Development Allowance
 - \$2,650 + 2-year carryover (continuing members)
 - \$550 (LTAs – carryover if 2-year contract)
- Market supplements: Side table to review & consider supplements for additional departments