



Overview of Changes to the 2023-2026 CUFA Collective Agreement Library

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Committees – terms all effective July 1

2 new & change to UCPSL:

Joint Equity Committee (**JEC**) doesn't review each hire – looks at equity and structure across the life-cycle, will receive the supplementary reasoned (compare & contrast) report and

Joint Committee on Faculty Clerical Work (**JCFC**) & change to UCPSL: no longer includes Dean of Fine Arts. Members = Dean, Deputy Provost and Provost (voting) Chair



Change to LASC composition: 11.18 f)

One member of the LASC is tasked with monitoring equity at each stage of the process. The member is not required to be a member of an equity-seeking group.




Article 13: Appointment of Librarians

moved text about advertising from end to beginning of the clause &

Introduced new text for ads (13.02 e):

“Concordia University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, racialized persons, Indigenous persons, 2SLGBTQI+ persons, and persons with disabilities; candidates are invited to self-identify in their applications.”



13.02 i) – new clause on conflict of interest, discuss at beginning of process

13.04: LTAs are hired as Assistant Librarian, Appointments for 12 or 24 months. No subsequent appointment provisions, no hiatus period, still hired for temporary need.

13.06: Spousal appointments – refers to 12.10, modified to clarify how appointments are authorized and conducted; attraction of new members, or retention of existing members.



Article 15:

Four pathways to promotion **Senior Librarian**, after 6 years:
“demonstrably superior” research and scholarship (15.04 c)) or
professional librarian activities (15.04 d)), with very good
quality in professional librarian activities or research and
scholarship **and** satisfactory service over the years

OR

demonstrably superior service (15.04 e)), with good quality
professional librarian activities and research and scholarship

OR

NEW: 15.04 f): **two criteria** of the member’s choosing must
meet the standard of “**very good**” quality, and **one** must meet
the standard of “**good**” quality



15.02: nominally tenured librarian contracts are for two-years

Article 17

17.01 change: “The duties and responsibilities of librarian members fall into three (3) categories regardless of where they are performed.”



Article 29: informal process by the Dean before a decision regarding a formal investigation

35.14 k): inclusive scheduling of service duties and university events.

39.02 - modified to allow for consideration of relevant experience before terminal degree

42.08 – gradual retirement options have been expanded, dates for application introduced

Other changes are to stipends for supervisory librarians, salaries – and PDA is now in the CA

Questions





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