

# **Outcome of Negotiations**

Agreement in Principle between  
CUFA & Administration

Presented to CUFA Council, 06 July 2015

# Overview



- In a challenging economic climate, we've been able to get a monetary settlement that, though modest, slightly exceeds the CPI increase of May 2012- May 2015
- In addition, we secured a very good increase in the Professional Development Allowance for all our members
- We made changes to the Market Supplement that should improve retention problems in some departments
- We were able to address several other concerns raised by our members, ensuring that no group was left out

# Teaching & Research Issues - 1

- **Performance evaluation** (Article 14)

- Low student response rate will be interpreted “with caution”
- Performance for the purpose of a CDI/Step increase is judged to be “satisfactory or unsatisfactory”

- **Teaching load** (Article 16)

- In allocation of teaching load, class size, course level, # of course preparations will be considered
- Course remission guidelines will be used (instead of “may also be used”) to determine teaching load
- LTAs with five or more course preparations get compensated for each additional preparation (similar to what ETAs now get)

# Teaching & Research Issues - 2



- **Librarians' research leaves (Article 17)**

- Probationary librarians get 30 days research leave, up to a maximum of 66 days
- Tenured members get up to a maximum of 66 days

- **Sabbatical leaves (Article 26)**

- Members who take half-year sabbaticals are no longer disadvantaged in applying for a subsequent sabbatical

# Salary increases

- **Scale increases**
  - ▣ June 2015 – 1%
  - ▣ June 2016 – 1.4%
  - ▣ June 2017 – 1.6%
- **Upward shift of grid: 25% of a step, June 2017**
- **Equivalent increases for “old model” members**
- **We get further increases**
  - ▣ If other employee groups negotiate increases over **4.5%**
  - ▣ If there are increases in government salary policy
- **Upon promotion, one full step increase**

# Other monetary items - 1



- **Professional Development Allowance**

- ▣ \$2,200 (increase of \$400 annually)
- ▣ LTAs now get \$400 annual PDA

- **Market supplements**

- ▣ No longer subject to depreciation
- ▣ Parity committee to review and adjust current values of market supplements

# Other monetary items - 2

- **Stipends for teaching additional courses** – Increases are equivalent to scale increases
- **Stipends for unit heads**
  - ▣ 2% increase for academic unit heads
  - ▣ 4% increase for supervisory librarians
- **Librarians' vacation days** – 25 days with 20 or more years of continuous service

# Other Changes



- We agreed to changes in Articles 22 and 29 that are expected to achieve more timely handling of **grievance procedures** and some aspects of **disciplinary measures**
- Maximum **number of ETAs** increased to 71
- **Nominally-tenured** members get two-year renewals



# To Summarize



- Salary settlement slightly exceeds the CPI increase of most recent 3-year period; some built-in protection for next three years
- Substantial increase in Professional Development Allowance; LTAs included for the first time
- End to depreciation of market supplement should improve retention in some departments
- Noticeable raise after promotion
- Recognition of issues with performance evaluation, teaching load, librarians' research leaves, grievance procedures, half-year sabbaticals, etc.