

## **Executive Summary 2014-2017 Collective Agreement**

### Tenure and the Presidential Veto

- Board delegation withdrawn
- revised Renewals and Tenure Appeal committee
- affirmation of collegial decision making processes
- appearance before Board when reviewing a case
- reporting by Board on negative decisions
- both University Review Committee and Renewals and Tenure Appeal committee may grant 2 year extension of probation
- candidates choose tenure standards if they change after appointment

### Compensation

- 2.25 % for 2014-2015
- 2.25% for 2015-2016
- 2.75% for 2016-2017
- additional overlap increment for Assistant and Associate professors
- Pay inequity balancing fund
  - 400 special increments to be distributed to female faculty on July 1, 2015
- overload remuneration increased to \$5500 per three credit unit class
- Department Head and Assistant Deans
  - receive \$1000 per month of service
  - 6 month 100% administrative leave for 3 years of service

### Rank Structure

- 3 ranks for Librarians - Assistant Librarian, Associate Librarian and Librarian
  - tied to Lecturer, assistant professor and associate professor salary grids
  - 19 career development increments
  - Library is a non-departmentalized College
- Instructor rank deleted
- no tenure for Lecturer rank
  - minimum salary increased, 7 career development increments
- promotion to Associate professor for Academic Programming Appointments evaluated by the University Review Committee
- visiting and adjunct designations deleted

### Benefits

- professional expense allowance increase of \$75 for 2014-2015 and \$75 for 2015-2016
  - accumulation of funds capped at 6 times the annual allocation
- professional fees fund of \$225,000 per year

- Health, Vision and Dental funding caps eliminated
- direct pay drug card
- yearly drug maximum increased from \$2000 to \$5000
- eye exam coverage increased from \$80 to \$100 every 2 years
- vision care coverage increased from \$300 to \$400 every 2 years
- lifetime child orthodontic increased from \$2000 to \$3000
- lifetime adult orthodontic \$2000
- Voluntary Group Life Insurance plan transferred to Employer and SunLife
  - Association will terminate plan with ManuLife
  - premium holiday until funds from trust exhausted
- Long Term Disability Plan
  - 17% pension payment paid by Employer within insured plan
  - COLA reduced from 5% to 3.5%, carry over eliminated
  - CPP offset for claimants aged 65 to 67
- 1999 Academic Pension Plan (defined benefit)
  - recommended ratification of Amendment P-15 to plan members
  - lump sum option to be eliminated effective July 1, 2015
- Academic Money Purchase Pension Plan
  - mandatory immediate enrolment for all members effective July 1, 2015

#### Other

- teaching by non-members limited to 30% of total credit units
- parental/adoption leave
  - does not count towards probationary service
  - contributions during leave count for renewal, tenure and promotion
  - up to one year of sabbatical credit for each leave
  - up to one year of CDI entitlement for each leave
- formal Search procedure for Assistant Deans
- salary review
  - standards and awards must consider assignment of duties
  - formula for the award of special increments adjusted - full versus half increment awards
- definition of terms in an academic year and stipulation of non-teaching term
  - employees may be assigned to teach in T3 once every 3 consecutive years
- curriculum vita language incorporated into agreement
- senior administrative appointments updated in Memorandum of Agreement for searches
- Reduced Appointment Retirement Plan added to agreement
- roles of Unified Heads in the College of Medicine stipulated in Memorandum of Agreement
- formation of Joint committees to discuss
  - child and elder care
  - intellectual property
  - spousal appointments