



Contract Faculty Tentative Agreement

CONTRACT FACULTY BARGAINING UNIT MEETINGS

NOVEMBER 21 & 22, 2022

Negotiating Team

▶ Contract Faculty

- ▶ Anne-Marie Allison (Co-Chief Negotiator)
 - ▶ Mathematics
- ▶ Brennan Connolly
 - ▶ Music
- ▶ Jim Gerlach (Co-Chief Negotiator)
 - ▶ Chemistry and Biochemistry
- ▶ Sobia Iqbal
 - ▶ Biology, Health Sciences
- ▶ Carl Simpson
 - ▶ Philosophy, Communication Studies

▶ WLUFA Staff

- ▶ Larissa Brocklebank
 - ▶ Administrative Assistant
- ▶ Sheila McKee-Protopapas
 - ▶ WLUFA Executive Director (retired)
 - ▶ Until June 30, 2022
- ▶ Terry Poirier
 - ▶ WLUFA Executive Director
- ▶ Linda Watson
 - ▶ Senior Administrative Assistant

Compensation Percentage Increases

- ▶ Year 1 (2022-09-01 – 2023-08-31)
 - ▶ 3.0% Inflation adjustment added to salary base before ATB* (front loaded)
 - ▶ 2.0% ATB + 0.1% Increase to pay in lieu of benefits (4.9% to 5.0%)
- ▶ Year 2 (2023-09-01 – 2024-08-31)
 - ▶ 2.0% ATB + 1.0% Experience Grid (Step 1: ≥10 seniority points)
- ▶ Year 3 (2024-09-01 – 2025-08-31)
 - ▶ 2.0% ATB + 2.0% Experience Grid (Step 2: ≥ 20 seniority points)

*ATB = Across-The-Board increase to salary base

Years: < 5, Seniority Points: < 10

Academic Year	Seniority Points	Years	Salary Base	Benefits	Vacation	Salary	Increase
Current	N/A	< 5	\$7,727.26	\$378.64	\$309.09	\$8,414.99	
2022	N/A	< 5	\$8,118.26	\$405.91	\$324.73	\$8,848.90	5.16%
2023	< 10	< 5	\$8,280.63	\$414.03	\$331.23	\$9,025.89	2.00%
2024	< 10	< 5	\$8,446.24	\$422.31	\$337.85	\$9,206.40	2.00%

Years: ≥ 5 , Seniority Points: < 10

Academic Year	Seniority Points	Years	Salary Base	Benefits	Vacation	Salary	Increase
Current	N/A	≥ 5	\$7,727.26	\$378.64	\$463.64	\$8,569.54	
2022	N/A	≥ 5	\$8,118.26	\$405.91	\$487.10	\$9,011.27	5.16%
2023	< 10	≥ 5	\$8,280.63	\$414.03	\$496.84	\$9,191.50	2.00%
2024	< 10	≥ 5	\$8,446.24	\$422.31	\$506.77	\$9,375.32	2.00%

Years: ≥ 5 , Seniority Points: ≥ 10 but < 20

Academic Year	Seniority Points	Years	Salary Base	Benefits	Vacation	Salary	Increase
Current	N/A	≥ 5	\$7,727.26	\$378.64	\$463.64	\$8,569.54	
2022	N/A	≥ 5	\$8,118.26	\$405.91	\$487.10	\$9,011.27	5.16%
2023	≥ 10	≥ 5	\$8,361.81	\$418.09	\$501.71	\$9,281.61	3.00%
2024	$\geq 10 < 20$	≥ 5	\$8,612.66	\$430.63	\$516.76	\$9,560.05	3.00%

Years: ≥ 5 , Seniority Points: ≥ 10 and ≥ 20

Academic Year	Seniority Points	Years	Salary Base	Benefits	Vacation	Salary	Increase
Current	N/A	≥ 5	\$7,727.26	\$378.64	\$463.64	\$8,569.54	
2022	N/A	≥ 5	\$8,118.26	\$405.91	\$487.10	\$9,011.27	5.16%
2023	≥ 10	≥ 5	\$8,361.81	\$418.09	\$501.71	\$9,281.61	3.00%
2024	≥ 20	≥ 5	\$8,696.28	\$434.81	\$521.78	\$9,652.87	4.00%

Total Compensation Increases

Experience Grid	% Increase	Years: < 5	Years: ≥ 5
Current		\$8,415	\$8,570
Base	9.40%	\$9,206	\$9,375
Step 1	11.56%	\$9,388	\$9,560
Step 2	12.64%	\$9,479	\$9,653

Other Compensation

- ▶ Deferred exams
 - ▶ \$70 per exam (increased from \$50)
 - ▶ Paid whether a scheduled exam is written or not
- ▶ Hourly pay for non-teaching duties
 - ▶ \$50/hour (increased from \$35/hour)
- ▶ Pay for duties involving supervision of students
 - ▶ Increased all categories by 10%

Music

- ▶ Same 3.0% inflation adjustment, 2.0% ATB, 0.1% benefits increase
 - ▶ No Experience Grid (already have a grid structure)
- ▶ Increases to compensation for Additional Duties
- ▶ Improvements to language in studio instructor and coach accompanist pay categories to allow for faster progression
- ▶ Updated language on student recruitment, including revised deadlines for student requests
- ▶ LOU on compensation for ensemble teaching

Online Learning

- ▶ Compensation for online learning is negotiated in the full-time collective agreement (still under Bill 124)
 - ▶ Currently \$5,184 (inclusive of pay in lieu of benefits and of vacation pay)
 - ▶ An additional \$65/student for students in excess of 25
- ▶ Letter of Understanding (LOU)
 - ▶ Establishes a bilateral committee to review Online Learning
 - ▶ Includes reviewing the compensation model for Contract Faculty

Job Security

- ▶ Senior Lecturer Appointments (New)
 - ▶ Requires minimum of 30 seniority points
 - ▶ Minimum of 10 appointments **will** be awarded
 - ▶ Automatically renewable 5-year appointments
 - ▶ Guaranteed 6, 7, or 8 courses per year
 - ▶ PER to a maximum of \$1,200/year

Job Security

- ▶ Lecturer Appointments (Replaces Standing Appointments)
 - ▶ Requires minimum of 20 seniority points (previously 30 points)
 - ▶ Minimum of 25 appointments **will** be awarded (previously 35 appointments)
 - ▶ Automatically renewable 3-year appointments
 - ▶ Guaranteed 3, 4, or 5 courses per year
- ▶ Course load
 - ▶ Maximum 10 courses per academic year (increased from 9)
 - ▶ Maximum 4 courses per term (increased from 4 in only one term)

Student Course Surveys

- ▶ University teaching evaluations renamed as **Student Course Surveys**
- ▶ Renamed because they reflect student experience and are not an evaluation of an instructor's teaching performance or ability
- ▶ No evaluation of teaching performance may rely exclusively or primarily on Student Course Surveys or student opinions

Hiring Process

- ▶ Streamlined course application process (one-year trial)
- ▶ Roster application replaced with a **Statement of Intent Form**
 - ▶ Lists courses in which the Member has seniority status and is interested in teaching
 - ▶ No teaching dossier, CV or cover letter is needed
- ▶ Courses not assigned through the statement of intent are posted
 - ▶ A single **Candidate Application Form** for **ALL** courses the Member is interested in teaching (online application form being developed)
 - ▶ Application includes CV and additional materials as indicated in the job posting

Appendix H and Candidate Application Form

- ▶ Scoring on Appendix H revised (still 100 points)
 - ▶ Increased weight of seniority points (from 20 to 25)
 - ▶ Reduced emphasis on Student Course Surveys (from 30 to 15)
 - ▶ Reduced emphasis on scholarship/research
 - ▶ No evaluation of teaching performance may rely exclusively or primarily on one criterion
- ▶ Fields in Appendix H mirror those in Candidate Application Form

Miscellaneous

- ▶ Equity, Diversity, Inclusion and Indigeneity Fund (New)
 - ▶ \$20,000 annually
 - ▶ \$10,000 for Indigenous Knowledge endeavours
 - ▶ \$10,000 for other EDI work
 - ▶ \$2,000 maximum grant, \$500 minimum grant
- ▶ Paid sick days
 - ▶ 10 days per term (increased from 7 days)
- ▶ Improved access to T2200 forms for home office expenses

Ratification Voting

- ▶ Voting for ratification will be held online using the Simply Voting system
 - ▶ Voting is by secret ballot as required by the Labour Relations Act
 - ▶ This is the same online voting system used for the Strike Vote in October
- ▶ Voting will take place over 48 hours
 - ▶ Voting begins at 14:00 (2:00 p.m.) on Tuesday November 22
 - ▶ Voting ends at 14:00 (2:00 p.m.) on Thursday November 24
- ▶ Ratification requires a vote of 50% + 1 vote (i.e., a simple majority)

Questions?

