

## Collective Agreement Language Summary

**September 13, 2012**

At the time of the writing of this communication, the team has been working for 27 hours straight. Please excuse any errors or omissions.

**We apologize. The previous email stated that the ratification vote was to be held Tuesday, September 17. Tuesday is actually September 18. We apologize for the confusion.**

After bargaining since February including over a number of weekends and holidays, CUASA persisted over the last two days, bargaining intensively under very difficult circumstances. We wanted to try to avoid the effects of impending legislation that would abrogate our right to strike and impose 0% compensation increases and possible clawbacks of CDI. The McGuinty government and its letter to all Broader Public Service employers urged the administration to not give any compensation increases, with the threat that if they did the government would not fund such increases. However, in the same letter it also stated that “the government respects the collective bargaining process and will leave existing agreements intact” ([Letter to the Broader Public Service Employers](#)). Although this is not the agreement that we had hoped for, we were somewhat fortunate that the employer had already tabled a partial financial package and that they continued to bargain in good faith, however, they could put no further compensation increases on the table.

Here are some of the highlights of the tentative settlement:

### **Summary**

#### Non-Monetary

- ⊗ Tightened up the ways that CUASA has to defend its members and police the Agreement. Getting more information and for letters of appointment.
- ⊗ Improvements for instructors including increased CDI, 100% first sabbatical, clearer language on transfer of rank, increased amount for Professional Development Award.
- ⊗ Improvements for librarians including 100% first sabbatical, increased amount for Professional Development Award, including a right to take up to 5 days of paid leave for research or professional development with approval of their supervisor and over 5 days of paid leave with the approval of the university librarian.
- ⊗ Timelines for grievances, ability to move things forward in a timely manner, new arbitrators list.
- ⊗ An agreement to examine and find ways to improve our benefits, a letter of intent on CUASA's control over the long term disability plan.

- ⊗ Some control over the scheduling of teaching, especially in the summer. Faculty won't teach in more than two terms per academic year.
- ⊗ Develop language on custody and control of member files consistent with principles of academic freedom.
- ⊗ Article 17.12 (the authority of Senate to declare programs redundant) will be held in abeyance for three years.
- ⊗ Tenure and promotion language (see [attached PDF document](#) for information).
- ⊗ Departmental academic workload plans to promote fairness, transparency and professional development and service.

#### Monetary

- ⊗ Two-year deal.
- ⊗ Scale increases of 1.2% and 1.2%.
- ⊗ Increases of \$200.00/year to PER.
- ⊗ Members on second or later sabbaticals will be eligible to receive a \$2,000.00 research leave grant.

For the full language please see the CUASA website: [www.cuasa.ca/bargaining](http://www.cuasa.ca/bargaining).