

SUMMARY OF TENTATIVE AGREEMENT

- Four-year contract (expires **31 August 2021**)
- No concessions
- Page and Article references herein refer to the full Memorandum of Settlement, which is posted on, and accessible for Unit 3 members through, the CUPE 3902 Member Portal.

Bargaining Commitment 1: Salaries and Vacation

- Provided that the tentative agreement is ratified by members before any legal strike date, the increases below will be **retroactive to 1 November 2017**.
- **1 November wage rates** (p. 40-41)
 - Sessional Lecturer 1 (SL1): \$16,000.00/full course (8.7%)
 - Sessional Lecturer 1 - Long Term (SLLT): \$16,400.00/full course (9.4%)
 - Sessional Lecturer 2 (SL2): \$16,800.00/full course (7.4%)
 - Sessional Lecturer 3 (SL3): \$17,200.00/full course (5.1%)
 - Writing Instructor 2, Priority (WI2P): \$50.00/hour (4.8%)
 - **NEW:** All other hourly positions: 1.8% (increased from 1.5%)
- **Annual wage increases**, salaried and hourly (p. 4)
 - **NEW:** 1 Sept 2018: 2% (increased from 1.8%)
 - **NEW:** 1 Sept 2019: 2% (increased from 1.8%)
 - 1 Sept 2020: 2%

POSITION	31-Aug-17	1-Nov-17	1-Sep-18	1-Sep-19	1-Sep-20
<i>Sessional Lecturer 1</i>	\$ 14,718.14	\$ 16,000.00	\$ 16,320.00	\$ 16,646.40	\$ 16,979.33
<i>Sessional Lecturer 1 - Long Term</i>	\$ 14,997.00	\$ 16,400.00	\$ 16,728.00	\$ 17,062.56	\$ 17,403.81
<i>Sessional Lecturer 2</i>	\$ 15,647.70	\$ 16,800.00	\$ 17,136.00	\$ 17,478.72	\$ 17,828.29
<i>Sessional Lecturer 3</i>	\$ 16,370.70	\$ 17,200.00	\$ 17,544.00	\$ 17,894.88	\$ 18,252.78
<i>Writing Instructor 1</i>	\$ 44.38	\$ 45.18	\$ 46.08	\$ 47.00	\$ 47.94
<i>Writing Instructor 2</i>	\$ 47.72	\$ 48.58	\$ 49.55	\$ 50.54	\$ 51.55
<i>Writing Instructor 2 (Priority)</i>	\$ 47.72	\$ 50.00	\$ 51.00	\$ 52.02	\$ 53.06
<i>Sessional Instructional Assistants</i>	\$ 43.43	\$ 44.21	\$ 45.10	\$ 46.00	\$ 46.92
<i>Lessons/Move. Coaching</i>	\$ 88.38	\$ 89.97	\$ 91.77	\$ 93.61	\$ 95.48
<i>Accompanist</i>	\$ 54.36	\$ 55.34	\$ 56.45	\$ 57.57	\$ 58.73
<i>Recital Adjudicator</i>	\$ 67.57	\$ 68.79	\$ 70.16	\$ 71.57	\$ 73.00

- Implementation of legislative changes mandated by the *Fair Workplaces, Better Jobs Act, 2017* (p. 82):
 - **Vacation pay:** all members – including sessional lecturers – with five or more years of employment will get an additional 2% pay in lieu of vacation.
 - Review of “**equal pay for equal work**” provisions, payment of adjusted wages (if any) effective **1 May 2019**.
- Explanation of process for **payment for extra duties** (Article 29, p. 45).

Job Security and Advancement

- **Sessional Lecturers** (pp. 17-22, 48-62)
 - Lower thresholds to advancement for all SL ranks
 - New job security provisions for SL2s
 - Increases to the amount of CI work that can count towards advancement under special circumstances
 - Process to identify SL2 to encourage advancement (p. 78)
 - Process to identify SL1 Long-Term to ensure correct wage (p. 79)
 - Encouragement to waive posting process for SL2 and SL3 positions (p. 76)
- **Writing Instructors** (pp. 24-28, 63-72)
 - Clear process for advancements
 - Shortened requirements for advancement to WI2
 - Shortened timeline for automatic advancement to WI2P
 - Identification of Writing Centres (p. 80)
 - Establishment of Working Group regarding Writing Instructor 2 Priority position (p. 74)
- **Music Professionals** (pp. 29-30)
 - Due consideration for previous appointments
 - Consideration given to average number of student lessons
- **Sessional Instructional Assistants (SIA)**
 - **Preference in hiring** for most experience (p. 103)
 - Clear **description of duties** and **overwork protections** (Article 15, p. 23)
- **All Positions**
 - **Severance** eligibility for SL1s, Writing Instructors, Music Professionals (pp. 46-47)
 - Protections against the increasing transfer of teaching work to **online teaching** (p. 77)
 - Increased protection and **compensation for cancellation** of courses or hours (Article 14:16, p. 100).

Benefits and Leaves

- Expanded **pregnancy and parental leave** (Article 19:09, pp. 34-37)
- Paid **bereavement leave** increased to five (5) days (Article 19:13, p. 38)
- **Group RRSP** (Article 25, pp. 43-44)
 - All hourly-paid members of Unit 3 who are employed for a minimum period of four (4) months may now opt in to the GRRSP
 - Each participating member who contributes 5% of their eligible income will have that amount matched by the Employer
- **Health Care Spending Account** (p. 5)
 - Sessional Lecturers: first ½ course increased from \$325 to \$475; subsequent ½ courses \$325; overall maximum increased to \$1,775
 - Hourly-paid members: 50-99 hours increased from \$162 to \$238; 100-299 hours increased from \$325 to \$475; 300-449 hours increased from \$487 to \$713; and 450+ hours increased from \$650 to \$800
- **Unit 3 Fund** increased from \$100,000 to \$140,000 in each year of the agreement (p. 73)
- **NEW:** bargaining-unit members will have access to the **Employee and Family Assistance Plan** (p. 5)
- **NEW: Employee and Dependent Special Circumstances Fund**, \$50,000 in each year of the agreement (p. 5)

Workplace Respect and Inclusion

- Access to **office space**, especially for storage of course materials and personal effects (Article 23:03, pp. 113 and 116)
- **Student Opinion Surveys**: language acknowledging unconscious bias and the establishment of a Course Evaluation Working Group to address equity issues related to course evaluations (Article 18, pp. 31-32, 81 and 83)
- Members must be informed of, and given the opportunity to respond in writing to, the addition of any document to one's **personnel file** (Article 18.07, p. 32)
- Clearly defined, five-step process for **progressive discipline** (Article 11, p. 97)
- Creation of a **Sustainability Committee** (p. 75)