



February 5, 2013

Pursuant to the conversations of this past weekend and our concerted attempts to understand the demands of the members within the financial constraints faced by the University, the following is the revised offer.

### **Period of Contract**

The agreement is for a four-year period, July 1, 2012 to June 30, 2016.

### **Benefits and Language Items**

A summary of improvements by member group include the following:

#### Faculty and Librarians

- Course release of at least three credits for Chairs/Coordinators of programs with more than one member
- Greater transparency in Rank and Tenure process
- Retirement Options
  - Retirement Incentive – a one-time program for members who are OAS eligible
  - Retirement Allowance - an on-going program, replacing previous language
  - Phased-In – 50% salary per year for five years for nine credits of teaching per year
- Improved remuneration for faculty on post-retirement contracts

#### Part-Time Academic Instructors

- Health Care Spending Account, to a maximum of \$500, starting July 1, 2013
- Stipend increase of \$500 per 6 credit course for each year of the agreement (\$2,000 total)
- Improved long-service supplements
  - Additional 10% after 48 credit hours of experience for each three-credit course taught
  - Additional 20% after 84 credit hours of experience for each three-credit course taught
- A cancellation payment when decisions are made not to offer a class

#### Lab Instructor

- Minimum contract length of 38 weeks in years 2 and 3 and 39 weeks in year 4
- \$500 added to the grid in year 1
- Addition of one step at top of scale for Senior Lab Instructor
- Promotion process from Lab Instructor to Senior Lab Instructor
- Leave of Absence with Deferred Salary option



#### Nurse Educators

- Leave of Absence with Deferred Salary option

#### Coady

- Leave of Absence with Deferred Salary option

#### Extension

- Addition of one step at top of scale
- Leave of Absence with Deferred Salary option

#### Writing Centre

- New Salary Grid with 6 steps (base salary equivalent to Lab Instructor)
- Minimum contract length of 38 weeks in years 2 and 3 and 39 weeks in year 4
- Leave of Absence with Deferred Salary option

#### **Professional Development Allowance- All Members**

The following new benefit is offered to all members:

- Professional Development Allowance of \$200 per full time employee in years 3 and 4

#### **Economic Adjustment- All Members**

All members will receive economic adjustments not less than the following, plus steps for which they are eligible

2012-13	2013-14	2014-15	2015-16	Compounded Four Year Total
1.5%	1.5%	2.0%	2.25%	7.45%

#### **Salary Grids – by Unit**

New grids for each member unit are attached to this offer as Appendix A.

All other items are per the University offer as at 12:01 a.m., January 28, 2013.