

Ratification Date: November 16, 2005

KEY ELEMENTS OF SETTLEMENT – UNIT 2

Length of Agreement:

- A 3-year contract expiring August 31, 2008

Salary:

- **9.27%** (compounded) increase over the 3-year contract allocated as follows:
 - 3% increase in the first year (Course Directorship = \$13,044)
 - 3% increase in the second year (Course Directorship = \$13,435)
 - 3% increase in the third year (Course Directorship = \$13,838)

Conversion Appointments

- A minimum of 20 tenure-stream conversion appointments over the life of the contract per the following schedule.
 - At least 8 in year 1
 - At least 6 in year 2
 - At least 6 in year 3

Long Service Guarantee (NEW)

- Eligible long-service CUPE 3903 employees now have contract language confirming that they can expect to be offered three type 1 or equivalent positions in a given contract year. If they do not they will be paid a stipend. If the same or similar happens in the subsequent year they have the option of accessing severance with an enhanced buyout.

Research Leaves (NEW)

- In 2006-07 and 2007-08 an annual Research Leave Fund will be maintained at a value of the equivalent of 6 type 1 positions to provide up to two research leaves in each year for employees selected from the conversion pool

Benefits

- The obligatory 4-month waiting period for benefits has been eliminated.
- The minimum eligibility threshold of 1 tutor 1 appointment has been eliminated
- Effective January 1, 2006 the existing eye wear and eye exam benefit will be increased to \$300 per person every two years

Enhanced Maternity Leave

- Maternity Leave entitlement has been increased to 17/35 from 12/35

Enhanced Caregiver League

- Caregiver Leave entitlement has been increased to 8/35 from 4/35

Emergency/Late Postings

- Emergency and Late Postings must now be posted for 48 hours, not “two working days”

Late Appointments Provisions

- The Late Appointments provisions in Article 12.14 (48-hour posting/18-day letter) are now in effect from August 1 to September 30 for fall or fall/winter courses; December 1 to January 31 for winter courses; and April 1 to May 15 for summer courses

Evaluations

- The requirement to conduct a second formal evaluation in the event of a negative first formal evaluation has been eliminated
- Both the informal and formal evaluator must be agreeable to both parties.

Ways & Means Fund (Currently \$35,000 spread across all 3 units)

- Year 1 – Increased to \$36,050
- Year 2 – Increased to \$37,130
- Year 3 – Increased to \$38,245

Childcare Subsidies (Currently \$23,000 spread across all 3 units)

- Increased to \$34,500