



HIGHLIGHTS OF THE USFA COLLECTIVE AGREEMENT

July 1, 2014 to June 30, 2017

Highlights from the three-year agreement covering July 1, 2014 to June 30, 2017 include:

Compensation:

Effective July 1, 2014:

- 2.25% adjustment to salary scales; 2.25% adjustment to CDIs; 2.25% adjustment for all active employees
- Increase in the salary overlap between the salary scales for Assistant Professor and Associate Professor
- Elimination of the Instructor rank including transition of current Instructors to Special Lecturer
- Increase overload stipend to \$5,500 for an extra 3 credit unit course
- Special Increases – A revised distribution of special increases based on a specified formula
- Librarians - Change to salary structure, ranks and scales for librarians
- Administrative remuneration for Assistant Deans and Department Heads - administrative stipend changes from \$5,000 p.a. plus a prorated CDI, to an administrative stipend of \$12,000 p.a.
- Entitlement for 6 month administrative leave for assistant deans and department heads increases from 90% to 100% of salary

Effective July 1, 2015:

- 2.25% adjustment to salary scales; 2.25% adjustment to CDIs; 2.25% adjustment for all active employees
- Pay Equity Balance fund - Payment by the Employer of a one-time total of 400 base budget CDIs to distribute as Special Increases amongst probationary, tenured and continuing status female employees in recognition for past and present pay inequities. Distribution to be determined by a joint committee and based on analysis of pay inequities. If there is no decision from the joint committee by June 30, 2015 the increments shall be distributed equally amongst all probationary, tenured and continuing status female employees appointed before July 1, 2015.

Effective July 1, 2016:

- 2.75% adjustment to salary scales; 2.75% adjustment to CDIs; 2.75% adjustment for all active employees

Benefits and Pension Plans:

Effective first day of the month following the date of ratification:

- Increase in yearly Professional Expense Allowance to \$2125. Cap the maximum total accumulation of funds at 6 times the annual allocation. Grandfather current accumulations as of July 1, 2014 for all existing members

- Introduction of a separate fund in the amount of \$225,000 to support the reimbursement of professional licensing fees required as a condition of employment (not applicable to practicing physicians in the College of Medicine). Guidelines to be established by the Joint Committee for the Management of the Agreement.
- Group Benefits:
 - Removal of the three month waiting period for life insurance and dental plan coverage
 - Addition of a direct pay drug card with mandatory generic control
 - Increase annual prescription drug maximum from \$2,000 to \$5,000
 - Increase eye exam coverage from \$80 to \$100 every 24 months
 - Increase vision care coverage from \$300 to \$400 every 2 years
 - Increase to lifetime maximum for child orthodontic services from \$2,000 to \$3,000
 - Introduction of adult orthodontic coverage to a lifetime maximum of \$2,000
 - Eliminate the funding cap for extended health (including vision care plan) and dental plans and move to fully employer paid benefits
 - The existing surplus fund balances for extended health and dental plans will be recovered by the Employer (Articles 22.14, 22.16)
 - Long Term Disability Plan:
 - Reduce the Academic Long Term disability plan cost of living adjustment (COLA) from CPI up to 5% to CPI up to 3.5%
 - Removal of the Academic Long Term Disability COLA annual carry over
 - Add a Long Term Disability offset for CPP retirement benefits for claimants ages 65 to 67 provided that claimants are collecting CPP benefits. Claimants collecting CPP benefits on the date the Plan changes are approved are exempt from this provision.
 - Voluntary Group Life Insurance (VGLI):
 - Transfer sponsorship for VGLI plan from the Association to the Employer
 - Individuals enrolled in the Manulife plan shall be automatically enrolled in the SunLife plan
 - The Employer will maintain the current premium holiday in place and the Association will continue to hold the funds in trust and will transfer on a monthly basis to the carrier the necessary funds to cover premiums until the funds in trust are exhausted
 - Individual premium charges will commence after the completion of the premium holiday in accordance with the Employer plan (Article 22.4)

Effective July 1, 2015:

- Increase in yearly Professional Expense Allowance to \$2,200
- Academic Money Purchase Pension Plan – remove three year waiting period and add mandatory immediate enrollment for all eligible employees
- 1999 Academic Pension Plan – process to secure an amendment to the defined benefit pension plan which if ratified in a separate vote of plan members will eliminate the lump sum option for all members who retire from the Plan on or after July 1, 2015. For greater clarity, all members retiring from the Plan on or after July 1, 2015 would only be given an option to receive a monthly pension from the plan.

Process for Renewal of Probation and Tenure:

- Revised structure for the Renewals and Tenure Appeal Committee (RTAC)

- Ability to grant a 2 year extension to the probationary period by either the RTAC or the University Review Committee (URC)
- Update role of the observers on the RTAC to have voice but no vote
- Elimination of early consideration for tenure
- Revocation of the delegation of the Board of Governors' authority to the president in appointment, tenure, continuing status and promotion decision-making
- A new article affording the Appellant the opportunity to present the case to the Board when a positive recommendation from the URC or RTAC requires clarification before the award of tenure
- A revised article indicating respect for and confidence in the collegial decision making processes
- Updates to the dates related to notification of candidates of the Board's decision

Other:

- Revised definition of academic terms – fall term (T1), winter term (T2), and spring/summer term (T3).
- Assignment of Duties – Elimination of restrictions on teaching assignment during spring and summer which allows for assignment of teaching duties year round, with one of the three terms designated as a non-teaching term.
- Revised language regarding employment of non-members which provides that not more than 30% of all credit units taught on campus during Terms 1 and 2 are taught by non-members of USFA, and annual reporting to USFA on the proportion.
- Parental Leave –Revised language indicating that the period of leave shall not count as part of the probationary period, although the employee may count contributions completed during the period of the leave towards renewal of probation, tenure or promotion case.
- Appointment of Assistant Deans – Clarification that the process for appointment of Assistant Deans mirrors the department head appointment process.
- Agreement to establish joint committees to discuss Child and Elder Care, Intellectual Property, and Spousal Hiring.
- Agreement to continue discussions regarding the College of Medicine at the side negotiation table in the fall.

As a reminder, the Incentive Plan for Retirement (IPR), Reduced Appointment Retirement Plan (RARP), and changes in notice of retirement which were agreed to and ratified in 2013, will also form part of the new collective bargaining agreement.