

2014-2019 Collective Bargaining Agreement (Pending Ratification)

Summary of Major Changes

Monetary:

1. General wage increase - 5.5% over the 5 years of the agreement, plus an Economic Stability Dividend (ESD) equal to half of any percentage gain in GDP over the provincially forecasted amount. This is consistent with provincial norms and the funding provided to SFU for this purpose by the provincial government. These take effect as follows:

| | |
|---------------|--------------------|
| July 1, 2014 | 0.0% |
| July 1, 2015 | 1.0% (retroactive) |
| July 1, 2016 | 0.5% (retroactive) |
| July 1, 2017 | 1.5% |
| July 1, 2018 | 1.5% |
| June 30, 2019 | 1.0% |

The Provincial Government has also funded an Economic Stability Dividend (ESD) which is paid if certain targets are met related to growth of the provincial economy. One additional ESD increase 0.45% has been achieved, and is also retroactive to 1 May 2016. It remains to be seen whether these will provide further increases in future years of the settlement.

2. New minimum salaries for all ranks - significantly higher salary minima for all ranks, new breakpoints, and new salary ceilings. New ranks of University Lecturer and Librarian/Archivist
4. The breakpoint refers to the point at which steps become mini-steps, i.e. earning .6% of a full step.

Salary Scales Effective 2 September 2016 (See Appendix C of the new agreement)

| Rank | Floor | Breakpoint | Ceiling |
|-----------------------|-----------|------------|-----------|
| Laboratory Instructor | \$ 60,000 | None | \$ 82,500 |
| Lecturer | \$ 75,000 | \$ 87,500 | \$ 97,500 |
| Senior Lecturer | \$ 85,000 | \$110,000 | \$120,000 |
| University Lecturer | \$100,000 | \$120,000 | \$130,000 |
| Instructor | \$ 75,000 | None | \$ 80,000 |
| Assistant Professor | \$ 80,000 | \$102,500 | \$110,000 |
| Associate Professor | \$100,000 | \$120,000 | \$130,000 |
| Professor | \$115,000 | \$140,000 | \$152,000 |
| Librarian/Archivist I | \$ 65,000 | None | \$ 70,000 |

| | | | |
|-------------------------|-----------|-----------|-----------|
| Librarian/Archivist II | \$ 70,000 | None | \$ 85,000 |
| Librarian/Archivist III | \$ 80,000 | \$105,000 | \$115,000 |
| Librarian/Archivist IV | \$ 90,000 | \$110,000 | \$120,000 |
| Div Head | \$ 95,000 | \$115,000 | \$125,000 |

3. Steps/ increments/ merit - substantial improvement to the step awards system. Over the course of this agreement, additional monies will be added to the step system so that by 2019 2.5% of salary mass annually is distributed. This is a substantial improvement over the existing step system, which has been providing between 1.5% and 1.7% to members, and has been a major reason for decline of our salaries relative to other BC universities. The new process will mean that step awards are not a fixed size, but a floating dollar value calculated each year on the basis of the salary mass and the number of eligible members.

The new rate will be phased in over the term of this Agreement as follows:

- 2017 - 2.3% of salary mass
- 2018 - 2.4% of salary mass
- 2019 - 2.5 % of salary mass

4. Pension Plan - For the next six months, there is further bargaining about an improved pension plan considering three options that have been identified: the jointly-trusted College Plan, development of a new, improved Academic Staff Pension Plan, or inclusion of SFUFA members in the SFU staff plan, which is currently being reorganized. Significant alteration of a pension plan is a complex process, and the College Plan option involves not only SFUFA and SFU, but negotiation with that Plan's trustees.

As a result, we have agreed to: commission a report, at SFU's expense, on the possibilities for enhancing the existing Academic Pension Plan; a schedule of meetings to then review the various options and determine which appears to provide the greatest balance of sustainability and improved benefit. The agreement includes clear timelines, i.e. seeks to have the improved pension option in place by July 1, 2017. Refer to Letter of Agreement 4 in the new agreement.

5. Additional increases for those on scale - establishment of a one-time fund of \$1.25 million to raise base salaries of those who have never received a market differential and who do not have other salary supplements (such as retention awards) on the date of implementation. Those members will be identified, and the fund divided equally among them. These increases will apply to base salaries, raising salaries for these members by an estimated \$2300 - \$2500 per person. This will occur on 1 July 2017.

6. Provisions for salary supplements – language on retention awards, market differentials, supplementary awards for University Professors etc. - have been incorporated into the Collective Agreement. There are limits on the amount that can be spent on new market differentials and new/renewed retention awards and processes for oversight and transparency. Market differentials are to be set in advance for new hires (within a given unit or subdiscipline) to protect

transparency and reduce inequity.

Existing market differentials and retention awards are unchanged except in cases where a member's salary is below our new floors or for members in the Professor or Senior Lecturer ranks who still have a market differential remaining after a previous promotion. These remaining market differentials will be rolled into base salary up to the breakpoint of the respective ranks.

7. Special monetary awards for those at ceilings: Because the new salary scales and new movement come into effect in 2 Sept 2016, all those currently at ceilings on 31 August 2016 (except for those being promoted or resigning on 1 Sept 2016) will receive a one time payment of \$2500 this year.

Benefits:

1. One time PDR enhancement. All members will have access to enhanced PDR in 2017, providing a few hundred dollars, tax free, for employment related expenses. Precise amount of the enhancement is based on the remainder of a total pot of \$843,000 after the monetary awards to those at ceilings are subtracted.

2. Sick leave - extension of sick leave benefits to those who are unable to work full time but can work half-time.

3. Long-term disability - establishment of a committee to explore introduction of long term partial disability benefits.

4. Compassionate Care Leave - recognition of the need for family and compassionate care leaves in the Collective Agreement.

5. Health benefits improvements - coverage for dental implants, temporary crowns and inoculations; coverage for counseling by a wider range of registered professionals effective January 1, 2017.

6. Study Leave - rather than counting of teaching semesters to earn study leave, eligibility will be based on years of service alone. The normal balance of duties for research faculty will remain as two semesters of teaching and one semester of research. In the improved language, provided you are fulfilling your duties as assigned by your Chair (or equivalent) a year will count towards study leave. For example, if you teach one semester, research one semester, and are granted teaching release for administrative duties for the third semester, this year counts towards your future study leave. We've also consolidated multiple policies into a single study leave article for all members.

General Rights:

1. Collective Bargaining - Procedures for collective bargaining consistent with the terms of the BC Labour Relations Code.
2. Grievance and Arbitration - a grievance procedure consistent with labour legislation that allows and encourages collegial and informal resolution of complaints while providing rights to full and final resolution through third party arbitration.
3. Academic freedom language remains as it was prior to certification, with the addition of language specific to Librarians and Archivists.
4. Intellectual Property - existing terms are incorporated into the Collective Agreement
5. Human Rights - expansion of protections against discrimination and harassment and expansion of human rights language to include gender identity.

Specific Provisions for Research Faculty:

1. Tenure and Promotion

- Abolition of TARC; one TPC for all members of a unit.
 - Composition of TPC to include one Teaching Appointment AND one additional member external to the unit appointed by the Dean (but ratified by the Department).
 - Tenure and promotion criteria - improved mechanisms for consideration of work that does not fit within standard academic boundaries (i.e. artistic productions, performance, community- or public-dissemination of work, scholarship involving indigenous sources of/ approaches to knowledge); additional language to recognize that some members/ groups of members shoulder particular additional service burdens.
 - Ability to request one referee with specialized knowledge who may not be academically trained, i.e. elders, established artists, as appropriate.
 - Change in referee selections - equal numbers to be chosen by member and by TPC
 - Deans to review salaries in light of equity concerns at time of promotion and recommend any necessary adjustments.
 - Consideration to be given to steps awarded but not received when at the ceiling of the current rank when promoted.
2. Externally-funded appointments - provision is made for appointments that are not funded by the University in a range of areas. While such appointments are contingent on external funding, in all other respects they are faculty members with the same rights and responsibilities as others.
 3. Faculty Review Committees, which hear appeals on tenure and promotion, restructured to include one Dean; VPA to Chair but have no vote.

4. Workload - expansion of factors to be considered in assignment of teaching
5. Limit on teaching buyouts - member-initiated buyouts of teaching limited to one per academic year or ¼ of all teaching in a period leading to study leave. This does not include CRCs or Burnaby Mountain Chairs, but refers only to buyouts initiated at the members' request and not arising from the terms of a grand or chairship.
6. Appropriate balance of teaching and research semesters addressed through regular biennial review process rather than being tied to study leaves, which are now to be based on years rather than teaching semesters
7. Limits on amount of outside activities (e.g. consulting) that can be performed without approval by Chair and Dean.

Specific provisions for Teaching Appointments:

1. Introduction of a third rank for Teaching Faculty, the University Lecturer.
2. Abolition of the TARC. Teaching Faculty can now serve on TPC and the TPC evaluates all members up for review.
3. Provision for Senior Lecturers and University Lecturers to have a portion of assigned workload include non-classroom work.
4. Clarification of the 'Teaching Professor' category - Teaching Professor is not a distinct rank, but the Agreement instead recognizes the ability to be promoted to Professor based on scholarly contribution to teaching and learning that has earned a national or international reputation. Those previously appointed as a separate category "Teaching Professor" are grand-parented at that title, with all terms and conditions identical to other Professors.
5. Change in process to turn limited term positions into continuing positions - 5 year limit before a continuing position remains; Departments must decide on need for continuing position at year 4; if yes, Departments may choose to target a search for the incumbent lecturer or conduct a wider internal or external search.
6. Provision for externally-funded lectureships where appropriate.
7. Teaching appointments gain access to Faculty Review Committee for promotion appeals.
8. Lecturers now eligible for Emeritus status at terminal rank.

Specific provisions for Librarians and Archivists:

1. More explicit recognition of archivists as a distinct group.
2. A new Librarian/ Archivist 4 rank open to all Librarians and Archivists; Division Head to be a separate category of appointment.
3. Improvements to search processes to ensure transparency and provide for elected membership.
4. Improved provisions for performance evaluation.
5. Librarians and Archivists are now eligible for Emeritus status at terminal rank.
6. Additional study leave options for Librarians/Archivists
7. Librarians/Archivists will now receive a 1.25 step award/year rather than a single step award.