Dear SFUFA Members:

SFUFA’s bargaining team and the University have, after lengthy but collegial and collaborative negotiations, reached a tentative collective agreement which the Executive has endorsed and will be sending to you soon for ratification.

What follows is only a brief summary of the major changes, providing initial information on the package overall. We are currently in the process of preparing the full document itself, which will be made available to all members well before any ratification vote. We will also hold meetings on all campuses so that members can ask questions and discuss the agreement prior to voting.

The details are many, as this process involved review of all employment-related policies, conversion of those to language suited to a collective agreement, and then negotiation of specific terms and conditions that one or other party sought to change.

Among the most significant points to note are:

- the protection of our strong existing terms regarding academic freedom and intellectual property, and their inclusion in the Agreement
- maintenance of SFU-SFUFA consultation processes that are so critical to our productive relationship combined with development of new procedures for resolution of disputes given our new status as a trade union under the law
- recognition of all SFUFA members in all categories as faculty members, and greater consistency in treatment of teaching faculty, research faculty, and librarians/ archivists
- new ranks for both Lecturers and Librarians/ Archivists.
- strong language recognizing approaches to knowledge production and dissemination that are not currently well-recognized in academic evaluation
- some changes to composition of TPCs and terms for selection of external referees
- improved access to appeals processes for teaching faculty
- study leave based on years, no longer requires counting of teaching semesters
- limits on the total of new market differentials and new/ renewed retention awards that can be paid in any one calendar year. Existing MDs and retention unchanged. The new scales (below) are designed to reduce the need for salary supplements for new faculty, and the limits negotiated are sufficient to ensure adequate flexibility where it is needed. Market differentials to be set in advance to protect transparency and reduce inequity.

Regarding salaries and economic benefits, the Agreement provides:
General increases:

General Wage Increases for all members of 5.5% over 5 years, consistent with the pattern in the sector. These take effect as follows:

- July 1, 2015 - 1% (retroactive)
- July 1, 2016 - .5%
- July 1, 2017 - 1.5%
- July 1, 2018 - 1.5%
- June 30, 2019 - 1%

The Provincial Government has also funded an Economic Stability Dividend which is paid if certain targets are met related to growth of the provincial economy. One additional ESD increase of just below .5% has been achieved, and is also retroactive. It remains to be seen whether these will provide further increases in future years of the settlement.

New Salary Scales (effective September 2016):

Salary scales have been substantially re-worked, providing significantly higher minima, breakpoints and ceilings over the system currently in place. On September 1, 2016 the existing salary scales (updated for general increases prior to that date) will be used for proress through the ranks. On September 2, 2016 the new scales become effective including new ranks for Lecturers (University Lecturer) and Librarians/Archivists (Librarian/Archivist 4). The new scales are as follows:

<table>
<thead>
<tr>
<th>Lab Instructor:</th>
<th>Lecturer:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Floor: $60,000 - was $48,528</td>
<td>Floor: $75,000 - was $59,511</td>
</tr>
<tr>
<td>Breakpoint: none</td>
<td>Breakpoint: $87,500 - was $73,240</td>
</tr>
<tr>
<td>Ceiling: $82,500 - was $70,494</td>
<td>Ceiling: $97,500 - was $77,947</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Senior Lecturer:</th>
<th>University Lecturer (new rank):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Floor: $85,000 - was $73,240</td>
<td>Floor: $100,000</td>
</tr>
<tr>
<td>Breakpoint: $110,000 - was $86,968</td>
<td>Breakpoint: $120,000</td>
</tr>
<tr>
<td>Ceiling: $120,000 - was $101,089</td>
<td>Ceiling: $130,000</td>
</tr>
</tbody>
</table>

1 Figures for old scales are as of 2013 September. These would have been increased by about 2% by 2016-09-01.

2 Members who receive a 1.5 or 2.0 step increase can pierce this hard ceiling indefinitely.
<table>
<thead>
<tr>
<th>Rank</th>
<th>Floor</th>
<th>Breakpoint</th>
<th>Ceiling</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Instructor:</strong></td>
<td>$75,000</td>
<td>none</td>
<td>$80,000</td>
</tr>
<tr>
<td><strong>Assistant Professor:</strong></td>
<td>$80,000</td>
<td>$102,500</td>
<td>$110,000</td>
</tr>
<tr>
<td><strong>Associate Professor:</strong></td>
<td>$100,000</td>
<td>$120,000</td>
<td>$130,000</td>
</tr>
<tr>
<td><strong>Professor:</strong></td>
<td>$115,000</td>
<td>$140,000</td>
<td>$152,000</td>
</tr>
<tr>
<td><strong>Librarian/Archivist 1:</strong></td>
<td>$65,000</td>
<td>none</td>
<td>$70,000</td>
</tr>
<tr>
<td><strong>Librarian/Archivist 2:</strong></td>
<td>$70,000</td>
<td>None</td>
<td>$85,000</td>
</tr>
<tr>
<td><strong>Librarian/Archivist 3:</strong></td>
<td>$80,000</td>
<td>$105,500</td>
<td>$115,000</td>
</tr>
<tr>
<td><strong>Librarian/Archivist 4 (new rank):</strong></td>
<td>$90,000</td>
<td>$110,500</td>
<td>$120,000</td>
</tr>
<tr>
<td><strong>Division Head:</strong></td>
<td>$95,000</td>
<td>$115,000</td>
<td>$152,000</td>
</tr>
</tbody>
</table>

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3. This was a previously a career progress ceiling and required a 1.5 or 2.0 or move. The new agreement has no such restriction.

4. This was a previously a career progress ceiling and required a 1.5 or 2.0 or move. The new agreement has no such restriction.

5. This was previously a career progress ceiling and required a 1.5 or 2.0 to move. The new agreement has no such restriction.

6. Members who receive a 1.5 or 2.0 can piece the hard ceiling of 152,000 indefinitely.

7. The salary supplement received by all Librarians/Archivists in the last round of bargaining will be rolled into base salary prior to 2016-09-01 with corresponding increase in salary scales.
Ceiling: $125,000 - was $106,581

When transitioning to the new scale, many members’ total salary will be unchanged, but changes will occur in two cases:

- Members whose total salary is below the new floors will be raised to the new floors.
- Members at the terminal ranks who still retain market differentials will have their market differential rolled into base salary up to the breakpoint of that rank. [Any remaining market differential will be retained as before.]

Hard ceilings still exist for all ranks except for University Lecturer and Professor. Members in those ranks who receive a 1.5 or 2.0 can move above the hard ceiling indefinitely.

*Increased Funding of Steps:*

In contrast to the existing flat rate system of step increases, which has paid between 1.5% and 1.7% of salary to members in the last many years, steps will now be funded at 2.3% of salary mass in 2017, 2.4% in 2018, and 2.5% in 2019 and ongoing. The exact value of a step will vary, depending on the number of eligible members, but in each year the agreed % of salary dollars will be paid, amounting to close to 1% more into members’ pockets each year. This fixes the major reason for the decline of SFU’s salaries relative to other BC institutions; the 2.5% of salary mass used for progress through the ranks is now comparable to that of UBC and UVic.

Librarians and Archivists, who operate on a non-merit system, will now earn 1.25 steps per year instead of the current 1.0 steps.

Members who are at hard ceilings will not be able to move (with the exception of members at the Professor or University Lecturer who receive a 1.5 or 2.0), but the money from those steps will be “recycled” back into the step award pool.

*Additional Salary Lifts:*

A fund of $1.25 million has been negotiated to lift salaries of all SFUFA members who do not already have market differentials or other (non-administrative) salary
supplements. 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 $2500 per person. This will occur in July 2017.

*Awards for Those at Ceilings:*

Recognizing that many members are trapped at ceilings, and that the new salary scales with greater movement do not take effect for another year, all members at ceilings on 31 August 2016 will receive a one-time payment of $2500.

*Pensions:*

The University and the Association have agreed to develop an improved pension system for SFUFA members, with a goal to have it in place by July 2017. Details are to be decided in the Fall 2016 semester through a comparison of three options: membership in the BC College Plan; membership in the SFU staff plan; development of a new plan with mandatory member contributions and enhanced benefits within the framework of the existing SFU Academic Pension Plan.

*PDR Enhancement:*

All members will see a PDR enhancement of a few hundred dollars in 2017. This is a one-time increase to PDR for 2017 only.

*Minor benefits improvements:*

Coverage for dental implants, crowns, and inoculations, and expanded choice in eligible counseling services.

The bargaining team has worked hard and long on this deal - as has the administration side. We believe it is a strong deal, making some critical improvements with long-term implications, and building in the benefits of Labour Board certification while maintaining the strong emphasis on local decision-making, collegiality and collaboration that is so important.