What are the major changes in the new CA with SFUFA?

Prepared by Faculty Relations for Collective Agreement 101 Session

This is a quick reference guide to most of the major changes in the new collective agreement. If there is a disagreement between this document and the collective agreement, the collective agreement prevails. This document should not be considered definitive advice on any particular Article of the collective agreement. For advice, please consult Faculty Relations.

Article 6: Collective Bargaining Procedures
- if the parties are not able to agree, the Framework Agreement sent us to final offer selection arbitration. Now the Faculty Association has the right to strike, and there is no arbitration mechanism. Mediation is contemplated.

Article 8: Joint meetings
- Formation of a Joint Committee to meet regularly on labour relations/collective agreement issues
- Reference to this process in several articles where outside policy will not be changed without consultation pursuant to this article

Article 10: Right to Respect a Picket Line
- used to be that tenure track faculty could refuse to cross a picket line and still be paid for research (only deduction was for teaching)
- now if a faculty member doesn’t cross a picket line, they are not paid for that time

Article 20: Outside Activities
- Members must inform the Chair and Dean if outside activities consume more than 30 consecutive days, or 52 days per year, or bring in more than 25% of total salary.
- Authorization may be withheld if it would prevent or impede the due discharge of the faculty Member’s responsibilities.

Article 23: Continuing Academic Appointments
- high level description of the search process including composition and duties of the search committee
- more detailed description of processes will be in an Appointment handbook—for now we will continue with the processes as outlined in A 10.01—but a handbook will be forthcoming from Faculty Relations

Article 27: Research Faculty Workload
- normal load maintained at 4 courses annually
- Activities that count as “Teaching” are outlined in 27.6—largely the same as before, with the addition of “supervision of students working in the community as part of a program of study”
- Limits on course buy-outs from grant money (27.8)
- TTR balance maintained—addressed here in 27.18 rather than in the Study Leave article
- Factors to be taken into account when assigning teaching load now included for tenure track (were in policy for Teaching Faculty) at 27.21
- Dean (in consultation with the Chair) has final authority over workload/teaching assignments (27.22)

**Article 28: Criteria for Appointment, Tenure and Promotion**
- some new language relating to recognition of extraordinary service loads in 28.7
- Specific recognition of non-traditional scholarship in 28.18-28.22 (TPCs may need to refine criteria for evaluation)

**Article 29: Tenure and Promotion and Faculty Review Committees**
- change in composition of tenure and promotion committees—now a Teaching Faculty member will be on the TPC full-time (no more TARC) if there are Teaching Faculty in the unit
- addition of one tenured faculty member from outside the unit nominated by the Dean on the recommendation of the Chair (and ratified by department members)
- FRCs will now have a Dean as a member of the Committee—the VPA will Chair the committee but will not have a vote

**Article 30: Contract Renewal, Tenure and Promotion**
- Clarification of tenure consideration schedule for those initially appointed as Instructors
- Clarifies (hopefully completely) that tenure and promotion to Associate Professor cannot be separated

**Article 31: Contract Renewal, Tenure and Promotion—Documentation and Referees**
- Process for choosing referees is changed. Both the Faculty Member and the TPC will submit at least 5 names of referees and each will have the opportunity to comment on the others list. At least three of the six referees chosen to provide references must be from the faculty member’s list.

**Article 32: Contract Renewal, Tenure and Promotion—Developing Recommendations to the President**
- In deciding on salary placement upon promotion, consideration should be given to steps awarded at the previous rank but not received (because of being at ceiling)
- Deans are now to review promotion salary adjustments to address inequities that may be attributable to discrimination on a prohibited ground

**Article 33: Biennial Review (Research and Teaching Faculty)**
- Changes to the University Salary Appeals Committee (33.24 to 33.26)

**Article 34: Unsatisfactory Performance**
- Any faculty member who receives a 0 or a 0.5 in any biennial review must meet with the Chair of the TPC and the Dean to discuss how they might improve their performance (do not have to wait for a second 0 or 0.5 review)
- Upon receiving a second 0 or 0.5 a program of remediation is required.
- Faculty members can appeal a program of remediation to an FRC

**Article 35: Teaching Faculty**
- Third rank of University Lecturer is created (described at 35.14-35.15)
- Teaching Professor is eliminated as a category—existing Teaching Professors will be grandfathered in their roles (Letter of Agreement 3)
- Workload remains at no more than twice that of tenure track faculty in the same department.
- Change to Term Conversions (the five-year automatic conversion) now you will evaluate in fourth year of a term position whether a continuing position is necessary. If it is, a continuing position is created subject to budgetary approval. There is now a search process required to fill that position (may be targeted to the incumbent, may be internal or may be open). [Note there are restrictions if a continuing position is not created on who may teach those courses—see 35.42]
- For Senior Lecturers, 1 course equivalent in 16, and for University Lecturers, 1 course equivalent in 8, will be provided for curriculum development or other activities as agreed with the Chair (benefit the member and the Department)
- New provisions if a Teaching Faculty appointment is supported by external funds—if the funds end, the position can be terminated—position must be identified as externally funded in the appointment letter. There are university wide limits on these appointments, so FR must be consulted early on.
- Promotion cases, now decided solely by the VPA, will now go to an FRC like tenure track promotion cases.

**Article 36: Library and Archivist Faculty**
- New rank of Librarian IV created
- Appointment process and performance review processes are clarified
- Creates a process for dealing with issues around assignment of workload

**Article 39: Overload Teaching**
- Formerly referred to as Sessional Lecturers
- Overload for full-time faculty or other employee group members (APSA members teaching a course)
- Formalizes the requirements that someone with a teaching release will not get an OTC at the same time, and only one OTC at a time is permitted.

**Article 40: Grant Tenure**
- New category of appointment
- Similar to tenure-track except they are funded 50% or more by external funds and can be terminated if the funding runs out (subject to some requirements in 40.4)
- There are university wide limits on these appointments, so FR must be consulted early on and VPA approval given before hiring

**Article 42: Salary**
- ATB increases of 5.5% over 5 years (see 42.3)
- New salary scales—do not include steps—only floors, breakpoints and ceilings (because steps are no longer a set amount)
- Changes to market differentials and retention awards (amounts capped, processes will change for MDs making them more standard in each unit)
- Regularization adjustment fund—for those who have never had a market differential (distributed on July 1, 2017)
- Ceiling Adjustment for all those at ceilings on August 31, 2016—one time payment
- Committee to look at pension options—work is ongoing
- New faculty members will normally be appointed at the floor for the rank plus an amount for each year of relevant and related experience
- Step awards for promotion and merit come from a pool that is a percentage value of the total salary mass for the previous year
- Step awards are assigned as before, but are calculated based on the number of step awards assigned divided by the total pool
- Appointments with stipends (CRCs, Fellowships, Professorships) are governed by 42.67-42.71. The requirement for the UAC is eliminated.

**Article 43: Economic Benefits**
- Minor benefit improvements as of January 1, 2017
  - Additional professionals in the mental health field are eligible for coverage, but no increase to total amount
  - Temporary crowns are explicitly added to coverage
  - Inoculations (but not homeopathic injections) will be covered
Article 44: Sick Leave and LTD
- Members can access sick leave benefits on a part-time basis, but only at 50%
- Specific provisions to follow when the University requires more information about fitness to work (44.17-44.20)

Article 46: Study Leave
- This article applies to all members of the bargaining unit—no separate provisions for different categories as in policy.
- For research faculty, the system is now one of counting years of eligibility rather than teaching credits (if a faculty member fulfills all responsibilities for that year, it counts as a year toward study leave—eliminates the issues with counting study leave credits for those with teaching releases.)
- Limits on remunerative employment that can be undertaken during a study leave (46.22)
- Additional options available to Librarian and Archivist faculty

Article 47: Leaves of Absence
- Clarifies that a LOA is normally for a year. One extension is allowed. After a second year of leave, a new application for LOA is required.
- Clarifies that those on a LOA of more than one year will not be considered for salary review during their leave, but may ask for a review of salary placement by the Dean on return from their leave.
- Parental leave available to men and women on the same basis.
- Addition of 5 days of compassionate leave per year to provide care to a family member who is ill
- Addition of provisions for Compassionate Care Leave—up to 8 weeks as required by the BC Employment Standards Act—without pay, but benefit coverage is maintained—AS THIS IS A NEW BENEFIT WE WILL BE WORKING ON A FACTS AND PROCEDURES SHEET FOR IT

Article 48: Resignation
- Clarifies that vacation days are not paid out on resignation as they are not tracked (48.6)

Article 49: Retirement
- New provision for use of PDR funds up to $750 for Financial Counseling for Retirement (49.6)
- New provisions for Emeritus status for University Lecturers and for Librarian/Archivist IV

Article 51: Academic Administrative Appointments within the Bargaining Unit
- Clarifies the different types of Administrative appointments
  o Chairs/Directors in departmentalized faculties
o Directors in non-departmentalized faculties (enumerated as being equivalent to Chairs/Directors in departmentalized faculties)

o Others (Directors of Programs, Course/Area coordinators)—great deal of discretion for Deans to appoint with terms and conditions outlined in appointment letter (not equivalent to Chairs/Directors)