

CHANGES TO THE COLLECTIVE AGREEMENT

The Concordia Part-time Faculty Association negotiation

team has worked hard to finalize the Association's 6th Collective Agreement (2018-2021). This flyer will highlight the major changes in the new Collective Agreement.

Teaching Assistants - Article 7.25

Teaching assistants will no longer be assigned based on the employment status of a faculty member, but rather on pedagogical need. Previously a full-time and a part-time instructor may have been teaching an identical course, but only the former would be assigned a teaching assistant. In the new Collective Agreement, this practice will cease and be replaced by a pedagogical-approach-based system.

Preservation of seniority - Article 8.03

Previously a part-time faculty member who did not teach for a period of 32 months would lose their seniority credits. However, a part-time member who has not taught for 32 months will not lose their seniority if the member was assigned a winter course in the previous May hiring round and teaches that course.

Duties of Part-time Members - Article 9.01 d)

The new Collective Agreement will better define the other duties and responsibilities that can be performed by members of the Association. Particularly, student advising has been added to the list of examples included in the enumeration of other duties.

Course Posting Dates - Article 10

Concordia University is transitioning towards online applications exclusively after the May 2020 hiring round. As such, course posting and application dates have been revised.

| STEP/PHASE | SUMMER | FALL, WINTER FALL/WINTER | REMAINING WINTER |
|----------------------|----------|-----------------------------|---------------------|
| Course Postings | Feb. 18 | May 1 | Oct. 1 |
| Application Deadline | March 10 | May 20 | Oct. 20 |
| Contract Allocation | April 5 | June 15 | Nov. 15 |
| Contract Signing | April 15 | June 25 | Nov. 25 |

Online Applications and Signing

Starting February 2020, the University will exclusively accept online teaching applications. Members will apply for courses using the FRIS system. Members will also sign their contract electronically using the FRIS system. Thus, members will not be required to go to the office of the Dean to sign their teaching contracts

Large Class Stipend - Article 7.25

The large class stipend has increased by 6%. These increases will be applied retroactively to January 2018.

Deferred Salary Leave - Article 14.08

The threshold for eligibility to request deferred salary leave has been reduced from 75 seniority credits to 60 seniority credits. As such, deferred salary leave will be an option for more CUPFA members.

Comprehensive Health Plan - Article 15.14

Members will now be eligible for the comprehensive health plan once they have acquired at least 40 credits of seniority.

Professional Development - Article 17

The eligibility threshold for large grants has been reduced from 24 to 18 seniority credits, making such grants accessible to a greater number of CUPFA members.

Furthermore, the Professional Development account has increased from 99 to 102 credits per year, that is an increase of \$39,531 (from \$271,161 to \$310,692) to the PD fund over the course of this Collective Agreement.

Extra Student Contact Time - Article 18.01

| | |
|-------------------------|------|
| January - April 2018 | 67\$ |
| 2018-2019 Academic Year | 70\$ |
| 2019-2020 Academic Year | 72\$ |
| 2020-2021 Academic Year | 74\$ |

Contract Remunerations - Article 18.03

| | | |
|-------------------------|-------|--------|
| January - April 2018 | 2% | 8381\$ |
| 2018-2019 Academic Year | 3.77% | 8697\$ |
| 2019-2020 Academic Year | 2.4% | 8906\$ |
| 2020-2021 Academic Year | 2.6% | 9138\$ |

Office Space and Facilities - Article 19.01

CUPFA members will have access to their respective part-time offices, guaranteed upon signature of a contract, in order to prepare for upcoming courses.

Tuition Fee Waivers - Article 19.03

The eligibility for tuition fee waivers has been reduced from 24 to 21 seniority credits, making tuition fee waivers accessible to more members.

Library Privileges - Article 19.06

Library privileges will be maintained for as long as CUPFA members retain their seniority.

Department of Theatre - Appendix F-B

With invaluable input from members in the Department, the Appendix F-B has been modified in hopes to create more work for members in the Department of Theatre.

Development of Online Courses - Appendix H

CUPFA members with at least 12 seniority credits will be eligible for online course development contracts. Moreover, members who develop online courses will be deemed qualified to teach said courses as long as they have developed or taught the course successfully in the previous four academic years.