

PART-TIME FACULTY SENIORITY RIGHTS

The Concordia Part-Time Faculty Association has been hard at work negotiating a new Collective Agreement (2018-2021) that will improve working conditions for all CUPFA members regardless of seniority. With the new Collective Agreement, the number of seniority credits needed to attain certain milestones has changed. Please take note of the changes in the present flyer to see the benefits and advantages for which you might qualify.

12 CREDITS OF SENIORITY Online Development Contracts - Appendix H

Members who have accrued 12 seniority credits will be eligible for online development contracts, allowing them to develop courses for eConcordia. Moreover, members who have developed an online course in the previous four academic years will be deemed professionally and academically qualified to teach said course.

Small Claims - Article 17.07

Availability of funds permitting, the Professional Development account may be used for small claims for part-time faculty members with 12 or more seniority credits and who are under contract within the academic year.

18 CREDITS OF SENIORITY Professional Development Eligibility - Article 17.04a)

The eligibility threshold for large grants has been reduced from 24 to 18 seniority credits, making these grants more accessible.

21 CREDITS OF SENIORITY

Tuition Fee Waivers - Article 19.03

The eligibility for tuition fee waivers has been reduced from 24 to 21 seniority credits. Thus, members that have acquired 21 credits or more of seniority on February 1 of any academic year shall be entitled to receive a tuition fee waiver prior to the registration of courses for the subsequent academic year, subject to the Tuition Benefits Policy (HR- 19).

24 CREDITS OF SENIORITY

Credit Limits increase - Article 10.18

Part-time faculty members who have acquired 24 credits or more of seniority at Concordia University, but fewer than 90 seniority credits, may teach up to 12 credits per academic year.

40 CREDITS OF SENIORITY

Comprehensive Health Plan - Article 15.01 and 15.14

Members will now be eligible to benefit from the Comprehensive Health Plan when they have acquired at least 40 credits of seniority at the beginning of a teaching contract. Members who have acquired less than 40 credits of seniority at the beginning of a teaching contract will be eligible to receive the R.A.M.Q. Drug Plan Equivalent.

50 CREDITS OF SENIORITY

Access to Limited Term Appointments - Article 7.26b)

A part-time faculty member who has acquired at least 50 credits of seniority and who applies for a Limited Term Appointment will be short-listed and interviewed for such an appointment provided the member meets the advertised qualifications.

60 CREDITS OF SENIORITY

Deferred Salary Leave - Article 14.08

Part-time faculty members who have 60 credits of seniority or more are eligible to apply for deferred salary leave. Previously, members had to accrue at least 75 credits of seniority before they could apply for such a leave.

75 CREDITS OF SENIORITY

Extended Salary Insurance Plan - 15.06

In the unfortunate situation that a part-time member would be disabled due to illness or injury when their part-time contract is in effect, the member shall be entitled to paid sick leave for a period of up to one month. When the disability continues for more than one month, members shall be protected by the provisions of the salary insurance plan as follows: For members with 75 or more credits of seniority, salary insurance payments will continue for a maximum of two consecutive academic terms in which the member was assigned courses. Members with fewer than 75 seniority credits will receive salary insurance payments until the end of the academic term in which the member becomes disabled.

90 CREDITS OF SENIORITY

Credit Limits Increase - Article 10.18

Part-time faculty members who have acquired 90 credits or more of seniority may teach up to 18 credits per academic year.

Scheduling Requests - Article 10.06

The Department Chair/Unit Head shall endeavor to accommodate scheduling requests of part-time faculty members with more than 90 seniority credits, when such requests are received before October 1 of the previous academic year.