

Contract Negotiations

Leading to a Collective Agreement for 2010-2012

# NEGOTIATING COMMITTEE REPORT

JUNE 9, 2010

# Context for Bargaining

Transitions and Tight Money

# Transition Issues Again....

- ◆ Incorporate Detailed Criteria for Tenure and Promotion into the Collective Agreement
- ◆ Implement New Salary Grids for Rank
- ◆ Create process for Promotion
- ◆ Follow-up on work from previous rounds:
  - ◆ Collective bargaining changes,
  - ◆ Annual report
  - ◆ Workload for Counsellors, Educational Developers and Librarians
  - ◆ Cross appointments

# New Items This round

- ◆ Deal with Pressing Part-time Issues especially those identified in Interim Part-time Faculty Taskforce
  - ◆ Job Security and Pension
  - ◆ Appointment process
- ◆ Laboratory Instructor Pilot Project Results
- ◆ Professional Development Funding
- ◆ List A and.....Salary

# Board Context

- ◆ Board has constructed a two-year budget plan balanced budgets based on 0-0 percent COLA
- ◆ Board had allocated 1.2 M for the ranked grids
- ◆ Board has some significant sources of “one-time” money
- ◆ NB: Past two years have seen steps added to create the Associate Professor Grid (Steps 14, 15)
- No growth money meant less money to bargain with

# MRFA Context

- ◆ Inflation remains <1 percent (although Calgary remains expensive for housing etc) and hard to predict on a go forward basis
- ◆ Preferred a 1-year agreement
- ◆ MRU has run surpluses for the past three years including 2 million for this year

# The Provincial Context

## ◆ Other Settlements

- ◆ Settlements in Alberta are largely off-grid in 2010-2011
- ◆ NAIT the only settlement in for 2011-2012 at 2%; SAIT usually follows NAIT
- ◆ Government funding intentions have not changed even as provincial deficit seems lower– 2 year lag seems likely

# Constraints on MRFA Team

- ◆ Board's team would talk money only in the context of one-time money and two year time frame
- ◆ MRFA wanted one year with 2 percent on grid
- ◆ But....We couldn't implement everything in one year and the Board wouldn't talk
- ◆ Mediation and Arbitration will split differences and take time and money
- ◆ **Strategy:** fix past grid problems to create a career grid for Associate Professor rank, use one-time money to reduce impact of transfer and to offset possible inflationary causes;
- ◆ Get re-opener

# Overview of New Contract

• <b>Term of Agreement</b>	<b>July 1, 2010-June 30, 2012 with reopener</b>
• <b>General Increases</b>	<b>0 percent, 0 percent</b> Total package including New Grid: 2.4 M or 5.5 percent over two year
• <b>Move to New Rank Grids</b>	Effective January 1, 2011; all faculty move to next highest point on new grids
• <b>Individual PD Allotment</b>	Increase \$100 effective July 1, 2010 New Fund for FDC from unused PD funds
• <b>Ed Grants</b>	<b>\$ 20,000</b>
• <b>List A and Assistant to the Chair</b>	New process for advising, coordination, Assistant to the Chair, Same individual process for special projects; amended Addendum
• <b>Increase Sabbaticals /Professional Leaves</b>	Increase two annual leaves plus one half ( 1.5 leaves in 2011-2012, (1) 2011-2012
• <b>Leaves for Tenurable Faculty in Progress</b>	MOU on tenurable people who were hired t/c on tenure system one
• <b>Increase Scholarships to Meet Demand</b>	<b>\$ 30,000 increase; CPTA pension eligible Part-time 384 SICH eligible</b>

<ul style="list-style-type: none"> <li>Year One PT Grid (2 Steps 5, 6)</li> </ul>	<p>Add Step 5 Jul 1/2010 Add Step 6 Jul 1 2011 (4 percent)</p>
<ul style="list-style-type: none"> <li>Fixed-Term Part-time Appointment</li> </ul>	<p>25 positions</p>
<ul style="list-style-type: none"> <li>Improved Appointment Processes</li> </ul>	<p>Recognize reappointment and allocation processes, greater transparency about seniority</p>
<ul style="list-style-type: none"> <li>Chair Stipend , reassigned time and sabbatical</li> </ul>	<p><b>7,600 (receives any general increases), 192 SICH min, full sabbatical at 10 years at 100 percent</b></p>
<ul style="list-style-type: none"> <li>Lab Instructor Position (6)</li> </ul>	<p>‘no fewer than 6 by end of agreement’</p>
<ul style="list-style-type: none"> <li>Changes to Bargaining Process, Grievance, and new Joint Committee to Review and Interpret the CA</li> </ul>	<p>240 SICH plus P/T Stipend to support negotiations; training provided</p>
<ul style="list-style-type: none"> <li>Other items: Heritage Day, email and library access for retired faculty, better wording on intersession duties, better designed CA</li> </ul>	

# Re-Opener

- ◆ Limited Re-opener related to non-monetary items
- ◆ Articles 5 and 6
- ◆ Article 7-Promotion
- ◆ Articles 4.7-4.9 Part-time Appointment
- ◆ Copyright and Market Supplements
- ◆ Respond to Part-time Faculty Taskforce (PTFT)



# Financial Package: New Grids

# Principles from April 7 Report

- ◆ There will be grids and no merit pay
- ◆ Grids will be based on rank, not credential
- ◆ Credentials will be recognized through increments
- ◆ Career as Associate Professor viable
- ◆ Nobody's salary will be reduced in the transfer to the new grid

# The New Grids

Lecturer/Assistant					
Step	Salary				
1	67,359				
2	69,582				
3	71,878	Associate			
4	74,250	Step	Salary		
5	76,700	1	76,700		
6	79,231	2	79,231		
7	81,846	3	81,846		
8	84,547	4	84,547		
9	87,337	5	87,337	Professor	
10	90,219	6	90,219	Step	Salary
11	93,196	7	93,196	1	93,196
12	96,271	8	96,271	2	96,271
13	99,448	9	99,448	3	99,448
		10	102,730	4	102,730
		11	106,120	5	106,120
		12	109,622	6	109,622
		13	113,240	7	113,240
				8	116,977
				9	120,837
				10	124,825
				11	128,944
				12	133,199
				13	137,595


  

  
 ABD
   
 PhD

ABD
   
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# Conversion to the New Grids

- ◆ Conversion on January 1, 2011
- ◆ Grid increments on existing grid on July 1, 2010 (or January 1, 2011)
- ◆ Those who do not move receive \$500 payment on July 15, 2010
- ◆ Transfer to new grids on January 1, 2011
- ◆ Step 15 or lower placed at the next higher salary on the new grid
- ◆ LSIs transfer from Step 15 and then LSIs applied on new grid

# Partial Equalization of Conversion Increments

- ◆ Wide variation in difference between salary on new and existing grids because existing grid has highly irregular increments
- ◆ Used one-time money to smooth this out
- ◆ Define “conversion increment” as half the above difference (additional salary received for January to June, 2011)
- ◆ If conversion increment  $< 1260$ , then  
on December 15 receive one-time payment of  $1260 - \text{conversion increment}$
- ◆ How this works:

## On July 1, 2011

- ◆ Everybody gets a grid step
- ◆ Cost of this is 2.09% more than if existing grid were retained
- ◆ Receive an additional one-time payment of \$1,000

# Part-time Grid Steps

- ◆ Presently:

Step 1

Step 2     10 semesters

Step 3     15 semesters

Step 4     20 semesters

July 1, 2010     Step 5     25 semesters

July 1, 2011     Step 6     30 semesters

# Effective July 1, 2011

Part-time Employee	Step	Category A	Category B	Category C	Category D	Category E
Instructor	1	100.27	103.28	106.38	109.56	112.88
	2	104.32	107.42	110.64	113.95	117.38
	3	108.50	111.72	115.07	118.51	122.08
	4	112.84	116.19	119.68	123.25	126.97
	5	117.36	120.84	124.47	128.18	132.05
	6	122.05	125.67	129.45	133.31	137.33

# Part-time One-time Payments

- ◆ In Fall 2010 and again in Fall 2011 based on number of SICh taught in 2009-2010:

\$125 for 6 to 8 weekly hours in the year

\$250 for 9 to 14 hours

\$375 for 15 to 23 hours

\$500 for 24 or more hours

# List A: New Process for Application And New Addendum

- ◆ Secured monies for coordinating and advising
- ◆ Assistant to the Chair added
- ◆ Chairs apply for these in January
- ◆ Individuals apply for special projects

# Educational Grants and Scholarships for Dependents

- ◆ Currently the Board makes available, annually, an amount up to \$ 30,000 for the purpose of scholarship to legal dependents.
- ◆ This amount will be increased to \$60,000 , an increase of 100%, with effect from July 1, 2010.
- ◆ The amount for Educational Grants under article 15.2 has been increased from \$44,000 to \$64,000, an increase of 45%, with effect from July 1, 2010.

# Professional Development

- ◆ The Individual allocation has been increased by \$100 to \$1100, effective July 1, 2010
- ◆ 2.5 new sabbatical/professional leaves have been added. 1.5 in 2010/11 and 1 in 2011/12

# Chairs Remuneration, Reassigned Time and Sabbaticals,

- ◆ Chair Remuneration in first three years increased to flat rate of \$7600
- ◆ Chair Release minimum of 192 SICh
- ◆ Chair Sabbatical after 2 consecutive

# Pension-Eligible Continuing Part-time Appointment (PECPTA)

- Description:
  - 25 positions institution-wide
  - 36 month contract
    - non-permanent
    - renewable
  - 384 annual SICH
  - LAPP eligible
  - Wages & Benefits annualized
  - Individual PD \$400
- Eligibility:
  - 4 semesters in last 36 months
  - Taught 384 SICH in 2009/2010
  - Step 4 or higher (20 semesters)
  - MRU Retirees not eligible
  - Initial appointments will be in 2010-2011
  - Step 3 and Step 2 eligibility if not all 25 positions are filled.

# New P/T Appointment, Reappointment and Allocation Processes

- New Appointments:
- Standing Part-time Selection Committee in each academic unit
- Written report, from chair, containing a description, procedures, and criteria used by the committee
- An evaluation during the term of first appointment shall be performed.

- Reappointment (Current):
- the members of academic unit shall define “accumulated experience ...”
- Eligible for reappointment
- Eligible for reappointment with conditions
- Ineligible for reappointment
- Notification in writing to PT faculty regarding their eligibility with conditions and/or reasons
- Prepared Seniority List based on define “accumulated experience ...”

## New P/T Appointment, Reappointment and Allocation Processes

- Workload Allocation:

- Allocation list in order of priority according to reappointment criteria and the Seniority List
- Where all criteria are equal “accumulated experience ... satisfactory and relevant” shall be the determining factor
- Initial appointments may be made after reappointment.

- Performance Evaluation:

- Each semester PT faculty shall have one course/section SEI performed
- PT faculty shall have one peer evaluation every 36 months

## P/T Part-time Service Opps, Conditions of Employment, Cancellation Clause

- Part-time Opportunities for Service (Broaden):
  - Planning meeting and taskforces
  - Develop and application of academic policies
  - Revision of academic programs
  - Selection Committees
  - MRFA-MRU Joint Committees

- Resources for Part-time Faculty:
- “... provide part-time faculty with the working conditions required to fulfill their instructional responsibilities.”
- Change in Cancellation Payment (Article 10.2.5):
- From \$256.00 to 10% (unless another course is offered).

# Permanent Lab Instructor

- ◆ Pilot project now a new type of employee in CA
- ◆ Full-time with a two-year probationary period, then become permanent
- ◆ Laboratory Instructor and Senior Laboratory Instructor
- ◆ Senior Laboratory Instructor has responsibilities for development of laboratory materials and directing and mentoring lab instructors

# Cross- and Professional Practitioner Appointments

- ◆ Cross-appointments incorporated into CA in a new article
- ◆ MOU pilot on Professional Practitioner for midwifery and nurse practitioner faculty
- ◆ To maintain currency in their practice
- ◆ Tenurable at 75% (3/4 appointment)
- ◆ Tenured at 50% or 75%
- ◆ Report back to negotiating committees for the next round

# Promotion Article

- ◆ Promotion to the Rank of Professor
- ◆ **7.3.1 Definition of Promotion to the Rank of Professor**
- ◆ At Mount Royal University, promotion to the rank of Professor is a formal recognition of sustained excellence as a faculty member in an instructionally-focussed context.
- ◆ **7.3.2 General Criteria for Promotion to the Rank of Professor**
- ◆ A candidate may apply for promotion to the rank of professor on the basis of the criteria in this article, the Addendum on Teaching, Scholarship and Service, and the detailed criteria recommended by General Faculties Council and approved by the Board of Governors:
  - ◆ i. evidence of proficient and scholarly teaching;
  - ◆ ii. evidence of scholarship, congruent with the teaching loads and resources available for scholarship at an undergraduate university, where applicable;
  - ◆ iii. evidence of significant contributions in service; and
  - ◆ iv. evidence that the duties have been carried out in a responsible and professional manner

- ◆ Candidates may apply for promotion based on either one (1) of the categories listed below in 7.3.2.1 or 7.3.2.2, and 7.3.2.3.
  - ◆ **Excellence and Leadership in Teaching**
- ◆ The assessment of excellence and leadership in teaching shall be based on the criteria in Article 7.3.2i and the following criteria:
  - ◆
  - ◆ demonstrates a sustained and significant impact on teaching beyond the
  - ◆ individual's classes
  - ◆ influences professional dialogue about teaching beyond the academic unit
  - ◆ provides leadership for major educational initiatives in or beyond the university
  - ◆ champions the ongoing enhancement of undergraduate education
  - ◆ contribution to teaching and learning is recognized by peers at the national or international level
  - ◆
  - ◆ s

- ◆ **Excellence in Scholarship**

- ◆ The assessment of excellence in scholarship shall be based on the criteria in Article 7.3.2 ii and the following criteria:
- ◆ the candidate's scholarship is recognized by peers at the national or international level
- ◆ the candidate's scholarship has had a demonstrable impact on the work of other scholars,
- ◆ professionals, or within appropriate academic or professional communities



### 7.3.2.3 Substantial Contribution in Service

- ◆ The determination of substantial contribution in service shall be based on the criteria in Article 7.3.2iii as well as the following:
- ◆ The candidate demonstrates leadership in at least one, or significant contributions in at least two of the following:
  - ◆ service to the academic unit and faculty
  - ◆ service to the university
  - ◆ service to academic fields of study
  - ◆ service to the broader community, in a faculty member- or discipline-related capacity
- ◆

- ◆ Application Process:
- ◆ The individual submits his/her promotion portfolio to TPC along with the names of 6 referees and the rationale for choosing them.
- ◆ Three referees will be chosen as follows:
  - ◆ One by the chair of TPC
  - ◆ One by the Dean
  - ◆ One by Provost and V.P academic
- ◆ The Dean will write to the referees seeking their comments on the application of the candidate.
- ◆ The comments of the referees will be forwarded to the chair of TPC to be shared with members of TPC and other tenured members of the Academic Unit. It shall be kept confidential and not shared with the candidate.

- ◆ The Tenured members will be invited to provide their assessment of the candidate, in writing ,to the TPC.
- ◆ The TPC will review the portfolio, the comments of the external referees and the tenured members who are not part of the TPC and formulate its recommendation.
- ◆ TPC will meet with the Candidate to convey the recommendation of TPC . The Candidate can respond to the recommendation.
- ◆ The promotion portfolio along with the comments of the external referees will be forwarded to the Dean for his /her evaluation and recommendation.

- ◆ The Dean's recommendation will be forwarded to UTPC with a copy to the candidate and the Chair. The Dean will forward the comments of referees to UTPC separately. The Candidate will submit the complete portfolio to UTPC. The UTPC will review the portfolio and make its recommendation to the President either a) to promote or b) not to promote the candidate. Its recommendation and the final decision of the President shall be conveyed to the candidate in writing . The candidate may appeal this decision and the appeal process is to be worked out.

# Phased Retirement

- ◆ The 85 factor ( age plus service) that is now required for phased retirement has been relaxed.
- ◆ However, to qualify for Phased Retirement , an employee must be 60 years of age or older and have been a full time employee at the University for a minimum of 15 years.

# Memoranda of Understanding

- Many issues that needed to be dealt with on an exception basis
  - Especially true during times of transition
- Issues require further investigation and information

# Implementation

- ◆ Criteria for Maternity/Paternity Leave Increment
- ◆ UTPC
  - ◆ Conflict of Interest
  - ◆ Promotion Guidelines
  - ◆ Standards and Evidence: [Link to Re-Opener](#)
- ◆ Faculty Personnel Files
- ◆ Continuing Items
  - ◆ Eligibility of P/T for Benefits

# Copyright

- ◆ Ongoing Issue
- ◆ Specialized Topic
- ◆ Joint Committee
- ◆ Article to be developed by January 15, 2011
- ◆ Public Consultations
- ◆ Re-Opener in Winter 2011

# Market Supplements

- ◆ Recognize concern of inequities
- ◆ Process needs to be refined
- ◆ Different purposes
- ◆ Re-Opener in Winter 2011

# Planned Leaves

- ◆ Faculty complement is growing and requirements are changing
- ◆ Need for flexibility
- ◆ Address types of leaves, application process, provisions, etc.
- ◆ Resources required for planned leave programs
- ◆ Concept of balancing and adjusting workload
- ◆ Report by January, 2012

# Other items:

- ◆ Definitions:
  - ◆ Heritage Day & Immediate Family
- ◆ Retiree Benefits
- ◆ Editorial Changes: New agreement in print by September 9th
  - ◆ Ordering and Cross-References
  - ◆ University & Full-Time Faculty
  - ◆ Removal of MOUs
- ◆ Performance Review of Counsellors

# Changes to Collective Bargaining

- ◆ Incorporate Interest-Focussed Bargaining into the CA
- ◆ Start in January with Statement of Interests 31 January
- ◆ Training in January for both teams
  - ◆ May invite MRFA Executive and BoG members to participate from to time as appropriate
  - ◆ BoG provides reassigned time to MRFA team for prep in Fall semester

# New Joint Review and Interpretation of CA Committee

- ◆ Three members from the Board and three from the MRFA including
  - ◆ MRFA member at large, MRFA Executive, Member of the Negotiating team who wrote the Agreement
  - ◆ **Advisory** on interpretation of CA
  - ◆ Offer advice on how University policies might affect the Collective Agreement
  - ◆ Review Annual Report format
  - ◆ Cannot deal with matters of grievance

# Next Steps

- ◆ Motion to establish times to vote on the proposed new agreement
- ◆ Suggest Thursday, June 10 from 9 a.m. to 6 p.m. and Friday, June 11 from 9 a.m. to 4 p.m. in the Faculty Centre