

NEGOTIATIONS REPORT

SEPTEMBER 27, 2010

MOU on Grid “Anomalies”

- Need to address anomalies associated with new pay grid
- Some faculty receiving less under new grid.

MOU on Grid “Anomalies”

- MRFA & Board agree:
 - No full-time (or limited term) faculty shall receive less under new grid than under existing grid
 - Applicable until November 2016.

MOU on Grid “Anomalies”

- MRFA & Board agree:
 - All affected faculty identified by September 24th, 2010.
 - Receive letter of confirmation from HR by October 1st, 2010.

MOU on Grid “Anomalies”

- MRFA & Board agree:
 - Affected faculty receive lump-sum (equivalent to difference) on November 30th of each year....
UNLESS they have:

MOU on Grid “Anomalies”

1. Left employment @ MRU
2. Been promoted from Associate to Full Professor
3. Acquired a new credential

MOU on Grid “Anomalies”

- Affected faculty will be paid a lump-sum according to the following schedule:

Payment Schedule

<u>Grid Step</u>	<u>30-Nov-2011</u>	<u>30-Nov-2012</u>	<u>30-Nov-2013</u>	<u>30-Nov-2014</u>	<u>30-Nov-2015</u>	<u>30-Nov-2016</u>
A10			\$1,156	\$1,360	\$1,148	
C3			\$122	\$174	\$144	\$27
C4		\$122	\$174	\$144	\$27	
C5	\$122	\$174	\$144	\$27		
C10		\$434	\$2,459	\$2,732	\$2,526	
C11	\$434	\$2,459	\$2,732	\$2,526		
D7						\$1,306
D8					\$1,306	\$1,545
D9				\$1,306	\$1,545	\$1,293
D10			\$1,306	\$1,545	\$1,293	
D11		\$1,306	\$1,545	\$1,293		
D12	\$1,306	\$1,545	\$1,293			
E1		\$99	\$281	\$380	\$396	\$330
E2	\$99	\$281	\$380	\$396	\$330	\$178
E9			\$17	\$1,988	\$2,256	\$2,016
E10		\$17	\$1,988	\$2,256	\$2,016	
E11	\$17	\$1,988	\$2,256	\$2,016		

Part-time Clauses

- **Article 4.8 Reappointment**
 - All MRFA members invited to establish criteria for reappointment
 - Eligible for reappointment
 - Eligible with conditions (performance issues)
 - Ineligible for reappointment
- **Article 4.9 Workload Allocation**
 - Standing committee review all eligible part-time faculty along with the seniority list.
 - Create an allocation list (using criteria and seniority list)
- **Article 4.7 New Appointments**

Part-time Contracts

- **Fixed-term Part-time Contracts (Article 4.11)**
 - 25 contracts, Min 384 SICH per year, Pensionable
 - Up to 36 months
 - Step 3 or higher invited, priority to Step 4 or higher
- **Continuing Part-time Contracts (Article 4.10)**
 - Min 240 SICH per year
 - Up to 24 months
 - Completed 4 semesters within the last 36 months
- **Semester Contracts**
 - Allocation list in order of priority according to reappointment criteria and the seniority list
 - Up to 1 semester
 - Once allocation is completed, initial appointments may proceed as outlined in 4.7