

19.3.1 Schedule of Salaries

Professorial Ranks:

July 1, 2005-June 30, 2006

	Floor	Normal CDI & Merit Ceiling	With Merit
Professor	\$83,819	\$106,214	Unlimited
Associate Professor & Extension Spec. IV	\$68,989	\$ 93,503	Unlimited
Assistant Professor & Extension Spec. III	\$57,494	\$ 81,028	Unlimited

- No change to CDIs and merit increases already received on July 1, 2005.

July 1, 2006-June 30, 2007

	Floor	Normal CDI & Merit Ceiling	With Merit
Professor	\$86,819	\$109,214	Unlimited
Associate Professor & Extension Spec. IV	\$71,989	\$ 96,503	Unlimited
Assistant Professor & Extension Spec. III	\$60,494	\$ 84,028	Unlimited

- No change to CDIs and merit increases already on July 1, 2006.

July 1, 2007-June 30, 2008

	Floor	CDI Value	Normal # Of CDIs in Rank	Normal CDI Ceiling	With Merit
Professor	\$ 97,640	\$2,429	6	\$112,214	Unlimited
Associate Prof. & Ext. Spec. IV	\$ 83,066	\$2,429	6	\$ 97,640	Unlimited
Assistant Prof. & Ext. Spec. III	\$ 68,492	\$2,429	6	\$ 83,066	Unlimited

July 1, 2008-June 30, 2009

	Floor	CDI Value	Normal # Of CDIs in Rank	Normal CDI Ceiling	With Merit
Professor	\$100,640	\$2,429	6	\$115,214	Unlimited
Associate Prof. & Ext. Spec. IV	\$ 86,066	\$2,429	6	\$100,640	Unlimited
Assistant Prof. & Ext. Spec. III	\$ 71,492	\$2,429	6	\$ 86,066	Unlimited

19.3.1 Schedule of Salaries

Librarians:

July 1, 2005-June 30, 2006

	Floor	CDI	Partial CDI	Normal CDI & Merit Ceiling	With Merit
Librarian IV	\$66,910	\$2,191 x 10	\$1,461x3	\$93,200	Unlimited
Librarian III	\$59,073	\$2,038 x 8.5	\$1,359x3	\$80,471	Unlimited
Librarian II	\$50,812	\$1,736 x 8.5	\$1,157x3	\$69,034	Unlimited
Librarian I	\$43,061	\$1,429 x 8.5	\$953x3	\$58,063	Unlimited

July 1, 2006-June 30, 2007

	Floor	CDI	Partial CDI	Normal CDI & Merit Ceiling	With Merit
Librarian IV	\$68,917	\$2,257 x 10	\$1,504x3	\$95,996	Unlimited
Librarian III	\$60,845	\$2,100 x 8.5	\$1,400x3	\$82,885	Unlimited
Librarian II	\$52,336	\$1,788 x 8.5	\$1,192x3	\$71,105	Unlimited
Librarian I	\$44,353	\$1,471 x 8.5	\$981x3	\$59,805	Unlimited

July 1, 2007-June 30, 2008

	Floor	CDI	Partial CDI	Normal CDI Ceiling	With Merit
Librarian IV	\$70,985	\$2,324 x 10	\$1,549x3	\$98,875	Unlimited
Librarian III	\$62,670	\$2,163 x 8.5	\$1,442x3	\$85,372	Unlimited
Librarian II	\$53,906	\$1,841 x 8.5	\$1,227x3	\$73,238	Unlimited
Librarian I	\$45,684	\$1,516 x 8.5	\$1,010x3	\$61,599	Unlimited

July 1, 2008-June 30, 2009

	Floor	CDI		Normal CDI Ceiling	With Merit
Librarian IV	\$87,301	\$2,429 x 6		\$101,875	Unlimited
Librarian III	\$74,101	\$2,200 x 6		\$ 87,301	Unlimited
Librarian II	\$62,101	\$2,000 x 6		\$ 74,101	Unlimited
Librarian I	\$50,101	\$2,000 x 6		\$ 62,101	Unlimited

19.3.1 Schedule of Salaries

Teaching Ranks:

July 1, 2005-June 30, 2006

	Floor	CDI	Partial CDI	Normal CDI & Merit Ceiling	With Merit
Lecturer	\$45,807	\$1,387 x 12	\$925 x 3	\$65,226	Unlimited
Instructor	\$36,867	\$1,387 X 12	\$925 x 3	\$56,286	Unlimited

No change to CDIs and merit increases already received on July 1, 2005.

July 1, 2006-June 30, 2007

	Floor	CDI	Partial CDI	Normal CDI & Merit Ceiling	With Merit
Lecturer	\$48,807	\$1,387 x 12	\$925 x 3	\$68,226	Unlimited
Instructor	\$39,867	\$1,387 x 12	\$925 x 3	\$59,286	Unlimited

No change to CDIs and merit increases already received on July 1, 2006.

July 1, 2007-June 30, 2008

	Floor	CDI	Partial CDI	Normal CDI Ceiling	With Merit
Lecturer	\$53,667	\$2,429 x 6	\$1,214.50 x 6	\$75,528	Unlimited
Instructor	\$42,867	\$1,800 x 6	\$ 900 x 6	\$59,067	Unlimited

Employer Proposal

March 6, 2007

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July 1, 2008-June 30, 2009

	Floor	CDI	Partial CDI	Normal CDI Ceiling	With Merit
Lecturer	\$56,667	\$2,429 x 6	\$1,214.50 x 6	\$78,528	Unlimited
Instructor	\$45,867	\$1,800 x 6	\$ 900 x 6	\$62,067	Unlimited

MEMORANDUM OF AGREEMENT NO. 1

Implementation of New Agreement

July 1, 2005

Professorial Ranks

- Slope adjustment resulting in an increase in the salary scales, and individual base salary increases ranging from \$0 (annual salaries of greater than or equal \$116,500) to a maximum of \$5000 (annual salary of \$52,494)
- Faculty whose base salary increase as a result of the slope adjustment is less than \$2,500 will receive an adjustment to base salary, which will not reduce CDI entitlement, to ensure a minimum total base salary increase of \$2,500
- Plus a one-time payment for the difference between \$5,000 and the amount of the base salary increases described above.

Librarian Ranks

- Base/Scale increase of 3%

Teaching Ranks

- Base/Scale increase of \$4,000 (flat amount)

July 1, 2006

- Base/Scale adjustment \$3,000 (flat amount) for Professorial Ranks
- Base/Scale increase of 3% to Librarian Ranks
- Base/Scale increase of \$3,000 (flat amount) Teaching Ranks

July 1, 2007

- Base/Scale adjustment \$3,000 (flat amount) for Professorial Ranks
- Base/Scale increase of 3% for Librarian Ranks
- Base/Scale increase of \$3,000 (flat amount) for Teaching Ranks
- Introduction of a new scale for Professorial Ranks and for Teaching Ranks
- Market supplements for existing faculty in Dentistry and Law “rolled” into base salary
- Increase administrative stipend Department Heads and Assistant Deans to \$5,000
- Increase allocations of funding for Special Increases by 40 to the CRC, and by 40 to the PRC

July 1, 2008

- Base/Scale adjustment of \$3,000 (flat amount) for Professorial Ranks
- Base/Scale increase of \$3,000 (flat amount) for Teaching Ranks
- Base/Scale increase of \$3,000 (flat amount) for Librarian Ranks and introduction of a new scale

Date of Signing

- Increase benefit cap to January 1, 2007 rate (cost of \$389,790)
- Increase annual maximum dental coverage for Basic and Major from \$1,500 to \$2,000
- Improve eye examination coverage from \$65 to \$80
- Introduce Wellness Account of \$150 per member
- Increase Employer's pension contributions by 0.5 percent. Article III of the Pension Plan will be changed to reflect the increase in Employer contribution to the Plan. Changes as needed will be made to Memorandum of Agreement No. 5.
- No retroactive pay for terminated members except retirees
- Increase Sabbatical Travel Grant to \$4,000 per grant
- Clarification that Leave for Personal Reasons is leave with pay
- Changes to Parental Leave provision become effective

Review Procedures

Employees who disagree with the results of their transition to the new salary grid may request review of their case through JCMS within the year of the transition to the new grid, that is, June 30, 2008 for Professorial and Teaching Ranks, and June 30, 2009 for Librarian Ranks.

Transition to the New Grids

Professorial Ranks

The new grid for the Professorial Ranks is established in 2007-08, and accounts for scale adjustments and CDI increases applied on July 1, 2007, and is created from the July 1, 2007 CDI ceiling of the Full Professor of \$112,214. The new grid will consist of 18 equal Career Development Increments from this point to the new floor of the Assistant Professor.

Salaries of employees will be evaluated against this new grid, and will be assigned a New CDI Count based on a simple calculation of the difference between \$112,214 and their salary, divided by \$2429, the new standard increment for all Professorial Ranks. Full Professors salaries, which separate CDI from Special Increases earned within the rank, will have this taken into consideration so that their New CDI Count is not diminished by Special Increases earned as Full Professor.

Because promotion is no longer linked to salary, transition to the new grid will not result in changes to salaries. The only exception will be for those Assistant Professors who receive a New CDI Count of less than zero, and these will be brought to the new floor of Assistant Professor.

Teaching Ranks

The new grid for Teaching Ranks is established in 2007-08, and accounts for scale adjustments and CDI increases applied on July 1, 2007. The July 1, 2007 floor of the Instructor is used as the foundation for the new grid, with overlap with the Lecturer Rank occurring at the sixth increment above this floor.

Salaries of employees within each rank will be evaluated against this new grid, and will be assigned a New CDI Count based on a simple calculation of the difference between their salary and the new floor for their rank, divided by the new value of the CDI for their rank.

Because promotion is no longer linked to salary, transition to the new grid will not result in changes to salaries.

Librarian Ranks

The new grid for Librarian Ranks is established in 2008-09, and accounts for scale adjustments and CDI increases applied on July 1, 2008. The July 1, 2008 ceiling of the Librarian IV of \$101,875 is used as the foundation for the new grid, such that the ceiling of the lower rank coincides with the floor of the next higher rank, and the range within each of four Librarian ranks includes six increments of size defined for the rank.

Salaries of employees within each rank will be evaluated against this new grid, and will be assigned a New CDI Count based on a simple calculation of the difference between their salary and the new ceiling of the rank, divided by the new value of the CDI for their rank.

Because promotion is no longer linked to salary, transition to the new grid will not result in changes to salaries. In some cases, calculation of the New CDI Count may result in a number below zero for the rank, in which case this will be converted to a positive number and added to the employee's eligibility for CDI's within the rank. Such a situation will be equivalent to that resulting from early promotion of an employee within the new grid. The only exception will be for those of the rank of Librarian I who receive a New CDI Count of less than zero, and these will be brought to the new floor of Librarian I.

Signing for the Association

Signing for the University

Dated March 7, 2007

Employer Proposal
March 7, 2007

New

- 10.5.1 Except where a serious allegation of misconduct involving computer use has been made against an employee, the employer agrees that the computer files and electronic media of employees shall not be examined. The Association shall be made aware of any filtering of electronic mail for any purpose, including spam filtering.

<p>13.1.4 Special Lecturers. The special lecturer rank is used for appointments made to accommodate the special requirements of the employee, the Employer, or both and for which the specific salary and other terms and conditions of employment have been approved by the Joint Committee for the Management of the Agreement. An appointment to the rank of Special Lecturer is a limited term appointment. A Special Lecturer who enters a probationary appointment immediately or within three years after the cessation of the appointment as Special Lecturer shall have the length of the period of probation determined by the Joint Committee for the Management of the Agreement.</p>	<p>13.1.4 Special Lecturers. The special lecturer rank is used for appointments made to accommodate the special requirements of the employee, the Employer, or both and for which the specific salary and other terms and conditions of employment have been approved by the Joint Committee for the Management of the Agreement. The Special Lecturer rank is in scope of the Association. An appointment to the rank of Special Lecturer is a limited term appointment. For reasons acceptable to the Joint Committee for the Management of the Agreement, a Special Lecturer may be extended for a term longer than 5 years. A Special Lecturer who enters a probationary appointment immediately or within three years after the cessation of the appointment as Special Lecturer shall have the length of the period of probation determined by the Joint Committee for the Management of the Agreement.</p>
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<p>13.3.2.2 Length of Limited Term Appointments. The length of the employment period will be clearly stated in the letter of appointment from the President. No right to tenure inheres in any position designated limited term or visiting, but full-time service in a limited term or visiting appointment may be counted as qualifying service if the employee is subsequently appointed to a tenurable rank, subject to the provisions of Articles 13.1.4, 13.3.1, 13.7.3 and 15.6. The maximum accumulated period for limited term appointments is five years.</p>	<p>13.3.2.2 Length of Limited Term Appointments. The length of the employment period will be clearly stated in the letter of appointment from the President. No right to tenure inheres in any position designated limited term or visiting, but full-time service in a limited term or visiting appointment may be counted as qualifying service if the employee is subsequently appointed to a tenurable rank, subject to the provisions of Articles 13.1.4, 13.3.1, 13.7.3 and 15.6. The maximum accumulated period for limited term appointments is five years, except as described for a Special Lecturer in Article 13.1.4.</p>
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<p>13.3.2 Limited Term Appointments. Appointments in accordance with Article 13.3.2.1 designated "with term" or "visiting" shall be for a limited term not exceeding five years. Limited term appointments are not tenurable</p>	<p>13.3.2 Limited Term Appointments. Appointments in accordance with Article 13.3.2.1 designated "with term" or "visiting" shall be for a limited term not exceeding five years, except as described for a Special Lecturer in Article 13.1.4. Limited term appointments are not tenurable</p>
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<p>22.7 Parental Leave.</p> <p>22.7.1 Maternity Leave.</p> <p>22.7.1.1 Eligibility for Maternity Leave. An employee who is pregnant and holds an appointment that is probationary, with tenure, with permanent status, or without term is entitled to maternity leave of 52 weeks. An employee who holds an appointment for a limited term and has been employed by the University for one year preceding the anticipated birth of a child is entitled to maternity leave of 52 weeks or until the end of her appointment, whichever occurs earlier.</p> <p>22.7.1.2 Timing of the Leave. The leave will commence at any time, at the employee's discretion, during the eight-week period prior to the estimated or actual date of birth and shall be of uninterrupted duration. Employees may schedule their annual vacation as part of, or as an extension of, their maternity leave entitlement.</p> <p>22.7.1.3 Level of Remuneration. Employees on maternity leave shall receive the following remuneration:</p> <p>(i) Employees receiving Employment Insurance (EI) maternity benefits shall receive a supplement which provides the equivalent of 95% of normal salary for up to 21 weeks, including the two-week benefit waiting period. The balance of the maternity leave shall be without pay. These benefits shall be extended to cover any period the employee is receiving extended EI benefits due to the illness of the child.</p> <p>(ii) Employees who are not eligible to receive EI maternity benefits but who hold an appointment that is probationary, with tenure, with permanent status, or without term shall receive the equivalent of 95% of normal salary for up to 21 weeks provided they have applied for EI maternity benefits and it has been determined they are ineligible solely because they do not meet the insurable employment test. The balance of the maternity leave shall be without pay.</p> <p>(iii) Other employees who are not eligible for EI maternity benefits shall receive the equivalent of 95% of salary for the first two weeks, and the balance of the maternity leave shall be without pay.</p> <p>22.7.1.4 Benefit Coverage.</p> <p>22.7.1.4.1 During the paid portion of the leave, the employee and the Employer shall pay their respective shares of the cost of continuing benefit coverage.</p> <p>22.7.1.4.2 During any unpaid portion of the maternity</p>	<p>22.7 Parental Leave.</p> <p>22.7.1 Maternity/Parental/Adoption Leave or Primary Caregiver Leave.</p> <p>22.7.1.1 Eligibility for [] Leave. An employee who is pregnant and who declares in writing to be the primary caregiver, or an employee who declares in writing to be the primary care giver of a new born or adopted child, and who holds an appointment that is probationary, with tenure, with permanent status, or without term is entitled to leave of 52 weeks. An employee who holds an appointment for a limited term and has been employed by the University for one year preceding the anticipated birth or custody of a child is entitled to leave of 52 weeks or until the end of her/his appointment, whichever occurs earlier.</p> <p>22.7.1.2 Timing of the Leave. The leave will commence at any time, at the employee's discretion, [] within the period that starts eight weeks before the estimated or actual date of birth or custody, and ends 52 weeks after the actual date of birth or custody and shall be of uninterrupted duration. The leave must be completed within 52 weeks of the birth or adoption of the child. Employees may schedule their annual vacation as part of, or as an extension of, their [] leave entitlement.</p> <p>22.7.1.3 Level of Remuneration. The supplement described in this Article will be paid for a maximum of 21 weeks per employee per pregnancy or adoption (including the 2 week waiting period). Employees on leave shall receive the following remuneration:</p> <p>(i) Employees receiving Employment Insurance (EI) maternity or parental benefits shall receive a supplement which provides the equivalent of 95% of normal salary for up to 21 weeks, including the two-week benefit waiting period. The balance of the leave shall be without pay. These benefits shall be extended to cover any period the employee is receiving extended EI benefits due to the illness of the child.</p> <p>(ii) Employees who are not eligible to receive EI maternity or parental benefits but who hold an appointment that is probationary, with tenure, with permanent status, or without term shall receive the equivalent of 95% of normal salary for up to 21 weeks provided they have applied for EI maternity or parental benefits and it has been determined they are ineligible solely because they do not meet the insurable employment test. The balance of the leave shall be without pay.</p> <p>(iii) Other employees who are not eligible for EI maternity or parental benefits shall receive the</p>
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<p>leave, the Employer shall maintain coverage for the employee under the Compulsory Group Life Insurance Plan, the Academic Long Term Disability Plan, and the Dental Plan. The employee shall have the option of continuing pension contributions.</p> <p>22.7.1.4.3 If an employee is unable to work because of medical complications related to pregnancy and/or childbirth, the normal provisions of disability leave, including the Academic Long Term Disability Plan, shall be applied in accordance with Article 22.8.</p> <p>22.7.1.5 Notice Employees shall be expected to give as much written notice as possible (but not less than four weeks, except in emergency situations) to the Department Head and Dean. This statement of notice shall specify the estimated date of birth and identify the dates of the leave and any vacation the employee intends to take.</p> <p>22.7.1.6 Upon request to the Department Head or Dean, the pregnant employee shall be entitled to an appropriate adjustment of her duties when complications related to her pregnancy justify it or when her working conditions expose her to physical dangers, to infectious diseases or danger of miscarriage.</p> <p>22.7.1.7 Probationary Period. If the employee holds a probationary appointment, the employee shall declare in writing to the Employer whether or not the period of the leave will count as part of the probationary service. Normally, the employee shall make the declaration by May 31 in accordance with the provisions of Articles 14.5.9 (i) or 15.12.10 (i).</p> <p>22.7.1.8 Extension of Leave. An employee may extend her maternity leave by a leave without pay of up to one year. The employee shall try to arrange the leave without pay to coincide with academic term(s). An employee who becomes pregnant during maternity leave or a leave without pay extension to maternity leave shall be entitled to extend her leave by a leave without pay of up to two additional years. The procedures as defined in Article 22.4 shall apply in such cases. During the extension of the leave, the employee shall have the option of continuing benefit coverage at her own expense.</p> <p>22.7.1.9 An employee returning to work following maternity leave may apply for part-time status extending up to three years in accordance with the terms of Article 13.2.3.1.</p> <p>22.7.1.10 Sabbatical Leave. An employee shall be entitled to count up to one year of each maternity leave as qualifying service toward sabbatical leave.</p> <p>22.7.2 Paternity Leave. A male employee who is the primary caregiver of his newborn child shall be</p>	<p>equivalent of 95% of salary for the first two weeks, and the balance of the leave shall be without pay.</p> <p>22.7.1.4 Benefit Coverage.</p> <p>22.7.1.4.1 During the paid portion of the [] leave, the employee and the Employer shall pay their respective shares of the cost of continuing benefit coverage.</p> <p>22.7.1.4.2 During any unpaid portion of the [] leave, the Employer shall maintain coverage for the employee under the Compulsory Group Life Insurance Plan, the Academic Long Term Disability Plan, Extended Health Care Plan and the Dental Plan. The employee shall have the option of continuing pension contributions.</p> <p>22.7.1.4.3 If an employee is unable to work because of medical complications related to pregnancy and/or childbirth, the normal provisions of disability leave, including the Academic Long Term Disability Plan, shall be applied in accordance with Article 22.8.</p> <p>22.7.1.5 Notice. Employees shall be expected to give as much written notice as possible (but not less than four weeks, except in emergency situations) to the Department Head and Dean. This statement of notice shall specify the estimated date of birth or custody and identify the dates of the leave and any vacation the employee intends to take.</p> <p>22.7.1.6 Upon request to the Department Head or Dean, the pregnant employee shall be entitled to an appropriate adjustment of her duties when complications related to her pregnancy justify it or when her working conditions expose her to physical dangers, to infectious diseases or danger of miscarriage.</p> <p>22.7.1.7 Probationary Period. If the employee holds a probationary appointment, the employee shall declare in writing to the Employer whether or not the period of the leave will count as part of the probationary service. Normally, the employee shall make the declaration by May 31 in accordance with the provisions of Articles 14.5.9 (i) or 15.12.10 (i).</p> <p>22.7.1.8 Extension of Leave. An employee may extend her/his leave by a leave without pay of up to one year. The employee shall try to arrange the leave without pay to coincide with academic term(s). An employee who becomes pregnant or declares to be the primary care giver of another child during the leave or a leave without pay extension to the leave shall be entitled to extend her/his leave by a leave without pay of up to two additional years. The procedures as defined in Article 22.4 shall apply in such cases. During the extension of the leave, the employee shall have the option of continuing benefit coverage at her/his own expense.</p>
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<p>entitled to a leave as defined in Article 22.7.1 and subject to the same terms and conditions, provided he declares in writing to the Employer that he is the primary caregiver. In the case where he is the secondary caregiver, the employee shall be entitled to thirty-five weeks of leave completed within 52 weeks of the child's date of birth, the first one of which shall be with pay.</p> <p>22.7.3 Adoption Leave. Upon the adoption of a child, an employee who is the primary caregiver shall be entitled to a leave as defined in Article 22.7.1 and subject to the same terms and conditions, provided the employee declares in writing to the Employer that he or she is the primary caregiver. An employee who is the secondary caregiver for that child shall be entitled to thirty-five weeks of leave completed within 52 weeks of the date of placement of the adopted child, the first one of which shall be with pay.</p>	<p>22.7.1.9 An employee returning to work following leave <input type="checkbox"/> may apply for part-time status extending up to three years in accordance with the terms of Article 13.2.3.1.</p> <p>22.7.1.10 Sabbatical Leave. An employee shall be entitled to count up to one year of each <input type="checkbox"/> leave as qualifying service toward sabbatical leave.</p> <p>22.7.2 Secondary Caregiver Leave. <input type="checkbox"/> In the case where an employee is the secondary caregiver, the employee shall be entitled to thirty-five weeks of leave completed within 52 weeks of the child's date of birth or custody, the first one of which shall be with pay.</p> <p>22.7.3 Deleted</p>
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MEMORANDUM OF AGREEMENT NO. XX
ACCESS TO MEMBER INFORMATION

The Employer will provide the Faculty Association with access to member information via the Human Resources information system by September 2007. This will be done following consultation and training. Once access is achieved the parties will discuss and recommend changes to the collective agreement to remove the requirement for generation of reports, thereby streamlining the work involved for the parties.

<p>11.1 <u>Authority to Assign Duties.</u> In departmentalized Colleges, duties shall be assigned by the Department Head and following consultation and discussion with faculty at a meeting of the departmental faculty [], subject to the approval of the Dean. In non-departmentalized Colleges, duties shall be assigned by the Dean and following consultation and discussion with [] faculty at a meeting of the College faculty. In the Library, duties shall be assigned by the [] Dean of Libraries or the [] Dean's designate, following consultation and discussion with the Library Committee on the Assignment and the Reassignment of Duties. The process of assignment of duties shall be completed by Department Heads by March 31, and approved by Deans by April 30 for the next academic year. No decision on assignment of duties shall be set aside or reversed only because of technical non-compliance with the dates and times established by this section.</p>	<p>11.1 <u>Authority to Assign Duties.</u> In departmentalized Colleges, duties shall be assigned by the Department Head and following consultation and discussion with faculty at a meeting of the departmental faculty [], subject to the approval of the Dean. In non-departmentalized Colleges and the Library, duties shall be assigned by the Dean following consultation and discussion with [] faculty at a meeting of the College or Library faculty. [] The process of assignment of duties shall be completed by Department Heads by March 31, and approved by Deans by April 30 for the next academic year. No decision on assignment of duties shall be set aside or reversed only because of technical non-compliance with the dates and times established by this section.</p>
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13.2.1 Part-Time Appointments. A part-time appointment is one in which the faculty member's assigned duties require less than full-time employment and in which the faculty member is required to work on the basis of less than full days, less than full weeks or less than an academic term, or a combination of these. A sessional lecturer is a part-time teacher remunerated on a per-class basis. The term "clinical" is applied to certain part-time faculty members of the Health Science Colleges.

13.2.1 Part-Time Appointments. A part-time appointment is one in which the [] **employee's** assigned duties require less than full-time employment and in which the [] **employee** is required to work on the basis of less than full days, less than full weeks [], less than an academic term, **or in the case of the Library less than six months**, or a combination of these. A sessional lecturer is a part-time teacher remunerated on a per-class basis. The term "clinical" is applied to certain part-time faculty members of the Health Science Colleges.

<p style="text-align: center;">18. LIBRARIANS</p> <p>18.1 Preamble. The provisions of the Agreement regarding librarians are the same as those for other employees unless otherwise specified in the Agreement.</p> <p>18.2 Appointment of Librarians. The provisions for appointments to the faculty (Article 13) shall apply to librarians, except for the modifications and additional provisions in this Article.</p> <p>18.2.1 Librarian Ranks. All appointments to the Librarian ranks shall be in accordance with the schedules of ranks in Article 19.</p> <p>18.2.2 Part-Time Appointments. A part-time appointment in the Library is one in which the employee's assigned duties require less than full-time employment and in which the employee is required to work on the basis of less than full days, less than full weeks, less than six months, or a combination of these. Conversion from full-time to part-time status in the Library is governed by the provisions of Article 13.2.3.1.</p> <p>18.3 Administrative Positions. A librarian may be appointed by the University Librarian to an administrative position as head of a Library department or head of a branch of the Library, or as an Assistant Director of Libraries following a search according to the provisions of Article 18.4. The list of the titles of these positions will be created by the University Librarian after consultation with the librarians in committee and provided annually to the Joint Committee for the Management of the Agreement.</p> <p>18.3.1 Appointment to one of the administrative positions mentioned in Article 18.3 shall not affect the rank of a librarian.</p> <p>18.3.2 A librarian who holds an appointment to an administrative position mentioned in Article 18.3 shall be paid a salary appropriate to the librarian's rank, and in any case no less than the floor of the salary range for Librarian III if the librarian is the head of a Library department or branch, and no less than the floor of the salary range for Librarian IV if the librarian is an Assistant Director. In addition, the librarian shall be paid a stipend equivalent to one Career Development Increase (according to the librarian's rank) if the librarian is the head of a department or branch, or equivalent to two Career Development Increases (according to the librarian's rank) if the librarian is an Assistant Director. A librarian appointed in an acting capacity for a period of six or more weeks shall be paid the appropriate salary and stipend pro rata for the period of the</p>	<p>[]</p> <p>Renumber all subsequent Articles</p>
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acting appointment.

18.3.3 A librarian whose salary is determined according to Article 18.3.2 shall progress through the salary range equivalent to that of Librarian III or Librarian IV, as appropriate, by means of annual increments equivalent to the Career Development Increase appropriate to the rank of Librarian III or Librarian IV.

18.3.4 A librarian may be reassigned by the University Librarian to another position, administrative or nonadministrative, following consultation with the Library Committee on the Assignment and Reassignment of Duties and according to the provisions in Article 11, or a librarian may resign from such an appointment, in either case without loss of tenure or of rank. The University Librarian must consult with the librarian prior to any reassignment taking place. The Library Committee on the Assignment and Reassignment of Duties shall consist of seven employees elected from among and by all librarians who have tenure and the University Librarian, or the University Librarian's designate, who shall chair the committee. The length of term shall be specified so as to ensure a reasonable turnover of membership.

18.3.5 In the case of a librarian holding an administrative position, resignation or reassignment from that position will result in no reduction in salary or other benefits except that no stipend shall be paid; if this salary is above the salary appropriate to the academic rank held by the librarian, the salary shall remain fixed until the librarian is promoted except that the salary shall be increased by any scale change negotiated by the parties to this Agreement and by any Special Increase awarded to the librarian.

18.4 Search Committee. A Search Committee shall be established in the Library whenever a vacancy for a librarian or an administrative position becomes known. The committee shall consist of the University Librarian, or the University Librarian's designate, who shall be chair, the person in an administrative position in the Library to whom the new appointee will directly report, and three librarians elected from among and by all librarians with tenure. An alternate shall also be elected from among and by all librarians with tenure. This person shall be available to serve on searches where a member of the Search Committee must be absent through protracted illness, lengthy absence from the University, or conflict of interest. The length of term of elected members shall be specified so as to ensure a reasonable turnover of membership.

NEW

	<p>19.9 <u>Remuneration for Administrative Positions in the Library.</u> A librarian may be appointed by the Dean to an administrative position as head of a Library department or head of a branch of the Library as per Article 11.1. In such cases, while holding the position, the librarian shall be paid an administrative stipend equal to one career development increment. A librarian appointed in an acting capacity for a period of six or more weeks shall be paid the stipend pro rata for the period of the acting appointment. The list of the titles of these positions will be created by the Dean after consultation with the librarians in committee and provided annually to the Joint Committee for the Management of the Agreement.</p>
<p>19.9 Names and salaries of Special Lecturers and anomalies will be supplied to the Association by October 15 each year.</p>	<p>19.10 Names and salaries of Special Lecturers and anomalies will be supplied to the Association by October 15 each year.</p>

<p>13.5.3 <u>Letter of Appointment.</u> After an appointment has been approved by the Appointments Committee, the President or the President's designate shall send a letter offering an appointment to the candidate containing information as listed below. The letter of appointment shall specify conditions of employment agreed upon by the Appointments Committee which shall in no case be inconsistent with the terms and conditions of this Agreement. Except in the case of a reappointment, an offer of employment cannot be made at a salary above the ceiling for that rank according to Article 19.3.</p> <ul style="list-style-type: none"> (i) salary, rank and incremental position within the salary range of the rank or, in exceptional circumstances, salary and rank. All exceptional circumstances will be reported to the Association, and in no case shall the salary be outside of the normal salary range of the rank; (ii) department, College or other administrative unit to which the candidate is to be appointed; (iii) outline of duties of the appointment; (iv) type of appointment; (v) length of initial probationary appointment or length of term if a limited term appointment; (vi) date of appointment; (vii) any other terms and conditions of employment pertaining to the appointment; (viii) a copy of this Agreement. <p>The Employer shall inform the Association within a reasonable time of the terms and conditions of each appointment in a form approved by the Joint Committee for the Management of the Agreement for that purpose.</p>	<p>13.5.3. <u>Letter of Appointment.</u> After an appointment has been approved by the Appointments Committee, the President or the President's designate shall send a letter offering an appointment to the candidate, and a copy of this agreement []. The letter of appointment shall specify conditions of employment agreed upon by the Appointments Committee which shall in no case be inconsistent with the terms and conditions of this Agreement. [] An offer of employment shall be consistent with the salary scales and terms as set out in Article 19.3. However, starting salary can be set by the Employer by adding a combination of Special Increases and Career Development Increments, based on the experience and qualifications of the candidate, and salary adjustments required to recruit the desired candidate, and may exceed the normal CDI ceiling for the rank. The Career Development Increments used at the time of offer will reduce the remaining Career Development Increments available under Article 19.3.</p> <p>The letter of appointment shall contain information as listed below:</p> <ul style="list-style-type: none"> (i) salary, rank and [] Career Development Increment Count []; (ii) department, College or other administrative unit to which the candidate is to be appointed; (iii) outline of the duties of the appointment; (iv) type of appointment; (v) length of initial probationary appointment or length of term if a limited term appointment; (vi) date of appointment; (vii) any terms and conditions of employment pertaining to the appointment. (viii) [] <p>The Employer shall inform the Association within a reasonable time of the terms and conditions of each appointment in a form approved by the Joint Management of the Agreement for that purpose.</p>
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16. PROMOTION	16. PROMOTION
<p>16.1 An employee shall be considered formally for promotion to the next rank if:</p> <ul style="list-style-type: none"> (i) the employee is an Instructor whose salary is five or more Career Development Increases above the salary floor for that rank, or who has received a total of five Career Development Increases and Special Salary Increases; (ii) the employee is a Lecturer whose salary is five or more Career Development Increases above the salary floor for that rank, or who has received a total of five Career Development Increases and Special Salary Increases; (iii) the employee is an Assistant Professor whose salary is five or more Career Development Increases above the salary floor for that rank, or who has received a total of five Career Development Increases and Special Salary Increases in that rank; (iv) the employee is an Associate Professor whose salary is six or more Career Development Increases above the salary floor for that rank, or who has received a total of six Career Development Increases and Special Salary Increases in that rank. (v) the employee is a librarian or an extension specialist whose salary is five or more Career Development Increases above the salary floor for that rank, or who has received a total of five Career Development Increases and Special Salary Increases in that rank. <p>Any employee may request, in</p>	<p>16.1 An employee shall be considered formally for promotion to the next rank [] when they self assess that they have met the standards for promotion.</p> <p>[]</p>

<p>writing, that consideration of promotion be deferred for that year. An employee also may request, in writing, that consideration of promotion be deferred indefinitely until the employee requests, in writing, to be reconsidered, in accordance with Article 16.7 (i).</p>	
<p>16.2 <u>Early Promotion.</u> An employee may be considered for promotion to the next rank in any year.</p>	<p>[]</p>
<p>16.3 <u>Salary Increases on Promotion.</u> When an employee is promoted, the employee's total salary increase shall not be less than an amount equal to the sum of the salary scale adjustment plus the Career Development Increase of the rank from which the employee has been promoted.</p>	<p>[]</p>
<p>16.3.1 The cost of all promotions shall be met out of salary funds.</p>	<p>[]</p> <p>Renumber the remaining articles in 16</p>

<p>16.7 <u>Dates.</u> The following dates shall apply to promotions cases:</p> <ul style="list-style-type: none"> (i) by February 28, employees who have elected indefinite deferrals but wish to be considered in the following academic year for promotion should advise their Department Head (or Dean of a non-departmentalized College) that they plan to be considered for promotion; (ii) by May 31, the Department Head (or Dean of a non-departmentalized College) shall have met with each candidate, other than those who have requested indefinite deferral, as described in Article 16.6.1; (iii) the period under review ends on June 30 of the academic year prior to the one in which the review takes place; (iv) by June 30, the Department Head (or Dean of a non-departmentalized College) shall have advised the candidate to provide such information as the candidate wishes to introduce in support of the candidate's own case; (v) by September 1, the candidate shall have provided to the Department Head (or Dean of a non-departmentalized College) such information as the candidate wishes to introduce in support of the candidacy for promotion; (vi) by October 21, department committees shall have considered all cases for promotion and submitted their recommendations to the College; (vii) by December 7, College committees shall have 	<p>16.5 <u>Dates.</u> The following dates shall apply to promotions cases:</p> <p>[]</p> <ul style="list-style-type: none"> (i) by May 31, the Department Head (or Dean of a non-departmentalized College) shall have met with each candidate, [] as described in Article 16.6.1; (ii) Candidates shall advise their Department Head or Dean by June 15 of their decision to seek promotion in the following academic year; (iii) the period under review ends on June 30 of the academic year prior to the one in which the review takes place; (iv) by June 30, the Department Head (or Dean of a non-departmentalized College) shall have advised the candidate to provide such information as the candidate wishes to introduce in support of the candidate's own case; (v) by September 1, the candidate shall have provided to the Department Head (or Dean of a non-departmentalized College) such information as the candidate wishes to introduce in support of the candidacy for promotion; (vi) by October 21, department committees shall have considered all cases for promotion and submitted their recommendations to the College; (vii) by December 7, College committees shall have considered all cases for promotion and submitted their recommendations to the University Review Committee
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<p>considered all cases for promotion and submitted their recommendations to the University Review Committee or to the President in accordance with Article 16.5.2;</p> <p>(viii) by February 15, the University Review Committee shall have considered all cases for promotion and submitted its positive recommendations to the President for transmission to the Board;</p> <p>(ix) by March 31, the President shall have advised all candidates for promotion of the decision of the Board, except those whose cases are pending before the Promotions Appeal Committee;</p> <p>(x) by April 15, the Promotions Appeal Committee shall have considered all appeals and submitted its positive recommendations to the President for transmission to the Board;</p> <p>(xi) by May 15, the Board shall have considered all cases for promotion and the President shall have advised all candidates in writing of the Board's decision.</p> <p>No decision on promotion shall be set aside or reversed only because of technical non-compliance with the dates and times established for this section.</p>	<p>or to the President in accordance with Article 16.5.2;</p> <p>(viii) by February 15, the University Review Committee shall have considered all cases for promotion and submitted its positive recommendations to the President for transmission to the Board;</p> <p>(ix) by March 31, the President shall have advised all candidates for promotion of the decision of the Board, except those whose cases are pending before the Promotions Appeal Committee;</p> <p>(x) by April 15, the Promotions Appeal Committee shall have considered all appeals and submitted its positive recommendations to the President for transmission to the Board;</p> <p>(xi) by May 15, the Board shall have considered all cases for promotion and the President shall have advised all candidates in writing of the Board's decision.</p> <p>No decision on promotion shall be set aside or reversed only because of technical non-compliance with the dates and times established for this section.</p>
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<p align="center">17. SALARY REVIEW PROCEDURES</p> <p>17.1 <u>Types of Salary Actions.</u> In addition to the salary scale adjustment, each employee shall be eligible for one of the following types of salary actions each year:</p> <ul style="list-style-type: none"> (i) awarding a Career Development Increase; (ii) awarding a partial Career Development Increase; (iii) awarding a fraction of a Career Development Increase; (iv) awarding a Special Increase; (v) awarding a Special Increase plus one of (i), (ii) or (iii); (vi) withholding a Career Development Increase. 	<p align="center">17. SALARY REVIEW PROCEDURES</p> <p>17.1 <u>Types of Salary Actions.</u> In addition to the salary scale adjustment, each employee may be eligible for one of the following types of salary actions each year as appropriate:</p> <ul style="list-style-type: none"> (i) awarding a Career Development Increase; (ii) awarding a partial Career Development Increase; (iii) awarding a fraction of a Career Development Increase; (iv) awarding a Special Increase; (vi) awarding a Special Increase plus one of (i), (ii) or (iii); (vi) withholding a Career Development Increase. 	
<p>17.1.2 <u>Awarding of a Fraction of a Career Development Increase.</u> An employee whose base salary is less than a partial-sized Career Development Increase from the ceiling and who is denied promotion in accordance with Article 16 of this Agreement shall be granted a fraction of a Career Development Increase which will bring the employee's salary to the ceiling for the employee's rank.</p>	<p>17.1.2 <u>Awarding of a Fraction of a Career Development Increase.</u> An employee whose base salary is less than a partial-sized Career Development Increase from the ceiling and who is denied promotion in accordance with Article 16 of this Agreement shall be granted a fraction of a Career Development Increase which will bring the employee's salary to the ceiling for the employee's rank.</p> <p>Effective July 1, 2007 an employee whose base salary is less than the remaining full or [] partial-sized Career Development Increase from the maximum CDI count for the rank [] shall be granted a fraction of a Career Development Increase which will bring the employee's CDI count to the maximum for the employee's rank.</p>	
<p>17.4.7 <u>Expedited Procedures.</u> Notwithstanding Article 17.4.6, in the case of an emergency, a salary anomaly arising out of placement on the salary grid at the time of appointment, or a demonstrable risk of losing a faculty member because of higher salaries at comparable institutions, a Special Salary Increase may be granted at any time and can be awarded permanently or</p>	<p>17.4.7 <u>Expedited Procedures.</u> Notwithstanding Article 17.4.6, in the case of an emergency, a salary anomaly arising out of placement on the salary grid at the time of appointment, or a demonstrable risk of losing a faculty member because of higher salaries at comparable institutions, salary adjustments can be made by adding a combination of Special Increases and/or Career</p>	

<p>for a specified time period, provided the appropriate Department Salary Committee, the College Review Committee (or College Salary Committee) and the President's Review Committee have recommended such an increase, and the Joint Committee for the Management of the Agreement has approved such action. The limitations of Article 19.2.4.1 do not apply to awards made in accordance with the provisions of this section.</p>	<p>Development Increments. The Career Development Increments added will reduce the remaining Career Development Increments available under Article 19.3. This adjustment may be granted at any time and can be awarded permanently or for a specified time period, provided the appropriate Department Salary Committee, the College Review Committee (or College Salary Committee) and the President's Review Committee have recommended such an increase, and the Joint Committee for the Management of the Agreement has approved such action. The limitations of Article 19.2.4.1 do not apply to awards made in accordance with the provisions of this section.</p>	
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<p>19. RANKS AND SALARIES</p> <p>19.1 <u>Schedules of Ranks.</u></p> <p>19.1.1 Full-time employees shall be classified in accordance with the following schedule of ranks:</p> <p><u>Academic Ranks</u></p> <p>Professor Associate Professor Assistant Professor Lecturer Special Lecturer Instructor</p> <p>Each of these ranks may be further designated "with term", "without term" or "visiting".</p> <p><u>Extension Specialists</u></p> <p>Extension Specialist IV Extension Specialist III Extension Specialist II Extension Specialist I</p> <p><u>Librarian</u></p> <p>Librarian IV Librarian III Librarian II Librarian I</p> <p>Each of these ranks may be further designated "with term" or "visiting".</p> <p>19.1.2 Effective on July 1, of each year, an employee shall be assigned a rank from Article 19.1.1 in accordance with the procedures and provisions of Articles 13, 14 and 16.</p> <p>19.2 <u>Salaries.</u></p> <p>19.2.1 An employee's 2002-2003 base salary shall be defined as the employee's 2001-2002 base salary adjusted by increases as provided in Article 19.2.2.</p> <p>An employee's 2003-2004 base</p>	<p>19. RANKS AND SALARIES</p> <p>19.1 <u>Schedules of Ranks.</u></p> <p>19.1.1 Full-time employees shall be classified in accordance with the following schedule of ranks:</p> <p><u>[] Professorial and Teaching Ranks</u></p> <p>Professor Associate Professor Assistant Professor Lecturer Special Lecturer Instructor</p> <p>Each of these ranks may be further designated "with term", "without term" or "visiting".</p> <p><u>Extension Specialists</u></p> <p>Extension Specialist IV Extension Specialist III Extension Specialist II Extension Specialist I</p> <p><u>Librarian</u></p> <p>Librarian IV Librarian III Librarian II Librarian I</p> <p>Each of these ranks may be further designated "with term" or "visiting".</p> <p>19.1.2 Effective on July 1, of each year, an employee shall be assigned a rank from Article 19.1.1 in accordance with the procedures and provisions of Articles 13, 14 and 16.</p> <p>19.2 <u>Salaries.</u></p> <p>[]</p> <p>Language to be written jointly by Employer and Association</p> <p>19.2.1 <u>Career Development Increases.</u></p>
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<p>salary shall be defined as the employee's 2002-2003 base salary adjusted by increases as provided in Article 19.2.2.</p> <p>An employee's 2004-2005 base salary shall be defined as the employee's 2003-2004 base salary adjusted by increases as provided in Article 19.2.2.</p> <p>19.2.1.1 For an employee appointed in the academic year 2002-2003, or in the academic year 2003-2004, or in the academic year 2004-2005, this definition shall mean the annual salary agreed upon at the time of appointment.</p> <p>19.2.2 Effective July 1, 2002, the Salary Scale adjustment and the Career Development Increase adjustment as provided in Article 19.3 and any Special Salary Increases awarded under the provisions of Articles 19.2.4.1 and 19.2.4.2 shall be added to the 2001-2002 base salary of each employee.</p> <p>Effective July 1, 2003, the Salary Scale adjustment and the Career Development Increase adjustment as provided in Article 19.3 and any Special Salary Increases awarded under the provisions of Articles 19.2.4.1 and 19.2.4.2 shall be added to the 2002-2003 base salary of each employee.</p> <p>Effective July 1, 2004, the Salary Scale adjustment and the Career Development Increase adjustment as provided in Article 19.3 and any Special Salary Increases awarded under the provisions of Articles 19.2.4.1 and 19.2.4.2 shall be added to the 2003-2004 base salary of each employee.</p> <p>19.2.3 <u>Career Development Increases.</u> Career Development Increases shall have values as listed in the Schedule of Salaries. The number of Career Development Increases in each rank shall be listed in the Schedule of Salaries (19.3). They are designated</p>	<p>19.2.3.1 The provisions of this Article apply to employees in the Professorial and Teaching Ranks for the period ending June 30, 2007, and in the Librarian ranks ending for the period ending June 30, 2008. Career Development Increases shall have values as listed in the Schedule of Salaries. The number of Career Development Increases in each rank shall be listed in the Schedule of Salaries (19.3). They are designated full Career Development Increases and partial Career Development Increases. Partial Career Development Increases have two-thirds of the value of full Career Development Increases. Notwithstanding the above, and independent of Special Increases awarded, all employees of the rank of Professor with the equivalent of less than eight full Career Development Increases above the floor shall be entitled to receive annually a full Career Development Increase as set out in Article 19.3.1. Employees of the rank of Professor with the equivalent of eight or more full Career Development Increases above the floor are entitled to receive annually a partial Career Development Increase, or a fraction thereof, equivalent to a total value of ten full Career Development Increases. Career Development Increases shall be awarded in accordance with the other provisions of Article 17 and the principles prescribed below:</p> <p>(a) Disputes relating to the calculation of Career Development Increase entitlement shall be resolved by the Joint Committee for the Management of the Agreement.</p> <p>(b) The entitlement to Career Development Increases of a new employee appointed to the rank of Professor on or after July 1, 1977, shall be</p>
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full Career Development Increases and partial Career Development Increases. Partial Career Development Increases have two-thirds of the value of full Career Development Increases. Notwithstanding the above, and independent of Special Increases awarded, all employees of the rank of Professor with the equivalent of less than eight full Career Development Increases above the floor shall be entitled to receive annually a full Career Development Increase as set out in Article 19.3.1. Employees of the rank of Professor with the equivalent of eight or more full Career Development Increases above the floor are entitled to receive annually a partial Career Development Increase, or a fraction thereof, equivalent to a total value of ten full Career Development Increases. Career Development Increases shall be awarded in accordance with the other provisions of Article 17 and the principles prescribed below:

- (a) Disputes relating to the calculation of Career Development Increase entitlement shall be resolved by the Joint Committee for the Management of the Agreement.
- (b) The entitlement to Career Development Increases of a new employee appointed to the rank of Professor on or after July 1, 1977, shall be lessened by the amount by which the employee's initial salary exceeded the floor for that rank. Nevertheless, a new employee's Career Development Increase entitlement may be restored by up to three Career Development Increases on recommendation of the Appointments Committee and with the approval of the Joint Committee for the

lessened by the amount by which the employee's initial salary exceeded the floor for that rank. Nevertheless, a new employee's Career Development Increase entitlement may be restored by up to three Career Development Increases on recommendation of the Appointments Committee and with the approval of the Joint Committee for the Management of the Agreement.

- (c) The entitlement to Career Development Increases of an employee promoted to the rank of Professor after July 1, 1978, shall be lessened by the amount by which the employee's salary, prior to promotion, exceeded the floor for that rank.
- (d) Employees of all ranks other than Professor whose salary is below the ceiling of the rank shall be entitled to receive annually a full Career Development Increase as listed in Article 19.3.1; those whose salary is at or above the ceiling of the rank shall be entitled to receive annually a partial Career Development Increase, or a fraction thereof, in accordance with the provisions of Articles 17.1.2 and 19.3.1.

19.2.3.2 The provisions of this Article apply to employees in the Professorial and Teaching Ranks effective July 1, 2007, and in the Librarian ranks effective July 1, 2008. Career Development Increases shall have values as listed in the Schedule of Salaries. The number of Career Development Increases in each rank shall be listed in the Schedule of Salaries (19.3). Employees shall be eligible for a Career Development Increase if the CDI count is below the maximum CDI count for the rank.

<p>Management of the Agreement.</p> <p>(c) The entitlement to Career Development Increases of an employee promoted to the rank of Professor after July 1, 1978, shall be lessened by the amount by which the employee's salary, prior to promotion, exceeded the floor for that rank.</p> <p>(d) Employees of all ranks other than Professor whose salary is below the ceiling of the rank shall be entitled to receive annually a full Career Development Increase as listed in Article 19.3.1; those whose salary is at or above the ceiling of the rank shall be entitled to receive annually a partial Career Development Increase, or a fraction thereof, in accordance with the provisions of Articles 17.1.2 and 19.3.1.</p> <p>19.2.4 <u>Special Increases.</u></p> <p>19.2.4.1 A Special Increase having value equal to 0.5, 1.0, 1.5, or 2.0 times the value of a Career Development Increase, may be awarded to an employee. The Employer shall notify the Association of the number and total cost of Special Increases annually and provide a list of employees receiving Special Increases that is classified by rank, administrative title, College and amount of individual awards.</p> <p>19.2.4.2 Special increases shall be paid retroactively to the preceding July 1 commencing with the salary review process in the 2000-2001 academic year. The procedures specified in Article 17 shall apply. For these procedures, the sum of money to be available for Special Increases shall consist of:</p>	<p>For those whose CDI count is a fraction below the maximum CDI count for the rank, they shall receive a fraction of a CDI to bring them to the maximum CDI count for the rank.</p> <p>(a) Disputes relating to the calculation of Career Development Increase entitlement shall be resolved by the Joint Committee for the Management of the Agreement.</p> <p>19.2.4 <u>Special Increases.</u></p> <p>19.2.4.1 A Special Increase having value equal to 0.5, 1.0, 1.5, or 2.0 times the value of a Career Development Increase, may be awarded to an employee. The Employer shall notify the Association of the number and total cost of Special Increases annually and provide a list of employees receiving Special Increases that is classified by rank, administrative title, College and amount of individual awards.</p> <p>19.2.4.2 Special increases shall be paid retroactively to the preceding July 1 of each year [] The procedures specified in Article 17 shall apply. For these procedures, the sum of money to be available for Special Increases shall consist of:</p> <p>(i) the sum of money equivalent to 150 Career Development Increases at the Full Professor level, which shall be distributed among the Colleges in proportion to the number of employees in each College, for allocation in accordance with Article 17. Effective July 1, 2007 this will be increased to 190, and;</p> <p>(ii) the sum of money equivalent to 20 Career Development Increases at the Full Professor level to be available for award by the President's Review Committee in accordance with Article 17. Effective July 1, 2007 this will be increased</p>
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<p>(i) the sum of money equivalent to 150 Career Development Increases at the Full Professor level, which shall be distributed among the Colleges in proportion to the number of employees in each College, for allocation in accordance with Article 17; and</p> <p>(ii) the sum of money equivalent to 20 Career Development Increases at the Full Professor level to be available for award by the President's Review Committee in accordance with Article 17.</p>	<p>to 60.</p> <p>In the event that the President's Review Committee has not awarded the entire sum prior to July 1 any funds remaining in this allotment shall be allocated to support the scholarly work of members in accord with decisions of the Joint Committee for the Management of the Agreement.</p> <p>For the purposes of this Article, the Extension Division and the Library shall be considered to be non-departmentalized Colleges.</p>									
<p>In the event that the President's Review Committee has not awarded the entire sum prior to July 1 any funds remaining in this allotment shall be allocated to support the scholarly work of members in accord with decisions of the Joint Committee for the Management of the Agreement.</p> <p>For the purposes of this Article, the Extension Division and the Library shall be considered to be non-departmentalized Colleges.</p>	<p>[]</p> <p>19.2.5 Effective July 1, 2007 the award of Special Increase does not reduce eligibility for Career Development increases.</p> <p>19.2.6 [], The amount of money necessary to fund promotion costs from recommendations of the review process specified in Article 16, shall be made available by the Employer. The Employer shall notify the Association of the number of promotions and total cost each year.</p>									
<p>19.2.5 An adjustment will be made if necessary, to ensure that an employee's salary is not less than the floor of the employee's rank.</p>	<p>19.2.7 Employees in the College of Dentistry who are licensed to practice dentistry in the province or who hold qualifications to practice within the province, and employees in the College of Law shall have salary adjustments in the form of Market Supplements effective July 1, 2002, and ending June 30, 2007, at the following rates:</p>									
<p>19.2.6 After July 1, 1978, the amount of money necessary to fund promotion costs from recommendations of the review process specified in Article 16, shall be made available by the Employer. The Employer shall notify the Association of the number of promotions and total cost each year.</p>	<table border="0"> <tr> <td>College of Law:</td> <td>Professor Associate</td> <td></td> </tr> <tr> <td>Professor annum</td> <td>\$3,000</td> <td>per annum</td> </tr> <tr> <td>Professor annum</td> <td>Assistant \$2,000</td> <td>per annum</td> </tr> </table>	College of Law:	Professor Associate		Professor annum	\$3,000	per annum	Professor annum	Assistant \$2,000	per annum
College of Law:	Professor Associate									
Professor annum	\$3,000	per annum								
Professor annum	Assistant \$2,000	per annum								
<p>19.2.7 Employees in the College of Dentistry who are licensed to practice dentistry in the province or who hold qualifications to practice within the province, and employees in the College of Law shall have salary adjustments in the form of Market Supplements effective July 1, 2002, and ending June 30, 2005, at</p>	<table border="0"> <tr> <td>College of Dentistry:</td> <td>Professor Associate</td> <td></td> </tr> <tr> <td>Professor annum</td> <td>\$6,480</td> <td>per annum</td> </tr> </table>	College of Dentistry:	Professor Associate		Professor annum	\$6,480	per annum			
College of Dentistry:	Professor Associate									
Professor annum	\$6,480	per annum								

63,438	1,636 x 8.5	1,091 x 3		<p>or (ii) or (iii) above. Employees who resign before completing their term of service in accordance with (i) or (ii) above, or a year of service in accordance with (iii) above, will have their Career Development Increase, or partial Career Development Increase, reduced proportionately.</p> <p>Administrative Stipends shall be paid to Departments Heads and to Assistant Deans on an annual basis. Administrative Stipends using a base stipend equal to the size of the Career Development Increase at the full professor level and in accordance with the following scale:</p> <p>Heads of Departments with fewer than 15 full-time faculty positions 0.75 X base stipend</p> <p>Heads of Departments with 15-25 full-time faculty positions 1.00 X base stipend</p> <p>Heads of Departments with more than 25 full-time faculty positions and Assistant Deans 1.25 X base stipend</p> <p>Effective July 1, 2007 calculation of administrative stipends shall change and these stipends shall be set at \$5,000 to recognize the significance of the administrative role for the duties associated with these appointments.</p> <p>In addition to a pro-rated administrative stipend, Acting Department Heads or Acting Assistant Deans appointed by the Board for a period of less than one year but more than six continuous weeks shall receive a lump sum payment of \$600 on a pro rata basis for the portion of the year served. Acting Department Heads or Acting Assistant Deans shall receive an additional allowance for accountable professional expenses as provided in Article 19.8.2, calculated on a pro rata basis..</p>
Librarian I		\$39,243		
53,387	1,347 x 8.5	898 x 3		
<u>July 1, 2003 – June 30, 2004</u>				
			Floor Full-Size Partial-Size Ceiling	
	Increments Increments			
Professor		\$78,616	\$	
Assoc. Prof. & Extn. Spec. IV		\$62,834		
	2,127 x 10.5	1,418 x 3		
	89,422			
Asst. Prof. & Extn. Spec. III				
	\$50,515	1,979 x 9.5		
	1,318 x 3	73,270		
Lecturer & Extn. Spec.		II		
	\$40,420	1,387 x 12		
925 x 3	59,839			
Instructor & Extn. Spec. I		\$31,480		
	1,387 x 12	925 x 3		
50,899				
Librarian IV		\$62,834		
	2,127 x 10	1,418 x 3		
88,358				
Librarian III		\$55,373		
	1,979 x 8.5	1,318 x 3		
	76,149			
Librarian II		\$47,647		
	1,685 x 8.5	1,123 x 3		
65,339				
Librarian I		\$40,420		
	1,387 x 8.5	925 x 3		
54,985				

July 1, 2004 – June 30, 2005

		Floor Full-Size Partial-Size Ceiling	
	Increments		
	Increments		
Professor			\$81,045
Assoc. Prof. & Extn. Spec. IV	\$64,961		
	2,127 x 10.5	1,418 x 3	
	91,549		
Asst. Prof. & Extn. Spec. III			
	\$52,494	2,127 x 12	
	n/a	78,018	
Lecturer & Extn. Spec.		II	
	\$41,807	1,387 x 12	
925 x 3	61,226		
Instructor & Extn. Spec. I	\$32,867		
	1,387 x 12	925 x 3	
52,286			
Librarian IV			\$64,961
	2,127 x 10	1,418 x 3	
90,485			
Librarian III			\$57,352
	1,979 x 8.5	1,318 x 3	
	78,128		
Librarian II			\$49,332
	1,685 x 8.5	1,123 x 3	
67,024			
Librarian I			\$41,807
	1,387 x 8.5	925 x 3	
56,372			

19.4 Payment of Salaries.

19.4.1 Employees shall be paid salaries in accordance with the Schedule of Ranks (19.1), the Schedule of Salaries (19.3), Overload Remuneration (19.5), Market Supplements (19.2.7), and Administrative Remuneration (19.8), except that effective July 1, 1991, where an employee has reached the ceiling for the rank, and has not been promoted, any Special Increase awarded in accordance with Article 17 shall be added to the employee's salary if the employee is continuing employment at the University.

Any Career Development Increase paid in accordance with Article 19.8 for administrative duties as a Department Head or as an Assistant Dean shall be added to the employee's salary and shall not reduce the employee's entitlement to regular Career Development Increases.

19.8 Administrative Remuneration for Department Heads and Assistant

Deans.

19.8.1 Administrative Remuneration for Department Heads and Assistant Deans.

Administrative remuneration for a Department Head or an Assistant Dean shall consist of a base salary adjustment and an administrative stipend. The base salary adjustment shall be as follows:

- (i) Current Department Heads or Assistant Deans who have been appointed or reappointed before July 1, 2003 to a five-year term as Department Head or Assistant Dean shall be entitled to receive a Career Development Increase added to their base salary, as defined in Article 19.2.1.
- (ii) Current Department Heads or Assistant Deans who are appointed or reappointed before July 1, 2003 to a three-year term as Department Head or Assistant Dean shall be entitled to receive one-half of a Career Development Increase added to their base salary, as defined in Article 19.2.1.
- (iii) Employees who are appointed or reappointed effective July 1, 2003 or thereafter to a term as Department Head or Assistant Dean, or Acting Department Head or Acting Assistant Dean for one year or more, shall be entitled to receive one-fifth of a Career Development Increase following each year of service.

The Career Development Increase shall be based on the rank at the time of appointment or reappointment. Years of service as a Department Head or Assistant Dean shall count

<p>towards an entitlement for a Career Development Increase under either (i) or (ii) or (iii) above. Employees who resign before completing their term of service in accordance with (i) or (ii) above, or a year of service in accordance with (iii) above, will have their Career Development Increase, or partial Career Development Increase, reduced proportionately.</p> <p>Administrative Stipends shall be paid to Departments Heads and to Assistant Deans on an annual basis using a base stipend equal to the size of the Career Development Increase at the full professor level and in accordance with the following scale:</p> <p>Heads of Departments with fewer than 15 full-time faculty positions 0.75 X base stipend</p> <p>Heads of Departments with 15-25 full-time faculty positions 1.00 X base stipend</p> <p>Heads of Departments with more than 25 full-time faculty positions and Assistant Deans 1.25 X base stipend</p> <p>In addition to a pro-rated administrative stipend, Acting Department Heads or Acting Assistant Deans appointed by the Board for a period of less than one year but more than six continuous weeks shall receive a lump sum payment of \$600 on a pro rata basis for the portion of the year served. Acting Department Heads or Acting Assistant Deans shall receive an additional allowance for accountable professional expenses as provided in Article 19.8.2, calculated on a pro rata basis..</p>	
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Agreed (green)
As of March 6, 2007

22.3 – Leave for Personal Reasons
23.13 – Sabbatical Travel Expenses
9.3 – Picket Line
10.10 - Attendance
MOA #2
MOA #9
MOA #13
MOA #14
LOA #2
35.4.5 – Search Committee
35.2.2 – Plant Sciences
23.9 – Moving Expenses
23.8 – House Assistance
23.3 – Compulsory Group Life Insurance
21.3 – Powers of the Sabbatical Leave Committee
16.4.5.1 – Promotions Appeal Panel
10.6.1 (vi) – copy of letters
10.1.1 – Work, Overtime, public holidays, annual holidays
Housekeeping
11 – Assignment of Duties
13.6.3 – Search Committee votes
13 – Associate Members of Departments
15.10 – Powers of Committees
16.5 – Power of the Committees
20.2 – Paid holidays
25.4.1 – Special Lecturer
32.4.2 – Failure to Perform
MOA – Wellness Account
MOA – Article 10.8
Definitions
23.14 – Dental Plan...

Employer Proposals (blue)
As of March 6, 2007

13.1.4 – Special Lecturers
13.3.2.2 – Length of Limited Term Appointments
13.3.2 – Limited Term Appointments
22.7 – Parental Leave
MOA – Access to Member Information
11.1 – Authority to Assign Duties
13.2.1 – Part-Time Appointments
18 – Librarians
19.9 (new) – Remuneration of Administrative Positions in the Library
13.5.3 – Letter of Appointment
16 – Promotion
16.7 – Dates
17. – Salary Review Procedures
19 – Ranks and Salaries
10.5.1 – Computer Use
19.3.1 – Schedule of Salaries
MOA – Implementation of New Agreement