

# Information Session

## Changes to MUNFA Collective Agreement

April 27, 2023



# Changes



1. Dean of Libraries (University Librarian)
2. School Arctic and Subarctic Studies included
3. Removed reference to Joint Association/University Relations Committee
4. Included a commitment to provide present articulation agreements and future agreements, exclusive of experiential placements and transfer credits of individual students



# Changes cont'd...



5. Joint Committee Course Equivalencies Removed
  - ❖ Serve notice within 60 days of signing CA
6. Clause 3.35 When assigning a replacement course, ASM cannot unreasonably withhold agreement.
7. Article 6 deleted, no further research appointments
8. Units can designate positions as equity deserving ASM positions, thus targeted recruitment from an equity deserving group
  - ❖ will still require HRC approval
  - ❖ Equity deserving defined as those who self-identify as Indigenous Peoples; members of racialized groups; people of a minority sexual orientation, gender identity or expression; people with disabilities; and women.
  - ❖ Reference to EDI-AR in recruitment Articles



# Changes cont'd...



## 9. Search Committees;

- ❖ 6.21 (a) Review application files of all applicants,
- ❖ (b) If candidates judged equivalent, equity deserving members given preference,
- ❖ (c) Consult with Head prior to finalizing short list,
- ❖ (k) Unless non-Canadian candidate is demonstrably more qualified than a Canadian or PR, Committee shall recommend Canadian or PR.

6.20 If application files made available outside the Academic Unit, Association and Search Committee must be advised

# Changes cont'd...



## 10. Assessment Files;

- ❖ 8.01 provision requiring candidates submit last 3 years of student course evaluations removed
- ❖ New language requiring Committee members to destroy copies candidate file material as is Head (8.06)



# Changes cont'd...



## 11. Tenure;

- ❖ 10.08 Associate Professor can elect in second year to be considered for tenure in fourth year of appointment
- ❖ 10.09 (b) If Assistant is unsuccessful in extension review, candidate may be offered one year terminal appointment
- ❖ 10.11 Referees can include Indigenous Elders/Traditional Knowledge Carriers/Keepers
- ❖ No longer reference to early tenure, have one opportunity and assessed on criteria, not superior performance
- ❖ New language included with tenure criteria regarding Indigenous knowledges to assist P&T Committees

# Changes cont'd...



## 12. Promotion;

- ❖ 11.14 New language included with promotion criteria regarding Indigenous knowledges to assist P&T Committees

*Indigenous knowledges include, but are not limited to, knowledge of the language and customs, rites, rituals, histories, teachings of a particular group of Indigenous People or Peoples. Many Indigenous Faculty Members will have scholarship based in and informed by principles and methods appropriate to an exploration and explication of Indigenous knowledges as well as those of the Western academic disciplinary tradition.*

# Changes cont'd...

## 13. Librarian Clauses;

- ❖ Consistent changes regarding designating Librarian positions as targeted hires of equity-deserving groups
- ❖ Consideration of all application files
- ❖ Clarification with respect to Search Committee reports for various librarian positions (clause 12.31)
- ❖ Consistent changes including reference to Indigenous knowledges in tenure and promotion criteria





# Changes cont'd...



## 14. Discipline and Grievance/Arbitration;

- ❖ Clause 18.34 removed reference to “Gross” with respect to misconduct in academic research,
- ❖ Updated list of arbitrators,
- ❖ Included options to use arbitrators not on the rota to have arbitrations scheduled quicker,
- ❖ Included mandatory mediation process to resolve grievances



# Changes cont'd...

## 15. Leaves;

- ❖ 21.09 Include Truth and Reconciliation Day as Day of Recognition,
- ❖ Clarified that ASMs can rearrange their duties to observe religious holidays,
- ❖ 21.42 Special leave with pay 6 days over 2 years,
- ❖ Included more inclusive language regarding Pregnancy/Birthing/Maternity and Parental Leave,
- ❖ 21.61 Providing an additional 20 weeks of supplemented parental leave



# Changes cont'd...



## 16. Term Appointments;

- ❖ Clause 22.05 an additional month added to teaching term appointments whereby start dates normally August 1, December 1, April 1
- ❖ TTA of 12 months or greater in units where courses follow a full Spring semester schedule, teaching can be assigned in Spring semester
- ❖ Conversion language (22.19) amended permitting term appointment conversion to RTA or tenure-track position
- ❖ Criteria has not changed other than ASM consents in writing to the conversion
- ❖ Deleted language (23.20) requiring a new position be created for conversion

# Changes cont'd...



## 17. Miscellaneous;

- ❖ Parking fees increased by 5% over life of the CA,
- ❖ Daycare services at Grenfell Campus to be available by December 31, 2025,
- ❖ Commitment for university to review the feasibility of installing electric car charging stations on campus parking lots prior to expiry of the CA



# Changes cont'd...



## 18. Employment Equity;

- ❖ Clause 29.01 definition of equity-deserving groups,
- ❖ Statements acknowledging parties commitment to EDI-AR,
- ❖ This commitment is inserted in several sections of the CA addressing appointment, more inclusive language, etc.
- ❖ Clause 29.18 commitment to include appropriate land acknowledgements in position advertisements,
- ❖ A process will be considered to ensure the University Employment Equity Officer, Head and Search Committee members have access to the information required

# Changes cont'd...



## 19. Cooperative and Field Education;

- ❖ Clause 30.07 MOU included which outlines when non-ASM volunteers may be asked to provide commentary on a student's cooperative or field education submissions



# Changes cont'd...



## 20. Salary and Benefits;

- ❖ Salary - Sept. 1/22 – 6%, Sept. 1/23 – 2%, Sept. 1/24 – 2%, Sept. 1/25 – 2%,
- ❖ Expiry August 31, 2026
- ❖ Term appointments \$2000 signing bonus
- ❖ PDTER - \$1800 for all ASMs
- ❖ Overload teaching rate increases; Sept. 1/22 - \$6,890; Sept. 1/23 – \$7,028; Sept. 1/24 - \$7,169; Sept. 1/25- \$7,312.



# Changes cont'd...



## 21. Collegial Governance Committee;

- ❖ An appendix in the CA,
- ❖ Within 60 days of signing of CA, committee formed to review collegial governance within the university,
- ❖ Broad consultation, and shall review Memorial's bicameral system of collegial governance including the Collective Agreement, university policy and procedures,
- ❖ Produce a public report delivered to the Board of Regents and Senate within twenty-four (24) months.





# Changes cont'd...



## 22. Permanent Teaching Stream Committee;

- ❖ An appendix in the CA,
- ❖ Within 45 days of signing of CA, committee formed to develop recommendations regarding qualifications, duties, workload and evaluation for permanent teaching stream,
- ❖ Submit recommendations to the Parties within twenty-four (24) months