



Council of Representatives Meeting

Details of Final Agreement in Principle

November 12, 2008

Overview of Presentation

- Retroactive Payments and Salaries
- Class Size
- Reserve Courses
- Other Gains

Retroactive Payments and Salaries — Parameters

- ❑ Internal equity established with the CUFA extra teaching – never less than the CUFA rate minus 8% vacation pay
- ❑ Rates from 2007 to 2012 (August 31, 2012) are minimum rates that will be adjusted by academic term when rates for CUFA and U de M become known
- ❑ Extra hourly contact rate for members in Fine Arts fixed at \$55
- ❑ Provost may set a discretionary salary rate for 75 three-credit reserve courses

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Retroactive Payments and Settlement of Arbitration Case

Academic Year	Salary	Hourly Rate	Retro Salaries*
2003 - 2004	\$5808.33	\$148.93	\$298.20
2004 - 2005	\$5939.06	\$152.28	\$428.93
2005 - 2006	\$6073.00	\$155.71	\$562.87
2006 - 2007	\$6206.33	\$159.14	\$696.20

* + 8% Vacation Pay

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2007-2008, 2008-2009

Academic Year	Minimum Salary	Hourly Rate	Retro Salaries*
2007 – 2008	\$6398.63**	\$164.07	\$888.50
2008 – 2009	\$6841.62**	\$175.43	\$1331.49

* + 8% Vacation Pay

** This is a weighted average for the year, as UdeM salary may change each term during the academic year.

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2009-August 31, 2012

Academic Year/Term	Minimum Salary	Hourly Rate
2009 - 2010	\$7020.00	\$180.00
2010 - 2011	\$7195.00	\$184.00
2011 – 2012*	\$7375.00	\$189.11
Summer 2012	\$7560.00	\$193.85

* End of New Collective Agreement

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Class Size — Parameters

- Class size applicable for all the Faculties (not just Arts and Science)
 - Class size applicable for all courses
 - Increased stipends
 - Equitable ranges
 - In addition to a stipend, a teaching assistant, if desired, for 151 or more students for the term
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Class Size 200 and 300 Level Courses

Enrollment	Large Class Size Stipend
56-80	\$600
81-110	\$1200
111-150	\$1800
151-250	\$2400
251-350	\$3000

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Class Size

400 and Graduate Level Courses

Enrollment	Large Class Size Stipend
31-50	\$300
51-70	\$600

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Reserves

- Well-defined classifications of Adjunct and Graduate Students
- Annual quota of reserve relative to the number of regular courses in a ratio of 1 to 5
- Same salary as PT faculty but 75 three credit courses at Provost's discretion
- Restricted number of reserves that may be taught by an Adjunct, Graduate Student per year
- Increased sanction for each reserve course above agreeable limit from \$3500 to \$5000
- Restricted ability to change classification of Adjunct as a regular PT faculty member

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Other Gains

- ❑ Professional Development - Annual allocation increased from \$165,000 to \$240,000 plus 1/3 carryover from previous year (max. yearly \$320,000)
- ❑ Short Term disability extended to two consecutive terms
- ❑ Tuition benchmark of 50 seniority credits - increased to permit greater tuition waiver
- ❑ Course Cancellation Fee increased from 12% to 25%

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Other Gains (Continued)

- ❑ Estopple clause on PT faculty offices
- ❑ Application of CUPFA Collective Agreement to eConcordia and private programs
- ❑ University-wide seniority strengthened [Article 8.02 (d) eliminated]
- ❑ Strengthened Part-time Hiring Committee procedures

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