

Course cancellation

If a course is cancelled before classes begin, every effort is made to offer the member another section or course

Seniority credits in case of cancellation:

- 8 days or more: no seniority credits
- 7 days or less: full seniority credits

The indemnity for cancellation from 7 days before to the 1st day is now 25% of the total value of the contract including vacation pay (from 24%)

A member who withdraws without a valid reason after a course begins will not accrue seniority for any classes taught

Questions?

info@cupfa.org

514-848-2424 ext. 3691

Find out more:

cupfa.org



What's new in your 2023-2026 Collective Agreement



**Concordia University
Part-time Faculty
Association**

*Find out about salary, benefits,
contractual obligations and
more in CUPFA's 8th Collective
Agreement...*

Remuneration

Salary

May 2023 - April 2024	6.0%	\$10,177*
May 2024 - April 2025	3.2%	\$10,503*
May 2025 - April 2026	3%	\$10,808*

*per 3-credit course excluding vacation pay

Extra student contact rate

May 2023 - April 2024	\$82
May 2024 - April 2025	\$85
May 2025 - April 2026	\$88

Large class supplements

An 8% increase for the duration of the Collective Agreement effective May 1st 2023

Market clause

The current tow-clause is replaced by a tow-clause linked to the Government Salary Policy (GSP)

Benefits, leaves and tuition waivers

Comprehensive health plan

All CUPFA members will have access to the Comprehensive Health Plan (regardless of seniority) as of May 1st 2025 (down from 40 seniority credits)

Tuition waivers

Available as of 9 seniority credits for the following summer semester (down from 21)

Deferred salary leave

Available as of 50 seniority credits (down from 60)

Reserve course cap

The cap on reserve courses (courses which are neither given to a CUPFA member, nor to a CUFA member in their regular workload) has been lowered from 19.5% to 17%

Adjuncts and postdoctoral fellows may teach 2 reserve courses per year (down from 3)

Contractual duties

Emails and office hours

“being available to students outside class hours” means

- answering course related inquiries within 72 hours
- scheduling meetings (online or in person) to discuss course-related issues at times-of-day that work for both professor and student

Alternative exams

Limited to one alternative midterm and final exam per section

Seniority list publication date

The seniority list will now come out on February 11th instead of February 1st