

## Highlights: 2022–2025 Collective Agreement

These highlights summarize key improvements in salary and benefits in the 2022–2025 Collective Agreement. It also summarizes changes to the language of “Post-Probationary Faculty Member Developmental Evaluation,” which has been moved from LOU #10 to a new article 5.11 in the Collective Agreement.

### 1. Salary and Term (p. 6)

The new Collective Agreement runs from April 1, 2022, to March 31, 2025.

- In Year 1 of the Agreement, the steps on the salary scale are increased by \$455 and then increased a further 3.24%.
- In Year 2 (April 1, 2023–March 31, 2024), there is a pay raise of 6.75%.
- **Members will receive retroactive pay back to April 1, 2022.**
- In Year 3, there will be a pay raise between 2% and 3%, depending on the increase in Cost of Living.

At top of scale, faculty members make:

- \$104,708 from April 1, 2022 to March 31, 2023.
- \$111,776 from April 1, 2023 to March 31, 2024.
- \$114,012 (minimum) from April 1, 2024 to March 31, 2025.\*

\*Subject to a Cost of Living adjustment.

The full salary scale is included in the attached Memorandum of Agreement.

### 2. Contract Faculty Scales (pp. 25–27)

Beginning April 1, 2023, there is an **additional pay raise** for Contract Faculty members.

- Year 1 and Year 3 have similar pay raises. However, in Year 2, Contract Faculty will receive an **11.56%** pay raise (from \$6,916 to \$7,716). It is an equivalent of placing Contract Faculty at Step 6 on the salary grid (on a prorated basis of available work).

The full salary scale is included in the attached Memorandum of Agreement.

- **Members will receive retroactive pay back to April 1, 2022.**

### **3. Post-Probationary Faculty Member Developmental Evaluation (pp. 14–18)**

Post-probationary faculty evaluation is moved permanently into the Collective Agreement as a new Article 5.11. However, there are changes from LOU #10 that members should know:

1. The “Purpose” section now states that post-probationary faculty member developmental evaluation is **formative**.
2. Members will undertake the process every **five** years, rather than every three years.
3. We have sequenced the beginning of the process to protect faculty autonomy, while permitting the Responsible Administrator (the Dean) to provide input at this stage. As is current practice, **you** will identify the area(s) of professional practice to focus on. Now, once that choice has been made, you will provide that information to the Dean, who may discuss the areas with you and provide input. However, the choice of how to proceed is entirely yours.
4. The summary report is now submitted to the DDP Evaluation Committee and Responsible Administrator. The Responsible Administrator may discuss your planned PD activities with you.
5. These discussions—after you have chosen an area to focus on and after you have submitted your summary report—are for your consideration only; the Dean cannot tell you what to do.

### **4. Professional Development Funds (pp. 20–21)**

Individual professional development funds for each full-time equivalent faculty member will increase to \$1,000 (from \$775) on October 31, 2023.

Members will now only need to contribute \$200 of individual PD funds to a successful SPDF application (previously it was \$400). A member may request up to \$4,000 from the Supplemental PD Fund in their application.

### **5. Dental Improvements (pp. 28–29)**

The new Agreement includes the following benefits, **effective January 1, 2024**:

In the Dental Plan (16.02):

- b. 70% reimbursement (up from 60%) for major treatments such as crowns, bridges and dentures. Major treatments now include implants up to the cost of bridges and crowns.
- c. 50% of orthodontic treatment to a lifetime maximum of \$3,500 (up from \$2500).

## 5. Extended Health (p. 29)

Extended Health improvements include, **effective January 1, 2024**:

- An increase to per visit maximum reimbursable for paramedical to \$25 for the first three visits (previously \$20 for the first five visits)
- An increase for eye exams to \$125 (from \$100) for every two years.
- \$1,500 per calendar year for mental health. This expands the definition of mental health practitioner to include psychologists, social workers and registered counsellors. There is NO per visit maximum reimbursable.
- An increase registered massage therapy to \$500 per calendar year. The new coverage eliminates the need for medical referral for registered massage therapy.
- An increase physiotherapy to \$500 per calendar year.
- An increase chiropractor to \$300 per calendar year.
- An increase hearing aids to \$1,500 for every three years.
- Coverage for wigs and hairpieces for patients with hair loss as a result of medical treatment or medical condition, up to a maximum of \$500 per lifetime.
- The addition of Gender Affirmation Treatment Coverage: subject to the insurer's plan and where not covered by a provincial medical plan, coverage for Gender Affirmation Treatment will be reimbursed to a lifetime maximum of \$30,000 per eligible insured.
- The Addition of Fertility Benefits Coverage: subject to the insurer's plan and where not covered by provincial plans, IVF fertility benefits coverage of \$10,000 lifetime maximum.
- Finally, the new benefits include a new **Health Spending Account (HSA)**. The HSA is \$400 per calendar year, and can be spent on Extended Health and Dental. The HSA credits carry forward for one year. Claims are required to go through all other sources before HSA funds can be accessed. In effect, the HSA is a benefits top-up for Extended Health and Dental coverage.

## 6. Green Commute Allowance (p. 33)

The new Agreement includes a pilot program for a Green Commute Allowance. Regular Faculty members who forego their parking privileges will receive \$200 per semester. Members will have 30 days from the date of ratification to opt into the Green Commute Allowance.

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