

Summary of Highlights – March 2, 2022

Please note that it is not possible to capture the nuance of a 300-page document in an executive summary; members are voting on the contents of the entire proposed terms of the renewal collective agreement and should not rely solely on this summary as the basis of their decision.

The following is a summary of the recommendations in the Mediator's Report dated March 2, 2022 regarding compensation items:

- Term of the agreement July 1, 2020 to June 30, 2024
- 0% on July 1, 2020
- 0% on July 1, 2021
- 0% on July 1, 2022
- 3.25% increase to all salary minima, maxima, steps on a grid, and Increment values over the last two years of a four year agreement payable as follows:
 - 1.25% increase on April 1, 2023
 - 1.5% on December 1, 2023
 - .5% gain sharing formula retroactive to December 1, 2023 and paid in the February 2024 or March paycheck
- Benefits plan – Consumer Price Index (CPI Edmonton) to apply to setting the annual per capita funding retroactive to July 1, 2020
- Academic Supplementary Retirement Plan (ASRP) – determination of the “status quo” salary cap and how it is applied over the life of the agreement submitted to binding arbitration
- Increase to other economic benefits as follows:
 - current year Alberta Dental Fee Guide to apply on the effective date of ratification going forward
 - Increase the current 3% compensation in lieu of benefits for those members not in the benefits plan to 4% on date of ratification
 - pay for Sabbatical Leaves will be 90% for all Faculty effective July 1, 2022
 - pay for Professional Leaves will be 100% except where it is of primary benefit to the member, then it will be 75% effective July 1, 2022
- Psychological Services to be addressed by ABMC
- a new salary scale for ATS will be implemented on June 30, 2024 but only for new hires, and it shall not apply to current ATS members and shall not apply to any ATS (or previously, CAST) members who have had any previous appointment at the U of A;
- gradual elimination of Promotion Transition Zones in the FAC and FSO salary scales

Summary of highlights of new terms in the renewal collective agreement:

COMMON AGREEMENT

- definition of an Increment means 1.0 merit award (100% of the negotiated applicable dollar value)
- improved language regarding disclosure to the AASUA
- severance payment for probationary appointments are an all-in maximum of 12 months salary
- “service” to the AASUA as an Executive member or negotiations team member can be counted in evaluation processes
- improved discipline language
- new language for jury duty
- Employer must consult with AASUA if it intends to make any comprehensive changes to teaching workloads
- improved language regarding Health & Safety, Harassment and Violence
- Improved language and tightened timelines in the grievance process
- new Employment Equity language

FAC, FSO, LIB, ATS (Schedules where specified)

- variations of special conditions subsequent to original (FAC, FSO, LIB, ATS, APO) appointments requires AASUA approval
- new language setting out process for members who take on “in scope” Academic Administrative roles (FAC and FSO)
- proportion of teaching, research and service shall be determined by agreement between the Chair and FAC member, or as set out in the Letter of Appointment
- service to the AASUA can be counted in evaluation processes (FAC)
- improved USRI language for evaluation of teaching (FAC)
- standards of evaluation are transparent with due regard to the principles of equity, diversity and inclusion (FAC, FSO, LIB, ATS)
- assessment of scholarship, research and innovation must incorporate provisions for different and diverse experiences and contributions to knowledge, including Indigenous knowledges and methodologies, along with different visions, values, cultural mores, methodologies and epistemologies in critical analysis (FAC, FSO, LIB, ATS)
- new language regarding FECs and LECs to provide incrementation for members on maternity, parental or medical leave (FAC, FSO, LIB)
- Annual Report format and content to be approved by Faculty Councils (FAC)
- new language that academic planning and process in Academic Reorganization article is not limited to normal authority and procedures of GFC (FAC, FSO)
- notice of layoff period starts from date member receives written notice of decision to lay-off
- FSOs performance shall also be evaluated on their annual report and supplementary professional activities
- Continuing FSOs shall sit on their General Appeals Committee
- Tenured Librarians shall sit on their General Appeals Committee
- new Annual Report for FSOs; format and content to be approved by Faculty Councils

ATS

- automatic conversion for ATS upon the third T12 appointment to Career status
- AASUA agrees to strike an ARC in accordance with Article 2.06 – 2.11 to consider Appendix D.7 (Procedures on Evaluation and Promotion for Lecturers) and D.8 (Positional Profile Template). Should the parties not reach agreement during the ARC process, the current CBA language remains as status quo

TRAS

- Trustholders can no longer make changes to TRAS position descriptions during an appointment
- Position description cannot be changed during the probationary period
- “Opt Out” of the annual FEC process for maxed out TRAS

APO

- elimination of probationary periods for APO’s promoted to a new position
- guidelines that regardless of any reorganizations where departments are merged, those APOs laid off will receive all notice and severance entitlements
- improved language to the (Annual Report (PREPD)

TLAPO (acronym corrected)

- “Opting Out” of the annual Performance Review Process for salary maxed TLAPOs
- automatic conversion for TLAPOs after 6 continuous years of full-time service to a continuing APO position with no probationary term