

This document is intended to assist our ASA Members in recognizing the proposed changes to our collective agreement. This list is not an exhaustive reference but a summary of many of the changes. Our intention is for each Member to use this document with the draft collective agreement to fully understand the proposed changes and ask for clarification from your bargaining team where required.

### **8.7: Salary Schedule**

- Term: August, 15 2024 to August 14, 2028
- Changes to Salary:
  - Aug 15, 2024: Increase 3%
  - Aug 15, 2025: Increase 3%
  - Aug 15, 2026: Increase 3%
  - Aug 15, 2027: Increase 3%

### **9.0: Faculty Workload**

Please note: Changes to the workload chart (9.2.1) and changes to the workload release (9.2.6) need to be considered together.

- 9.2.6: The amount of workload release for scholarly activities was altered to account for the minimum release time for faculty who teach in year 3 and 4 of NWP degree programs. An application process was added for eligible faculty.
- 9.2.1a): Asynchronous assigned hours chart added; some adjustment to wording
- 9.2.1 b): new lines were added to workload table:
  - Education
  - Computer Sciences
  - Wastewater
  - Emergency Services
- 9.2.1 b): Workload hour adjustments
  - Education- remove the 405 but added the minimum release in year 3 and 4 NWP degree
  - Computer Sciences added the minimum release in year 3 and 4 NWP degree
  - Minor hour adjustments Apprenticeship trades up and down
  - Animal Health hours adjusted down
  - Academic Upgrading hours adjusted down
- 9.2.2.5 – Workload assignment considerations added

## **Changes in the Professional Development funding distribution (Article 10.16 and Appendix III)**

The amount of funding that the institution contributes to this process has not changed. However, the distribution process has changed.

### Appendix III

- All funding will be paid out to the Eligible Members on or before November 30 each year.
- PD funds will be taxed upon deposit.
- Faculty can request a T2200 form to file income tax and receive a tax credit based on Canada Revenue Agency (CRA) approved lists and CRA procedures.

## **Changes to the Chairperson Role and Selection Process:**

The changes to the Chairperson role include removing some Chairpersons' roles/duties. Most of these changes open up participation to alternate faculty; some changes shift responsibility from the Chairperson to the Dean.

Articles affected:

- 1.1.15: Change in definition of Chairperson
- 1.1.17: Change in definition of DEFEC
- 5.5 (5.5.1 to 5.5.10): Change in process to select Chairpersons
- 8.6: Stipend and Release time for Chairperson
- 9.1.1: Change in Chairperson's role in work loading
- 10.2.4: Change in Chairperson's role in vacation approval
- 11.2.3.1: Change in Chairperson's role in Tenure Committee
- 11.3.3: Change in Chairperson's role in DFEC
- 11.6.3.1: Change in Chairperson's role in "Termination of Employment for Tenured Members"
- 16.6: Change in Chairperson's role in "Reassignment Grievance"
- Appendix I—1.3: Professional Leave Recommendations- Chair participation optional

### **Other Changes**

- LOU-Shortened Salary Grid: the grid for new staff who started on or after August 15, 2024 was deleted from page 7 of 2020-2024 contract.
- LOU-New Faculty Evaluation Process: An agreement was made to develop an LOU to establish a Committee, comprised of Administration and Faculty, whose role is to propose, develop, and pilot a new Faculty Evaluation Procedure. If the new procedure is successful, it will be considered during the next round of negotiations for contract implementation. (LOU to be added to Page 7 of 2024-2028 contract).

## **Article 1: New Definitions** (some additional definitions and some wording changes)

### **10.3.1.3: New Leave Categories**

- 10.3.1.3.3: Family Violence Leave
- 10.3.1.3.4: Family Illness Leave

**8.8.1 Salary Disbursements:** Timing of pay dates have been added

**10.2.2 Holidays:** deferral process added

**10.15 Tuition Waiver/Refund:** Changes in wording to improve Trades tuition refund process.

**1.1.26 & 7.2 “Reassignment”:** moved substantial content from 1.1.26 to Article 7.2 (no wording changes)

**11.4: Minimum Academic Qualifications for Tenure:** Adjustments to minimum academic qualifications prior to faculty being granted tenure.

**Appendix V – Faculty Evaluation Procedures:** No changes were made. Changes are pending committee work- faculty feedback and LOU (see note above for new LOU)

**Appendix IV Four for Five Leave Plan:** minor edit striking 3.10