

MRU - MRFA Collective Agreement

July 1, 2024 - June 30, 2028

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Land Acknowledgement



Agenda

- Review of Each Article with the Respective Changes
- Questions

Article 1 - Definitions

1.2 - Addition - Vice Dean included as an Academic leader

1.26 - Deletion - ~~definition of immediate family~~

(this definition was only used in conjunction with 17.3.1 - Bereavement, thus we moved the definition to that specific article)

Article 2 - Association Membership and Mgmt Rights

2.2.5 - Association Membership

- **Addition - Sept 15, Jan 15, May 15** -that the Board will provide the association with reports of their membership
- **Addition - specified the type of information** that will be provided:
 - Name, MRU ID, MRU Email address, Home address, Faculty, Academic unit, Employment category, Work pattern (if applicable), Contract category (if applicable), Hire date, Leave status.

Article 3 - Term of the Agreement

3.1 - Term of the agreement is 4 years - in effect until 30 June, 2028



Article 4 - Appointments

4.1.7 - Addition - Clarifies and requires representation of Indigenous lived experience and community connection on selection committees for Full-time Indigenous faculty members

4.7.2.2 - Addition -One Senior Lecturer or one Laboratory Instructor may also be elected to serve on the committee (refers to Initial Sessional Appointments committee)

4.10 - Addition - Clarifies the process by requiring notification to all eligible Contract Faculty by 15 January and includes a 1 February deadline for request in writing to the Dean (refers to Continuing Appointments)

Article 5 - Cross Appointments

No Changes (other than Annual to Activity and numbering)

Article 6 - Laboratory Instructors & Senior Lecturers

Throughout the article - **Deletion** - removed all reference to ~~L1~~.

Throughout the article - **Change** - Laboratory Instructor L2, now referred to as **Laboratory Instructor**

Throughout the article - **Changes** - Housekeeping - **numbering, capitalization**

6.4.7 - **Deletion** - Laboratory **Instructors** shall ~~not~~ be eligible for reassigned time as provided for by Article 14.9

6.8 - **Change** - ~~Annual~~ to Activity

Article 6 - Laboratory Instructors & Senior Lecturers (Continued)

6.14.3.2 **Addition** - Tenured, Tenurable, **or permanent Senior Lecturer** Employees...
(refers to membership on a selection committee)

6.14.5 **Addition** - **Senior Lecturer positions shall be posted internally first to all Limited-term and Contract Employees in an Academic Unit who meet the requirements of Article 4.8.1** (Eligible internal applicants given first consideration)

6.15.4.2 **Addition** - Tenured, Tenurable, **or permanent Senior Lecturer** (refers to committee membership for appointment procedures for cross-appointment of senior lecturers)

Article 6 - Laboratory Instructors & Senior Lecturers (Continued)

6.17 - Change - ~~Annual~~ to Activity

6.17.3 - Addition - For the purposes of conducting the evaluation in 6.16.2, the Chair may appoint a permanent Senior Lecturer from the Academic Unit to the Tenure Committee, following consultation with the Tenure Committee and the Dean

6.18.5 - Addition - For the purposes of conducting the review in 6.17.4, the Chair may appoint a permanent Senior Lecturer from the Academic Unit to the Tenure Committee following consultation with the Tenure Committee and the Dean

Article 7 - Half-Time Tenured Employment

No Changes

Article 8 - Phased Retirement

No Changes

Article 9 - Tenure and Promotion System

No Changes

Article 10 - Tenure

Throughout the article - Changes - Housekeeping - numbering, capitalization, Annual to Activity. Tenure and Promotion Handbook to Tenure, Permanency and Promotion Handbook

10.3.7.3 - Years credited towards the Probationary Period - Change - ~~his/her~~ their ~~UTPC~~, Provost and Vice President Academic

10.9.3.1 Change..... ~~ten~~ twenty (~~10~~) (20) Days of receipt....

Article 11 - Promotion

Changes - Housekeeping - tense; Tenure and Promotion Handbook to Tenure, Permanency and Promotion Handbook

11.3.6 - **Change**- The Dean shall write to the referees inviting them to comment on the application. ~~Wherever possible, the external review shall be received within four weeks of the request. If the reviews are not received within this timeline.~~ Where an external referee is unable to provide a review in a timely manner, the Dean shall choose alternates

11.3.11 **Change** - By the end of the second week in ~~October~~ November.....

Article 11 - Promotion (Continued)

11.3.14 - Change - No later than three Days before ~~31 October~~ 30 November.... the chair of the PC

11.3.15 - Change - By ~~31 October~~ 1 December, after receipt of final recommendation the Employee.....

11.3.16 - Change - ~~Between 1 November and 7 November~~ By 5 December

Article 11 - Promotion (Continued)

11.5.4.1.2 **Deletion** - Three (3) Tenured Employees appointed by the Association one of whom shall serve as a designated alternate. ~~These appointments shall be made prior to the Board's appointments (see below)~~

11.5.4.2 - **Change** - The University Appeal Committee shall be summoned and meet to consider the appeal within ~~twenty~~ **thirty (20 30)** Days of receipt....

Article 12 - Performance Review of Employees with Academic Rank

Comprehensive re-write of the entire article

- Shift from annual review to biennial review
- 2-yr transition period from the current to the new process
- Removal of requirement for tenured faculty to submit a 3-yr scholarship plan
- Enhancements to performance management clauses when an employee is found to have unsatisfactory performance
- Replacement of the current annual reporting system (F180) with a standardized form, to be agreed upon by both parties

Article 13 - Salary Schedules and Salary Administration

- 13.1.1 New salary tables showing 3% increase each year for 2025, 2026, 2027
- 13.2 New salary tables showing 3% increase each year for 2025, 2026, 2027
Remove L1 salary grid
- 13.2.1 Harmonize the credential placement with Senior Lecturer
- 13.2.5 Add Step 9 - **effective July 1, 2026** (renumbered)
- 13.3 New Contract Faculty salary grids showing 3% increase for 2025, 2026, 2027
Add Step 7 - **effective July 1, 2026**
- 13.3.4 SICH for Step 7 = 4896
- 13.3.7 **NEW - Contract Employee Mandatory Training: Upon first hire at the University, a Contract Employee required by the Board to complete institutional-level training shall receive a one-time payment of two hundred (200) dollars**

Article 14 - Workload

- 14.8.1 Addition - The written request shall include a three-year scholarship plan
- 14.8.4.1 New - re: Principal Investigator and instructional load
- 14.8.4.2 New - timing of request for reduction in load
- 14.9.1.3 Change - ~~funding of \$500,000~~ to SICH of 3133
- 14.9.1.4 Change - ~~\$700,000~~ to 4387 SICH
- 14.9.2 New - re: reporting reassigned time - include successful and unsuccessful applications
- 14.9.3.1 New - Subject to Dean approval tenurable faculty shall receive 48 SICH of reassigned time in 1st year
- 14.9.3.2 New - Subject to Dean approval tenurable faculty may receive an additional 48 SICH of reassigned time in the tenurableable period

Article 15 - Vacation and Holiday

No change

Article 16 - Benefits and Insurance

16.7.1 **Change** - The Board shall annually make available to the Association an amount of ~~\$60,000~~ \$90,000 **effective January 1,2026**

16.7.2 **Change** -~~\$60,000~~ \$90,000 **effective January 1,2026**

16.8.3 **Change** - Health Care Spending Account at a value of ~~five hundred dollars~~ ~~(\$500)~~ six hundred dollars (\$600)..... **effective July 1, 2025**

Article 17 - Leaves from the University

17.3.1. **Addition / deletion** - For the purpose of this clause, family member shall be defined as immediate family as well as other relatives and individuals considered to be like family, whether or not related by marriage, common-law partnership, or any legal parent-child relationship. In the event of the death of a family member, ~~spouse or other member of the immediate family~~ of an

17.5.1.1 **Addition** - A sabbatical may be granted to a Tenured Employee **or Senior Lecturer** to maintain and enhance..... (effective during the next cycle)

17.5.2.1 **Addition** - Tenured Employees **and Senior Lecturers**, regardless of work pattern ... (effective during the next cycle)

Article 17 - Leaves from the University (Continued)

17.6 - Attendance at Legal Proceedings

NEW - New language that provides faculty members with access to leaves associated with attending legal proceedings as a witness, juror or party to the proceeding

17.7 Political Participation Leave

NEW - Language that provides faculty members with access to leaves associated with seeking political office and participating in the democratic process (allows faculty the ability to request an unpaid leave of absence while campaigning for political office and protects the faculty member's position and ability to return to the workplace in the event they are elected

Article 18 - Professional Development

18.1 Addition - By 15 September annually, the Provost and Vice-President, Academic shall provide to the Association a report of the total dollar amount of the Faculty Development funding allocated during the previous fiscal year.

18.6.2 Change the value from ~~\$1,200~~ to \$1,300 - effective immediately

18.6.3 Change - the value from ~~\$1,100~~ to \$1,300 - effective immediately

18.7.1, 18.7.4, 18.7.5

Change - Increase the value by \$100 - effective immediately

Increase the 2025 value by a further \$125 - **effective July 1, 2027**

18.7.2, 18.7.3

Change - Increase value by \$50 - effective immediately

Increase the 2025 value by a further \$55 - **effective July 1, 2027**

Article 19 - Intellectual Property

No Change

Article 20 - Grievance Procedure

20.2.1 Step 1

20.2.1.1 **ADDITION** - Within fifteen (15) Days of knowledge of the act causing the grievance, the individual grievor or grievors shall provide written notice of the intent to grieve to the responsible Dean, with a copy to the Association. **The written notice shall normally include an identification of the concern, reference the relevant article(s) of the Agreement, provide information related to the concern, and state what outcome or correction is desired.**

Article 21 - Collective Bargaining

No Change

Article 22 - Workplace Environment

22.6 Resources for ~~Contract~~ Employees

22.6.1(NEW) - **Addition** / **deletion** - The University shall make reasonable efforts, subject to available resources **and existing campus facilities**, to provide Employees with the working conditions required to fulfill their ~~instructional~~ **assigned workload** responsibilities.

22.6.2(NEW) **Addition** - **This shall include** an individual e-mail account **and, on campus**, access to a computer, a telephone, **a printer and/or printing services and stationery.**

22.6.3(NEW) - **Addition** - This may include dedicated office space (which may be shared) **storage and laboratory space to engage in scholarship, University-licensed basic desktop productivity software, access to the University Library,** instructional support and supplies

Article 23 - Academic Freedom

No Change

Article 24 - Diversity and Equity

No Change

Article 25 - Discipline

No Change

Article 26 - Personnel File

26.1.3 - Change - ~~Annual~~ to Activity



Article 27 - Chairs, Associate Deans & Academic Directors

27.1.1.1. (NEW) The Board shall maintain no fewer than four (4) Associate Dean positions at any given time

27.5.1 and 27.5.2 Tables updated to reflect 3% increase



Article 28 - Evaluation of Teaching

Comprehensive re-write

- Ensures all students have the opportunity to give feedback through SPoT
- Preserving the status quo for the relationship between student surveys and the employee's file
- Restructuring the article to ensure that assessment of teaching performance does not rely primarily or exclusively on student surveys of instruction

Article 28 - Evaluation of Teaching (Continued)

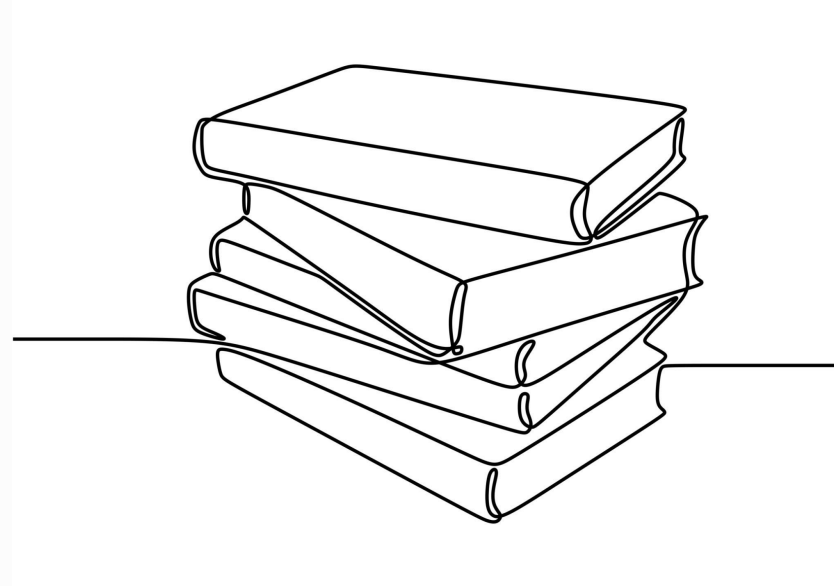
- 28.7.1 - Peer Evaluation - **Addition / Deletion** - Probationary and Limited Term Lab Instructors ~~and Senior Lecturers~~ or permanent Laboratory Instructor.....
- 28.7.1 - Peer Evaluation - **Addition** - Probationary and Limited Term Senior Lecturers: One (1) evaluation by the Chair in the Fall and one (1) evaluation by a Tenured Employee or a permanent Senior Lecturer in the Winter
- 28.7.2 - **Addition** - Employees shall select the evaluator, subject to the approval by the chair. **Except where indicated otherwise in Article 28.5.1**
- 28.7.6 **Addition** -In the case of a Chair evaluation of a Probationary, Limited-Term, **Continuing or Sessional** Laboratory Instructor.....

Article 29 - Indigenization

No Change

Addendum on Teaching, Scholarship and Service

Housekeeping - ~~Annual~~ to Activity



Appendices

Deletion - ~~Appendix B~~

Memorandum of Understanding (MOUs) Retained or Revised

Regarding application of the Collective Agreement to Employees working in Student Counselling - no changes

Regarding application of the Collective Agreement to employees working in the Academic Development Centre - no change

Regarding the creating and phasing in of Senior Lectures - REVISED -

- Extend the Fixed-Term / Senior Lecturer transition period (the transition period is the time any remaining Employees with fixed-term appointments continue to hold such appointments)
- When transition period ends, the fixed-term appointment category and its associated language (Article 4.11) is removed from the agreement.
- The internal first process for Senior Lecturer positions becomes permanent language in the Agreement.

New Memorandum of Understanding (MOUs)

Regarding the creation of an Indigenization Access Fund - MOU commits \$30,000 per year to Indigenization initiatives, limited to the life of the Agreement. The fund supports course release, community engagement, guest speakers, curriculum development, etc. The MOU includes process for fund administration.

Regarding the Indigenous Employees - MOU provides guidance for Indigenous employee-specific opportunities, pending development and implementation of a University-wide process for verifying Indigenous citizenship.

Regarding the Implementation of changes to Article 12 - MOU includes a joint committee to oversee the pilot testing and refinement of a new Faculty Activity Report to support implementation of the revised process.

MOUs Expired or Removed

Regarding the Faculty 180 Online Annual reporting System

Regarding contracting out of teaching and related activities in the Department of Education

Regarding a Taskforce to review full-time faculty workload and appointment categories

Regarding acknowledging Indigenous Knowledge and Ways of Knowing

Regarding the creation of a Vice Dean position

Regarding the transition to bi-weekly system of pay



Questions