

HIGHLIGHTS OF THE CUPE 3908 UNIT 1 MEMORANDUM OF SETTLEMENT (2023 - 2027)

Highlights include:

- **Term**
 - 4-year term - September 1, 2023 to August 31, 2027
- **Wages**
 - September 1, 2023 - December 31, 2023 (3% ATB) Retroactive to September 1st
 - January 1, 2024 - 4% Wage Adjustment to Sessional Faculty
 - September 1, 2024 - August 30th, 2025 (3% ATB)
 - September 1, 2025 - August 30th, 2026 (3% ATB)
 - September 1, 2026 - August 30th, 2027 (3% ATB)
- **Class Size Top-Up**
 - 51-99 Students: \$100
 - 100-149 Students: \$175
 - 150-199 Students: \$250
 - 200+ Students: \$500

| Year | 1 - 49 Students | 50 - 99 Students | 100 - 149 Students | 150 - 199 Students | 200 or more Students |
|---------------------------|-----------------|------------------|--------------------|--------------------|----------------------|
| 1 Sept 2022 - 31 Aug 2023 | \$7,853.86 | \$7,853.86 | \$7,853.86 | \$7,853.86 | \$7,853.86 |
| 3% ATB | 3.00% | 3.00% | 3.00% | 3.00% | 3.00% |
| 1 Sept 2023 - 31 Dec 2023 | \$8,089.48 | \$8,089.48 | \$8,089.48 | \$8,089.48 | \$8,089.48 |
| 4% CI Top-up | 7.12% | 8.39% | 9.35% | 10.30% | 13.49% |
| Jan 1 2024 - 31 Aug 2024 | \$8,413.05 | \$8,513.05 | \$8,588.05 | \$8,663.05 | \$8,913.05 |
| 3% ATB | 10.33% | 11.61% | 12.56% | 13.52% | 16.70% |
| 1 Sept 2024 - 31 Aug 2025 | \$8,665.45 | \$8,765.45 | \$8,840.45 | \$8,915.45 | \$9,165.45 |
| 3% ATB | 13.64% | 14.92% | 15.87% | 16.83% | 20.01% |
| 1 Sept 2025 - 31 Aug 2026 | \$8,925.41 | \$9,025.41 | \$9,100.41 | \$9,175.41 | \$9,425.41 |
| 3% ATB | 17.05% | 18.33% | 19.28% | 20.24% | 23.42% |
| 1 Sept 2026 - 31 Aug 2027 | \$9,193.17 | \$9,293.17 | \$9,368.17 | \$9,443.17 | \$9,693.17 |

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 3908

Contract Faculty and Student Academic Workers of Trent University
Trail College, Trent University, 1600 West Bank Drive, Peterborough, ON K9L 0G2



- **Reduced Stipend**
 - We have eliminated Reduced Stipend, meaning all courses will be paid a Full Stipend at a minimum
- **Pay Beyond Regular Duties**
 - Tutorial/workshop leaders will be paid when they lecture. There is no longer a provision for 'volunteering' to conduct a lecture.
 - Secured pay for additional duties outside the contract period.
- **Job Security**
 - RFR
 - All job categories entitled to RFR will now be the same in terms of number of times to teach the course (2)
 - Strengthened language around RFR-holders' input on scheduling prior to the timetable being finalized.
 - The employer will establish a process to ensure RFR data is accurate in VIP.
 - Improved language around reporting of results of RFR evaluation to members.
 - Creation of 45 permanent jobs
 - Referred to as Regular Sessional Faculty Member (RSFM)
 - Each position is for 0.5 credits
 - Positions must be created by the end of the term of this agreement and maintained
 - The employer shall contact internal candidates of new postings - the prior language was to "make their best effort"
 - Clarification on the use of Student Experience of Teaching Surveys (SETS)
- **Equity**
 - Academic Freedom language shall not be used as a justification for hate speech, defamation, or slander
 - Addition of Psychological Harassment as a grievable offense
 - Expansion of anti-harassment language to encompass more grounds
 - Expansion of ability to change scheduling for childcare-related reasons to include guardians
 - Improved language around bereavement leave such that members have 5 days of leave (eliminating a ranking of familial relationships)
 - A new gender-neutral definition for spouse: a person of any gender to whom you are married or with whom you live in a common law relationship
 - Improved definition of Underrepresented or Disadvantaged Groups: means, but is not limited to, women, Indigenous Peoples (First Nations, Inuit, and Métis), persons with disabilities, members of visible minorities/racialized groups, and members of LGBTQ+ communities, and we recognize that individuals have multiple identities.

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- **Professional Expense Reimbursement**

- This guaranteed reimbursement continues to replace the former pro-rated PD fund which was a shared pool of money
- Members will continue to accrue \$125 per half-course equivalent into an individual bank
- Members will now have certainty about the amount of PD money they have
- Members may continue to accrue funds for up to 24 months before having to spend it
- Unused money (members who do not claim their entitlement within 24 months) will go into a pool to provide supplemental PD expense reimbursement to eligible members that apply (details of this process are forthcoming)

- **Facilities, Technology, Tech Change**

- Strengthened language around the employer's responsibility to provide facilities, computers, etc., and departments will advise members on how to secure these items
- Retain email and library privileges for 36 months following the end of your last contract
- Members will not be required to utilize personal cell phones for work-related tasks
- CUPE will participate in the university's AI advisory committee
- Members shall not be required to provide biometric data as a condition of their employment
- Members with RFR shall not be denied a position on the basis of lack of technological expertise when minimal training can upgrade their expertise
- Members will not lose wages when a technological change is introduced during any work assignment

- **Health and Safety**

- Ability to teach a class online when sick but well enough to teach (ex: asymptomatic but testing positive for COVID-19) with ongoing need to teach online subject to decanal approval
- CUPE/Employer committee to be created in any state of emergency declared in Ontario
- Maintained 100% employer-funded health benefits for eligible members

- **Non-Monetary Items**

- The job title "Sessional Faculty Member" will replace "Course Instructor"
- Members can elect to conduct SETS in person
- Addition of Payroll details, including a penalty to the employer, paid to the member
- Flexibility in EI hours

- *There are a number of smaller housekeeping items available to read in the full text of the MOS.*