

### Brief summary of Collective Agreement 'gains' and 'losses'

Substantive gains for all	Substantive Faculty Gains	Substantive ASO Gains
<ul style="list-style-type: none"> <li>● 5.2               <ul style="list-style-type: none"> <li>○ Association will be directly notified of all university policy changes</li> </ul> </li> <li>● 13               <ul style="list-style-type: none"> <li>○ Achieved better Clarity and clearer timelines in Discipline article now combined for faculty and ASO</li> </ul> </li> <li>● 27               <ul style="list-style-type: none"> <li>○ Confirmed that CUEFA's lead negotiator receives reduction for every calendar year of bargaining</li> </ul> </li> <li>● Admin must meet with CUEFA to discuss office space allocation</li> </ul>	<ul style="list-style-type: none"> <li>● 7               <ul style="list-style-type: none"> <li>○ All interview candidates will be given information to allow them to contact CUEFA during interview process</li> </ul> </li> <li>● 8               <ul style="list-style-type: none"> <li>○ Guaranteed compensation for Ind. Studies within three years (at rate of at least 0.4)</li> <li>○ Recognition of program coordinator role as form of "service"</li> </ul> </li> <li>● 9               <ul style="list-style-type: none"> <li>○ Possibility to receive automatic permanency/tenure if AiRC grants early advancement to Associate (and VPA approves)</li> <li>○ Will now use the word "Tenure" instead of "permanence"</li> </ul> </li> <li>● 10               <ul style="list-style-type: none"> <li>○ Faculty will be given a meaningful performance plan PRIOR to going to discipline</li> </ul> </li> <li>● 16               <ul style="list-style-type: none"> <li>○ Remove grid steps 1-3</li> <li>○ Salary: 12%/4 years</li> </ul> </li> <li>● PsyD supervision               <ul style="list-style-type: none"> <li>○ Entrench compensation in line with Ind. Studies</li> </ul> </li> <li>● Faculty given a \$250/year increase in their PD account               <ul style="list-style-type: none"> <li>○ Retain ability to rollover PD funds for three years now in an MOA within the agreement</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● 7.3               <ul style="list-style-type: none"> <li>○ ASO have the opportunity to be part of faculty hiring committees</li> </ul> </li> <li>● 38/13               <ul style="list-style-type: none"> <li>○ ASOs placed into same Discipline article as faculty</li> </ul> </li> <li>● 34               <ul style="list-style-type: none"> <li>○ ASOs granted 25 vacation days after 10 years of service [instead of previous 15 years]</li> </ul> </li> <li>● 36               <ul style="list-style-type: none"> <li>○ All ASOs moved to single ASO grid (ASO-5)</li> <li>○ ASO-5 grid removes steps 1-3</li> <li>○ Salary: 12%/4 years</li> </ul> </li> <li>● 37 (annual review)               <ul style="list-style-type: none"> <li>○ ASOs may now formally report research activity in annual review</li> <li>○ ASOs may now formally report service activity in annual review</li> <li>○ ASOs will be given a meaningful performance plan PRIOR to going to discipline</li> <li>○ ASOs will now be involved in revision of their job descriptions                   <ul style="list-style-type: none"> <li>■ Requires prior consultation with ASO and their supervisor</li> </ul> </li> </ul> </li> <li>● ASOs given a \$500/year increase in PD account               <ul style="list-style-type: none"> <li>○ Unofficial support for other PD for ASOs</li> </ul> </li> </ul>

Admin Gains	CUEFA loss
<ul style="list-style-type: none"> <li>● 25.7 <ul style="list-style-type: none"> <li>○ Include language to allow policy grievance [standard in other CAs]</li> </ul> </li> <li>● IP <ul style="list-style-type: none"> <li>○ university ownership of lab manuals (with limits)</li> <li>○ Ability for university to create outside contracts to own course material on stand alone MISSM/MISSAM courses</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● Confirmation that IP on ASO-created lab manuals and materials are owned by university (ASO retains moral rights and academic freedoms with regard to lab materials). <ul style="list-style-type: none"> <li>○ <i>NB: within the previous Collective Agreement, ASOs did not have the same rights as Faculty with respect to the IP they may have developed, thus CUEFA had an outstanding grievance about this issue. The MOA in this new CA clarifies IP for lab manuals rests with the university, while putting in place some limitations to this ownership.</i></li> </ul> </li> </ul>

CUEFA was successful pushing back on the following admin requests:

- A. 12 - the right to have any administrators (whether or not they had previously been a faculty at CUE or not) placed into faculty without any formal faculty-led evaluation process
- A. 17 - the right to have IP rights over teaching material of all faculty and ASOs
- PsyD graduate supervision - wanted the right to unilateral control how compensation would be administered
- An initial salary offer for ASO and Faculty of 3%-3%-2%-2% [no step changes]

Gains that CUEFA wanted, but were unable to achieve. These issues may form the basis for future negotiations

- combined process for advancement and permanence combining A 9 and 11
- Improved details of job description for ASOs, including addition of the opportunity for ASOs to teach courses
- Further compensation gains: Fix to ASO grid (steps 16+); additional Grid steps for all members
- Removal of, or at least guardrails on, the power of the President to veto decisions on permanence (A9) and advancement AiRC recommendation (A11)