

## Bargaining Update #2

**Sonya Lipsett-Rivera, Chief Negotiator**

**June 28, 2012**

CUASA continues to meet with the employer and we are making some progress. We have agreed on some language that gives CUASA more information such as letters of appointment (article 23.1) and a bit more control over our working conditions (article 6.3).

CUASA was able to secure some new rights and benefits for instructors and librarians.

- ⊗ 100% sabbatical for instructors and librarians. Previously, both instructors and librarians were excluded from the provision of 100% salary for a first time sabbatical. Now they will also enjoy this benefit.
- ⊗ Improvement for instructor CDIs. Instructor CDIs have lagged far behind those of faculty and librarians. For the duration of this Collective Agreement, instructors will have a \$250 equity payment added to their CDIs. After bargaining, CUASA and the employer will examine our salary structure to see if it can be made simpler and more equitable.
- ⊗ Increase in the Professional Achievement Award from \$1,500 to \$10,000.
- ⊗ Transfer of rank had been made more transparent and equitable.
- ⊗ Instructors will now have the right to apply for internal research awards and will get the same course release for administrative work as faculty members do.

We are really pleased that contributions of instructors are finally being recognized and rewarded. Please see the CUASA website for the full language.

We are continuing to meet. Ongoing issues are:

- ⊗ Salaries, benefits, and Professional Expense Reimbursements
- ⊗ Academic and Librarian workload
- ⊗ Job security and control over out-sourcing
- ⊗ Sabbatical Allowances
- ⊗ Grievances
- ⊗ Librarians' rights to research days
- ⊗ Student evaluations
- ⊗ Chair/Director and Department Head stipends
- ⊗ Tenure and Promotion
- ⊗ Scope

I will report further when I have more news.