

**BARGAINING IMPLEMENTATION SUMMARY**  
**FACULTY HANDBOOK – 2016-2018**

**For Senior Administration and Managers/Professionals working with the ULFA Handbook**

This summary provides a guide to recent changes to the Faculty Handbook arising from bargaining in 2016. For specific language, please refer to Human Resources webpage: <http://www.uleth.ca/hr/>

The date of ratification is June 16, 2016. All language is effective July 1, 2016 unless noted otherwise.

Article/ Clause/ Schedule	Issue	Change	Implement
	Ratification	<ul style="list-style-type: none"> <li>Board ratified June 16, 2016</li> <li>ULFA ratified May 31, 2016</li> </ul>	
	Update Handbook	<ul style="list-style-type: none"> <li>Update for language and housekeeping</li> <li>Proof, Arrange for signing</li> <li>Print as required; Post on web</li> </ul>	HR/ULFA Admin
2.11/17.01/19.01 20.01/20.02.3 Schedule P	Lecturer Pkg.	'Lecturer' is no longer an appointment type. If the candidate does not yet have the required academic credential, use Term Appointment with Conversion, at the Assistant Professor/PL II rank.	Deans'/UL Offices
3.02/5.01/5.05 Schedules C/Q	Course Release, Bargaining Schedule Pkg.	<ul style="list-style-type: none"> <li>Bargaining schedule modified</li> <li>Additional course release granted at no cost to ULFA</li> <li>Additional course release granted at a set rate: Sessional Lecturer stipend + 25%.</li> </ul>	Deans'/UL Offices
5.04	Dues opt out clause	<ul style="list-style-type: none"> <li>removed</li> </ul>	Payroll
11.03.2	Participation/Accompaniment	Excludes non-members, ULFA President, ULFA Grievance Chair, anyone in a conflict of interest.	Deans'/UL Offices
15.03/Schedule D	Instructor/AA Appointments	<ul style="list-style-type: none"> <li>1<sup>st</sup> Prob appt for 3 (not 2) years</li> <li>Consecutive term appt. for same work not to exceed 6 years, must be at same rank and at least same salary</li> <li>Allowance made for up to 2 years prior service to be recognized for Probation</li> <li>Current Probationary Appts. grandfathered</li> </ul>	Deans'/UL Offices
16.03	Death	Salary defined	Pen/Ben
17.04	Appeal and Hearing Committee	Membership re-defined/clarified	Provost Office
24	Appeals	Process clarified/re-structured	Provost Office

A.01.1 Minimum and Career Progress - Faculty Members Year One	July 1, 2016	All floors increase by \$2000; Career Progress increases by \$100 to \$2600  Salaries increase by 1.6% (1.4% COLA+ 0.2%)	HR/Deans' - UL Offices  Katharine Barb Payroll
A.01.2 Minimum and Career Progress – Professional Librarians Year One			
A.01.3 Minimum and Maximum; Merit Pool Contribution per Member Instructors/Academic Assistants Year One	July 1, 2016	All floors increase by \$2000; ceilings increase by 1.6%; Merit Pool Contribution per Member increases by \$110 to \$2800  Salaries increase by 1.6% (1.4% COLA+ 0.2%)	HR/Deans'/UL-Offices  Katharine Barb Payroll
A.01.1 Minimum and Career Progress - Faculty Members Year Two	July 1, 2017	All floors increase by \$3000; Merit contribution increases by \$25 per member to \$625;  Salaries increase by COLA + 0.7%	HR/Deans' UL Offices  Katharine Barb Payroll
A.01.2 Minimum and Career Progress – Professional Librarians Year Two			
A.01.3 Instructors/Academic Assistants Year Two	July 1, 2017	All floors increase by \$3000; Ceilings increase by COLA + 0.7%  Salaries increase by COLA + 0.7%	HR/Deans'/UL-Offices  Katharine Payroll
A.03	Stipend for Additional Courses	Minimum increased by \$900 to \$5200	HR/Deans'/UL-Offices
B.03.1	Maximum Benefit Premium per Member	Modified Notify faculties that no change to pay-in-lieu rate	Pen/Ben
B.05	Professional Supplement	Faculty Members/Professional Librarians: Annual increased by \$100 to \$2,000; Max accumulated increased by \$400 to \$8,000  Instructors/Academic Assistants: Annual increase by \$80 to \$1,600; Max accumulated increased by \$320 to \$6,400	Finance/Pen/Ben
	Dental	2016 ABC Schedule for Dental applies	Pen/Ben
Schedule. G	Equity Working Group	Prepare report and make recommendations	Provost Office
Schedule. Q	Conflict of Interest	Clarify requirement to submit online	HR Dean/UL Offices