



**INTER-OFFICE MEMORANDUM**

**To:** New Faculty, Librarians, and Lab  
Instructors

**From:** Office of the Vice-President  
(Academic)

**Re:** New Collective Agreement

**Date:** January 20, 2016

The new Collective Agreement has been ratified and signed. The final version has been uploaded to the Mount's website at [intranet.msvu.ca/document\\_center/FT Faculty Collective Agreement 2015-2018](http://intranet.msvu.ca/document_center/FT_Faculty_Collective_Agreement_2015-2018). Hardcopies of the Agreement are available in the Vice-President (Academic) Office (Evaristus 207).

Retroactive payments were made on December 11, 2015. If you have any questions or concerns regarding your payment, please contact Payroll.

Please note, the new Collective Agreement contains the following substantive changes:

| Article #    | Title  | Language Changes   |
|--------------|--|--|
| Article 18   | Appointment (Faculty)                                | Changed language to allow for automatic promotion to Assistant Professor during both the first and second probationary term upon completion of a doctorate (18.5).   |
| Article 20   | Reappointment, Tenure and Promotion (Faculty)        | Introduced a requirement that the URC should have at least one member at the rank of Professor (20.7), a more streamlined option for URC recommendations (20.9.1), a new structure for the UAC (20.16) and a requirement that all candidates for promotion to Associate Professor also meet the criteria for tenure (20.45.1). |
| Article 21   | Reappointment, Permanence and Promotion (Librarians) | Introduced a more streamlined option for URCL recommendations (21.9.1) and a new structure for the UAC (21.16).  |
| Article 24   | Workload (Librarians)                                | Librarian research days increased from sixteen to eighteen (24.1.1).   |
| Article 29.1 | Sabbatical Leave                                     | Introduced a more rigorous application process and restrictions on the deferral of sabbatical leave. Sabbatical applications must now also include a list of scholarly and/or  |

|              |   |   |
|--------------|---|---|
|              |   | professional activity since the applicant's last sabbatical (29.1.9.4). Beginning in October 2018, members can only defer applying for sabbatical leave under Article 29.1.2 for a maximum of two years (29.1.10.1 and 29.1.17). Faculty members do not have to take their sabbatical after two years of deferring but they will not continue to accrue time to count towards eligibility for future sabbatical leave (29.1.10.2). All accumulated deferred time prior to November 1, 2017 will be recorded and credited towards eligibility for subsequent sabbatical leave (29.1.10.3). |
| Article 34   | Discipline and Dismissal                              | Introduced more opportunities for member response during discipline process (34.7.6 and 34.7.7) and permits the Dean or University Librarian to refer parties to the Harassment and Discrimination Officer (34.7.2.1).  |
| Article 36   | Grievance Procedure                                   | Corrected timeline issue in grievance procedure (36.4.1).   |
| Article 37   | Arbitration   | Added Lorraine Lafferty to list of Arbitrators and removed Bill Kydd (37.3).  |
| Article 39   | Professional Expense Reimbursement                    | Removed reference to the word "development" (39.1, 39.2, and 39.3) and included carry-over schedule (39.2.2.1, 39.2.2.2, and 39.2.2.3).   |
| Article 47   | Retirement Incentives and Partial Retirement Programs | Faculty members applying for partial retirement have the option to reduce their workload to 40%, 60%, or 80% (47.20). Faculty members between the ages of 60 and 65 are eligible for the partial retirement incentive for a period of up to four years, or until age 67, whichever is the shorter (47.14-47.22).  |
| Article 48   | Laboratory Instructors                                | Introduced a more streamlined option for URCLI recommendations (48B.10.1) and a new structure for the UAC (48B.17.1- 48B17.4).  |
| Article 50   | Transition to the Agreement                           | Changes to Articles 20, 21, and 48 will apply to applications submitted in 2016-17 (50.2). Changes in Article 29.1 will apply to applications submitted in October 2016 (50.3).   |
| Attachment 1 | Designated Lab Courses                                | Updated lab course list.  |