

United Academics Part-Time Faculty Contract Tentative Agreement Wins* November 2022



- ✓ **7.75%-8.75%¹ pay raises** in academic year 22/23, retroactive to the start of Fall 2022.
- ✓ Additional pay raise for Academic year 23/24- **3.5%**
- ✓ Additional pay raise for Academic year 24/25- **3%**
- ✓ New benefit- **paid parental leave for part-time faculty**. Up to 40 work-equivalent hours of paid sick time available to part-time faculty during a teaching semester, including for the birth or adoption of a child for the birthing and non-birthing parents (e.g. 4 weeks off from teaching duties at full pay if teaching one course, 2 weeks off from teaching duties if teaching two courses).
- ✓ Increases to per diem payment rates for additional work such as guest lecturing (\$200 per day, \$125 for three hours or less).
- ✓ New fixed annual stipend of \$125 for each PT faculty member for attending diversity trainings.
- ✓ Annual Teaching Excellence award now accessible to the majority of PT faculty members (eligibility to apply after a minimum of 3 credits taught in last 2 years - and at least 18 credits total- compared to 18 credits in the last 2 years in previous award criteria), still includes a \$2500 cash award.
- ✓ Article on “Non discrimination” revised to include “Diversity and Inclusion”, PT faculty representation on campus wide DEI committees, and Gender neutral pronouns throughout the CBA.
- ✓ Promotion (Article 15): Credits taught in all semesters (including summer) are now eligible to be counted towards promotion. Guarantee that promotion award payments of \$2000 will be processed within two (2) payrolls of the effective date of the promotion.
- ✓ Tuition remission now applies to **all** part-time bargaining unit members who have taught at least 24 credits (previously only applied to those with Lecturer title).
- ✓ Protected previously negotiated benefits:
 - **Tuition remission** for PT faculty after 24 credits of teaching.
 - **\$20,000 pool of professional development funds** for part-time faculty to attend conferences and workshops (available to faculty who have taught at least 18 credits).
 - University **health insurance** for Part-Time faculty who teach 18 credits per year or more.
 - **Sick pay** for Lecturers who complete 60% of a course assignment but cannot continue due to health reasons, and regular sick leave for part-time clinical, research and library faculty.
 - Discounted campus parking permits.
- ✓ **Guaranteed course cancellation fees** for courses canceled within 2 weeks of the semester start, or within 2 months of the semester start for PT faculty on full-year contracts.
- ✓ Increased opportunities for Part-Time Faculty to access orientations, participate in faculty governance (notification of dept. meetings).

***These are all part of a Tentative Agreement as of November 18, 2022.** UA members will vote in December 2022 on whether to ratify this Agreement. If ratified, changes will go into effect after that point.

¹ Lecturer I pay rate will be raised from \$2081 per credit to \$2242 per credit this year, retroactive to the start of Fall 2022.
Lecturer II pay rate will be raised from \$2199 per credit to \$2391 per credit this year, retroactive to the start of Fall 2022.
Lecturer III pay rate will be raised from \$2318 per credit to \$2515 per credit this year, retroactive to the start of Fall 2022.