

# Summary of 2022-2026 UWOFA-F Tentative Agreement Part A: Highlights

## COMPENSATION AND BENEFITS – Full-Time Salaries

### Scale Increase

- Year 1: 1.0%; Year 2: 1.0%; Year 3: 1.0%; Year 4: 3.0%

### Lump Sum to Base

- Year 4: \$1750

### Salary Floors

- Increase by 5% in Year 1 and by scale in Years 2, 3 and 4

### Performance-Linked Career Progress (PLCP) –Salary Breakpoints

- Increase by scale in each year

### Performance-Linked Career Progress (PLCP) –Value of Salary Points

- Increase by scale in each year

### Career Trajectory Fund: Year 4 only

- \$1,023 per Full-Time Member allocated to the fund
- All FT Members eligible for adjustments
- Comparison to similar faculty at comparator universities removed – internal comparison only, based on gender first
- Same cap on total adjustment value per Member (\$10,000)
- Higher threshold for clawback/reduction of adjustment amount (\$180,000 not \$150,000)

## COMPENSATION AND BENEFITS – Part-Time Member Pay

### Experience Premium

- Permanently rolled into Per-Course Base Rate for all Members

Base Rate Increase

- Minimum compensation for teaching a course increases by 1% in Years 1, 2 and 3; by 3% in Year 4

New Seniority Premium

- 1.2% added to the Per-Course Base Rate in each year of the agreement, in addition to the Base Rate Increase above

Don Wright Faculty of Music

- Minimum Base Hourly Rates for studio courses increase by scale + seniority premium (1.2%) in Years 1, 2, and 3
- Effective as of Year 4: new hourly rate for Members with Standing Appointment
  - Base Hourly Rate will increase by 3% in Year 4
  - Standing Appointment Hourly Rate = 5.17% higher than the Base Hourly Rate in Year 4
  - Seniority Premium of 1.2% will be added to both Base Hourly Rate and Standing Appointment Hourly Rate
- FCE for conducting designated ensembles in the Faculty of Music adjusted to 1.0
- FCE for coaching chamber music and instrumental methods remain unchanged

Pay for Employer-mandated training and course-based work outside of contract dates

- Effective Year 1, \$400 for a full day (8 hours) or \$50 per hour for periods less than a full day

Increase to Course cancellation stipend

- Effective Year 3, 18% of income for teaching the course if cancelled before the first scheduled class; 25% if cancelled on or after the first scheduled class

**COMPENSATION AND BENEFITS – Full-Time Flexible Benefit Credits**

- No change in flexible benefit credits, still \$2,500 in each of the years of the agreement;
- For PER, can now incur expenses and receive reimbursement up to the end of the agreement (previous deadline was March 31 in the year the agreement expires)

## **COMPENSATION AND BENEFITS – Part-Time PER**

- Effective Year 2, PER for Part-Time Members will be \$275 flat rate per 0.5 full course equivalent and will be available at the start of the contract (was \$250 for the first 1.0 FCE and \$75 for each 0.5 FCE after, to a cap of \$700)

## **COMPENSATION AND BENEFITS – Full-Time Member Benefit Improvements**

### Mental Health Benefits

- Effective Year 1: 85/15% co-pay arrangement up to the reasonable and customary charge like prescription drugs and dental, with mental health benefits contributing to the out-of-pocket maximum (\$450 single; \$900 family)
- Expanded list of providers: Mental Health Professional Services – includes services delivered by providers who are registered by the College of Psychologists of Ontario, the College of Registered Psychotherapists of Ontario, the College of Nurses of Ontario, the College of Occupational Therapists of Ontario, the Ontario College of Social Workers, Ontario Registered Clinical Counsellor or the Canadian Registry of Marriage and Family Therapists

### Vision Care Benefits

- Effective Year 3: coverage of yearly eye exams up to \$75 (up from \$25) and glasses/contacts, etc. at \$600 every two years (up from \$300)

### Promotion Bonus

- Effective Year 4: \$5,000 one-time payment upon promotion to Associate Professor and Professor and upon receipt of Tenure for those hired as Probationary Associate Professor

## **COMPENSATION AND BENEFITS – Part-Time Member Benefits**

### Potential Options to Replace Pay in Lieu of Benefits

- LOU to form a Joint Working Group on the feasibility of Part-Time Benefits; agreed-upon recommendations to be implemented within the life of the agreement

## **COMPENSATION AND BENEFITS – Benefit Improvements for all Members**

### Pregnancy, Parental and Adoption Leave

- Effective Year 1: eligible for SEIB for Pregnancy and Parental leave upon hire
- Greater access/transparency for Part-Time Members with Preferred Status

Compassionate Leave with Pay

- Effective Year 1: covers the ESA-provided Domestic or Sexual Violence Leave and Child Death Leave

Caregiving Leaves with SEIB top-up

- Effective Year 3: provides SEIB to 95% of salary for ESA-provided Family Medical Leave and Critical Illness Leave

**JOB SECURITY FOR CONTRACT FACULTY – Limited Term No End Date**

- A Member becomes eligible for consideration by the Appointments Committee for Limited-Term No End Date (LT NED) status after ten years of continuous Limited-Term Appointment (changed from twelve years in previous agreement)
- Dean must provide reasons in writing for the denial of an LT NED Appointment

**JOB SECURITY FOR CONTRACT FACULTY – Teaching Scholars**

- A minimum of 6 positions to be created in the period of the Collective Agreement
- Internal recruitment (among current Limited-Term and Part-Time Members) for the period of the Collective Agreement for at least 6 of those positions

**JOB SECURITY FOR CONTRACT FACULTY – Limited Duties Conversions**

- Twelve Limited-Term positions to be created for the conversion of Limited-Duties (LD) Appointments for eligible Part-Time Members
- Reasonable efforts to create 50% of these positions in Arts & Humanities, Music, FIMS and Education, at least half of them to be in Arts & Humanities and Music. Reasons must be given to Joint Committee if unable to do so.
- Limited-Term Appointment initially for a three-year term and is renewable (previously two-year term)
- Eligibility: have taught an average of at least 2.5 courses under LD Appointments in the three years prior to September 30 of each year of the Collective Agreement (previously 3.0 over four years)

## **JOB SECURITY FOR CONTRACT FACULTY – Standing Appointments**

- Eligibility for a half course Standing Appointment is based on each half course taught within a Unit in at least six Fiscal Years of a contiguous nine Fiscal Year period under a Limited Duties Appointment (previously 7 of 10).

### **(Annual) Performance Evaluation**

- Performance Evaluation every three years (except for Members who are assessed below acceptable level in at least one of Research, Teaching, Scholarship Activity or Service, who are required to undergo evaluation annually)
- Rating assigned for PLCP will carry over the three-year period
- Performance Evaluation optional for Part-Time Members
- Provision for formative meeting with the Chair prior to the submission of the Performance Report

### **Workload**

- Specifies the Workload balance for Teaching Scholars: Service and Scholarship Activities approximately equal (formalizing the 60 20 20 balance implicitly agreed to in 2018)
- Expands the Workload Committee to ensure representation of the range of teaching done in the Unit (i.e., course types, experiential learning)
- Significantly expands the list of aspects of workload that must be addressed in the Workload Document, to clearly demonstrate how work in the Unit is to be equitably distributed among Members and how resources are to be allocated to support Members' work
- Prescribes training for Workload Committees
- Requires the Dean to address concerns in writing within 15 working days of a meeting with a Member to review their Workload
- Requires the Workload Committee to determine the (normally greater) weighting of experiential learning courses, based on specified relevant factors
- Stipulates that a Member who is creating a new experiential learning course will be provided appropriate recognition for the work involved, such as course release, workload adjustment or compensation

# Summary of 2022-2026 UWOFA-F Tentative Agreement

## Part B: All Changes

### **ACADEMIC FRAUD AND MISCONDUCT**

- Incorporates revised MAPP 7.0 policy into the agreement, maintaining language that the Association's agreement is required through Joint Committee to incorporate any revisions or successor policy in the agreement, with the agreement taking precedence over policy.

### **ACADEMIC RESPONSIBILITIES OF MEMBERS**

- Incorporates language moved from Appendix E of the agreement pertaining to responsibilities associated with supervision of graduate students
- Adds language prescribing steps the Employer must take prior to initiating a formal investigation of a complaint regarding a Member's fulfillment of their Academic Responsibilities

### **ALTERNATIVE WORKLOAD**

- Employer's proposal to give the Dean the right to impose an Alternative Workload – WITHDRAWN

### **(ANNUAL) PERFORMANCE EVALUATION**

- Changes the name of the process to "Performance Evaluation" and the name of the report to "Performance Report"

- Changes the frequency of evaluation to once every three years, except for Members who are assessed below the acceptable level in at least one of Research, Teaching, Scholarship Activity or Service, who are required to undergo evaluation annually
- Stipulates that Performance Evaluation is optional for Part-Time Members
- Adds a requirement for a mentoring meeting with the Chair, Director, or Dean in the weeks preceding submission of the Performance Report
- Adds a requirement for an annual meeting with the Dean or designate for Members who are required to undergo evaluation annually (see above)
- Adds a provision for a Member on Long-Term Disability to receive the same assessment as in the previous evaluation prior to the leave
- Adds a provision for a review of the Workload of Members of Equity-Deserving Groups and addressing concerns arising from the review
- REMOVES the provision requiring that ratings be distributed such that category c) (good) represents the level of performance expected to be achieved by the majority of Members. Assignment of category a) (exceptional) will normally not exceed 10% of Members in a Department/Unit (or 2 where there are fewer than 20 Members). Assignment of category b) (very good) will normally not exceed 30% of Members in a Department/Unit (or 6 where there are fewer than 20 Members).

## **APPOINTMENTS**

- Adds a definition of a Cross Appointment and the process for granting such an appointment
- Clarifies that permanent alterations of the Workload balance of a Member with a Joint Appointment must be negotiated with the Member and documented in a revised Letter of Appointment
- Limited-Term No End Date (LT NED) status after ten years of continuous Limited-Term Appointment (changed from twelve years in previous agreement)
- Requires the Dean to provide written reasons for denial of a renewal of a Limited-Term No End Date appointment
- Eligibility for a half course Standing Appointment is based on each half course taught within a Unit in at least six Fiscal Years of a contiguous nine Fiscal Year period under a Limited Duties Appointment (previously 7 of 10).

## **COMPENSATION AND BENEFITS – Full-Time Salaries**

### Scale Increase

- Year 1: 1.0%; Year 2: 1.0%; Year 3: 1.0%; Year 4: 3.0%

### Lump Sum to Base

- Year 4: \$1750

### Salary Floors

- Increase by 5% in Year 1 and by scale in Years 2, 3 and 4

### Performance-Linked Career Progress (PLCP) –Salary Breakpoints

- Increase by scale in each year

### Performance-Linked Career Progress (PLCP) –Value of Salary Points

- Increase by scale in each year

### Career Trajectory Fund: Year 4 only

- \$1,023 per Full-Time Member allocated to the fund
- All FT Members eligible for adjustments
- Comparison to similar faculty at comparator universities removed – internal comparison only, based on gender first
- Same cap on total adjustment value per Member (\$10,000)
- Higher threshold for clawback/reduction of adjustment amount (\$180,000 not \$150,000)

## **COMPENSATION AND BENEFITS – Part-Time Member Pay**

### Experience Premium

- Permanently rolled into Per-Course Base Rate for all Members

### Base Rate Increase

- Minimum compensation for teaching a course increases by 1% in Years 1, 2 and 3; by 3% in Year 4

### New Seniority Premium

- 1.2% added to the Per-Course Base Rate in each year of the agreement, in addition to the Base Rate Increase above

### Don Wright Faculty of Music

- Minimum Base Hourly Rates for studio courses increase by scale + seniority premium (1.2%) in Years 1, 2, and 3



## *Summary of 2022-2026 UWOFA-F Tentative Agreement*

- Effective as of Year 4: new hourly rate for Members with Standing Appointment
  - Base Hourly Rate will increase by 3% in Year 4
  - Standing Appointment Hourly Rate = 5.17% higher than the Base Hourly Rate in Year 4
  - Seniority Premium of 1.2% will be added to both Base Hourly Rate and Standing Appointment Hourly Rate
- FCE for conducting designated ensembles in the Faculty of Music adjusted to 1.0
- FCE for coaching chamber music and instrumental methods remain unchanged

### Pay for Employer-mandated training and course-based work outside of contract dates

- Effective Year 1, \$400 for a full day (8 hours) or \$50 per hour for periods less than a full day

### Increase to Course cancellation stipend

- Effective Year 3, 18% of income for teaching the course if cancelled before the first scheduled class; 25% if cancelled on or after the first scheduled class

## **COMPENSATION AND BENEFITS – Full-Time Flexible Benefit Credits**

- No change in flexible benefit credits, still \$2,500 in each of the years of the agreement;

## **COMPENSATION AND BENEFITS – Full-Time Member Benefit Improvements**

### Mental Health Benefits

- Effective Year 1: 85/15% co-pay arrangement up to the reasonable and customary charge like prescription drugs and dental, with mental health benefits contributing to the out-of-pocket maximum (\$450 single; \$900 family)
- Expanded list of providers: Mental Health Professional Services – includes services delivered by providers who are registered by the College of Psychologists of Ontario, the College of Registered Psychotherapists of Ontario, the College of Nurses of Ontario, the College of Occupational Therapists of Ontario, the Ontario College of Social Workers, Ontario Registered Clinical Counsellor or the Canadian Registry of Marriage and Family Therapists

### Vision Care Benefits

- Effective Year 3: coverage of yearly eye exams up to \$75 (up from \$25) and glasses/contacts, etc. at \$600 every two years (up from \$300)

### Promotion Bonus

- Effective Year 4: \$5,000 one-time payment upon promotion to Associate Professor and Professor and upon receipt of Tenure for those hired as Probationary Associate Professor

## **CONFLICT OF INTEREST AND CONFLICT OF COMMITMENT**

- Requires Members who employ students whom they teach, advise or supervise, or in the evaluation of whose academic work they have responsibilities, to provide the Dean certain specified information about the employment; also requires the Employer to remind such Members of their legal responsibilities associated with the employment relationship

## **DEPARTMENT CHAIRS AND DIRECTORS OF SCHOOLS**

- Prescribes the election of a Member to act as alternate on the Chair Selection Committee

## **DISCIPLINE**

- Clarifies investigative processes for allegations not covered by the Articles Academic Fraud and Misconduct and Discrimination and Harassment
- Clarifies disciplinary processes, incorporating terms of a Memorandum of Settlement regarding provision of investigative reports to the Association
- Provides that a Member receives a copy of the Investigative Report

## **DURATION OF THE AGREEMENT**

- Four-year agreement from July 1, 2022 to June 30, 2026

## **EDUCATION LEAVE**

- Adds that requests for Education Leave will not be arbitrarily denied and that the Dean will give written reasons for denial

## **EMPLOYMENT EQUITY**

- Adds “persons of any sexual orientation or gender identity” to the list of designated groups for employment equity

## **GRIEVANCE & ARBITRATION**

- Removes the requirement that a different OFR consultant handle grievances at steps 1 and 2 of the grievance process

## **IMPLICATIONS OF TECHNOLOGY**

- Name change for Western Technology Services
- Added the requirement of explicit agreement between the Parties for any required use of ICTs in courses

## **INCOME SECURITY – COMPASSIONATE LEAVE**

- Adds provisions for Compassionate Leave with Pay: Effective Year 1, covers the ESA-provided Domestic or Sexual Violence Leave and Child Death Leave
- Adds provisions for Caregiving Leaves with SEIB top-up: Effective Year 3, provides SEIB to 95% of salary for ESA-provided Family Medical Leave and Critical Illness Leave
- Clarifies language outlining the process for an Independent Medical Examination
- Members returning from Long-Term Disability leave shall have their salaries reinstated at a level that incorporates negotiated increases, including PLCP increases based on the process set out in Clause 9.5 of Performance Evaluation

## **INFORMATION**

- Employer to provide Association with UWO email addresses of Members
- Employer to indicate which Members have Standing Appointment and Preferred Status in the provided list of Members on Limited Duties Appointments

## **OFFICIAL FILE**

- Transition language to include the movement toward an electronic Official File

## **PREGNANCY, PARENTAL AND ADOPTION LEAVE**

- Effective Year 1: Members are eligible for SEIB for Pregnancy, Parental and Adoption leave upon hire (previously after one year)
- Language to allow for greater transparency for and access to PPAL for Part-Time Members with Preferred Status (Employer did not accept two parents employed by Western being eligible for SEIB: issue currently subject to a grievance)

## **PROFESSIONAL EXPENSE REIMBURSEMENT**

- Reimbursable expenses can now be incurred and submitted by the expiry of the Collective Agreement (previous deadline was March 31 in the final year of the Agreement)
- Effective Year 2, PER for Part-Time Members will be \$275 flat rate per 0.5 full course equivalent and will be available at the start of the contract each term (July 1, Sept 1, Jan 1, May 1) (was \$250 for the first 1.0 FCE and \$75 for each 0.5 FCE after to a cap of \$700)

## **PROMOTION, TENURE AND CONTINUING STATUS**

- Employer proposal to stipulate unreasonable criteria for a Member on a Limited-Term Appointment to achieve Promotion - WITHDRAWN
- Employer proposal to require 5 external referee letters - WITHDRAWN
- Language added to reinforce the confidentiality requirement of P, T & CS Committee deliberation

- Material added to the Members P, T & CS file shall be removed in cases of early consideration or if a Member withdraws their file (i.e., not available in subsequent review)
- Clarified language to allow the non-Home Unit Dean to provide a separate recommendation in the case of P, T & CS processes for Joint Appointment

## **RECOGNITION**

- Adds a definition of Affiliate Appointment as someone from outside the University who has an affiliation with an Academic Unit

## **REDUCED WORKLOAD**

- Allow waiver of 6-month notice period due to unforeseen circumstances

## **RETIREMENT AND RESIGNATION**

- New clause: Retirement or resignation of a Member shall not increase the Workload of the Full-Time Members in the Unit
- Incorporated language from LU on Phased Retirement
- Members who have held a Limited-Term Appointment for at least five years at the rank of Lecturer or Assistant Professor may be granted Professor Emeritus status upon recommendation of the Dean
- Retired Members shall maintain their uwo.ca email account and free access to the same online services and applications as Members

## **SABBATICAL LEAVE**

- Deadline imposed for the Dean to request more information regarding a sabbatical request

## **WORKING CONDITIONS**

- Provision of T2200s for all Members who did not have access to an office on campus and had to use work space in their home for five or more working days in a calendar year and/or were required to pay for work-related expenses for which they were not reimbursed
- Library access for Part-Time Members extended to 24 months (from 12)

## **WORKLOAD**

- Specifies the Workload balance for Teaching Scholars: Service and Scholarship Activities approximately equal (formalizing the 60 20 20 balance implicitly agreed to in 2018)
- Expands the Workload Committee to ensure representation of the range of teaching done in the Unit (i.e., course types, experiential learning)
- Significantly expands the list of aspects of workload that must be addressed in the Workload Document, to clearly demonstrate how work in the Unit is to be equitably distributed among Members and how resources are to be allocated to support Members' work
- Prescribes training for Workload Committees
- Requires the Dean to address concerns in writing within 15 working days of a meeting with a Member to review their Workload
- Requires the Workload Committee to determine the (normally greater) weighting of experiential learning courses, based on specified relevant factors
- Stipulates that a Member who is creating a new experiential learning course will be provided appropriate recognition for the work involved, such as course release, workload adjustment or compensation

## **LETTERS OF UNDERSTANDING – NEW OR CHANGED**

### **LU – CENTRE OF ENGINEERING LEADERSHIP AND INNOVATION (CELI)**

- Name change and removal of old transition language
- Changes to reflect new definitions of Cross-Appointment and Affiliate Appointment

## **LU - COVID-19 PANDEMIC PROVISIONS**

- Preserves terms agreed to for considering COVID effects on performance in APE, notes Probationary term extensions granted due to COVID, postponement of Sabbatical Leaves

## **LU DEPARTMENT OF GENDER, SEXUALITY AND WOMEN'S STUDIES**

- Name change and removal of old transition language
- Changes to reflect new definitions of Cross-Appointment and Affiliate Appointment
- Removal of requirements of Affiliate Members on committees and overall simpler specification of where practices differ from those in other Departments

## **LU – DIRECTOR, SCHOOL OF MATHEMATICAL AND STATISTICAL SCIENCES (SMSS)**

- Revised to account for administrative changes in the Unit

## **LU FIRST NATIONS STUDIES PROGRAM**

- Pending side table negotiations – see LU Indigenous Faculty Members Side Table Process

## **LU INDIGENOUS FACULTY MEMBERS**

- Pending side table negotiations – see LU Indigenous Faculty Members Side Table Process

## **LU INDIGENOUS FACULTY MEMBERS SIDE TABLE PROCESS**

- Acknowledges negotiations in side table on LOU Indigenous Faculty Members, and LOU Indigenous Studies Program

## **LU JOINT WORKING GROUP ON OPTIONS TO PAY-IN-LIEU OF BENEFITS TO PART-TIME MEMBERS**

- Creates Joint Working Group to study feasibility of options for benefits for Part-Time Members and make recommendations to be implemented during the life of the Collective Agreement

## **LU LIMITED DUTIES CONVERSIONS**

- Renewal with amendments:
  - Twelve Limited-Term positions to be created for the conversion of Limited-Duties (LD) Appointments for eligible Part-Time Members
  - Reasonable efforts to allocate 50% of these positions in Art & Humanities, Music, FIMS and Education, with 50% of those allocated to Arts & Humanities and Music. Reasons must be given to Joint Committee if unable to do so.
  - Limited-Term Appointment initially for a three-year term and is renewable
  - Eligibility: have taught an average of at least 2.5 courses under LD Appointments in the three years prior to September 30 of each year of the Collective Agreement

## **LU – MASTER OF PUBLIC HEALTH PROGRAM**

- Changes to reflect new definitions of Cross-Appointment and Affiliate Appointment

## **LU- MEMBERS WITH DISABILITIES JOINT WORKING GROUP**

- Creates a Joint Working Group to review aspects of the working conditions of Members with disabilities and make recommendations

## **LU – MUSIC PERFORMANCE STUDIES (MPS) STUDIOS AND ENSEMBLES**

- Removal of Joint Working Group language
- Incorporation of language from LU Payroll for Studios Within the Faculty of Music



## **LU – PROVISIONS FOR RECRUITMENT TO TEACHING SCHOLAR TRACK APPOINTMENTS**

- A minimum of 6 positions to be created in the period of the Collective Agreement
- Internal recruitment (among current Limited-Term and Part-Time Members) for the period of the Collective Agreement for at least 6 of those positions

## **LU – SCHOOL OF BIOMEDICAL ENGINEERING**

- Changes to reflect new definitions of Cross-Appointment and Affiliate Appointment

## **LU TRANSITION PROVISIONS FOR PERFORMANCE EVALUATION**

- Stipulates terms for allocation of Members to a year of evaluation based on preferences they indicate to the Chair, Director or Dean
- Indicates that Base Salary Points (BSPs) for Members who participate in year two or three will be based on 2022-23 APE ratings or average of previous 3 years' assessment, whichever is greater
- Specifies terms for optional participation in Performance Evaluation outside the year to which a Member is allocated
- Clarifies terms for Performance Evaluation Committees to be elected and to identify procedures and criteria

## **LU WORKLOAD STUDY GROUP**

- Renewal of LU, extending the timeline for the group to complete its work

## **LETTERS OF UNDERSTANDING – NOT RENEWED**

LU – Annual Performance Evaluation

LU – Centre for Environment and Sustainability (CES)

LU – Payroll for Studios within the Faculty of Music (incorporated into LU Music Performance Studies)

LU – Phased Retirement (incorporated into Retirement & Resignation)

LU – Transition Provisions for Recruitment to Teaching Scholar Track Appointments

LU – Transition Provisions for Recruitment of Former Members to Teaching Scholar Track Appointments

### **LETTERS OF UNDERSTANDING – RENEWED**

LU – Appointments Clause 3D Assignment Limits

LU – Centre for Theory and Criticism

LU – Department of English and Writing Studies-Special Provisions for the Collective Agreement Committees and Processes

LU – Documentation of Waivers

LU – Evaluation of Courses and Teaching

LU – Non-Traditional Units

LU – Office Space for Standing Appointees

LU – Posting and Selection of Limited-Duties Appointments in the Faculty of Education

LU – Special Provisions for Appointing Additional Associate Deans and Vice-Deans

LU – Technical Support of Macintosh

### **APPENDIX C – ARBITRATORS**

- Revisions to list of names

### **APPENDIX E**

- Deletion from here of terms pertaining to supervision of graduate students, which are moved to Academic Responsibilities of Members

**HOUSEKEEPING ONLY CHANGES TO THE FOLLOWING**

Association Rights

Closure or Reorganization of an Academic Unit

Court Leave

Definitions

Deferred Salary Leave

Discrimination and Harassment

Entry or Return of Administrators to the Bargaining Unit

Exchange Leave

Leave of Absence

LU – Online Courses

LU – Standing Appointment Accrual

LU – Western Research Chairs

**NO CHANGES TO THE FOLLOWING ARTICLES**

Academic Freedom

Association Dues

Basic Scientists in Clinical Departments

Child and Family Care

Copies of the Agreement

Elected Public Office Leave

Emergency Suspension

*Summary of 2022-2026 UWOFA-F Tentative Agreement*

Financial Emergency

Health and Safety

Institutional Performance Indicators

Intellectual Property

Joint Committee

Liability Insurance

Management Responsibilities

No Strike or Lock-Out

Privacy

Use of Facilities and Services Provided by Third Parties Under Licence or Contract

Vacations and Holidays

Appendix A – OLRB Certificate 4482-97-R

Appendix B – Canadian Library Association

Appendix D – Studios and Ensembles in the Don Wright Faculty of Music