

SIMON FRASER UNIVERSITY

AND

SIMON FRASER UNIVERSITY FACULTY ASSOCIATION

The parties are prepared to recommend to their principals the following settlement of salaries and economic benefits for the period July 1, 2006 to June 30, 2010.

I. Economic Adjustments

- (a) Effective July 1, 2006 For each full-time continuing and limited-term member of the SFUFA bargaining unit as at March 31, 2006 a one-time lump-sum amount of \$3,700. This amount will be pro-rated on the basis of percentage in position for part-time continuing and limited-term members. Visiting faculty, faculty on unpaid leave of absence, faculty on 100% long-term disability and faculty on post-retirement contracts are not eligible to receive any of this amount. SFUFA members who are also members of another SFU employee group shall receive no more than \$3,700 in total. The one-time payment is subject to the normal statutory deductions payable i.e. income tax, CPP, E.I. WCB.
- (b) Effective July 1, 2006 Economic Adjustment to salary in accordance with the Faculty Salary Policy = 2%
- (c) Effective July 1, 2006 Market Adjustment to salary in accordance with the Faculty Salary Policy = 1%
- (d) Effective July 1, 2007 Economic Adjustment to salary in accordance with the Faculty Salary Policy = 2%
- (e) Effective July 1, 2007 Market Adjustment to salary in accordance with the Faculty Salary Policy = 1%
- (f) Effective July 1, 2008 Economic Adjustment to salary in accordance with the Faculty Salary Policy = 2%
- (g) Effective July 1, 2008 Market Adjustment to salary in accordance with the Faculty Salary Policy = 1.5%
- (h) Effective July 1, 2009 Economic Adjustment to salary in accordance with the Faculty Salary Policy = 2%
- (i) Effective July 1, 2009 Market Adjustment to salary in accordance with the Faculty Salary Policy = 1.5%
- (j) Effective June 30, 2010 One-time Fiscal Dividend Payment (Letter of Agreement to be signed when template is provided by the provincial government)

II. Benefits

Maternity and Parental Leaves

- (a) For parents of infants due or adopted on or after July 1, 2006 an EI top-up model will replace the existing salary continuance model. EI benefits are comprised of a 2-week waiting period with no benefit; 15 weeks of maternity benefit; 35 weeks of parental benefit available to either the biological or adoptive parents.
- (b) The basic formula for the EI top-up benefit is 95% of salary less the maximum EI benefit that may be paid, currently \$413/week except for the 2-week waiting period when there is no EI benefit.
- (c) Paid leave for mothers: 35 weeks paid leave broken down as follows: 2 weeks at 95% salary (EI waiting period) and 33 weeks at basic formula;
- (d) Paid leave for fathers: 18 weeks at basic formula, unless there is a waiting period when the first two weeks are at 95%
- (e) Any further entitlement to EI parental leave will be unpaid leave
- (f) Biological mothers may commence leave up to 8 weeks prior to due-date
- (g) Fathers and adoptive parents may take leave any time between the due-date and the baby's 52nd week
- (h) Repayment is required if depart university within 1 year
- (i) Where both parents are SFU employees, the maximum leave entitlement (paid and unpaid) is 52 weeks
- (j) Where a leave is taken during a teaching semester, this semester may be counted towards a study leave. Up to two such semesters can count toward an Option A, B or C study leave and up to one semester toward an Option D or E study leave
- (k) Time spent on leave will count towards years of service.

III. Professional Development Reimbursement

Effective July 1, 2006, claims for reimbursement of approved professional development expenses can be made once annually at the end of the calendar and tax year. Thus claims after July 1, 2006, fully supported by receipts, must be submitted between December 15, 2006 and Jan 15, 2007. Claims for 2007, fully supported by receipts, must be submitted between December 15, 2007 and Jan 15, 2008, and so on.

Effective January 1, 2007 the annual allocation available to each member will be reduced by \$90.

IV. Steps in Rank

- (a) Effective September 1, 2006, add two above-the-breakpoint-value steps to Librarian 3,4 and Associate University Librarian scales.
- (b) Effective September 1, 2006, add two above-the-breakpoint-value steps to Senior Lecturer scale.

This agreement is contingent upon approval by PSEC, the Employee Relations Committee of the Board of Governors, and ratification by the members of the Simon Fraser University Faculty Association.

Signed on Behalf of:

Simon Fraser University

Simon Fraser University
Faculty Association

February 24, 2006

**LETTER OF AGREEMENT BETWEEN SIMON FRASER UNIVERSITY AND
THE SFU FACULTY ASSOCIATION (1)**

The Parties Agree That:

A joint committee comprised of an equal number of members representing each party will examine the University's strategy on market differentials. This committee will commence its work on a mutually agreed date once the current negotiations on contractual mandatory retirement have concluded. The committee should present its recommendations to the Vice President, Academic no later than 12 months after commencing its work, unless extended by mutual agreement.

Signed on Behalf of:

Simon Fraser University

Simon Fraser University
Faculty Association

February 24, 2006

LETTER OF AGREEMENT BETWEEN SIMON FRASER UNIVERSITY AND THE SFU FACULTY ASSOCIATION (2)

The Parties Agree That:

A letter signed by both parties will be issued to Chairs and Directors to clarify section 5.5 of the Procedures in A20.01 **Faculty Salaries Policy**. This letter will confirm that

- (a) salary steps awarded at the time of promotion are not included in the defined number of steps available to be distributed as part of the regular biennial performance review;
- (b) that there is no defined number of steps to be allocated at the time of promotion;
- (c) the steps to be awarded at the time of promotion are to be based on an assessment of the faculty member's entire career performance; and
- (d) the steps to be awarded at the time of promotion needs to be expressed both as a placement on the scale of the higher rank and as the number of steps that this represents.

The University will continue to report the average number of steps awarded on promotion to Deans and Chairs on an annual basis.

Signed on Behalf of:

Simon Fraser University

Simon Fraser University
Faculty Association

February 24, 2006

LETTER OF AGREEMENT BETWEEN SIMON FRASER UNIVERSITY AND THE SFU FACULTY ASSOCIATION (3)

The Parties Agree That:

A joint committee comprised of an equal number of members representing each party will negotiate a revision of the Teaching Appointments Policy (A12.01) to address terms and conditions of employment other than salary and economic benefits. This may include, but is not limited to

- The teaching appointment ranks and the qualifications and duties of those ranks
- Performance Review
- Vacation scheduling
- Equitable distribution of teaching duties
- Promotion

This committee will commence negotiations in June 2006 and conclude them by December 31st, 2006, unless this deadline is extended by mutual agreement.

Signed on Behalf of:

Simon Fraser University

Simon Fraser University
Faculty Association

February 24, 2006