

**SUMMARY OF SETTLEMENT AGREEMENT
CUPE 3904 UNIT 1 AND RYERSON UNIVERSITY
AUGUST 16, 2017 TO AUGUST 15, 2021**

NEW - Length of Agreement:

- **4 years** (August 16, 2017 to August 15, 2021)

IMPROVED - Across the Board Salary:

- Year 1 – **1.75%**
- Year 2 – **1.75%**
- Year 3 – **2.00%**
- Year 4 – **2.00%**

IMPROVED - Health Benefits and Leaves:

- **IMPROVED** – Effective August 16, 2018, Part-Time Contract Lecturers (teaching less than 9 hours weekly) will receive **3%** pay in lieu of health benefits on each paystub (currently 2.5% pay in lieu)
 - **NEW** – Effective Fall 2018, the university will implement a **drug card** with a \$9 dispensing fee cap and mandatory generic substitution for Reduced and Full Sessional Contract Lecturers (teaching 9 hours or more weekly) [**Please note:** Once the drug card has been issued to Reduced and Full Sessional Contract Lecturers, they must retain this drug card permanently. If a Contract Lecturer loses their eligibility for health benefits for a term, they must retain their drug card for the next time they become eligible for health benefits at which time the university will re-activate their original card. New drug cards will not be re-issued by the university.]
 - **IMPROVED** – Effective March 1, 2018, Reduced and Full Sessional Contract Lecturers (teaching 9 hours or more weekly) will receive:
 - Vision - **\$800/24 months** (currently \$700/24 months)
 - Dental – Major restorative **65%** and implant coverage **65%** of the cost of the standard alternative appliance **up to a maximum of \$3,500 per person per year on all dental excluding orthodontia** (currently major restorative 50% and no implant coverage)
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- **NEW** – New language on pregnancy leave and parental leave and Supplemental Unemployment Benefit Program (pursuant to the new EI pregnancy leave benefits shorter wait time) and **Supplementary Plan top up increased to 97%** to address the one week reduction in the EI waiting period (currently Supplementary Plan top up 93%)
- **NEW** – New language on partner leave to include adoption

IMPROVED - Professional Expense Reimbursement Funds (formerly Professional Development Funds):

- **IMPROVED** – Reduced and Full Sessional Professional Expense Reimbursement Claim Fund to **\$190,000** for Fall/Winter academic year (currently \$90,000)
- **IMPROVED** - Part-Time Professional Expense Reimbursement Lottery Fund to **\$70,000** for Fall/Winter academic year (currently \$50,000)
- **IMPROVED** - Reduced Sessional Expense Reimbursement Claim Fund to **\$425 per term** and **\$850 per academic year** per member (currently \$400 per term and \$800 per academic year)
- **IMPROVED** - Full Sessional Expense Reimbursement Claim Fund to **\$550 per term** and **\$1,100 per academic year** per member (currently \$525 per term and \$1,050 per academic year)
- **IMPROVED** - compensation for administration of Professional Development Funds to \$25,000 per year (currently \$20,000)
- **NEW** – Effective Fall 2018, no unused Reduced or Full Sessional Professional Expense Reimbursement Funds from previous years will be eligible to be claimed or paid out (**no carry-over funds after June 1st, 2018**)
- **Please Note:** Professional Expense Reimbursement Funds are available pursuant to the above terms only. Once the Reduced and Full Sessional Reimbursement Claim Fund and Part-Time Professional Expense Reimbursement Lottery Fund has been depleted, no further fund claims will be able to be paid out for the remainder of the Fall/Winter academic year.

IMPROVED – Severance Provision:

- One week’s pay for each semester taught up to a maximum of thirty weeks; one week’s pay is based on the average of the Contract Lecturer’s best four (4) semesters of teaching **including extra student payment, overload payment, compensation for activities which fall outside the appointment period, and lump sum payments**
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IMPROVED - Continuing Appointments:

- **Four-year** appointments for the **70** most senior CUPE 3904 Unit 1 Contract Lecturers based on seniority across the university (currently three year appointments for 60 most senior CUPE 3904 Unit 1 Contract Lecturers)

Class Size Limits and IMPROVED Extra Student Payments:

- Class size limits remain at current levels of:
 - Teaching 1 section – maximum of 60 students
 - Teaching 2 sections – maximum of 55 students per section
 - Teaching 3 sections or more – maximum of 50 students per section
- Extra student payment for additional 33 students per section beyond the aggregate number of combined number of students per section remains at \$80 per student
- **NEW** - Additional extra student payment of **\$90 for any additional students beyond the aggregate number of combined number of students per section plus combined aggregate number of combined number of 33 additional students per section:**

For example:

5 sections = 250 students (250 is the aggregate number of combined students across all five sections ($50 \times 5 = 250$) without receiving extra student payment)

5 sections plus additional 33 students per section = $250 + 165 = 415$

Extra student payment of \$80 per student paid for the additional 165 students = \$13,200

Extra student payment of \$90 per student paid for any additional students over the additional 165 students (based on teaching 5 sections)

NEW – Language for TA/GA Support:

- Contract Lecturers can choose to give up extra student payment and opt for appropriate TA/GA support
 - **OR**
 - **NEW** - Contract Lecturers can make arrangements with their Chair/Director to use a portion of their extra student payment in exchange for some marker/grader support and keep a portion of their extra student payment and complete some of the marking/grading of assignments themselves
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- **NEW** - In departments where TA/GA support is academically required, Contract Lecturers will be paid 20% of the extra student payment

NEW – Language on Experiential Learning Design Studios in the School of Interior Design:

- Creation of new upper level experiential learning design studio course as a 9 hour per week for 16 week course with corresponding pay (12 weeks for course plus 4 weeks vacation pay = 16 weeks); all work involved to be performed within the 9 hour a week studio period; side letter with expiry date of 2024

Key Non-Monetary Items:

- **NEW** – New Letter of Understanding addressing accommodations for religious observances and persons with disabilities
 - **NEW** – New Article regarding workplace civility
 - **NEW** – New Memorandum of Understanding outlining that the union will be invited to all faculty orientation sessions and give a 20 minute presentation on the role of the union and hand out its orientation package to its members
 - **NEW** – New language clarifying and streamlining the complaints and grievance process
 - **NEW** – New language clarifying the posting of restricted work and the process by which that work is designated and assigned; that any and all restricted work cannot be posted as a package together with unrestricted work, that all restricted work cannot be available for application, and that all restricted work identify the specific skills, knowledge and/or experience required to enhance a particular program
 - **NEW** – New posting dates for unit 1 work:
 - November 1 – Winter term
 - March 1 – Spring term
 - **NEW – May 30** – Fall term and academic year (currently May 15th)
 - **NEW** – New Letter of Understanding requiring all departments/schools to send an email communication reminding unit 1 members to access the online recruitment application system in order to apply for unit 1 posted work; those to receive these communications include all unit 1 members currently employed in the department/school by the university, all unit 1 members with Priority of Consideration in the department/school, and all unit 1 members who have taught in the department/school over the past six consecutive terms [**Please note:** The union encourages all unit 1 members to set their eHR settings to “notify” to ensure that they do not miss departmental unit 1 postings. Departments/Schools will not be providing copies of the unit 1 postings to their current unit 1 members. The email will remind unit 1 members in the department to check the eHR system to review the postings and submit their applications online. All unit 1 applicants (new and senior) must submit a complete application for each unit 1 posting including all documentation requested on the posting to support the scoring categories
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of education, experience, currency, teaching skills and interactive effectiveness. Please refer to the collective agreement for details of each category.]

- **NEW** – New language stating that all applicants must apply for posted work through the university’s online recruitment tool
 - **NEW** – New Letter of Understanding that the union and the university agree to discuss the implementation of a diversity self ID and associated protocols as part of the application process and discuss the university’s intention to designate one member of the Contract Lecturer Appointments Committee as an equity representative and the role and training of that representative
 - **REMOVED** – Language regarding “limited research” has been removed from the duties of Contract Lecturers
 - **NEW** – New and revised dates for the submitting of the Currency Report:
 - **June 1st** – Full and reduced sessional academic year appointment
 - **June 1st** – Full and reduced sessional fall term and full and reduced sessional consecutive winter term appointments
 - **January 15th** – Full and reduced sessional fall term appointment only
 - **January 15th** – Part time fall term appointment only
 - **May 15th** – Part time academic year appointment
 - **May 15th** – Part time fall term and part time consecutive winter term appointments
 - **May 15th** – Full and reduced sessional winter term appointment only
 - **May 15th** – Part time winter term appointment only
 - **NEW** – Faculty Course Survey results will be automatically released to the Contract Lecturer’s Chair/Director immediately following the applicable currency report submission date [**Please note:** Contract Lecturers are required to submit their FCS for a minimum of the last three years as part of the application process. The automatic release of FCS results to the Chair/Director of the department/school cannot be taken into consideration in the review of applications as part of the hiring recommendation process.]
 - **NEW** – New reference to “scholarship” in terms of knowledge of course materials, subject matter, current examples, references within lectures, class discussions and in addressing student questions on the Unit 1 Contract Lecturer Assessment Form
 - **NEW** – New language stating that mandatory orientation sessions requiring the attendance of unit 1 members must take place during the period of the employment contract
 - **NEW** – New Memorandum of Understanding clarifying the responsibility of the university to provide Contract Lecturers with reasonable access to facilities in their department/school for the purpose of carrying out their assigned duties and obligations of their employment contract (i.e., photocopying, etc.); Contract Lecturers will retain
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access to their university email account, LTO workshops, and the library subsequent to the end date of their contract up to the end of the academic year (August 31)

- **NEW** – New language regarding bereavement leave to include persons where there is a significant relationship
 - **NEW** – New Article on health and safety clarifying the union and university's commitment to a healthy and safe work environment through their continued participation in a joint health and safety committee pursuant to the *Occupational Health and Safety Act*
 - **NEW** – New language on Letter of Understanding #2 to read Human Rights Services (formerly known as the Discrimination and Harassment Prevention Office)
 - **NEW** – New language on Letter of Understanding #9 to renew the union and university's joint committee on employment equity to specify five particular marginalized groups designated by the university (women, visible minorities/racialized peoples, Aboriginal peoples, persons with disabilities and 2SLGBTQ+) and other disadvantaged groups that the parties agree have faced systemic barriers
 - **NEW** – New Language on Letter of Understanding #12 specifying that each hour of work per academic semester equals four hours for Employment Insurance purposes
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