



**SUMMARY OF SETTLEMENT AGREEMENT
 CUPE 3904, UNIT 2 AND THE CHANG SCHOOL OF CONTINUING EDUCATION
 Monday, June 18th, 2018**

NEW-Length of Collective Agreement

September 1st, 2017 until August 31st, 2021 (4 years)

NEW-Market Adjustment for first two years of agreement

Year 1-Wage increase of 1%

Year 2-Wage increase of .80%

NEW ACROSS THE BOARD SALARY INCREASE-(Applied on top of market adjustment increases)

Year 1-1.75%

Year 2-1.75%

Year 3-2.0%

Year 4-2.0%

IMPROVED-Professional Development Fund(previously \$75,000.00 per year) and **Health Benefit Fund** (Previously \$65,000.00 per year):

PD Lottery Year 1- \$80,000.00	Health Benefit Year 1- \$80,000.00
PD Lottery Year 2- \$100,000.00	Health Benefit Year 2- \$95,000.00
PD Lottery Year 3- \$100,000.00	Health Benefit Year 3- \$95,000.00
PD Lottery Year 4- \$100,000.00	Health Benefit Year 4- \$95,000.00

Improved-The Chang School will transfer **\$25,000.00** for each year of the agreement to the Union to help defray the costs of administration of funds. (currently \$15,000)

IMPROVED-TUITION WAIVER

Increase from 2 credit courses (maximum course value of \$500 per course) to **3** credit courses (maximum course value of **\$750** per course)

IMPROVED-COURSE CANCELLATION FEE

Increase from 6 hours of compensation for courses cancelled with 24 hours notice to **9** hours of compensation.

IMPROVED-SEVERANCE TERMS

Increase-*for those eligible, compensation based on average salary over last 4 semesters changed to salary averaged over **best** 4 semesters.*

Ineligibility to apply for future work after receiving severance-lowered from a 3 year period to a 2 year period.

IMPROVED-OUT OF SCOPE WORK

Increase- guaranteed minimum of 2 hours work.

New-Out of Scope work form to be created.

IMPROVED-CONTINUING APPOINTMENTS

Increase-from 30 2 year appointments to **40** continuing appointments commencing in Winter 2019 and ending 1 year (in the applicable Winter term) after the expiration of the collective agreement.

NEW-HEALTH AND SAFETY

Language to confirm the Chang School's commitment to a healthy and safe work environment through the University's Joint Health and Safety Committee.

NEW-ACCOMMODATION POLICY

Language to confirm and articulate the Chang School's commitment to providing members with reasonable accommodations in the workplace in accordance with appropriate University policies.

NEW-WORKPLACE CIVILITY

Language to confirm and articulate the Chang School's commitment to providing members with a workplace free from bullying and harassment.

IMPROVED-LENGTH OF POSTING PERIOD FOR FALL AND WINTER TERMS

Increase-from a 7 day posting period for Fall and Winter available courses to a **10** day posting period. (Maintenance of 7 days for Spring/Summer posting period.)