

Summary of Proposed Changes for the 2020-2023 Collective Agreement

Three year agreement.

ARTICLE 1 - DEFINITIONS

- 1.08 – Added definition of “Professional Librarian” which includes archivists.

ARTICLE 12 – RIGHTS AND RESPONSIBILITIES OF MEMBERS

- 12.02 – Added language to mandate that search committees for senior administrative positions include self-identified members of equity-seeking groups to the extent possible.
- 12.07 – Clarifies that while student course evaluations are the property of the instructor, the University is not precluded from accumulating aggregated and anonymized data from online student course evaluations for reporting purposes to government.

ARTICLE 16 – DEPARTMENTAL AND CENTRE COMMITTEES

- 16.03,16.04 & 16A.04 – Added language extending the right for LTA/ILTA members to participate and vote in the election of Department Chairs, Centre Directors, and Program Directors.
- 16.03 & 16.04 – Added language mandating that student evaluations for online courses be collected in an online format.

ARTICLE 19 – APPOINTMENT OF MEMBERS

- 19.02.b – Added language to indicate that a candidate’s eligibility for appointment on academic grounds may be measured by “equivalent Indigenous knowledges” and “diverse forms of Indigenous scholarship.”
- 19.02.d; 19.02.e – Added language to mandate that in the case of an Indigenous-focused appointment, candidates shall be scheduled to meet/consult with an Indigenous member of the university community as part of the interview process.
- 19.03.d – Added language to provide criteria for assessing a Ph.D. equivalency for Indigenous knowledge at the time of appointment for a faculty member.
- 19.04.a – Added language to provide criteria for assessing a graduate degree equivalency for Indigenous knowledge at the time of appointment for a professional librarian member.
- 19.05.a; 19.05.c – Added language to extend benefits in Appendix C to LTA faculty and librarian members.
- 19.05.d – Expanded list of reasons for a limited term appointment to be made to include the facilitation of the appointment of visiting Indigenous scholars.
- 19.06.b – Added language to extend benefits in Appendix C to ILTA members.

- 19.18b – List of exemptions expanded to include approved teaching reductions as a result of addition of 24.08 (Workload Releases).

ARTICLE 20 – EMPLOYMENT EQUITY

- 20.02.a.iii – Housekeeping issue to ensure consistent use of the term Library Council.
- 20.02.a.iv - Added language that provides for Indigenous representation on recruitment committees in the case of an Indigenous-focused appointment.

ARTICLE 21 – TENURE AND PROMOTION – PROVISIONS FOR FULL-TIME FACULTY

- 21.04.b; 21.06.c - Addition of service to the “broader community” as a criteria upon which a member’s application for tenure and promotion can be strengthened.
- 21.06a - Addition of the” development of open educational resources” to the list of evidence used to demonstrate the quality and effectiveness of teaching.
- 21.06a - Addition of “written comments from Indigenous organizations, Elders, and/or Traditional Knowledge Carriers/Keepers about a candidate’s teaching “to the list of evidence used to demonstrate the quality and effectiveness of teaching.
- 21.06.b – Addition of the ”judgments of Indigenous Elders and/or Traditional Knowledge Carrier/Keepers through letters of reference” to the list of evidence used to demonstrate the originality and quality of research/scholarly activity or creative work.
- 21.06.b – Addition of “papers, knowledge mobilization, and/or oral presentations in Indigenous community settings” to the list of evidence used to demonstrate the originality and quality of research/scholarly activity or creative work.
- 21.06.c - Addition of “service in and recognition by regional, national, and/or international Indigenous communities/organizations” to the list of evidence used to demonstrate evidence to strengthen a member’s case for tenure and promotion.
- 21.19 – Addition of language providing that in the case of an Indigenous candidate, an Indigenous Elder or Traditional Knowledge Carrier/Keeper may accompany the candidate to a Department-based promotion and tenure information meeting at the member’s request in addition to their union rep.
- 21.26 - Added language to mandate that tenure and promotion committees include self-identified members of equity-seeking groups to the extent possible.
- 21.38 – Added language clarifying that, where relevant, arm’s length referees may include Indigenous Elders and/or Traditional Knowledge Carriers/Keepers.

ARTICLE 21A – TENURE AND PROMOTION APPEALS

- 21A.02.f -Revised timeline for the Secretary of the University to provide a copy of a member’s tenure and promotion appeal notice to the Provost and the Union.

- 21A.02 – Revised language to indicate that in the case of an Indigenous member, an Elder or Traditional Knowledge Carrier/Keeper may, in addition to a Union representative, accompany the member to a tenure and promotion appeal hearing, and that the Elder or Traditional Knowledge Carrier/Keeper be provided with the same notice and access to materials as the member.

ARTICLE 22 – PERMANENCE AND PROMOTION FOR PROFESSIONAL LIBRARIAN MEMBERS

- 22.05.c - Removed language restricting evidence of substantial scholarly activity to “the field of library science.”
- 22.05.e – Added language requiring evidence of recognition from beyond the Brock University community of a candidate’s professional, scholarly, and/or service achievements as a criteria for promotion to Librarian IV.
- 22.06a- Added language to expand list of possible evidence of professional practice, scholarly activity and service to incorporate “Indigenous methods, practices, pedagogies, experience, and/or traditional knowledge systems.”
- 22.06b – Added language to expand the list of possible evidence used to demonstrate the quality of scholarly activity to include “papers, knowledge mobilization, and/or oral presentations delivered in Indigenous community settings,” and “judgments of Indigenous Elders or Traditional Knowledge Carriers/Keepers through letters of reference.”
- 22.06.c - Added language to expand the list of possible evidence used to demonstrate quality of service to the University, the Union, the profession, and the community to include “service in and recognition by regional, national, and international Indigenous communities/organizations.”
- 22.07.e – Revised language to increase the number of referees required for a candidate seeking promotion to Librarian IV from 3 to 4, two of whom shall be external to the University.
- 22.07.g – Added language allowing for an Indigenous Elder or Traditional Knowledge Carrier/Keeper to accompany an Indigenous candidate to a Library Council information meeting at the member’s request in addition to their union rep.

ARTICLE 22A – PHASED RETIREMENT

- 22A.01e – Added language clarifying that in cases where the University offers an alternative retirement incentive program the Parties will, prior to finalizing the terms of the program, negotiate how the program will impact members who are on, or scheduled to be on, phased retirement at the time the incentive is implemented.

ARTICLE 24 – WORKLOAD FOR FACULTY MEMBERS

- 24.08a- Added new clause establishing a minimum of 20 half-course or equivalent research-based teaching releases in the 2021/2022 and 2022/2023 academic years and outlines some parameters for such awards. The University and Union will jointly negotiate the specific guidelines and adjudication criteria for workload releases in 24.08 by September 30, 2020.

- 24.08.b – Adds new clause establishing a minimum of 15 half-course or equivalent unscheduled teaching-based teaching releases in the 2021/2022 and 2022/2023 academic years and outlines some parameters for such awards. The University and Union will jointly negotiate the specific guidelines and adjudication criteria for workload releases in 24.08 by September 30, 2020.

ARTICLE 24A – TEACHING ASSIGNMENTS AND SCHEDULING PATTERNS

- 24A.01.e – Revised language to decouple scheduling requests related to protected grounds in accordance with the Ontario Human Rights Code from scheduling requests that may include pedagogical needs, research requirements, or other extenuating circumstances. The latter are adjudicated by the Timetabling Committee while the former will be handled directly by the Registrar’s Office in order to ensure member privacy. Added language that allows a member whose request falls short of the standard for accommodation, as determined by the Registrar’s Office, to subsequently have their request considered by the Timetable Committee. Revised deadlines for scheduling requests are included in this clause along with a directive for the University to provide the Union with a report of scheduling requests and final decisions.
- 24A.01.f – Added new language that gives Departments, during course collection, the right indicate a preference from the following course scheduling options: (Morning: 8am-12pm; Afternoon: 12pm-6pm; or Evening: 6pm-10pm). Added additional language indicating that requests for scheduling arrangements that do not conform to the above can be submitted to the Registrar’s Office for consideration, and that such requests will not be unreasonably denied.
- 24A.01.h – Deleted reference to a Mathematics teaching pattern (four 1 hour classes per week) from the list of exemptions.
- 24A.01.m – Added language mandating that faculty members on teaching workload reduction may only teach overload courses with the written approval of the appropriate Dean.
- 24A.01.o – Added language clarifying that changes to scheduled course times will not normally occur after registration has opened.
- 24A.01.p – Clarified which scheduling requests are adjudicated by the Timetable Committee and deleted language mandating the Timetable Committee to review and recommend changes to the process of constructing the timetable.
- 24A.01.q – Clarified that the draft version of the fall/winter timetable will be sent to departments by April 15 each year for comment and that publication of the timetable for departments must be completed no later than May 20 or the first working day after the Victoria Day weekend, whichever is later each year. Add new language covering spring/summer as follows: The Office of the Registrar will forward a draft version of the spring/summer timetable to departments by January 5 each year for comment. Departments will have two (2) weeks from the receipt of this draft to provide a detailed response. Publication of the timetable for departments must be completed no later than February 15 each year.

ARTICLE 28 – LIBRARY DEPARTMENT HEADS

- 28.03 – Clarified that appointment to the position of Department Head shall follow the procedures set out in Article 19.15 (Librarians: Appointment Procedures).

ARTICLE 30 – REDEPLOYMENT DUE TO PROGRAM REDUNDANCY OR RESTRUCTURING

- 30.01d – Added language specifying that Library restructuring as well as library departments are subject to the Article. Clarifies that reassignments outside the context of the discontinuance or restructuring of any Library program, service, or department follow Article 25.05 – Reassignment.

ARTICLE 33 – HOLIDAYS AND VACATIONS

- 33.11 – Expanded language around class cancellation to include Indigenous practices.
- 33.12 – Expanded the language around exemptions for exam attendance to include Indigenous practices.

ARTICLE 34 – LEAVES

- 34.02.b – Expanded purpose of professional librarian sabbatical to include engagement in scholarly activity as outlined in Article 22.06.b as opposed to previous language restriction “in the field of library and information science or other areas related to the duties in the member’s job description.”
- 34.02.l – Added language mandating the Committee to provide their recommendation for sabbatical approvals no later than August 31 of each year. This provision comes into effect in the second year of the agreement.

ARTICLE 35 – PERFORMANCE REVIEW

- 35.03 - Added language clarifying that each probationary and limited term professional librarian member will undergo a performance review at the sixth (6th), twelfth (12th), twenty-fourth (24th) and thirtieth (30th) months.

ARTICLE 39 - COPYRIGHTS

- 39.01 – Clarified language that Article provisions apply to both faculty and professional librarian members.

ARTICLE 41 – INFORMATION

- Housekeeping issue to ensure the Article consistently referred to “professional librarians.”

Appendix C

- Scale: July 1, 2020 = 1% to base, July 1, 2021 = 1% to base, July 1, 2022 = 1% to base
- PTR 2.2% of mean nominal salary in each year of the Agreement. : July 1, 2020 = \$3,385.

- Stipends for Chairs/Directors: July 1, 2020 = +1% to 6,060, July 1, 2021 =+1% to 6,121, July 1, 2022 =+1% to \$6,181.
- Stipends for program directors July 1, 2020 = +1% to 1,616, July 1, 2021 =+1% to \$1,632, July 1, 2022 =+1% to 1,648.
- PER July 1, 2020 = +\$100 to \$2500 for the life of the Agreement.
- Half credit course Overload stipends (with the exception of graduate courses in the International Master of Business Administration program and the International Master of Accountancy program) up +1% July 1, 2020= \$7,070, July 1, 2021= \$7,141, July 1, 2022= \$7,212.
- Health Care Spending account for retired and former (8+ years) LTA/ILTA members: +1% annually Jan 1, 2021 = \$2,626, Jan 1, 2022 = \$2,652, Jan 1, 2023 = \$2,679.
- Effective July 1, 2020 payments for services provided by a member of the College of Registered Psychotherapists of Ontario shall be reimbursed within the existing \$1,000 per calendar year maximum for Psychologist or Master of Social Work, with a \$10 co-pay per visit.
- Effective July 1, 2020 the vision benefit entitlement is increased to \$500 every two calendar years.
- Effective July 1, 2020, Private Duty Nursing Benefits for the services of a Registered Nurse (R.N.) or Registered Practical Nurse (R.P.N.)/Licensed Practical Nurse (L.P.N.) in the home on a full or part shift basis capped to a maximum of \$50,000 per calendar year, subject to the rules and regulations of the carrier.
- Research Grants in Lieu of Salary: Within ninety (90) days of ratification of the Agreement, the University and Union shall meet to discuss the feasibility of allowing members to apply to have a portion of their salary paid as a research grant in lieu of salary.
- Internal research grants: The University will provide a minimum of \$160,000 in each of the 2020-21, 2021-22, and 2022-23 budget years to fund general-topic internal research grant competition(s) open to all members. No restrictions on topics shall be imposed.

Appendix D

- Tuition Waiver for Dependents of Members and Educational Assistance for Members are both extended to former LTA/ILTA members who had at least ten (10) years of service and are at least 55 years of age.

MEMORANDUM OF SETTLEMENT

Senior Academic Searches

During the term of this collective agreement, the University will not change the Policy on Appointment and Reappointment of the President and Vice-Presidents, to the degree that it would remove the following requirements or current practices for searches for new senior academic administrative Vice-Presidents:

- i. Provide all members with a curriculum vitae for each of the short-listed candidates

- ii. Invite all members to attend and ask questions as part of each candidate's presentation to the University community
- iii. Make available a video recording for those members unable to attend a candidate's presentation
- iv. Provide all members an opportunity to express their views in writing on the suitability of the candidates

During the term of this collective agreement, in the case of searches for senior academic administrative positions reporting to a Vice-President, Dean, or University Librarian, the degree to which the search processes are open will not be altered, and any search for an Associate Vice-President, Research, shall be conducted in accordance with the requirements outlined in (i) to (iv) above.

Any searches for new senior academic administrative positions created during the term of this collective agreement shall be subject to the requirements outlined in (i) to (iv) above.

Librarian Leave Replacement

Within ninety (90) days of the ratification of this agreement, the University Librarian and the Provost will meet jointly with Library Council and the Union to discuss issues related to leave replacement for Professional Librarians.