FNUniv Sessional Academic Staff Tentative Agreement Highlights (reached November 30, 2016)

1. Compensation

January 1, 2017: Sessional Instructor 1: Increase from $6400 to 7063 (10% increase)
   Sessional Lab Instructor 1: Increase from $60/hour to $66/hour (10% increase)

January 1, 2018: Creation of Sessional Instructor 2 (at parity with current UofR SL 2 rate) and LI 2

January 1, 2019: Creation of Sessional Instructor 3 at $7916 (24%; parity with current UofR SL 3)
   Sessional Lab Instructor 3: $73.91 (hours commensurate with all duties starting 2017)

2. Benefits

2.1 Pension Plan (same plan as faculty; 6% matching; statutory eligibility; starts April 1, 2017)
2.2 Family Drug, Dental, Vision and Extended Health (same benefits as Class C in the Plan; starts May 1)
2.3 Continued during paid leaves of absence, parental leaves, and unpaid leaves less than 1 month
2.4 Access to Employee Family Assistance Program

3. Professional Development

3.1 Opportunities and compensation for orientation, training and committee work
3.2 Opportunities and compensation for curriculum development contracts (posted as all other positions)
3.3 Stipend and service credit for union service (Bargaining Team or Chair of Standing Committee)
3.4 Accountable Professional Expenses Allowance ($100 per 3 credit course; paid upfront; no maximum)
3.5 Education Leave (one year, unpaid; if granted, freezes seniority/maintains benefit eligibility upon return)

4. Leaves

4.1 Paid parental leaves (EI top-up to 12 month max; non-EI benefit; low threshold; improved adoption leave)
4.2 Paid short-term sick leave and EI top-up (up to 17 weeks total; $60,000 allocated/year)
4.3 Paid compassionate, bereavement and other leaves (mostly identical to faculty agreement provisions)
4.4 Paid First Nations holidays (at "Daily Rate" of $90+/ per day) and traditional ceremony leave (if granted)

5. Hiring and Job Security

5.1 Pre-posting offers to members who've taught a course 3 times (and consideration of section preference)
5.2 Jobs filled via internal postings (ie. only open to existing members) before being open to new applicants
5.3 Course-based seniority in hiring each stage in hiring (tie-breaker after FN and Indigenous hiring priority)
5.4 Course cancellation stipend (10% after acceptance; 25% within 21 days; 50% after commencement)
5.5 Opportunity for course bundling (offers of multiple contracts/semesters; by mutual agreement of Parties)
5.6 Severance pay in the case of financial exigency (10% stipend/class taught in previous 5 years, if eligible)
5.7 Progressive discipline language protects against termination without just cause
5.8 Easier access to Employment Insurance (increase to 235 EI-eligible hours/3 credit-hour course)

6. Workload and Support

6.1 Compensation for most common forms of pre/post-contract work (such as grade appeals, deferred exams)
6.2 TA/grading support and access to other resources on same basis as faculty (and ongoing consultation)
6.3 Teaching materials provided as required to perform duties (without violating academic freedom or IP)
6.4 Access to resources significantly improved (office space and materials, technology, listservs, library/email)
6.5 Sessional Lab Instructors will be paid for hours commensurate with all assigned duties (not just lab time)
6.6 Recognition and efforts to reduce higher workloads resulting from the use of instructional technologies

7. Inclusion and Protections

7.1 Role in academic planning and inclusion in decision-making via consultation in committee
7.2 Academic freedom protection and intellectual property rights akin to those of faculty
7.3 Strong harassment, discrimination, dispute resolution, duty to accommodate, and health and safety language
7.4 Mutual commitment to harmonious relations, respect, recognition and inclusion at First Nations University