

HIGHLIGHTS OF CHANGES IN THE 1988-91 COLLECTIVE AGREEMENT

Changes in the following articles are essentially of an editorial nature:

- Article 1 - Definitions
- 15 - Non-Discrimination
- 16D - Professional Responsibilities of Librarians
- 18B - Duties of Library Department Heads
- 19D - Workload of Librarians
- 22B - Appointments of Instructors and Senior Instructors
- 24B - Promotion of Librarians
- 25C - Assessment Committee Procedures (Librarians)
- 32E - Maternity Leave
- 46 - Transition to the Agreement
- 47 - Duration

Article 21A - OUTSIDE PROFESSIONAL ACTIVITIES OF FACULTY MEMBERS

Changed the wording in Article 21A.01 to place a responsibility on the faculty member rather than requiring the Dean to request in writing.

Article 21B - OUTSIDE PROFESSIONAL ACTIVITIES OF INSTRUCTORS, SENIOR INSTRUCTORS, SENIOR TEACHING ASSOCIATES, AND LIBRARIANS

Similar to 21A.

Article 23A - PROBATION AND TENURE OF FACULTY MEMBERS

A new provision to facilitate a communication between the new faculty members and the Department Chairperson or Dean. The intention is to provide an opportunity to correct problems at an early stage. Serious problems should also surface through this process and the Dean should then have an opportunity to remedy the situation. In most situations, the provision is seen as a positive communication between the new faculty member and the department whereby support and guidance could be provided to nurture the development of the academic's career. In rare cases, a performance problem will occur and the Dean may need to take more formal action.

Article 24A - PROMOTION OF FACULTY MEMBERS

The second paragraph has been deleted. This change means that the normal probationary period is 6 years rather than 4 years for an appointment at the Associate Professor level. A shorter period may be specified in the appointment letter if credit towards tenure is granted.

Article 25A - ASSESSMENT COMMITTEES

Assessment committees have been defined for the Saint John Library and the Law Library. Some editorial changes have also been made.

Article 31A - SABBATICAL LEAVES

The 75% of salary for a one year sabbatical has been increased to 85%.

Article 35 - FRINGE BENEFITS

A group dental plan is to be implemented with effect from July 1, 1989.

Article 36A - MERIT AWARDS

Article 36A.05 has been revised by deleting the provision that the merit awards were limited to 15 employees.

Article 36B - SALARY SCALES, SALARY ADJUSTMENTS, AND STIPENDS

New title for article. All the stipends are expressed as a % of the floor of the rank of Assistant Professor. The merit funds have been more than doubled. The special stipends have been simplified by standardizing to an amount equal to 10% of the floor of Assistant Professor.

The economic increases are the same as the last Collective Agreement, that is:

- (a) on July 1, 1988 an adjustment of 0%.
- (b) on January 1, 1989 an adjustment equal to the % change in the Statistics Canada, Consumer Price Index (CPI) for Canada (all items) for the period of November 1987 to November 1988.
- (c) on July 1, 1989 an adjustment of 2%.
- (d) on January 1, 1990 an adjustment equal to the % change in the Statistics Canada, Consumer Price Index (CPI) for Canada (all items) for the period of November 1988 to November 1989, minus 2%. For example, if the % change in the CPI is 4.1% then the economic adjustment would be $4.1\% - 2\% = 2.1\%$.
- (e) on July 1, 1990 an adjustment of 2%.
- (f) on January 1, 1991 an adjustment equal to the % change in the Statistics Canada, Consumer Price Index (CPI) for Canada (all items) for the period of November 1989 to November 1990, minus 2%.

Note: The above adjustments (d) and (f) shall not be less than 0%.

Article 37 - MOVING ALLOWANCE

Has been expressed as 15% of the salary floor of Assistant Professor.

Article 50A - PROFESSIONAL DEVELOPMENT FOR FACULTY MEMBERS

New provision that formalizes practice from previous years. However, the allowance may be used for a broader purpose. Carryover is possible for up to 2 years. Faculty can apply for allowance to assist with travel costs during sabbatical.

Article 50B - PROFESSIONAL DEVELOPMENT FOR INSTRUCTORS, SENIOR
INSTRUCTORS, SENIOR TEACHING ASSOCIATES AND LIBRARIANS

Similar to Article 50A.

Article 51 - POSITIVE ACTION TO IMPROVE THE STATUS OF WOMEN

This new article establishes a policy for the University that promotes the hiring of women where there is an imbalance in the number of men in a department. (The opposite will be true if there is a shortage of males.)

Memoranda

- . group dental insurance plan
- . patents and copyright
- . early retirement (90 factor plan)
- . committee to review 85 factor plan
- . workload review

Article 23A - PROBATION AND TENURE OF FACULTY MEMBERS

23A.01 The performance of faculty members holding probationary appointments shall be assessed during the fourth year of the appointment. Assessment after a shorter period shall take place only if specified in the faculty member's letter of appointment.

Leave without pay shall not normally be counted as service towards eligibility for tenure.

Amended

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23A.02 During the probationary period, at the end of each academic year the faculty member shall submit a self-evaluation of his/her performance in terms of the criteria for tenure set out in Article 25D and considering the professional responsibilities of the faculty member as set out in Articles 16A and 19A. This self-evaluation shall be submitted by June 30 to the Chairperson, or in the Faculties of Administration, Law, Nursing and Physical Education and Recreation to the Dean. The Chairperson (or Dean in the above faculties) shall discuss the self-evaluation with the faculty member. These informal self-evaluations and discussions shall not constitute a performance review as provided for under Article 43. Each year the Chairperson shall discuss with the Dean the performance of all faculty holding probationary appointments.

23A.03 The Dean shall notify the faculty member in writing, not later than June 1, of an impending probationary or tenure assessment. At the same time, the Dean will also advise the faculty member to examine the contents of his/her Official File and to provide appropriate documentation to the Dean, in accordance with Article 25B.05, no later than September 1 of the assessment year.

23A.04 The faculty member shall be assessed for satisfactory progress towards meeting the criteria for tenure set out in Article 25D, using the procedures set out in Article 25B.