

From Day One

- One Job Classification: faculty
- One pay scale (11 steps) (top \$113k) (Weighted Avg +\$100k)
- Fair step placement
- Absolute pay equality for part-timers, completely pro-rata
- One hiring per career, detailed and grievable evaluation procedures

- One Academic Freedom provision for all
- Harassment & Human Rights Protection
- All union rights/membership rights
- Accruing ROFR (reached after 120 cumulative days)
- Seniority (with first contract, mandatory contract after 3 days)

- Accrue Pension vesting, mandatory after + \$34k made
- Prorata Workload with Scheduling by seniority
- Status/Seniority Maintenance while on Maternity / Paternity Leave

Given maintenance of half-time/+ status, person will accrue

- Extended Health Benefits (have Canadian medical)
- Dental Benefits
- Paid Sick Leave Bank (government has set min of five days for all)
- Short and Long-term Disability
- Professional Development Time (with monetary support)

- Automatic Regularization of the Person at any time status between half and full-time

Regularization brings

- Protection of Part-time Regular Status & Seniority
- No further evaluations without cause
- Right to take leaves, including education leave and maintain spot
- Scheduling within "area" by seniority
- Salary/Seniority Maintenance while on Maternity/Paternity Leave (+85% for +35 wks)

- Suite of layoff protections, with recall or severance rights
- Transition to Retirement Provisions

Provisions and Laws Work Together

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| Erasure of Cost Differentials | Automatic Regularization |
| Leaves and Retirement Incentives | No Overtime |
| Max on Auxiliary Work (3 days) | Pro-Rata Workload |
| Department Leaders having to rotate | Departmental and Union Democracy |
| Equity in Accrual and Application of Seniority | |
| Provincial and Federal Laws re Shared Governance, Medical, Pension, Unemployment Rights (including supplemental salary for Mat Leave, and Union Membership) | |

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