

Academic Freedom: Change the language of article 21.02 of our [Collective Agreement](#) for the language of Article 8.1 of the [SMUFU Collective Agreement](#) (except for the parts that refer to research.)

Timeline as to when courses available to CUPE 3912 members shall be advertised:

"The employer will endeavour to have posted or advertised most credit courses 60 to 90 days prior to the start of the term."

Limit the number of FCE's (6-credit courses) awarded to doctoral students without posting and without precedence (Art. 16.08(c)):

"No more than two FCEs shall be assigned to any individual doctoral student for the duration of their program."

(The employer hasn't disclosed how many FCE's are awarded under this article.)

Tuition Waiver:

- a) All Part time employees shall be entitled to fifty percent (50%) reduction in tuition for credit and non-credit courses taken at the University. Where such courses are authorized as job related, tuition will be waived at one hundred percent (100%).
- b) A fifty percent (50%) reduction in tuition costs for credit courses taken by an employee's spouse or dependent children will apply.
- c) If an employee dies or becomes incapacitated in such a manner that they are no longer able to fulfil their duties due to illness or injury, their children will be entitled to a 100% waiver of tuition costs for degree credit courses, until the completion of a degree.

Letter of Understanding: Employment Equity Committee:

"To act on its commitment to employment equity under the University's Employment Equity Policy the Employer agrees to continue a joint Employment Equity Advisory Committee with the Union. The Committee will be composed of four (4) representatives each of the Union and the Employer. The Committee's mandate shall be to make recommendations to the Vice-President Human Resources and Equity regarding the continuing achievement of employment equity within the bargaining unit."

Supplementary Benefits Plans (health and dental):

"A Health Spending Allowance equal to \$300. For each three (3) credit-hour course taught shall be made available to all Employees. Upon submitting original receipts, the Employee shall be reimbursed for bona fide expenses, up to the maximum available. Health Spending shall be used during the Academic Year in which the Allowance is made available. Unused balances may be carried forward for a maximum of two (2) Academic Years."

Pension LOU:

"The Union and the employer through the Labour management committee will, within 60 days of the signing of this Collective Agreement, form a subcommittee to discuss a pension plan for workers covered under this collective agreement.

- The committee will look at costs, plan availability, etc.
- The committee will provide a presentation to the 3912 members as well as employer representatives prior to the next round of bargaining, for their consideration
- This presentation and any LOU does not bind either party."

Committee Meetings - Compensation:

"The Employer acknowledges the importance of the contributions made by members of CUPE 3912 on various joint committees. In recognition of the valuable contributions and time expended by these members, the employer agrees to pay committee members for all time spent in meetings of joint committee(s) where CUPE 3912 has representation and in no case shall pay less than the equivalent of two (2) hours at the bargaining unit member's regular hourly rate."

We are only allowed to have a PT faculty rep in 2 university committees, and the labour-management committee (art. 9 of CUPE3912 CA) We are also trying to have representation at other university committees.

LOU Supervision:

"The Employer and the Union agree that Thesis and Master's; project supervision, directed study, independent study, challenge examinations and the supervision of student teaching are not bargaining unit work and therefore, not included in workload provisions. However, should a member of the bargaining unit perform such tasks they shall be compensated at the same rate of pay as full-time faculty (according to the SMUFU collective agreement.)"