

## Key Changes – Tentative Settlement between Saint Mary’s University and CUPE 3912

March 2019

The major changes from the previous Collective Agreement are summarized below:

1. **Article 4:** There shall be no discrimination in accordance with the *Nova Scotia Human Rights Act*.
2. **Articles 12 & 13:** Grievance timelines are lengthened to 15 days (from 10 days).
3. **Article 15:** In assessing the teaching dossier for reappointment, the number of responses from student evaluations shall be taken into consideration.
4. **Article 16:** Changes to the language to prevent an indefinite number of deferrals upon reappointment. A maximum of 3 consecutive deferrals will now be allowed.
5. **Article 16:** In recommending courses and course levels the reappointed member can teach, the Department/Program shall consider the member’s educational credentials, subject matter expertise, prior teaching experience and teaching effectiveness.
6. **Article 16:** Normally precedence expires after a 3-year period with no teaching at Saint Mary’s. Upon written and documented notice, a period of up to 18 months due to the birth or adoption of a child will be excluded from this 3-year period.
7. **Article 16:** Cancellation stipends are now also paid to instructors for courses cancelled in the summer terms (formerly cancellation stipends were only paid in the academic year).
8. **Article 24:** The Professional Development Fund is increased to \$5500 per annum (from \$4000), with individual awards increased to a maximum of \$600 (from \$500).
9. Language has been modified throughout to be gender neutral.
10. **Stipends will increase by 1.5% as of Sept. 1 of each year for 2016, 2017, 2018 and 2019.** When compounded, this will yield retroactive pay of 1.50% for 2016-2017 teaching, 3.02% for 2017-2018 teaching, and 4.57% for teaching in the current 2018-2019 academic year.

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