

CUE Collective Bargaining 2021

CUE's opening proposals are based on modifications to the current Collective Agreement.

CUE recognizes the value of the current Collective Agreement, and the solid foundation that it has provided since 2017 with respect to clarifying the terms of employment for faculty members and ASO's, and outlining the rights and obligations of both Members and CUE.

With this in mind, CUE suggests using the current Collective Agreement as the basis for negotiating a new Collective Agreement, with the modifications listed below.

Article #	Changes proposed by CUE
Throughout	Replace Vice-President International and Research with Vice-President Academic and Provost
Throughout	Clarify when to use terms 'Member' and 'Faculty Member'
Throughout	Clarify use of 'days' and 'business days'
Throughout	Replace any instances of 'his or her' (or similar) with 'their'
Throughout	Replace any instances of 'Concordia' with 'University'
1	Definitions added for terms used throughout agreement which are not currently defined.
2	(2.2) Reference to Lutheran tradition removed.
4	(4.7) Updated information provided to Faculty Association.
7	Language modified to clarify. Elements regarded as operational to be removed and adjustments made.
8	Clarifications to language throughout. (8.9) Remove reference to criteria to be developed by Research and Faculty Development Committee and possibility of multi-year teaching reductions.
9	Language modified throughout to clarify. 9.3 simplified. 9.5 removed and replaced after 9.7. Changes to extensions in 9.6 and elsewhere in article. Simplification of appeal process in 9.8.4.

10	Minor language modifications for clarity.
11	Language modified to clarify processes throughout. Clarification of probationary/permanent appointment status in 11.5 and 11.6. Adjustments to 11.7.2. for clarification. Nomination of external referees in 11.9. Board no longer ratifies in 11.13.4.
12	Language modified to clarify.
13	Language modified to clarify and reflect current MOU.
14	Language modified to foreground adherence to CUEs policies and procedures.
15	Language modified throughout to clarify timing of notice and processes. Removal of phased pre-retirement arrangements in favour of phased post-retirement.
16	Language modified throughout. Removal of 16.1.2 on the basis of redundancy. 16.6 to refer to appropriate technology as opposed to computers. Compensation adjustment.
17	Language modified. Institutional IP policy is applied.
18	Language modified to clarify.
19	Language modified to clarify current processes with insurance benefits.
20	Language modified to clarify current processes with insurance benefits, legislative requirements, and standard practices.
21	Language modified to clarify. Clarification of eligibility and pension contributions while on sabbatical. Removal of Priority.
22	Language modified to clarify adherence to CUE's policies and procedures.
23	New agreement to take effect in 2021. Length of agreement to be discussed.
25	Minor language adjustment.
27	Language modified to clarify, including with respect to non-faculty member work release.
28	Article deleted.



29	Language modified to clarify.
30	Language modified to update references.
31	Language modified to clarify.
32	Language modified to clarify. Inclusion of pre-employment checks. Inclusion of ASO probationary period.
33	Language modified to clarify.
34	Language modified to clarify statutory holidays and vacation carry-over.
36	Compensation adjustments.
37	Language modified to clarify process.
38	Language modified to clarify.
Appendices	Appendix B removed Appendix C removed Appendix D removed Appendix E Adjustment Appendix F removed Appendix G removed Appendix H removed Appendix H.1 removed Appendix I Adjustment

June 4, 2021

