



# Summary of last offer from employer

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OFFER IS AS OF MARCH 8, 2022

# The Board's Offer Summary

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2.5% COLA over four years, plus 0.5% possible gain sharing

Remove professional research & study leave (RSL)

Remove workload protections

Weaken professional probation

Weaken all major protections (discipline, grievance, appeal)

Increase managerial control over academic work, promotion, and tenure

Rollbacks to professional layoff

Changes to OH&S language

Remove AUFA staff access to systems and office space

Commit AUFA to employer's EDI plan

# Agreed-to by both parties

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Change professional probation to 1 year

Updated Parental and Maternity Leave

Gender inclusive language

General “cleanup” to specify or update definitions and terms of contract

Death in service language

# Weakening professional rights

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## PROBATION

Change to at-will termination

Remove collegial probation committee

Remove appeal rights

## APPEALS

Remove access to all appeal mechanisms,  
except for merit

Total notice + severance

Years	Current	Proposed
1	13	3
2	14	3
3	15	3.5
4	16	4
5	17	5
6	18	6
6+	18	One extra month per year up to 15

## Professional Layoffs

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Current layoff language will apply to academics with reduced layoff recall period

Professionals no longer subject to redundancy/layoff and can be let go through “restructuring”

Changes to 90 day notice + severance

Must be at AU over 4 years to receive additional severance

Newer staff become far cheaper to remove with thin justification

# Managerial control over academic work

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## FACULTY EVALUATION COMMITTEE

Change tenure and probation committees to a single large centralized committee with all deans and reps from across faculties

Same standards and measurement of work apply to academics regardless of faculty

## ACADEMIC TERMS OF WORK

Total rewrite of Article 3 (terms for academics)

- Full analysis incoming due to complexity of rewrite

Centralizes and consolidates academic workload considerations

Adds additional criteria for quality of research, particularly external grants

Removed consideration for alternative modes of learning

# Weakening everyone's protections

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## DISCIPLINE

General rewrite of language

Remove discipline appeal rights, moving complaints to grievance procedure

- Members unfairly fired could wait for 2 years without pay for an arbitration

## GRIEVANCE

General rewrite of language

Require grievances be filed within 30 days of event

Forces AUFA to file large numbers of grievances, increasing legal bills and escalating fixable problems

## WORKLOAD

Remove any protections against overwork

# Academic Research and Study Leave

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Change term to Sabbatical

Deny RSL rights to term academics

Can only take after 6 years

Maximum 12 months accrual

Salary down to 90%

Failure to return to service means repayment of earned wages



# Professional Research & Study Leave

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## CURRENT

All AUFA professionals accrue 2 months RSL per year

After six years, up to a year may be taken at 80% pay

100% option exists to burn down leave faster

No limit on accruals

## PROPOSED

AU is offering 2.1 million to 'buy out' RSL

Approximately \$10,000 to each professional

Payout is the same for all affected members

# Making financial sense

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Offer would pay out around \$10,000 one time to all professionals

This is roughly one year's leave accrual for most professionals

By comparison, excluded staff receive a permanent pay increase instead of RSL

Offer is to trade a benefit with a lifetime value of \$160-\$200k for a one-time payout of \$10,000

Many people come to AU specifically for professional RSL

