

FINAL offer

Article	Status	Comments
IMC	Proposal	August 11, 2025 proposal
Article 11: Librarians	Withdrawn	
Article 14: LTAs/LOU	Withdrawn	
Article 28: Discipline	Proposal	Board July 15, 2025 2:45pm proposal
Article 30: Indigenous leave	Proposal	Board July 15, 2025 9am proposal
Article 30: Sabbatical	Withdrawn	
Article 31.44: Salaries	Withdrawn	
Article 32: Benefits (Family physicians)	Withdrawn	
Retirement incentive package	Withdrawn	
Article 13: Counsellors	Not agreed	Looking to move away from this language for professional groups
Article 14.16: LTAs	Not agreed	Cost prohibitive
Article 30: Parental leave	Not agreed	Cost prohibitive
Article 32: Benefits (Professional fees)	Not agreed	Cost prohibitive
Article 32: Benefits (HSA)	Not agreed	Cost prohibitive
Article 32: Benefits (Childcare)	Not agreed	Cost prohibitive
Academic Scheduling Policy	Not agreed	Out of scope
Article 7: DFA course release	Agreed	
Article 30: Bereavement leave	Agreed	
Article 31.59: Salary differentials	Agreed	
Term	Agreed	
Article 12, 20: Workload	Agreed	Board July 16, 2025 2pm proposal
Article 32: Benefits (moving costs)	Agreed	Board July 15, 2025 9am proposal

IMC Proposal

~~Including limited term instructors in the 90/10 calculation:~~

July 1, 2025: 2.0%

July 1, 2026: 2.0%

July 1, 2027: 2.0%

Article 28: Disciplinary Actions, Suspension and Dismissal

28.04

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- (b) Records of disciplinary actions related to sexualized violence, ~~as defined in the Board's revised Sexualized Violence Policy dated June 22, 2021,~~ may be kept by the Board in a separate, confidential file for the purpose of tracking repeat allegations for a period of not more than ~~three (3) ten (10) five (5)~~ **eight (8) years six (6) years**. The record shall only be used in the event of a repeat allegation of sexualized violence. The record shall not be used for reappointment, tenure, or promotion or progressive discipline that does not include an allegation of sexualized violence. The record shall not be part of the Member's Principal Personal File. The Member and the Association shall have reasonable access to any files.

~~“sexualized violence” means vexatious sexual conduct or a course of sexual conduct that is known or ought to be known as unwelcome.~~

2.

~~The parties agree to remove the disciplinary procedure for those holding appointments as Instructor (Except U.T.F.) or Professional Counsellor Members (Articles 28.02 to 28.08) and amend the disciplinary procedure for members holding appointments at University Teaching Fellow, Professional Librarian or Professor (Articles 28.09 to 28.26) to include all Members.~~

Indigenous Leave

XX **An Employee who is Indigenous and has completed their probationary period shall be granted **paid** leave of absence of up to ~~five (5)~~ **four (4)** days per calendar year, ~~of which three (3) days will be with pay,~~ to permit the Employee to engage in days of importance, traditional, ceremonial, and cultural Indigenous practices, and ceremonies and celebrations.**