

December 11, 2023  
Employer Proposal without prejudice

The following two proposals regarding the Ways and Means Fund and the Professional Development Fund are applicable to each of the Units 1, 2 & 3 collective agreements and will form part of the Employer's Schedule "C" which states:

**Schedule "C" to Memorandum of Settlement for A Renewal Collective Agreement  
Other Proposals**

Agreement to all proposals in this Comprehensive Framework, including Schedules "A" and "B", is subject to agreement to all items that **will be** contained in Schedule "C".

**ARTICLE 20 – WAYS & MEANS FUND**

~~The Employer will pay to the Union \$40,245 upon ratification, \$42,245 for 2009-2010 and \$44,245 for 2010-2011 towards the Union's Ways and Means Fund, which fund is administered by the Union. Effective September 1, 2014, the Employer will pay to the Union \$59,245 towards the Union's Ways and Means Fund. Effective September 1, 2015, the Employer will pay to the Union \$74,245 for each year of the collective agreement.~~

~~Effective September 1, 2018 the Employer will contribute \$95,000 to this Fund in each year of the Collective Agreement.~~

The Employer ~~will~~ **agrees to** contribute to ~~this fund~~ **the Ways and Means Fund as follows:**  
~~\$132,072.07 effective September 1, 2020, \$183,514.87 effective September 1, 2021, and \$238,342.00 effective September 1, 2022.~~

**\$240,726 Effective September 1, 2023,  
\$243,134 Effective September 1, 2024,  
\$245,565 Effective September 1, 2025, and each September 1 thereafter.**

Allocations from the Fund will be made by the Union. An annual report on the disbursement of monies shall be submitted in writing to the Labour Management Committee.

In addition, the University will commit to up to \$10,000 being provided to the Fund in each year of the collective agreement for the purpose of assisting any employee with a disability requiring work related accommodation (e.g., adaptive computer).

**ARTICLE 15 – GENERAL**

**PROFESSIONAL DEVELOPMENT FUND**

The Employer agrees to contribute to the Professional Development Fund **as follows:**  
~~\$138,370 effective September 1, 2020, \$139,754 effective September 1, 2021, and \$141,152 effective September 1, 2022.~~

**\$142,564 Effective September 1, 2023,  
\$143,989 Effective September 1, 2024,  
\$145,430 Effective September 1, 2025, and each September 1 thereafter.**

The purposes, criteria, procedures, eligibility and priorities for distribution of these monies shall be established by the Labour/Management Committee. The Director of the Centre for the Support of Teaching shall be invited to participate in the deliberations of the Committee. The monies shall be handled by the union, in accordance with the decisions of the Labour/Management Committee. An annual report on the disbursement of monies shall be submitted in writing to the Labour/Management Committee. Any unspent monies shall roll over into the subsequent contract period.

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The Parties suggest that the Committee consider the following two priorities:

- (1) to assist new employees within the first two years of employment in the bargaining unit in the development of their professional competence and ability; and
- (2) to assist employees in upgrading their qualifications for full-time academic appointments.