

## **AAP-EOU Collective Bargaining Agreement 2009-2011 Summary (pending ratification)**

On May 18, 2010, AAP and EOU reached agreement on the 2009-2011 Collective Bargaining Agreement. The contract will be posted upon ratification. Until such time, the following thumbnails summarize the points of agreement on those articles opened during negotiations.

### **Article 6—Types of Appointment**

- A better articulated appointments article giving the University broader opportunity to hire fixed-term faculty and better ability to promote and reward fixed term faculty
- An LOA for fixed term assistant professor evaluation and load

### **Article 8—Sabbatical Leave**

- Language changes reinforcing faculty rights to sabbaticals in line with relevant OARs

### **Article 10—Salary**

- Salary flat for the biennium with no step increases or other salary increases except promotions

### **Article 11—Professional Development**

- Summer Stipends for 2010-2011 increased by \$60,000 with 20% set aside for teaching and learning
- LOA for a one-time Professional Development fund for teaching and learning for small grants (up to \$2,500) aimed at improving the curriculum and pedagogy (\$40k by June 30, 2010)

### **Article 12--Workload**

- 1 load credit for faculty who are sole facilitators for a section of HUM 101/102
- An LOA that temporarily enhances faculty load credit for writing-intensive courses while the university conducts a study of the University Writing Requirement during 2010-11

### **Article 14—Health and Welfare**

- Language revision, but unchanged as per DAS directions
- An LOA for individual passes to the fitness center beginning July 1, 2010 until June 30, 2011 with the condition to conduct a study on facility impact

### **Article 17—Progressive Sanctions**

- Better language on sanctions involving fair notice.