

MEMORANDUM OF AGREEMENT
BETWEEN
THE MOUNT SAINT VINCENT UNIVERSITY BOARD OF GOVERNORS
And
MOUNT SAINT VINCENT UNIVERSITY FACULTY ASSOCIATION

The Bargaining Committees of the Employer and the Association have reached an agreement to rollover the 2018-2021 Collective Agreement between the Employer and the Association until 30 June 2023.

The parties agree that this Memorandum of Agreement together with the three Letters of Understanding, A, B, and C, and the 2018-2021 Agreement form a collective agreement for the purposes of the Nova Scotia Trade Union Act and will be filed in accordance with Section 46. The duration of this rollover agreement is from 1 July 2021 to 30 June 2023.

The parties agree that this Memorandum of Agreement together with the three Letters of Understanding, A, B, and C, and the 2018-2021 Collective Agreement shall remain in full force and effect until such time as agreement has been reached with respect to renewal or revision or until such time as a legal strike or lock-out occurs.

The Parties agree that there shall be no layoffs for reasons other than financial exigency during the term of this Rollover Agreement. The Rollover Agreement shall absolutely expire on the date a new collective agreement is in force and in compliance with the provisions of the Trade Union Act of Nova Scotia.

THE PARTIES AGREE TO THE FOLLOWING ADDITIONS AND AMENDMENTS TO EXISTING LANGUAGE IN THE 2018-2021 COLLECTIVE AGREEMENT:

ARTICLE 3: EQUITY AND FAIRNESS

3A.3 The parties are committed to the goal of increasing the proportion of members from equity-deserving groups and shall, where appropriate, work together to facilitate the implementation of employment systems, policies, and practices that are inclusive and non-discriminatory in nature and effect and that are consistent with the terms and conditions of this Agreement. It is understood that, notwithstanding Article 3A.1, the Employer practice preferred hiring of Indigenous faculty, librarians, and lab instructors, with an emphasis on women as per Article 3A.2.

ARTICLE 18: APPOINTMENT (FACULTY)

18.1.5 Where development and sharing of Indigenous knowledge and languages, engagement with culturally appropriate research and publication venues, community and/or public service, and lived experiences related to Indigenous knowledge are considered in determining appointment rank, the University's resource persons on Indigenous affairs and/or on Equity,

Diversity, Inclusion, and Accessibility may be consulted by the Department Appointments Committee (DAC) or the Office of the Vice-President Academic and Provost on the appropriate weighting of these factors toward rank.

- 18.10.2.1 An annual Fair Hiring Workshop for Deans and members of DACs shall be offered through the Office of the Vice-President Academic and Provost, in collaboration with the Faculty Association members of the Joint Committee, in accordance with the recommendations of the University Employment Equity Policy, and in consultation with the University's resource persons on Indigenous affairs and on Equity, Diversity, Inclusion, and Accessibility.
- 18.10.4 The Vice-President Academic and Provost shall authorize the placement of the final advertisement in relevant publications, including those addressed to Indigenous and to other equity-deserving groups, and the University's website. The final advertisement shall include reference to this Agreement and the University's Employment Equity Statement. No additions or alterations to the qualifications, specific areas of competence, and teaching load authorized by the Dean shall be made in the advertisement without prior consultation and the agreement of the DAC.
- 18.10.7 The selection process may include meetings with a member of the Faculty Association Executive, the Associate Vice-President Research, the University's resource persons on Indigenous affairs and/or on Equity, Diversity, Inclusion, and Accessibility, and other activities organized for the purpose of promoting the University to candidates. These activities shall not be part of the interview process and shall not influence the appointment recommendations.

ARTICLE 19: APPOINTMENT (LIBRARIANS)

- 19.1.5 Where development and sharing of Indigenous knowledge and languages, engagement with culturally appropriate research and publication venues, community and/or public service, and lived experiences related to Indigenous knowledge are considered in determining appointment rank, the University's resource persons on Indigenous affairs and/or on Equity, Diversity, Inclusion, and Accessibility may be consulted by the Librarian Appointments Committee (LAC) or the Office of the Vice-President Academic and Provost on the appropriate weighting of these factors toward rank.
- 19.10.4 The Vice-President Academic and Provost shall authorize the placement of the final advertisement in relevant publications, including those addressed to Indigenous and to other equity-deserving groups, and the University's website, outlining the position and its requirements, including any required flexible work schedules, and directing candidates to apply to the University Librarian. The final advertisement shall include reference to this Agreement and the University's Employment Equity Statement. No additions or alterations to the qualifications, specific areas of competence, and instructional responsibilities authorized by the University Librarian shall be made in the advertisement without prior consultation and the agreement of the LAC.
- 19.10.7 The selection process may include meetings with a member of the Faculty Association Executive, the Associate Vice-President Research, the University's resource persons on Indigenous affairs and/or on Equity, Diversity, Inclusion, and Accessibility, and other activities organized for the purpose of promoting the University to candidates. These activities shall not be part of the interview process and shall not influence the appointment recommendations.

ARTICLE 20: REAPPOINTMENT, TENURE, AND PROMOTION (FACULTY)

- 20.30 Scholarly and/or professional activity shall be assessed by considering the extent of the candidate's participation in and contribution to an individual or joint program of research and/or professional activity, including her role in formulating the program and its objectives and producing its results, and the contribution of the results to knowledge or practice in her field(s). This assessment may include consideration of participation in and contribution to Indigenous traditional methods and protocols for researching and disseminating knowledge and understanding.
- 20.31 The main criterion for assessing a candidate's scholarly activity shall be peer review. Peer review may include Indigenous community assessments of the impact of contributions to Indigenous knowledge and understanding.
- 20.32 Scholarly and/or professional activity to be considered includes:
- Books and monographs;
 - Refereed articles in scholarly and/or professional journals;
 - Artistic work where relevant to the discipline;
 - Working papers;
 - Case studies;
 - Chapters in books;
 - The award of peer-reviewed external grants and/or funding;
 - The award of peer-reviewed internal grants and/or funding;
 - Research reports and briefs to government or other agencies;
 - Policy papers;
 - Technical reports;
 - Papers in conference proceedings;
 - Papers presented at conferences and meetings;
 - Computer software and documentation;
 - Multi-media productions and materials;
 - Curated databases and collections;
 - Book reviews for scholarly and/or professional journals;
 - Encyclopaedia entries;
 - Community-engaged scholarship.
- 20.37 Extension and public service shall be considered those associated with the candidate's departmental or university duties as well as scholarly and professional activities. Faculty from Indigenous and/or other equity-deserving groups who provide support or mentoring for members of the MSVU community (e.g., students, faculty, or staff) or the broader community and/or hold positions in their communities will have this service recognized.

ARTICLE 21: REAPPOINTMENT, PERMANENCE, AND PROMOTION (LIBRARIANS)

- 21.30 Scholarly and/or professional activity shall be assessed by considering the extent of the candidate's participation in and contribution to an individual or joint program of research and/or professional activity, including her role in formulating the program and its objectives and producing its results, and the contribution of the results to knowledge or practice in her field(s). This assessment may include consideration of participation in and contribution to

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21.31 The main criterion for assessing a candidate's scholarly activity shall be peer review. Peer review may include Indigenous community assessments of the impact of contributions to Indigenous knowledge and understanding.

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- Computer software and documentation;
- Multi-media productions and materials;
- Curated databases and collections;
- Book reviews for scholarly and/or professional journals;
- Encyclopaedia entries;
- Community-engaged scholarship.

21.37 Extension and public service shall be considered those associated with the candidate's departmental or university duties as well as scholarly and professional activities. Librarians from Indigenous and/or other equity-deserving groups who provide support or mentoring for members of the MSVU community (e.g., students, faculty, or staff) or the broader community and/or hold positions in their communities will have this service recognized.

ARTICLE 23: WORKLOAD FOR FACULTY MEMBERS

23.2 To promote scholarly and/or professional activity, and subject to the following provisions, the normal teaching load for full-time probationary and tenured faculty members shall be two and one-half (2.5) units per academic year. During the first year of a full-time probationary appointment, a faculty member's teaching load will be two (2) units; members receiving this reduction shall not be eligible to teach an overload. Each half-unit teaching load shall consist of 36 to 39 contact hours.

ARTICLE 28: VACATIONS AND HOLIDAYS

28.3.1 Indigenous members shall also be entitled to the following holidays with pay:

National Indigenous Peoples Day
Treaty Day

ARTICLE 32: STIPENDS FOR CHAIRS/DIRECTORS

32.3 The Chairs' stipends and course relief shall be as follows.

Effective 1 July 2021:

Department Size	Stipend	Units of Relief
1.00 – 4.33 FTE	\$2,240	0.5
4.34 – 9.33 FTE	\$2,750	1.0
9.34 – 14.33 FTE	\$3,250	1.5
14.34 – 19.33 FTE	\$3,750	2.0
19.34 – 24.33 FTE	\$4,260	2.5
24.34+ FTE	\$4,760	2.5

Effective 1 July 2022:

Department Size	Stipend	Units of Relief
1.00 – 4.33 FTE	\$2,280	0.5
4.34 – 9.33 FTE	\$2,800	1.0
9.34 – 14.33 FTE	\$3,310	1.5
14.34 – 19.33 FTE	\$3,820	2.0
19.34 – 24.33 FTE	\$4,340	2.5
24.34+ FTE	\$4,850	2.5

32.8 Effective 1 July 2021, each Director shall receive an annual stipend of \$4,760, which shall be paid in two instalments, one with the first pay of July and one with the first pay of January. Effective 1 July 2022, the annual stipend will increase to \$4,850.

ARTICLE 38: SALARY

38.15.1 \$10,500 per full-unit course taught.

SCHEDULE 1F: FACULTY SALARY SCALE (1 JULY 2021)**Increment: \$3,071**

Grid Step	Lecturer	Assistant	Associate	Professor
1	68,771	77,910	99,352	125,238
2	71,842	80,981	102,423	128,309
3	74,913	84,052	105,494	131,380
4		87,123	108,565	134,451
5		90,194	111,636	137,522
6		93,265	114,707	140,593
7		96,336	117,778	143,664
8		99,407	120,849	146,735
9		102,478	123,920	149,806
10			126,991	152,877

SCHEDULE 2F: FACULTY SALARY SCALE (1 JULY 2022)**Increment: \$3,125**

Grid Step	Lecturer	Assistant	Associate	Professor
1	69,975	79,273	101,091	127,430
2	73,100	82,398	104,216	130,555
3	76,225	85,523	107,341	133,680
4		88,648	110,466	136,805
5		91,773	113,591	139,930
6		94,898	116,716	143,055
7		98,023	119,841	146,180
8		101,148	122,966	149,305
9		104,273	126,091	152,430
10			129,216	155,555

SCHEDULE 1L: LIBRARIAN SALARY SCALE (1 JULY 2021)**Increment: \$2,641**

Grid Step	Librarian I	Librarian II	Librarian III	Librarian IV
1	61,014	69,073	87,315	109,578
2	63,655	71,714	89,956	112,219
3	66,296	74,355	92,597	114,860
4	68,937	76,996	95,238	117,501
5		79,637	97,879	120,142
6		82,278	100,520	122,783
7		84,919	103,161	125,424
8		87,560	105,802	128,065
9		90,201	108,443	130,706
10			111,084	133,347

SCHEDULE 2L: LIBRARIAN SALARY SCALE (1 JULY 2022)**Increment: \$2,687**

Grid Step	Librarian I	Librarian II	Librarian III	Librarian IV
1	62,082	70,282	88,843	111,496
2	64,749	72,969	91,530	114,183
3	67,456	75,656	94,217	116,870
4	70,143	78,343	96,904	119,557
5	72,830	81,030	99,591	122,244
6		83,717	102,278	124,931
7		86,404	104,965	127,618
8		89,091	107,652	130,305
9		91,778	110,339	132,992
10			113,026	135,679

SCHEDULE 1LI: LAB INSTRUCTOR SALARY SCALE (1 JULY 2021) Increment: \$1,970

Grid Step	Lab Instructor I	Lab Instructor II
1	56,330	66,097
2	58,300	68,067
3	60,270	70,037
4	62,240	72,007
5	64,210	73,977
6	66,180	75,947
7	68,150	77,917
8		79,887

SCHEDULE 2LI: LAB INSTRUCTOR SALARY SCALE (1 JULY 2022) Increment:\$2,005

Grid Step	Lab Instructor I	Lab Instructor II
1	57,316	67,254
2	59,321	69,259
3	61,326	71,264
4	63,331	73,269
5	65,336	75,274
6	67,341	77,279
7	69,346	79,284
8		81,289
9		83,294

ARTICLE 39: PROFESSIONAL EXPENSE REIMBURSEMENTS

- 39.2 The member shall be eligible to receive reimbursement of professional expenses to a maximum of \$700 in each fiscal year upon presentation of the completed application form and accompanied by original receipts to the Office of the Vice-President Academic and Provost no later than 31 March. Effective 1 April 2022, the member shall be eligible to receive reimbursement of professional expenses to a maximum of \$800 in each fiscal year.
- 39.2.2.1 The carry-over schedule during this Agreement will be 1 April 2021 to 31 March 2023.
- 39.2.2.2 In the carry-over period of 1 April 2021 to 31 March 2023, the member may claim a maximum of \$1,500.

ARTICLE 41: BENEFITS

- 41.3 The Employer shall contribute \$1,967 on an annual basis toward the cost of each member's benefits under the MSVU Flexible Benefits Program. This contribution shall be pro-rated for eligible members who work less than full time. Effective 1 April 2022, the Employer's contribution shall be increased to \$2,085 per member per year. Effective 1 April 2023, the Employer's contribution shall be increased to \$2,147 per member per year.

ARTICLE 48: LABORATORY INSTRUCTORS

- 48A.1.3 Where development and sharing of Indigenous knowledge and languages, engagement with culturally appropriate research and publication venues, community and/or public service, and lived experiences related to Indigenous knowledge are considered in determining appointment rank, the University's resource persons on Indigenous affairs and/or on Equity, Diversity, Inclusion, and Accessibility may be consulted by the Department Appointments Committee for Lab Instructors (DACLI) or the Office of the Vice-President Academic and Provost on the appropriate weighting of these factors toward rank.
- 48A.9.4 The Vice-President Academic and Provost shall authorize the placement of the final advertisement in relevant publications, including those addressed to Indigenous and to other equity-deserving groups, and the University's website. The final advertisement shall include reference to this Agreement and the University's Employment Equity Statement. No additions or alterations to the qualifications, specific areas of competence and responsibilities authorized by the Dean shall be made in the advertisement without prior consultation and the agreement of the DACLI.
- 48A.9.7 The selection process may include meetings with a member of the Faculty Association Executive, the Associate Vice-President Research, the University's resource persons on Indigenous affairs and/or on Equity, Diversity, Inclusion, and Accessibility, and other activities organized for the purpose of promoting the University to candidates. These activities shall not be part of the interview process and shall not influence the appointment recommendations.

48B.27.3 Professional and research currency may be assessed by considering the candidate's participation in activities which include, but are not limited to:

- workshops
- seminars
- departmental and/or professional working groups
- conferences
- public speaking engagements of a professional nature
- maintaining licence currency when applicable
- working within provincial regulatory board guidelines when applicable
- community engagement

Mount Saint Vincent University
Faculty Association

Mount Saint Vincent University
Board of Governors

2021/06/29

Date

A. COMMITTEE ON INDIGENIZING AND DECOLONIZING THE AGREEMENT

LETTER OF UNDERSTANDING

BETWEEN

THE BOARD OF GOVERNORS OF MOUNT SAINT VINCENT UNIVERSITY

AND

THE MOUNT SAINT VINCENT UNIVERSITY FACULTY ASSOCIATION

28 May 2021

In response to the continued delivery on Truth and Reconciliation Commission Calls to Action and the institutional commitment to recognize and to promote Indigenous knowledge in teaching, scholarly/professional activity, and service, both parties agree to strike a committee, the composition to be agreed upon, to further expand on active measures to recruit, retain, and support Indigenous faculty, librarians, and lab instructors at Mount Saint Vincent University. In addition, the committee will address the recommendations submitted by the Committee on Recruitment and Retention of Indigenous Faculty, Librarians, and Lab Instructors as a result of the Letter of Understanding in Appendix D of the 2018-2021 Agreement.

Mount Saint Vincent University
Faculty Association

Mount Saint Vincent University
Board of Governors

2021-06-29

Date

**B. COMMITTEE ON THE RECRUITMENT AND RETENTION OF EQUITY-DESERVING
FACULTY, LIBRARIANS, AND LAB INSTRUCTORS**

LETTER OF UNDERSTANDING
BETWEEN
THE BOARD OF GOVERNORS OF MOUNT SAINT VINCENT UNIVERSITY
AND
THE MOUNT SAINT VINCENT UNIVERSITY FACULTY ASSOCIATION

20 May 2021

In response to the prioritization of Equity, Diversity, Inclusion and Accessibility (EDIA) in the Strategic Plan 2021, *Strength through Community*, recommendations made by the Committee on Recruitment and Retention of Indigenous Faculty, Librarians, and Lab Instructors, and ongoing national activism and policy work devoted to anti-Black racism, both parties agree to strike a committee, the composition to be agreed upon, both to expand on and to initiate further active measures to advance the recruitment, retention, and equitable treatment of faculty, librarians, and lab instructors from equity-deserving groups.

Mount Saint Vincent University
Faculty Association

Mount Saint Vincent University
Board of Governors

2021-06-29

Date

C. COMMITTEE ON DISTANCE EDUCATION

LETTER OF UNDERSTANDING
BETWEEN
THE BOARD OF GOVERNORS OF MOUNT SAINT VINCENT UNIVERSITY
AND
THE MOUNT SAINT VINCENT UNIVERSITY FACULTY ASSOCIATION

28 May 2021

In response to the changing landscape of remote teaching and learning, both parties agree to strike a committee, the composition to be agreed upon, to examine and to make recommendations on Articles 25 and 27.

Mount Saint Vincent University
Faculty Association

Mount Saint Vincent University
Board of Governors

2021-06-29

Date