

EXTENSION AGREEMENT

Between

LOCAL 18 TEACHERS BARGAINING UNIT
NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION
(NSGEU)

and

BOARD OF GOVERNORS
CAPE BRETON UNIVERSITY

RECITALS:

- A. Nova Scotia Government & General Employees Union (NSGEU) Local 18 Teachers Bargaining Unit ("Union") and the Board of Governors of Cape Breton University ("CBU") (collectively the "Parties") are parties to a collective agreement effective November 1, 2018 to October 31, 2021 (the "Collective Agreement");
- B. The Parties agree that it would be preferable to extend the Collective Agreement for a two-year period from November 1, 2021 to October 31, 2023;
- C. The Parties have reached agreement regarding the terms of the extension of the Collective Agreement (the "Extension Agreement") and have set out the terms and conditions below.

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

- 1. The Collective Agreement is extended from November 1, 2021 to October 31, 2023, during which time the Collective Agreement will remain the same and will remain in full force and effect, save and except the amendments in this Extension Agreement.
- 2. Article 43.15 is amended as follows:

43.15 Appointment as Departmental Chair

Departmental Chairs are elected in accordance with applicable Departmental By-Laws and are recommended to the President for appointment. Appointments are normally July 1 to June 30 for a one or two year period.

Stipends for Department Chairs shall be as follows:

	1 July 2022
Parity with CBUFA	\$10,591

Stipends will be issued in November and June each year. The final June payment will be calculated based on the position count determined by the Dean in consultation with the Department Chair using the Fall/Winter timetable.

For the purpose of this article only, positions held by tenured or tenure track faculty, permanent instructors, nursing practice educators, lab instructors and lab technologists plus those teaching individual course assignments (ICAs) not otherwise employed at CBU on a full-time equivalency basis, will be counted when determining the number of members in a department.

3. Article 44.04 is amended as follows:

Overloads and Spring/Summer Stipends for Instructors:

	Effective 1 Sep 2022	Effective 1 Sep 2023
Six (6) credit course	\$11,951	\$12,190
Three (3) credit course	\$5,976	\$6,096
LABS (3hrs.)		
Lab for six credit course	\$9,684	\$9,878
Lab for three credit course	\$4,940	\$5,039
LABS (2hrs.)		
Lab for six credit course	\$6,456	\$6,585
Lab for three credit course	\$3,228	\$3,293
Challenge Exam	95% of fee	95% of fee

4. Article 44.05 is amended as follows:

44.05 Overloads and Spring/Summer Stipends for Instructors:

	Effective 1 Sep 2022	Effective 1 Sep 2023
LABS (3hrs.)		
Lab for three credit course	\$2,988	\$3,048
LABS (2hrs.)		
Lab for three credit course	\$1,494	\$1,524

5. Article 45.04 is amended as follows:

45.04 Compensation for Distance Courses

Effective January 2014, where an assigned Distance Related Course is not part of the Instructor's regular workload; Instructors shall be compensated on overload stipend basis as per Article 44:

	Effective 1 September 2022
Course Development*	\$852 per credit

Courses which have insufficient enrolment may be offered as a tutorial. Members teaching such tutorial classes shall receive 95% of the tuition paid by each student. The relevant School Dean, in consultation with the Registrar, must approve such a tutorial offering.

* Development of Distance Course outside of regular or normal course load.

6. Article 47, Term of Agreement is amended as follows:

47.01 This Agreement shall be for the term November 1, **2021** ending on October 31, **2023**; however all provisions of this Agreement shall, unless otherwise stated, be effective from the date of signing of this Agreement.

After October 31, **2023**, this Agreement shall be automatically renewed thereafter for successive periods of twelve (12) months unless either party requests the negotiation of a new agreement by giving written notice to the other party within the two (2) month period preceding the date of expiry of the Agreement.

47.02 Where notice is given under Article 47.01:

- (a) the parties shall commence collective bargaining within fourteen (14) days after the notice is given, or within such further period as the parties may mutually agree; and
- (b) the provisions of this Agreement or any renewal thereof, shall continue in force until a new agreement is signed, or the right to strike or lockout accrues, whichever first occurs.

47.03 Any change deemed necessary in this Agreement may be made by mutual agreement at any time during the life of this Agreement.

47.04 Salary scales, effective from November 1 in each year of the years **2021 and 2022** until October 31 of the next year, as per Schedule I – Qualifications and Salaries attached shall apply in each of those years. Such scales shall apply retroactively to all employees in the bargaining unit who were employed continuously from November 1, **2021**, and are still employed on the date of the signing of this Agreement and also to full-time continuous employees who retired or were laid off after November 1, **2021**, for those full pay periods worked from that date until their date of retirement or their lay off.

7. The General Economic Increases listed in Schedule I: QUALIFICATIONS AND SALARIES are amended as follows:

General economic increases:	01 November 2021	2.0%
	01 November 2022	2.0%

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Signed at Sydney, Nova Scotia this 2nd day of ~~September~~ ^{November} 2022.

Board of Governors
CBU






Local 18 Teachers Bargaining Unit
NSGEU






