

We Secured Strong Rate Increases & More!

After a year of contract negotiations, including being on the verge of going on strike, we're proud to announce that we've reached a 3-year agreement with Otis.

Our bargaining team secured a strong economic package that includes higher rates for lecturers and senior lecturers.

In addition, our TA includes independent study increases, increases to our faculty professional development fund, and adds stronger contract language and rights under appointment/re-appointment.

Your bargaining team strongly recommends a YES vote to approve this agreement.

Term: October 1, 2023 - September 30, 2026

New Rates for Lecturers and Senior Lecturers:

Effective Academic Year 2024 – 2025 (Jul 1 to Jun 30)

- **Lecturer:** \$130.00 per classroom hour
- **Senior Lecturer:** \$137.00 per classroom hour

Effective Academic Year 2025 – 2026 (Jul 1 to Jun 30)

- **Lecturer:** \$134.55 per classroom hour
- **Senior Lecturer:** \$141.80 per classroom hour

Increase for Independent Study payment (from \$600 to \$1,500)

Increase for Course Cancellation Fee (up from \$500 to \$750)

- Now payment is available to classes cancelled 14 calendar days or less prior to the first day of class (previously no payment if class was cancelled before first day).

Increase for P/T Faculty developing a new course accepted by the College (increase from \$500 to \$700). Can propose courses outside one's department.

NEW – Payment for New Faculty Member Training

- Mandatory trainings as required prior to hiring a P/T Faculty will necessitate a one-time \$400 payment to the new hire.

Clarifying Service to the College, and Increased Payment:

- \$400 per semester total payment for departmental meetings/mandatory trainings. The total time for these meetings and trainings shall not exceed 10 hours in a semester.
- \$500 per semester total payment for committee assignments/admissions recruitment work that a PT faculty member chooses to participate in. Obligations of these requests shall be provided at the time of request.
- Faculty Development/Area Head Payments are separate and require contracts specifying scope of work, term of work, and pay. This contract shall be signed by both faculty member and College before work begins.

Increase to Faculty Professional Development Fund:

- Increase in Annual Fund amount from \$15,000 to \$25,000.
- Increase in the amount a faculty member can get in a two-year period from \$1,500 to \$2,000.



MORE Tuition Remission Benefits:

- Tuition Remission Benefits now extended to ALL Otis Classes (previously only Extension courses) through College's degree and non-degree programs, and benefit is now per semester (instead of per year).

New Additional Benefits Section in Contract:

- Part-Time Faculty are now able to participate in Otis College's 403(b) plan if they so choose.
- Language specifying P/T Faculty can participate in the College's EAP.
- Memorializing in contract that P/T Faculty can access Otis Library, Work shops and Labs.

Stronger Language and Rights under Appointment/Re-appointment:

- College shall now offer an actual downloadable copy of a contract specifying the terms of their employment.
- College shall now include in P/T Faculty member's Preliminary Notice of Reappointment their re-appointment or appointment as to all assigned departments, and the duration of their re-appointment or appointment, and whether it is a one or two-semester reappointment.
- College acknowledges if a P/T Faculty member's course is cancelled the Department shall make attempts to find them a replacement course first. If all of a P/T Faculty's members courses are cancelled, the Office of the Academic Dean shall also get involved.
- If a faculty member is not re-appointed, they shall receive a response in writing as to why they were not reappointed.

Evaluation Procedure: Strengthening evaluation procedure rights for employees and clarifying process.

Clarification of Timelines in Grievance Procedure Stronger Non-Discrimination Language Added to Contract.

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