



University of  
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FACULTY ASSOCIATION

2006-07 Officers & Staff

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## Settlement reached in sabbatical salary grievance!

The Association recently reached a grievance settlement with the University regarding the issue of sabbatical leave salary pay, avoiding a scheduled arbitration board hearing. As a result, all those who began a sabbatical leave on, or after, July 1, 2006 will be receiving retroactive pay to the start of their leave at 85% of current salary.

At dispute was the interpretation of Article C2.4 of the Collective Agreement which deals with the payment of an increased sabbatical salary negotiated during the last round of negotiations. The Association maintained that the new 85% sabbatical salary was to be paid to all members who began a sabbatical leave on, or after, July 1, 2006 while the University insisted that only those who applied for sabbatical leave after July 1, 2006 were eligible to receive the increased pay. The Association, thus, filed a grievance in September 2006 alleging the University's failure to abide by the Agreement.

In reaching this settlement, the University has agreed that Article C2.4 does indeed state that those members on sabbatical leave as of July 1, 2006 shall receive a sabbatical salary of 85% of their current salary. It further agreed to pay this level of salary retroactively to those affected.

The University has confirmed with the Association that the salary adjustments for those affected will appear on the **February 23, 2007 payroll**. If you have been affected by this matter and do not see any adjustment on this payroll, please contact the Association immediately.

Should you have any questions about this grievance or its settlement, please contact the Association.