

PDFA Collective Agreement Renewal – Summary

Effective: January 1, 2025 – December 31, 2028

Ratified: September 30, 2025

Implementation

- Changes take effect upon ratification (no retroactive or delayed application unless noted)
- Shared Services and Total Compensation are implementing salary and benefit updates

Key Language Updates

- Consistent terminology and updated name to *Faculty of Graduate & Postdoctoral Studies (GPS)*
- “Postdoctoral Fellows” now referred to as “Postdoctoral Scholars.”
- New appointment provisions (Article 7.03) clarify start date requirements and require a job description to be provided
- Six (6) weeks’ notice required for contract renewal or end of appointment
- Workweek reduced from 50 to 44 hours
- Discipline records remain on file for 12 months (previously 18)

Salary Adjustments

- Jan 1, 2025: \$45,000
- Jan 1, 2026: \$49,000
- Jan 1, 2027: \$51,000
- Jan 1, 2028: \$53,000

Active employees at ratification receive the higher of:

- New minimum rate (prorated) or
- 3% increase, retroactive to Jan 1, 2025 (or start date)

Benefit Enhancements (*effective 90 days post-ratification*)

- Vision care: \$300 every 2 years (employee + dependents)

- Prescription drug coverage increased from 80% to 90%
- Basic dental: 90% coverage up to \$1,500/year
- Major dental: 50% coverage up to \$500/year
- HSA no longer prorated at start
- Up to 5 paid sick days for the illness-related portion of maternity leave

New Appendices

- Appendix A: Minimum salary schedule (replaces LOU on Trainees/Guests)
- Appendix B: LOU for Joint Labour/Management Committee (GPS and Faculty Relations)