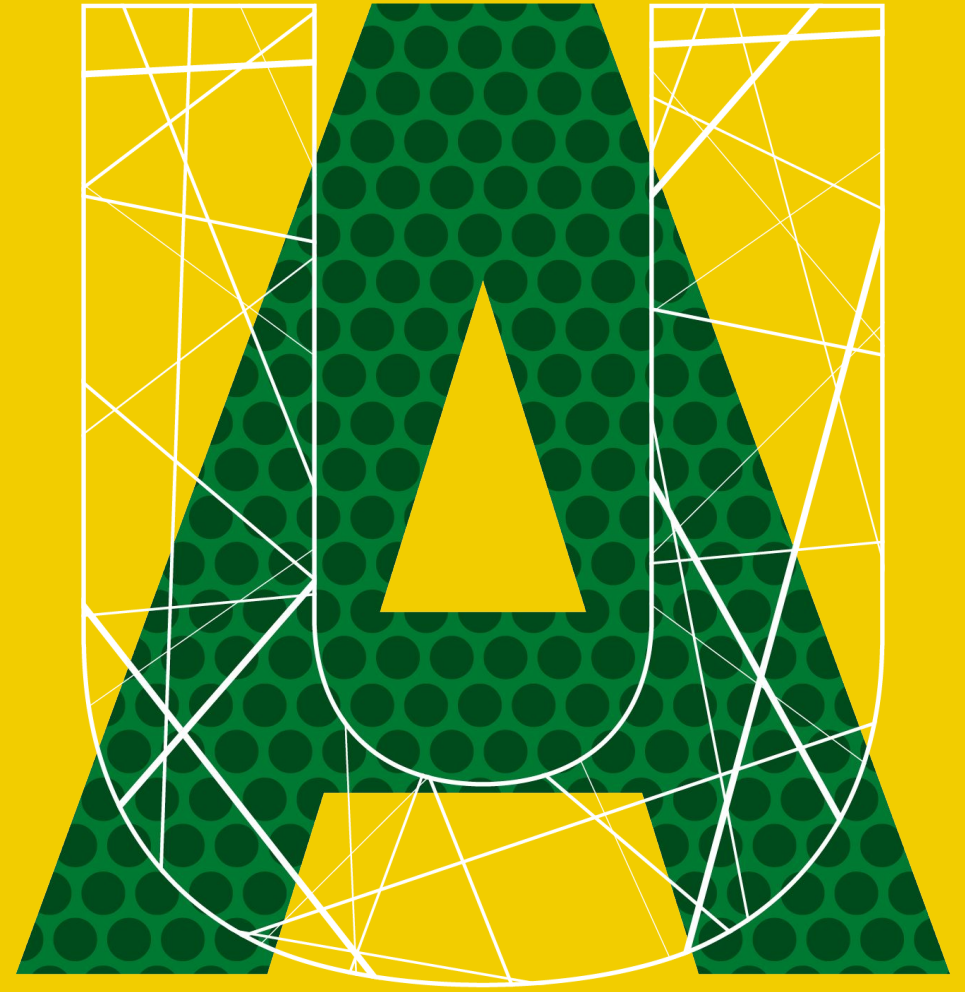


Postdoctoral Scholars Collective Agreement



UNIVERSITY
OF ALBERTA



Renewed PDFA Collective Agreement

Agenda

- Implementation schedule
- Review significant language changes
- Review salary changes
- Review benefit changes
- New appendices
- Questions

Implementation

- Renewal collective agreement was ratified on September 30, 2025.
- Amendments to the provisions of the collective agreement as signed off between the parties. All agreed changes to the collective agreement between the Board and the PDFA shall take effect upon ratification by the parties and shall have no retroactive or delayed application unless expressly indicated.
- Collective Agreement is effective from January 1, 2025 to December 31, 2028
- Shared Services and Total Compensation are working on implementing the salary and benefit changes.

Language Changes

- Languages consistency
 - “Employer” and “Union” throughout agreement
 - Consistent numbering throughout ie. One (1)
 - name change to Faculty of Graduate & Postdoctoral Studies (GPS)
- New Titles
 - change from ‘Postdoctoral Fellows Employees’ to ‘**Postdoctoral Scholars Employees**’
 - change from ‘Postdoctoral Fellows Guests’ to ‘**Postdoctoral Scholars Visitors**’
 - change from ‘Postdoctoral Fellows Trainees’ to ‘**Postdoctoral Scholars Awardees**’
 - PDS Visitors and PDS Awardees continue to be outside the collective agreement and are managed by University policy

Language Changes

- 7.03 Appointments (new)
 - will only commence on the start date specified in the letter, upon receipt of a valid work permit authorizing employment (if required), and once work has commenced in Canada.
 - 7.03.01 The PDS Employee will be provided a copy of their job description at the time the appointment letter is provided to them. During the period of Appointment, should the Supervisor and PDS Employee wish to change the job description, the Supervisor must contact GPS (and Immigration Services through the Staff Service Centre if required) to discuss the proposed changes.
 - 7.03.02 Should there be delays with immigration or delays with the expected arrival of the PDS, the department will notify the Staff Service Centre - Shared Services.
- Articles 7.05 (Appointment Renewal) and 8.02 (End of Contract)
 - the Supervisor will make every reasonable effort to provide the PDS Employee with at least six (6) weeks' notice.

Language Changes

- Article 8.04 Supervisor Initiated Termination
 - a) employment of **less than two (2) years**, notice or pay in lieu of notice of six (6) weeks;
- Article 9.02 (Workload)
 - Change '50 hours per week' to '44 hours per week'
 - language remains 'not normally required to work beyond..'
- Article 16.10 Discipline
 - Discipline remains on file for 12 months (previously 18 months)
- Article 17.05 Mediation
 - removed definition

Minimum Salary Changes and Retroactivity

- New Minimum Salary Levels
 - January 1, 2025 \$45,000
 - January 1, 2026 \$49,000
 - January 1, 2027 \$51,000
 - January 1, 2028 \$53,000
- Retro (Active Employees)
 - All full time and part time PDF Employees with an active appointment on the date of ratification, will receive the increase to the new minimum salary rate (prorated for part time) or a salary increase of 3.00%, whichever is greater, retroactive to the later of January 1, 2025 or that respective PDF Employee's start date.
 - The PDFFA is responsible for notifying former employees regarding potential retroactivity. The former PDF Employee is then to contact Shared Services

Benefit Changes

- Health Spending Account (HSA)
 - Initial HSA allocation is no longer prorated.
- Article 13.01
 - A full time PDS Employee is entitled to paid days of leave per year commencing on the employee's initial day of employment (pro-rated for appointments of less than twelve (12) months)
- Article 13.03 (for clarity)
 - Paid Leave and Sick Leave provisions are pro-rated for part-time PDS Employees.
- Article 14.03 (Maternity Leave)
 - Subject to the employee's sick leave general illness leave entitlement, the Employer will provide up to five (5) days paid leave for the illness related portion of the maternity leave.

Benefit Enhancements (Effective 90 Days after Ratification)

Effective three (3) months from date of ratification, the University will amend the University Postdoctoral Scholars Benefit Plan as follows:

- Introduce Vision Care coverage of \$300 every two years for employees and dependents
- Increase prescription drug coverage from 80% to 90%
- Basic Dental Services: reimbursed at 90% (increased from 80%), to an annual maximum of \$1,500 per calendar year.
- Major Dental Services: reimbursed at 50%, to a separate annual maximum of \$500 per calendar year.
- Maximums for Basic and Major are not co-mingled. If Basic claims exceed \$1,500, no further Basic is payable. If Major claims exceed \$500, no further Major is payable.
- Major Dental Services include crowns, bridges, and dentures. Implant-related crowns/prostheses are paid at the tooth-supported equivalent; implant surgery and related expenses are not covered.

Appendices

- Appendix A (new)
 - Minimum Full Time Annual Salaries
 - Replaces previous LOU on Trainees and Guests
- Appendix B (new)
 - LOU - Joint Labour/Management Committee
 - Similar language to the GSA Labour/Management Committee
 - Employer side will be managed by GPS and Faculty Relations

Special Thanks

Bargaining Team Members:

- Cagri Ayranci, Associate Dean, FGPS
- Tracy Saly, Human Resources Partner, ALES
- Tyler Kuhnert, Faculty Relations Officer, Faculty Relations
- Brian Pearson, Sr. Faculty Relations Officer, Faculty Relations

Questions

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