

## Appendix A – Compensation

Wages will be paid at the Standard Rate or one of the Premium Rates of pay as listed below as determined by the Dean. Where a Sessional Lecturer has previously received a premium rate for a given course they will continue to receive the premium rate for that course. Foundations Courses in the Faculty of Education will be paid at Premium Rate A.

Effective Date	Standard Rate of Pay Per 3 credit hour Course <sup>1,2</sup>
September 1, 2017	\$7,326
September 1, 2018	\$7,454
September 1, 2019	\$7,584
September 1, 2020	\$7,717

Effective Date	Premium Rate of Pay Per 3 credit hour Course <sup>1,2</sup> – Premium Rate A
September 1, 2017	\$7,900
September 1, 2018	\$8,019
September 1, 2019	\$8,155
September 1, 2020	\$8,298

Effective Date	Premium Rate of Pay Per 3 credit hour Course <sup>1,2</sup> – Premium Rate B
September 1, 2017	\$8,400
September 1, 2018	\$8,526
September 1, 2019	\$8,671
September 1, 2020	\$8,823

1. If a Course has more or less than three (3) credit hours the minimum shall be pro rata to the credit value of the Course.
2. Rates include all statutory vacation and holiday pay.
3. Sessional Orientation Compensation of \$200 shall be paid separately, based on previous practice, as long as this program is offered.
4. The retroactive September 1, 2017 increase will be paid out to Employees who are actively employed in the 2018-19 Academic Year. Payment will be issued on a one (1) time basis per contract, based on the term(s) they were employed in the 2017-18 Academic Year and paid out during the first term they work in the 2018-19 Academic Year.

5. Cancellation Rate

In the event that the University cancels a Course after the Sessional Lecturer has signed back acceptance of the appointment letter but before the first class is scheduled, the Sessional Lecturer shall receive a payment of \$500.00 and the 31 appointment letter will be considered void. If a cancellation occurs after classes have started but on or before the final “Drop/Add” date as established by the University academic calendar, the cancellation payment will be \$1,000.00 and the appointment letter will be considered void.

6. Follow-on Work Rate

In the event that the University requires the Sessional Lecturer to participate in formal student appeals, discipline, work supporting accreditation activities, or deferred exams that run into the subsequent Semester, after the termination date set out in the appointment letter, the Sessional Lecturer will be paid an hourly rate of \$50.00 per hour to a maximum of \$400.00. The Dean will work with the Sessional Lecturer affected to establish the nature, timeline and expected duration of such work prior to it being performed.