

Appendix A – Compensation

Wages shall 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 shall continue to receive the premium rate for that course. Foundations Courses in the Faculty of Education shall be paid at Premium Rate A.

Effective Date	Standard Rate of Pay Per 3 credit hour Course ^{1,2}
September 1, 2021	\$7,794
September 1, 2022	\$7,872
September 1, 2023	\$8,029
September 1, 2024	\$8,270
September 1, 2025	\$8,518

Effective Date	Premium Rate of Pay Per 3 credit hour Course ^{1,2} – Premium Rate A
September 1, 2021	\$8,381
September 1, 2022	\$8,465
September 1, 2023	\$8,634
September 1, 2024	\$8,893
September 1, 2025	\$9,160

Effective Date	Premium Rate of Pay Per 3 credit hour Course ^{1,2} – Premium Rate B
September 1, 2021	\$8,911
September 1, 2022	\$9,000
September 1, 2023	\$9,180
September 1, 2024	\$9,416
September 1, 2025	\$9,739

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, 2021 increase shall be paid out to Employees who are actively employed in the Fall 2021 and Winter 2022 Semester. Payment will be issued on a one (1) time basis per contract, based on the term(s) they were employed in the 2021-22 Academic Year and paid out during the first term they work in either the Spring/Summer 2022 Semester or the Fall 2022 or Winter and Spring/Summer 2023 Semester.

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 appointment letter shall 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 shall be \$1,000.00 and the appointment letter shall 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 shall be paid an hourly rate of \$50.00 per hour to a maximum of \$400.00. The Dean shall work with the Sessional Lecturer affected to establish the nature, timeline and expected duration of such work prior to it being performed.