



EMPLOYEE HANDBOOK  
UNION EXEMPT EMPLOYEES

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NSCAD UNIVERSITY

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## INTRODUCTION

This handbook is intended as an information guide to Non Union Employees, Department Managers and Supervisors for employment-related matters. It is expected that these policies are administered to all union exempt members of the university in a fair and consistent manner.

From time to time this handbook may be subject to periodic updates. It is important to obtain the most up-to- date version from the Human Resources Department.

## GENERAL POLICY

### **Policies and Procedures**

All employee are expected to follow the policies and procedures of NSCAD University located on the NSCAD web site.

### **Conflict of Interest**

It is the responsibility of every person covered by this policy to disclose any situation which may constitute a conflict of interest and to withdraw from the decision-making process involved. Such disclosure shall be made to their immediate supervisor or the appropriate vice-president. When in doubt, an employee should please check with their immediate supervisor to ensure any potential conflicts are alleviated.

### **Confidentiality**

All employees are required to maintain, in the strictest confidence, information to which an employee has access in the course of their employment with NSCAD University. This information shall not be disclosed to any party within or outside the University, except as directed in the course of their employment.

### **Media Inquiries**

On occasion an employee may receive inquiries from various media outlets, including on line web sources, newspaper, radio and others. It is important to portray NSCAD with an organized and consistent voice. Therefore all media inquiries should be directed to our Communications Director in the Office of University Relations.

## NSCAD POLICIES

All union exempt employees are expected to review, be familiar with and uphold the standards and policies of the University, found [here](#).

## RECRUITMENT AND SELECTION

### **Process**

The University will post all permanent positions internally and/or externally in order to attract the best qualified candidates for the vacancy. The Human Resource Department is responsible for facilitating the recruitment process and providing guidance in the recruitment and selection of candidates.

A hiring authorization form must be completed and signed by the University signing authorities identified on the hiring authorization. No positions will be filled without prior appropriate approval.

## **Equal Opportunity**

There shall be no discrimination in employment at NSCAD on any grounds prohibited by the Canadian Charter of Rights and Freedoms or the Nova Scotia Human Rights Act.

## **Offers of Employment**

All letters of offer will be prepared by the Human Resources Department and approved by the appropriate Vice President responsible for the area of hire.

## **Orientation**

It is important that new employees are integrated into their new environment as soon as possible after beginning their new position. The orientation program at NSCAD is divided into two parts.

Human Resources Responsibility: Within the first week of employment the Employee shall meet with the Director, Human Resources to be oriented to the University. During this session the Employee will complete all new hire paperwork and be given a general overview of the University.

Departmental Responsibility: The departmental orientation is more in depth and includes more detailed information on the department in which the Employee will work, as well as details on the scope of their work. Departments are responsible for ensuring each new employee is provided all the necessary information in order to complete their work in an efficient and accurate manner.

## **TERMS AND CONDITIONS OF EMPLOYMENT**

### **Hours of Work**

Full Time: Employees who are regularly scheduled to work a minimum of thirty-five (35) hours per work week.

Part Time: Any Employee who regularly works less than 35 hours per week.

Scheduled Hours: Work hours shall normally be scheduled between 7:30am and 5:30pm with one unpaid hour for lunch. Daily working hours shall be determined by the Employer and discussed with the Employee at the time of hiring. No change to working hours will be implemented by the Employer without reasonable notice to the Employee.

Flexible work hours: Individual hours of work may be considered upon mutual agreement of the Employer and Employee. This may include reduced workload requests or other flexible hour arrangements. All requests are subject to the approval of their direct supervisor and the management team.

### **Employee Identification**

All Employees must carry valid identification. In addition, The Service Centre will issue a FOB card which will allow access to the University after hours or overnight. During these times employees are required to enter the University at the main entrances.

A barcode will be required to charge items to an account in the NSCAD art supply store, or to withdraw books from the Library. Barcodes may be obtained from Library Services.

### **Absenteeism & Absence Reporting**

All unscheduled absences are required to be reported to employee's immediate supervisor as soon as possible, and no later than one (1) hour after an employee's normal start time.

Upon return to work an employee must submit for approval for unscheduled absences noting the dates of absence in the appropriate section and approved by the supervisor. The type of leave must be included, identifying sickness, bereavement, family emergency, etc.

All absences of more than ½ day must be noted approved by the supervisor and forwarded to Human Resources. Any absences because of sudden illness, or appointment, etc of less than ½ day do not have to be formally recorded, but should be noted by the supervisor.

Employees and managers are to use the electronic leave reporting system to apply, approve and document all leave. A receipt of each request will be provided to employees, managers and Human Resources once approved/denied.

If an Employee suffers an illness, accident, or has surgery that will prevent them from working for an extended period of time the Employee must contact the Human Resources Department as soon as possible to complete the paperwork for any benefits which may be available. Employees who are covered by short-term disability are required to submit forms to Manulife Insurance to access disability insurance after five (5) days.

### **Personal Appearance**

The University's public image is of significant importance. Employees are expected to dress appropriately. Each department may have different dress codes however employees are expected to dress in a manner that is consistent with the nature of their position. Appropriate attire should be discussed with the immediate supervisor.

Clothing should be clean, neat, of appropriate fit and consistent with safety standards and contributing to the overall positive impression of our University.

### **Code of Conduct**

Employees are expected to represent the University at all times. All employees are encouraged to maintain high standards of honesty, fair dealing and integrity and by their actions realize that they affect its reputation.

Employees are expected, at all times to understand and abide by the guidelines set forth in the Employee Code of Conduct and NSCAD policies.

### **Performance Reviews**

#### Probation Period

An initial probationary review should take place within the first six months of employment as stated in the Employee's letter of offer. A signed copy of this review will be sent to the Human Resources Department to be included in the Employee's personal file.

If concerns arise during the probationary period, notice in writing will be provided outlining the areas of concern, potential remedies and time frames. The probation period may be extended at this point for a period of up to 3 months. If it is determined at this time that the Employee is not performing to the expected standard, the Employee may be terminated.

#### Annual Reviews

An annual performance review will take place each year, prior to the end of the school year on June 30<sup>th</sup>. This is an opportunity for both the Employee and Supervisor to discuss their performance goals, concerns and development within the University. A signed copy of this review will be placed in the Employee's personal file.

#### **Discipline**

The Supervisor will discuss all issues relating to performance and code of conduct with Employees directly, in order to inform and permit the Employee to take corrective measures prior to discipline being imposed. The University shall follow the principles of progressive discipline.

After consultation with the Human Resources Department, all discipline will be issued in writing outlining the type of discipline imposed and the expected standard of performance. A copy will be issued to the Employee, and kept in the official personnel file.

#### **Resignation**

Unless otherwise stated in a contract, all Employees are expected to provide a minimum of four weeks' notice prior to leaving the employment of the University. Unused vacation accrual is not to be included in the notice period and will be paid out on the last pay from the University. All benefits will cease as of an employee's last day worked with the University.

#### **Retirement**

Employees are eligible for retirement after reaching the age of 55. Employees are expected to provide a minimum of the same notice for requirement as is required for resignation. As much notice for retirement as possible is preferred.

### LEAVES

#### **Sick Leave**

All Employees are entitled to twelve (12) days of sick leave per salary year (July 1-June 30<sup>th</sup>) to cover unexpected illness or injury. An Employee, on July 1, may carry forward up to a maximum of five (5) unused days' sick leave. Sick leave usage beyond twelve (12) days in the salary year will only be accessed if there has been a significant illness, of two (2) consecutive days or greater, during the year in which qualifying medical documentation was provided. If an Employee is unavailable for work, and no longer has accumulated sick time available, the missed time must be taken without pay or charged against accumulated vacation time. The employee may be

asked to provide medical documentation or to undergo a medical assessment to support any absence due to illness or injury.

Employees who suffer illness, injury or hospitalization for more than five (5) consecutive days' duration shall be covered from the first day of such absence by the University's short and long term disability plan in accordance with the terms and conditions of such plan.

### **Vacation Leave**

The vacation year runs from the 1<sup>st</sup> of July to end of June the following year. Vacation entitlement for regular full time Employees is as follows:

Employees with 1 – 10 years service /month)	23 days vacation per year (1.9 earned
After 10 years- 15 years service	25 days vacation per year (2.1 earned /month)
After 15 years – 20 years service	27 days vacation per year (2.25 earned /month)
After 20 years service	30 days vacation per year (2.5 earned /month)

Vacation is earned based on and employees hour's worked and will be pro-rated based on the number of hours worked annually. Employees do not earn vacation while on leaves of absence, Disability and Maternity/Parental leave.

Temporary or casual Employees are not entitled to vacation time, but will receive vacation pay as outlined in the labour standards code.

Employees are expected to give one (1) month notice of requested vacation time unless it is not possible to do so. All vacation must be approved by the supervisor in writing/electronically *in advance of the vacation* for approval. This information will be sent to Human Resources for recording in the HRIS system. Employees may access their current vacation and various leave balances by logging into employee self-serve. The scheduling and approval of vacation is administered by the Manager or Supervisor of the department, and is subject to the needs of the workplace.

Employees are encouraged to use vacation credits during the vacation year in which they are earned, and use them by end of the year immediately following. Vacation days will not normally be carried over beyond the 12 months following the vacation year in which they are earned. Under special circumstances an Employee may request for up to one (1) week of their vacation (typically 5 working days) to be carried over beyond the normal time frame. Vacation credits, beyond the normal timeframe, not approved for carryover by June 30 will be forfeited. At no time will an employee have more than one year's vacation entitlement plus one (1) week of additional vacation, as noted above, (23-30 working days + 5 working days) in their prior year vacation bank except in circumstances such as pregnancy/parental leave and long term disability. Accumulated leaves in excess of the allowable will be scheduled immediately following the return from leave. The request must be submitted in writing to the Supervisor and prior to April 1<sup>st</sup> of the current year.

Employees may request vacation in advance of earning the days. If approved, the days will be charged against future earnings of vacation. If an Employee leaves the employ of the University and has outstanding debits of vacation, the cost of the time taken will be deducted from the last pay.

An Employee terminating their employment will be entitled to payment in lieu of any accumulated and unused vacation time.



### **Personal Emergency Days**

An employee may be granted leave with pay for up to five (5) days per calendar year for the purpose of personal emergency. Personal emergency leave is at the sole discretion of the employer and includes medical emergency or illness for an employee's parent, spouse, or child, provided such family member(s) requires care and no one other than the employee can provide such care. It may also include residential emergencies such as fire and flood. The university may require proof of the need for such leave as it considers necessary. These days will be calculated on an annual and an Employee will not be entitled to carry forward emergency days from year to year.

All emergency leaves will be submitted to the employee's supervisor for recommended approval.

### **Moving Day**

When an Employee, who has worked at the University for at least one year, physically moves their household to a new residence, one moving day with full salary and benefits shall be granted. Moving day leaves are limited to one day every three years.

### **Maternity Leave**

A pregnant Employee who is qualified for pregnancy and parental leave under current legislation shall be entitled to Pregnancy and Parental Leave for up to seventy eight (78) weeks.

Where an Employee takes pregnancy leave and the Employee's newborn child or children arrive in the Employee's home during the pregnancy leave, parental leave:

- begins immediately upon completion of the pregnancy leave and without the Employee returning to work; and
- ends not later than seventy-eight (78) weeks after the commencement of the combined pregnancy and parental leave began, as determined by the Employee.

A pregnant employee who does not qualify for pregnancy and parental leave under current legislation shall be entitled to an unpaid Leave of Absence for up to seventeen (17) weeks upon

- giving the Employer notice of the date that they will begin the leave and the date they will return to work, and
- providing to the Employer a certificate of a legally qualified medical practitioner stating that the Employee is pregnant and specifying the expected date of delivery.

A pregnant Employee, who has been employed by the Employer for at least six months, and qualifies for pregnancy and parental leave under current legislation, is entitled to a leave of absence for up to seventeen (17) weeks upon:

- giving the Employer notice of the date that they will begin the leave(s) and the date they will return to work; and
- providing to the Employer a certificate of a legally qualified medical practitioner stating that the Employee is pregnant and specifying the expected date of delivery.

The Employee shall determine the dates on which the leave begins and ends, except that the pregnancy leave shall begin:

- not sooner than twelve (12) weeks before the expected date of delivery, as the Employee determines; and,

The pregnancy leave shall end:

- not sooner than one week after the date of delivery; and
- not later than seventeen (17) weeks after your due date or the date you gave birth, whichever is later, or in the case of combined pregnancy and parental leave not later than seventy eight (78) weeks, after the pregnancy leave began.

Leave for illness of an employee arising out of or associated with the Employee's pregnancy prior to the commencement of, or the ending of pregnancy leave, may be granted sick leave.

Where the duties of a pregnant Employee cannot be reasonably performed or the performance of the Employee's work is materially affected by their pregnancy, the Employer will make all reasonable efforts to accommodate the Employee. All requests for accommodation will be based on a medical certificate provided by a qualified medical practitioner.

The Employee shall advise their Immediate Supervisor in writing that they are applying for pregnancy and/or parental leave and file the required documents in accordance with the above procedure before the leave arrangements are finalized by the Employer.

Subject to the terms and conditions of the Supplementary Employment Benefits Plan, the Employer shall supplement an Employee's Employment Insurance Benefits and other earnings for a maximum period of seventeen (17) weeks during the Employee's pregnancy leave. This is inclusive of the waiting period. During this time, the Employee shall receive a combined 95% of the Employee's salary.

Before proceeding on pregnancy leave, each Employee claiming benefits shall sign an undertaking on a prescribed form that they will return to work at the end of their pregnancy leave, or any authorized extension thereof, and remain in the University's employ for a period of at least seventeen (17) weeks thereafter. Should an Employee fail to return to work or return for a period of less than seventeen (17) weeks, the University shall review each case on its own merits and may, at its option, require the Employee to repay all or part of the benefits received under the Supplementary Employment Benefits Plan.

When the Employee reports for work upon the expiration of the period of leave, they shall resume work in the same position or, if the position has been eliminated, a comparable position to that which they held prior to the commencement of the pregnancy leave at no lower rate of pay and with no loss of benefits accrued to the commencement of the pregnancy leave.

Where there is a newborn child and there is continuous hospitalization or death of the mother who is the Spouse of an Employee of the University, if the Employee is not taking parental leave, a period of unpaid leave up to seventeen (17) weeks, or in the case of combined pregnancy and parental leave, seventy eight (78) weeks, shall be available to the Employee under the provisions of the Pregnancy Leave clause.

#### **Paternity Leave**

Upon the birth of his child, an Employee who is the spouse of the primary caregiver and not in receipt of benefits shall be granted special leave with pay and benefits for up to a maximum of five (5) Days.

#### **Parental Leave**

An Employee who qualifies for parental leave under current legislation and who becomes a parent of one or more children through:

- the birth of the child or children; or
- the placement of the child or children in the care of the Employee for the purpose of adoption of the child or children pursuant to the law of the Province of Nova Scotia,

is entitled to an unpaid leave of absence of up to seventy eight (78) weeks upon giving the University notice of the date that the Employee will begin the leave and the date that the Employee will return to work.

Where parental leave is not continuous with pregnancy leave, it:

- begins on such date, coinciding with or after the birth of the child or children or the child or children first arriving in the Employee's home; and
- ends not later than seventy eight (78) weeks after the parental leave begins.

Where an Employee has begun parental leave and the child to whom the parental leave relates is hospitalized for a period exceeding or likely to exceed one (1) week, the Employee is entitled to return to and resume work and defer the unused portion of the parental leave until the child is discharged from the hospital, upon giving the Employer notice. There will be only one interruption and deferral of each parental leave.

An Employee other than an Employee in receipt of leave, who has been employed by the University for at least one (1) year, who becomes the parent of one or more children through the birth of a child or children, or placement of a child or children through adoption pursuant to the laws of the Province of Nova Scotia, and who is in receipt of parental leave benefits under the terms of the Employment Insurance Act, shall be entitled to the benefit of the Supplementary Employment Benefits Insurance Plan for a period of ten (10) weeks during the parental leave.

In order to provide the Employer with as much advanced notice as possible in the event of adoption, an Employee should provide a copy of their approved Application for Adoption to the Human Resources Office.

When the Employee reports for work upon the expiration of the period of parental leave, they shall resume work in the same position or, if the position has been eliminated, a comparable position to that which they held prior to the commencement of the parental leave at no lower rate of pay and with no loss of benefits accrued to the commencement of the parental leave.

### **Bereavement Leave**

When there is a death of an Employee's immediate family member, the Employee shall be entitled to up to five (5) consecutive Days of bereavement leave with full salary and benefits.

The Employee shall notify their Immediate Supervisor that such leave is required. The immediate family members shall be defined as parent (including step-parent and parent-in-law) sibling, legal guardian, Spouse, child. Special consideration will be given to an Employee who regards someone other than their biological parents or legal guardians to be their immediate family.

An Employee shall be entitled to up to three (3) consecutive Days of bereavement leave with full salary and benefits for grandparent, grandchild, uncle, aunt, brother-in-law, sister-in-law, or child-in-law. The Employee shall notify their Immediate Supervisor that such leave is required.

An Employee shall be entitled to one (1) Day of bereavement leave in the event of the death of a niece or nephew.

In cases where extraordinary circumstances prevail (such as travel outside mainland Nova Scotia), the Employer, in its sole discretion, may grant other or additional leave with or without pay for bereavement or compassionate reasons.

### **Special Leave**

Special leaves with or without pay may be granted by the Employer upon terms and conditions prescribed by the Employer. Requests must be made in writing to the Director of Human Resources stating the length of time requested and nature of the leave.

**Court Leave**

Leave of absence without loss of seniority and benefits shall be given to every Employee other than an Employee on leave of absence without pay or under suspension who:

- loses work time as a result of jury selection process or actual service as a juror in Court; or
- by subpoena or summons attends and testifies as a witness in any proceeding held in or under the authority of a court, to which the Employee is not a party.

The Employer shall pay such Employee(s) the difference between normal earnings for such lost time and the payment they received for jury or witness duty. The Employee will present proof of service and the amount of pay received. An Employee released from such jury or witness duty shall return to complete that part of the work shift they would have lost had the jury or witness duty continued.

**Voting Leave**

In the event of an election, all Regular Full-time Employees who are electors and whose employment hours do not allow them three (3) consecutive hours of their own time for voting, shall be allowed such additional time with pay from required employment hours as may be necessary to provide the three consecutive hours. Such additional time for voting shall be granted to the Regular Full-time Employee at the time of Day that, in the judgment of the Employer, best accommodates the Employee's duties.

**Holidays**

Employees are not required to work on the days the University is officially closed. In addition, the following holidays will be given with pay:

New Year's Day	Heritage Day
Good Friday	Easter Monday
Victoria Day	Canada Day
Halifax Natal Day	Labour Day
Thanksgiving Day	Remembrance Day
Christmas Day	Boxing Day

All days that the University is officially closed during the Winter Holidays, or any other day designated as a Holiday by the President.

**TOTAL COMPENSATION**

**Definitions**

Salary Range – indicates the minimum and maximum salary associated with a full time union-exempt position.

Pay Grade – each salary range is assigned a number from 1 to 7, identified as a pay grade. Pay grades were established with the assistance of a compensation consultant and were based on comparable external market data, internal equity, ability to pay, other comparable University structures and the total compensation package at NSCAD.

**Step Increase**

Step increases for union exempt employees will be based on satisfactory performance as recommended by their responsible Senior Leader. Union exempt employees will be eligible for step increases on July 1. Employees who are hired after January 1 will be eligible for their first step increase in the subsequent year. Employees are eligible for step increase once they have

completed their probationary period. If an employee's probationary period is extended, they will be eligible for economic increase only and step increases will be applied once an employee has successfully completed their probationary period but will not be retroactive.

### **Merit Increase**

A merit increase is intended for Group 7 and above classified employees. Employees in this classification grade are not eligible for step increases rather recommended increases based on market indicators and recommendation by the President annually. Merit increases will normally be a minimum of the approved economic increase and not to exceed the combined value of union exempt step and economic increases for the year applied.

### **Salary Philosophy**

NSCAD University offers a total compensation package, including competitive salaries, vacation time, pension contributions, balanced work/life environment, and health benefits which are attractive to new and existing employees.

Salary ranges were developed with the aid of an external consulting firm by conducting a salary survey and comparing position descriptions to other similar positions in similar sized organizations and Universities. In developing the pay grade and salary ranges the consultant used current position descriptions and considered the scope of the job, reporting and organizational structure, and size and location of the organization. Final construction of the pay grades and salary ranges were made considering a number of factors including; internal equity, external market data, ability to pay, and other benefits provided as part of the total compensation package.

### **Pay Grades**

Each position has been assigned a pay grade which establishes a minimum and maximum full time salary range. NSCAD is committed to ensuring all employees be paid a salary that is not less the minimum salary of their assigned pay grade. Periodically market reviews will be conducted to ensure the pay grade for the position remain relevant and competitive. A positions' pay grade may be changed if the market data indicates the range has fallen below current market values for the position.

Salary ranges will be adjusted annually by inflation in order to keep the range within current market values. Changes in salary ranges may not necessarily result in a increase of a union exempt employee's salary. However, should the inflation adjustment increase the salary range to a level outside of the employee's current salary, a salary increase will be provided to bring the salary up to the current minimum level of the salary range for respective position's pay grade.

## Pay Grade Description

Pay Grade	Description
1	Generally, provides administrative support to a program/department or functional area. Has a depth of knowledge in the subject area that they work. Is expected to meet deliverables and respond to assigned work. Works under general supervision.
2	Works relatively independently within a department, program or functional area. Manages own tasks and deliverables. Is expected to take the lead on work assigned and may be the lead support in their area. Position similar to coordinators, executive assistants etc.
3	Includes positions that provide a high level of support to a specific functional area. Has a strong knowledge of a particular area. Operates independently under general direction from their manager. May include Managers with less than 5 direct reports, Advisors who are subject matter specialists, governance specialists etc.
4	This position is responsible for the execution of one functional area within a department, may manage a specific area of a budget or responsible for managing a number of staff members to ensure a high level of service. May have a specialize area of work. May manage greater than 5 staff. Has budget authority. Is expected to work independently and with limited supervision.
5	Typically a Director within a Department or unit. A Director responsible for identifying and achieving the financial and non-financial outcomes of a functional area or department or an employee who is recognized as a subject/function expert.
6	Typically a Senior Director role responsible for a functional portfolio that broadly services the entire University. This position is responsible for setting policy and strategic objectives, direction for a University service portfolio and developing and managing a departmental budget. This position is responsible for managing the work of others and providing guidance and development opportunities for direct reports to ensure effective operations and strategic advancement of the area priorities. Provides advice to, and may be a member of, the Senior Leadership Team.
7	Typically an Associate/Assistant Vice-President or Dean. A senior leadership role responsible for a strategic portfolio that broadly services the entire University. This position is part of the University's Senior Leadership Team and is responsible for setting policy and strategic objectives, direction for a University service portfolio and developing and managing a departmental budget. This position is responsible for managing the work of others and strategic oversight of their operational unit to ensure effective operations and strategic advancement of the area priorities. Recommends strategic direction and goals in support of the University's strategic plan.

### Reclassification

An existing position may be reclassified to a higher or lower pay grade if significant changes in the job content are assigned or removed. The established pay grade may be increased or decreased upon approval of an updated and finalized position description and market analysis.

Should a position be reclassified downwards the employee's present salary will be red circled until it is within the new pay grade salary range. It will be adjusted to the maximum at that time.

If the pay grade is increased, the person's salary may be increased to minimum salary for the newly established pay grade.

If the employee's salary is within the range of the new pay grade, there will be no immediate salary increase. Future increases will be provided as per the union exempt salary increase process. *(see the next section)*

Should a new position be established, the pay grade will be determined based on the finalized position description and market assessments. If there is no comparable job, the position will be given a provisional pay grade, and a market assessment will be conducted within twelve months to ensure the position has been assessed to the appropriate pay grade.

### **Salary Increases**

Economic and step increases in salary may be distributed as an equal percentage to all union exempt employees, or they may be distributed within a range of percentages that take into consideration current market, placement in the employee's salary range, university budgets and internal equity. Final decisions on salary increases are approved by the President.

### **Market Differentials**

A market differential is a temporary salary increase or stipend which is provided due to external market pressures above the assessed pay grade to retain or attract people to a particular position.

The application of market differentials will only be used in exceptional circumstances:

1. Where the position exists in a low supply/high demand labour market. This can be characterized by high turnover in a particular union exempt position accompanied by the inability to recruit qualified staff that are deemed critical to the operation of the department/university; and
2. A higher salary is deemed essential to recruit an employee (or employee group) that serves a critical function that cannot be achieved by any other possible means.

All market differentials will be approved by the senior management team and will not impact the pay grade and salary range for the position. The differential will be reviewed annually and could be increased, decreased, unchanged or eliminated. An employee's salary may exceed the maximum of their salary range due to a market differential.

### **Overload Pay or Time off in Lieu**

A one-time payment may be granted in recognition of successful completion of a significant special onetime project accomplished outside of an employee's normal responsibilities or workload\*. Assignments of this nature will typically encompass a period of several weeks and payment may range from 3% to 5% of annual base salary or may include time off in lieu. All exceptional overload or time off in lieu payments must be identified and approved by the Senior Management team in advance. Should a one-time payment be made in recognition of the additional work, the employee will not be eligible for any other form of compensation or time off in lieu related to this special project.

*\* Normal workload for Directors and Managers ranges from 35-45 hours per week depending on the seniority of the position. Directors and VPs will regularly be required to work over and above 35 hours per week to carry out their job responsibilities. The "overload pay or time off in lieu" is designed to reward and recognize individuals who have gone above and beyond their regular duties and worked an extensive period of excessive overtime (nights and weekends) over a substantial period of time.*

### **Temporary Assignment Allowance**

Employees who have been appointed by the Board of Governors, the President, or a Vice President to an acting appointment at a higher level as a Director or Vice President for a continuous period exceeding eight weeks' duration may be eligible to receive a temporary assignment allowance for the period.

The temporary assignment allowance shall normally be the difference between the professional employee's current salary and the minimum salary point of the higher level position or 5%, whichever is greater. If the professional employee is not performing the full range of the duties of the higher level position, they shall be paid a pro rata amount of the difference between the employee's substantive salary and the minimum salary point of the higher level position. The allowance will vary between 5% to 10% of the employee's total base salary based on the scope of the additional duties. In no case will the temporary assignment allowance exceed 10% of the current total base salary.

### **Overtime**

Normal working hours range between 35 and 40 hours per week depending on the specific role and/or the functional area. It is recognized that from time to time additional hours to the norm may be required to fulfill the requirements of a position. These hours should be requested in advance by a supervisor, except in the case of an emergency.

Overtime is defined as all work performed outside the Employee's regularly scheduled working hours, and that is **authorized in advance** by the Employer.

Employees are expected to perform their position competently, efficiently and to the best of their ability. Managerial positions are expected from time to time to carry out duties outside of normal business hours and days. Salaries and benefits take into account these expectations. As such, employees who are in management roles will not be compensated directly for overtime worked:

Managerial positions may request leave with pay in recognition of excessive hours of work or time off in lieu of overtime pay.

Non Managerial Employees are entitled to overtime compensation as follows:

- Overtime hours must be required as an operational necessity and be pre authorized by the Supervisor.
- Periods of less than thirty (30) minutes in a regular work day are not entitled to overtime compensation.
- Unless required as an operational requirement and pre-approved by the supervisor, work performed during lunch hours is not considered to be work performed in excess of the regular work day and will not be compensated as overtime.
- Overtime will be compensated at 1 ½ times the employees current hourly rate of pay .
- If an Employee is required to work on the following they will be compensated at 2 times the hourly rate: Sundays after 7 hours consecutive overtime; or holidays.
- Employees may choose to accumulate straight time off in lieu of pay for use at a later date; however, any hours not utilized by the end of the calendar year in which they are earned will forfeit the time and pay unless authorized by the immediate supervisor.
- There is no pyramiding of wages or benefits.



Timesheets must be submitted to the Human Resource Department noting the date of the overtime, the overtime rate and total of hours. This information will be recorded in self-serve as lieu time owed. In order to access this time the employee must submit an approved employee leave form to Human Resources.

### **Benefits Eligibility**

All full time permanent employees under age 70, and who work a minimum of 9 months per year and 25 hours per week, are eligible for benefit plan coverage. The Employee must be signed up to take part in the Health and Dental coverage within one month of the eligibility date (2 months of employment date). If the Employee has not completed the application within this time frame they may be required to submit a late enrollment application. An employee may also be asked for more detailed medical information or to take a physical before being approved for coverage. Dental coverage may also be limited to \$100 for the first year of coverage.

All Term employees with a contract greater than one (1) year, will be eligible for enrollment into Health, Dental and Pension benefits only.

Temporary employees (and Term employees whose Term not greater than a year), will not be eligible for benefits.

Benefits shall be in accordance with the terms and conditions of such plans.

Please see the Human Resources section of the NSCAD intranet for a detailed list of insurance coverage.

### **Group Health and Dental**

Employees who meet the eligibility requirements of the Health and Dental plan will be enrolled 1 month from their hire date. Applications for coverage must be completed within 30 days of becoming eligible or late applications may be required.

Employees may opt out of the Group Health and Dental plan if the Employee has coverage through another plan. Proof of coverage must be provided and a waiver form may be required.

### **Pension Plan**

All full-time, part-time employees and regular part time faculty members who meet the minimum requirements through Canada Revenue Agency are required to join the pension plan following one year of service. An employee will be contacted by the Human Resources Department upon reaching eligibility and will be provided with detailed information on the plan.

Once enrolled, the University will deposit 8% to the plan and the Employee is required to contribute 6%. Employees are always entitled to their contributions and the employers contributions will be vested immediately.

### **Optional RRSP Contributions**

Employees may voluntarily open an RRSP with Manulife Financial and contribute through payroll deductions. This option may appeal to employees who are on temporary contracts or who are interested in topping up their retirement funds to the maximum contribution limits. Please contact the Payroll and Benefits Office for more enrollment information.

### **Accidental Death and Dismemberment (ADD)**

The cost of the benefit is covered by the Employer. Coverage equals 2.5 times the Employees annual salary to a maximum coverage of \$300,000.00.

### **Short-Term Disability**

All eligible Employees are covered for short-term disabilities up to 17 weeks. The cost of coverage is paid in full by the University. If the benefit is approved by the University's insurance carrier, the Employee will receive 95% of annual salary if employed less than 5 years, and 100% of salary if employed more than 5 years.

### **Long-Term Disability**

The cost of coverage for long term disability is paid 100% by the Employee. This ensures that if approved for receipt of benefits, the earnings will not be taxable. Benefit is equal to 60% of monthly earnings to a maximum coverage of \$4,000.00. Employees and the Employer continue to make contributions to the pension plan while in receipt of the benefit.

An Employee may apply directly to Manulife for optional additional Long Term Disability to cover earnings above \$4,000.00 per month.

Employees over age 65 are not covered by Long Term Disability insurance.

### **Life Insurance**

Employees are required to purchase life insurance while employed by the University. Coverage equals 2.5 times the annual salary to a maximum of \$300,000.00. This amount is reduced by 50% at age 65 and ceases at age 70.

Optional Life Insurance is also available and subject to approval through Manulife Insurance.

### **Employee and Family Assistance Plan**

The EAP is provided by Sheppell FGI and is a confidential and voluntary support service that can help an employee take the first step towards change. They will help an employee find solutions to all kinds of challenges at any age and stage of life. Whether an employee has decided to get in shape, are considering buying a new home or want to find a better work-life balance there is an expert insight to help.

### **Travel Insurance**

SSQ Insurance Company provides Emergency Out of Province Coverage, anywhere in the world, 24 Hours a day and protects against injury & sickness.

### **Pay Schedule**

All Employees are paid on the 15<sup>th</sup> and 30<sup>th</sup> of the month. Should these dates fall on a weekend employees will be paid on the preceding Friday. The Payroll Office requires banking information or a void check for automatic payroll deposit.

### **Professional Development, Conferences and Workshops**

Employees may apply to their direct supervisor for funding for eligible conferences and workshops in January of each year (for the following fiscal year). These submissions will be reviewed and assessed as part of the budgeting process and approvals will be based on the

University's strategic plans. The ability to fund requests will be dependent upon the fiscal realities at the University.

Employees must submit their request by January 31<sup>st</sup> for the following fiscal year outlining the dates and place of the conference or professional development opportunity; a summary description of the professional development opportunity, the expected learning outcome; and the estimated costs including itemized detail of workshop fees, travel expenses, meals and accommodations.

Approved professional development will not exceed the following thresholds:

Director level	up to \$1,800
Manager level	up to \$1,200
Administrative	up to \$750

These thresholds are not guarantees of funding nor will all requests for professional development be approved. Requests for professional development will be assessed and prioritized annually based on the University budget, needs of the University based on strategic plans, past performance of the employee including meeting of departmental goals, applicability of the request, past allocation of professional development funding, and internal equity.

For those funding requests that are approved, the amounts will be allocated within the departmental operating budgets. Employees cannot use departmental operating budgets to fund conference and workshop costs (registration fees, travel and accommodations) over and above the amount specifically allocated to them for professional development.

### **Tuition Assistance**

Employees, Spouses and Dependents in the immediate family of the Employee may enroll in credit or non-credit courses in the University at one-half the tuition fee (studio fees and other fees are to be paid in full). Tuition must be paid in full up front and a receipt with Tuition rebate form must be completed and submitted to the Human Resources Department for rebate.

### **Goodlife Membership**

Employees are eligible to sign up for payroll deduction for a Goodlife gym membership. A minimum of one month is required to begin or end deductions.

## **OCCUPATIONAL HEALTH AND SAFETY**

### **OH&S Committee Meetings**

The Occupational Health and Safety Committee meet a minimum of 4 times per year and include members from every area of the University. The University is committed to an employees safety; if An employee have any items An employee would like to have discussed or notice any potential hazards please bring it to the attention of a committee member.

### **Health and Safety Policy**

NSCAD University is committed to providing a healthy and safe environment for every member of the NSCAD community as reflected in our Occupational Health and Safety Policy. To understand how all members of the community contributed to a safe environment, please carefully read the attached documents on "Occupational Health and Safety". The Occupational Health and Safety Policy can also be found online on the NSCAD navigator. If after having read

the documents an employee has questions related to Occupational Health and Safety or NSCAD's liability coverage, they should be discussed with either an employee's immediate supervisor, a representative on the Health and Safety Committee the Dean or the Director of Human Resources.

Appendix A – Non-Union Salary Scale- 2023

STEP	Grade 1	STEP	Grade 2	STEP	Grade 3	STEP	Grade 4	STEP	Grade 5	STEP	Grade 6	Grade 7
1	46,272	1	53,642	1	60,648	1	69,206	1	82,512	1	94,532	105,705
2	47,660	2	54,381	2	62,467	2	71,282	2	84,987	2	97,368	Merit Increases
3	49,090	3	56,013	3	64,342	3	73,421	3	87,536	3	100,289	
4	50,563	4	57,693	4	66,272	4	75,623	4	90,163	4	103,297	
5	52,080	5	59,424	5	68,260	5	77,892	5	92,867	5	106,396	
6	53,642	6	61,207	6	70,308	6	80,229	6	95,653	6	109,588	
7	55,251	7	63,043	7	72,417	7	82,635	7	98,523	7	112,876	
								8	101,479	8	116,262	
2023	2%							9	104,523	9	119,750	
								10	107,659	10	123,342	137,416