

## ARTICLE 40: ANNUAL ADJUSTMENTS TO SALARIES

40.01 Salary grids found in Appendix 4 and Appendix 5 shall become effective on the date specified therein and shall remain in effect for the duration of the Collective Agreement.

### 40.02 ADJUSTMENTS TO THE SALARY GRIDS

The following increases are reflected in the salary grids attached as Appendix 4 for faculty members and Appendix 5 for librarian members: **June 1, 2007**

**Percentage Increase:** Each step on the salary grid in effect on May 31, 2007 is increased by two percent (2%).

**“Rattrapage”:** Each step on the tenured and probationary Assistant Professor, Associate Professor and Professor salary grids is increased by an additional one thousand dollars (\$1,000).

Each step on the tenured and probationary Lecturer, Librarian I, Librarian II, Associate Librarian and Senior Librarian salary grids is increased by an additional eight hundred and sixty dollars (\$860).

Each step on the ETA Lecturer and ETA Senior Lecturer salary grids is increased by an additional eight hundred and sixty dollars (\$860).

### **June 1, 2008**

**Percentage Increase:** Each step on the salary grid in effect on May 31, 2008 is increased by two percent (2%).

**“Rattrapage”:** Each step on the tenured and probationary Assistant Professor, Associate Professor and Professor salary grids is increased by an additional one thousand dollars (\$1,000).

Each step on the tenured and probationary Lecturer, Librarian I, Librarian II, Associate Librarian and Senior Librarian salary grids is increased by an additional eight hundred and sixty dollars (\$860).

Each step on the ETA Lecturer and ETA Senior Lecturer salary grids is increased by an additional eight hundred and sixty dollars (\$860).

### **June 1, 2009**

**Percentage Increase:** Each step on the salary grid in effect on May 31, 2009 is increased by two percent (2%).

**“Rattrapage”:** Each step on the tenured and probationary Assistant Professor, Associate Professor and Professor salary grids is increased by an additional one thousand dollars (\$1,000).

Each step on the tenured and probationary Lecturer, Librarian I, Librarian II, Associate Librarian and Senior Librarian salary grids is increased by an additional eight hundred and sixty dollars (\$860).

Each step on the ETA Lecturer and duly adjusted ETA Senior Lecturer salary grids is increased by an additional eight hundred and sixty dollars (\$860).

#### **June 1, 2010**

**Percentage Increase:** Each step on the salary grid in effect on May 31, 2010 is increased by two percent (2%), or by an amount equivalent to the provincial public service salary policy in effect as of April 1, 2010, whichever is higher.

**"Rattrapage":** Each step on the tenured and probationary Assistant Professor, Associate Professor and Professor salary grids is increased by an additional one thousand dollars (\$1,000).

Each step on the tenured and probationary Lecturer, Librarian I, Librarian II, Associate Librarian and Senior Librarian salary grids is increased by an additional eight hundred and sixty dollars (\$860).

Each step on the ETA Lecturer and ETA Senior Lecturer salary grids is increased by an additional eight hundred and sixty dollars (\$860).

#### **June 1, 2011**

**Percentage Increase:** Each step on the salary grid in effect on May 31, 2011 is increased by two percent (2%), or by an amount equivalent to the provincial public service salary policy in effect as of April 1, 2011, whichever is higher.

### **40.03 ADJUSTMENTS FOR MEMBERS WHOSE SALARY INCREASES ARE GOVERNED BY THE OLD MODEL**

The following increases shall be applied for members whose salary increases are governed by the Old Model and who do not opt to move to the New Model.

#### **June 1, 2007**

The member retains any Career Development Increment (CDI) increase and/or promotion increase already received effective June 1, 2007.

**Percentage Increase:** The member's base salary shall then be increased by an additional two percent (2%) with the proviso that this increase shall not exceed two percent (2%) of the maximum salary for the member's rank on the 2006/2007 salary grid.

**"Rattrapage":** The base salary of tenured and probationary Assistant Professors, Associate Professors and Professors shall be increased by one thousand dollars (\$1,000), while the base salary of tenured, Librarian I, Librarian II, Associate Librarian

and Senior Librarian members, as well as ETA Lecturers and Senior Lecturers, shall be increased by eight hundred and sixty dollars (\$860), with the proviso that the stated amounts will be pro-rated so that the total "rattrapage" amount available to members who remain on the Old Model does not exceed fifty thousand dollars (\$50,000).

**June 1, 2008**

The member retains any CDI and/or promotion increase already received effective June 1, 2008.

**Percentage Increase:** The member's base salary shall then be increased by an additional two percent (2%) with the proviso that this increase shall not exceed two percent (2%) of the maximum salary for the member's rank on the 2007/2008 salary grid.

**"Rattrapage":** The base salary of tenured and probationary Assistant Professors, Associate Professors and Professors shall be increased by one thousand dollars (\$1,000), while the base salary of tenured, Librarian I, Librarian II, Associate Librarian and Senior Librarian members, as well as ETA Lecturers and Senior Lecturers, shall be increased by eight hundred and sixty dollars (\$860), with the proviso that the stated amounts will be pro-rated so that the total "rattrapage" amount available to members who remain on the Old Model does not exceed fifty thousand dollars (\$50,000).

**June 1, 2009**

The member's May 31, 2009 base salary shall be increased by two percent (2%) with the proviso that this increase shall not exceed two percent (2%) of the maximum salary for the member's rank on the 2008/2009 salary grid.

**June 1, 2010**

The member's May 31, 2010 base salary shall be increased by two percent (2%), or by an amount equivalent to the provincial public service salary policy in effect as of April 1, 2010, whichever is greater, with the proviso that this increase shall not exceed two percent (2%) of the maximum salary for the member's rank on the 2009/2010 salary grid.

**June 1, 2011**

The member's May 31, 2011 base salary shall be increased by two percent (2%), or by an amount equivalent to the provincial public service salary policy in effect as of April 1, 2011, whichever is greater, with the proviso that this increase shall not exceed two percent (2%) of the maximum salary for the member's rank on the 2010/2011 salary grid.

**40.04 ADDITIONAL PERCENTAGE INCREASE**

On May 31, 2012, each step on the salary grid, as well as the base salary of each member whose salary is governed by the Old Model (up to the maximum grid salary for the member's rank), shall be further increased by the sum of the following:

- a) a percentage increase calculated by adding the total amount awarded in the form of new individual supplements in accordance with the provisions of Article 39.01 c) or Article 39.10 a) from the date of signature of this Collective Agreement to May 31, 2010, subtracting \$200,000, and dividing the result by the CUFA masse salariale on October 1, 2009;
- b) a percentage increase calculated by adding the total amount awarded in the form of new individual supplements in accordance with the provisions of Article 39.01 c) or Article 39.10 a) from June 1, 2010 through May 31, 2011, subtracting \$200,000, and dividing the result by the CUFA masse salariale on October 1, 2010;
- c) a percentage increase calculated by adding the total amount awarded in the form of new individual supplements in accordance with the provisions of Article 39.01 c) or Article 39.10 a) from June 1, 2011 through May 31, 2012, subtracting \$200,000, and dividing the result by the CUFA masse salariale on October 1, 2011