

Article 40: Annual Adjustments to Salaries

40.01 ADJUSTMENTS FOR MEMBERS WHOSE SALARY INCREASES ARE GOVERNED BY THE NEW MODEL

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:

**Effective June 1, 2012**

Percentage Increase:

The floor of each rank on the salary grid in effect on May 31, 2012 is increased by two percent (2%).

Grid compression:

The step sizes on the salary grid are increased after the two percent (2%) increase on the floor of each rank has been applied, and the number of steps required to attain the maximum salary of the salary grid is reduced as follows:

| Rank  | Step Size | Number of Steps       |
|---|-----------|-----------------------|
| Probationary Lecturer:                                      | \$2,000   | 4 (unchanged)         |
| Probationary Assistant Professor:                           | \$2,100   | 10 (unchanged)        |
| Associate Professor:  | \$2,100   | Reduced from 25 to 19 |
| Professor:  | \$2,100   | Reduced from 27 to 22 |
| ETA Lecturer:   | \$2,100   | 13 (unchanged)        |
| ETA Senior Lecturer:  | \$2,100   | Reduced from 26 to 22 |
| LTA Lecturer:   | \$1,700   | 3 (unchanged)         |
| LTA Assistant Professor:                                    | \$1,700   | 3 (unchanged)         |
| LTA Librarian:  | \$1,700   | 3 (unchanged)         |
| Assistant Librarian<br>(replaces Librarian I and II ranks): | \$2,100   | 9 (new)               |
| Associate Librarian:  | \$2,100   | Reduced from 25 to 19 |
| Senior Librarian:   | \$2,100   | Reduced from 25 to 22 |

**Effective June 1, 2013**

Percentage Increase to the salary grid:

Each step on the salary grid in effect on May 31, 2013 is increased by two percent (2%).

**Effective June 1, 2014**

Percentage Increase to the salary grid:

Each step on the salary grid in effect on May 31, 2014 is increased by two percent (2%).

40.02 ADJUSTMENTS FOR MEMBERS WHOSE SALARY INCREASES ARE GOVERNED BY THE OLD MODEL

Salary increases for Members whose salaries are governed by the Old Model shall be as follows:

**Effective June 1, 2012:**

Two percent (2%) of salary, up to the maximum of the grid salary for the Member's rank.

**Effective June 1, 2013:**

Two percent (2%) of salary, up to the maximum of the grid salary for the Member's rank.

**Effective June 1, 2014:**

Two percent (2%) of salary, up to the maximum of the grid salary for the Member's rank.

40.04 ADDITIONAL PERCENTAGE INCREASE

On May 31, 2015, 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 June 1, 2012 to May 31, 2013, subtracting \$200,000, and dividing the result by the CUFA masse salariale on October 1, 2012;
- 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, 2013 through May 31, 2014, subtracting \$200,000, and dividing the result by the CUFA masse salariale on October 1, 2013;
- 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, 2014 through May 31, 2015, subtracting \$200,000, and dividing the result by the CUFA masse salariale on October 1, 2014;

Agreed March 18, 2013