

AT THE TABLE



Update from: Marnie Ham, Chief Negotiator and your Bargaining Team (Maurice DiGiuseppe and Ann LeSage)

Current Issues

The focus of this week's bargaining update is **Compensation**.

Based on 2009 — 2010 Canadian university faculty salary data by Statistics Canada (posted on the CAUT website) UOIT faculty are paid substantively less than other faculty members across Canada. The following table summarizes the mean salaries, by rank, of UOIT faculty with other Ontario universities (rounded).

	Full Professor	Associate Professor	Assistant Professor	All Ranks
UOIT	\$130,873	\$105,084	\$89,818	\$99,245
Ontario Average	\$140,653	\$112,951	\$91,309	\$113,025
Ontario small universities	\$148,670	\$110,856	\$90,090	\$110,166
GTA / 905 Average	\$140,707	\$121,309	\$95,548	\$120,845

Based on these data, UOIT faculty members are consistently one of the lowest paid regardless of rank when compared to other Ontario faculty salaries. For example, in the "All Ranks" category, UOIT is positioned 15th out of the 17 Ontario universities. For more specific salaries details on all Canadian universities see the **Salary by Rank** documents on our website (www.uoitfa.ca).

At one time UOIT salaries were comparable to other Ontario universities. UOIT has fallen below the provincial standard in pay because our pay structure and our total compensation are significantly inferior than the norm. More specifically, Ontario compensation models generally include the following components:

- Across the Board increase
- Step increase
- Sector Adjustment
- Promotion
- Anomalies
- Professional Development fund

A few universities offer merit pay; however, it is only one component of their compensation model.

In an effort to keep pace with the *Cost of Living* and begin to align UOIT salaries with faculty at other universities we are pursuing a more equitable compensation model for our membership.

ARTICLES UNDER REVIEW

Article #	Title of Article in Collective Agreement	Status
3	Definitions	New items tabled by UOITFA
5	Rights & Privileges of Faculty Association	Tabled by UOITFA 11Feb
6	Dues Deduction	Tabled by UOITFA 11Feb
8	Correspondence	Completed 28April
11	Grievance Procedure & Arbitration	Completed 16Feb
15	Career/Workload	Tabled by UOITFA 21April
16	Performance Review	Tabled by UOIT 13June
17	Official Files	Completed 21April
18	Third Year Review Procedures	Completed 28April
19	Tenure	Tabled by UOITFA 28Apr
20	Promotion to Professor	Completed 28April
24	Compensation	
25	Pension & Benefits	
New	Appointments	Completed 13June

FYI: Recent Agreements

The following universities have ratified their collective agreements since September 2010, including compensation beyond the *Restraint Act* (i.e. 0/0). The data below reflect 2010—2011 compensation.

	Carlton	U of T	St. Jerome
ATB	1.5%	2.25%	3%
PTR	\$2080 or \$3090	\$2350	\$5150
Merit			2 awards total of \$5150 each
PD /yr	\$1650 (+ 100)	\$1750 or \$1500	\$3150

Yours in Service: Marnie, Maurice, Ann