

# 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 15<sup>th</sup> 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](http://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                             | <b>Completed 28April</b>   |
| 11        | Grievance Procedure & Arbitration          | <b>Completed 16Feb</b>     |
| 15        | Career/Workload                            | Tabled by UOITFA 21April   |
| 16        | Performance Review                         | Tabled by UOIT 13June      |
| 17        | Official Files                             | <b>Completed 21April</b>   |
| 18        | Third Year Review Procedures               | <b>Completed 28April</b>   |
| 19        | Tenure                                     | Tabled by UOITFA 28Apr     |
| 20        | Promotion to Professor                     | <b>Completed 28April</b>   |
| 24        | Compensation                               |                            |
| 25        | Pension & Benefits                         |                            |
| New       | Appointments                               | <b>Completed 13June</b>    |

### 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