

# Negotiations Report

Annual General Meeting  
7 May 2010

# Context

- Started building the foundation in the first year of the current agreement with the work patterns and performance review
- Last year added rank, a new tenure system, and a stub article on promotion
- We acknowledge the work of the Board's team
- Detailed criteria and standards for tenure were yet to be developed, so the criteria and processes for Tenure System I are being used for Tenure System II this year

# Context

- The Continuing Part-Time Appointment did not work as well the negotiating committees had expected
- Support staff settlement
- No growth money for the next two years
- But the University enters these challenging times in sound fiscal shape
- And money has still been budgeted for the transition to a university

# Maintain Members' Real Purchasing Power

- 1981-1996 wages consistently lost ground in real terms
- 1996-2003 MRFA pushed to achieve return to real purchasing power of 1970s levels
  - i.e. long serving faculty had finally returned in real terms to the pay level at which they started in late 1970s and early 1980s. Many of those faculty are now in the 25-year LSI
- 2004 → COLA increases become a joint interest
- 2008 → Settlement below inflation rate
- 2009 → COLA increases + grid adjustments offset earlier decrease

## Grid Challenges at MRU

- In 2010, 23 percent of faculty are at Step 15
- Another 7 percent are receiving LSI 20
- Another 4 percent are receiving LSI 25
- 9 percent will move to Step 15 on July 1, 2010
- Mid-grid problems identified in the last round

# Grids at Some Comparable Institutions

	Lecturer		Assistant Professor		Associate Professor		Professor			
	Base	Top	Base	Top	Base	Top	Base	Top		
<b>Brock (Jul '10)</b>	54,962	177,888	71,155	177,888	85,317	177,888	112,741	108,817	177,888	135,591
<b>Trent (Jul 10)</b>	68,568	96,360	78,674	116,684	93,833	145,691	110,519	114,045	169,426	145,233
<b>WLU (Jul 10)</b>	57,784	127,125	69,341	127,125	85,101	127,125		103,487	144,460	
<b>Windsor (Jul 10)</b>	50,625	86,062	61,526	104,594	77,104	109,956		98,135	none	137,921
<b>Ryerson (Jul 10)</b>			68,384	126,829	86,380	none	109,910	98,377	none	131,551
<b>Nipissing (May 10)</b>	51,097	70,501	\$66,328	93,938	85,700	117,896		103,952	143,252	
<b>Thom. Rivers (Apr 09)</b>	54,415	84,542	54,415	84,542	65,136	98,178		76,360	106,905	

# Matters completed

- Green sheets signed off on some minor issues
- Completed work on workload equivalency of counsellors, educational developers and librarians
- Ratified provisions governing how the Annual Report will be used and modified
- Developed a cross-appointments article

## Implementation MOU asked APTC to:

- develop definitions of the required academic credential or its equivalent
- develop detailed criteria and standards for tenure
- develop detailed criteria and standards for promotion to Professor and to consider related matters
- Both negotiating committees are very pleased with the work that APTC has done

# MOU Regarding Continuing Items

Both parties agree to come prepared to discuss modifications to the current salary system with respect to:

- The development of a grid system to reflect the new academic ranks effective July 1, 2009.
- The impact that these changes might have:
  - on initial placement and the effect on market supplements;
  - salary ranges;
  - recalibrating the grid especially in steps 1-10.

# Our Current Grid

- Columns based on educational credentials
- Like five grids
- Two Long Service Increments

## Principles agreed to for our new grid

- Three overlapping grids, one for each rank
- Credentials will be recognized through increments
- Consistent increments
- Annual increments, no merit pay
- Associate Professor grid must support a career in that rank
- Nobody's salary will be reduced in the transfer to the new grid
- Implemented January 1



# Questions about the new grid

- Level of Assistant cap
- Amount of salary increase when promoted to Professor
- Relative lengths of Associate and Professor grids
- Convert LSIs to “length of time at top of grid increments” if the Associate grid is not long enough
- Eventual distribution of faculty among Assistant/Associate/ Professor

# Top Part-time Priorities

1. Continuing part-time contract with guaranteed workload
2. Clearly defined and applied seniority system
3. Part-time hourly rate linked to full-time salaries
4. Access to some sort of pension plan
5. Health benefits during the summer
6. Increase in the maximum SICH

# Negotiating Committee Principles

- There are different kinds of ‘part-time’ faculty
- We need to move away from one set of processes for all ‘part-time’ faculty
- Selection criteria must be developed by the academic unit and they must be transparent
- Processes need to recognize satisfactory performance
- Hiring process for long-term ‘part-time’ faculty needs to be as clear as for full-time faculty

# New Positions

- **Laboratory instructor**
  - now in MOU
  - Lab Instructor I and II
  - permanency decision with criteria that parallel those for tenure
  - LAPP pension
  
- **Instructor**
  - initially renewable term for full-time part-time
  - LAPP pension
  - phased in

## Other major items

- Align appointment and renewal procedures for contract (part-time) faculty with the reality of what we do
- List A
  - Work that needs to be done
  - Hoping to get better processes