

How do you like your 6% pay cut?

Bargaining Bulletin 06 – 2012-05-01

According to Statistics Canada, the Consumer Price Index for Vancouver for all goods rose by 5.5% from 1 July 2009 to 1 March 2012 since our last salary increase¹. Trends in the inflation rate suggest another 0.5% from March to July 2012.

The Consumer Price Index in BC is also generally forecast to rise by about 4% over the next two years². In other words, it will take a substantial salary increase over the next two years just to get us back to where we were in 2009, which is behind where we were in 1993. (For more on the relationship between salary settlements and inflation since 1993 read CUFA/BC's article at <http://tinyurl.com/3vmk9bn>). A complete list of salary settlements at SFU since 1990 is found at <http://www.stat.sfu.ca/~cschwarz/SFUFA>.

How have other Universities fared in salary over the last few years? Table 1 (overleaf) summarizes recent settlements. Generally speaking, members at SFU have received across the board increases that are behind our competitors.

This has brought us to the current state of affairs where our current salary scale is simply not competitive with other institutions. The Administration's response to this has been an increase in the number and amount of market differentials and retention awards. As noted in previous bulletins, over ½ of Assistant and Associate Professors, and over 40% of Full Professors (despite market differentials being rolled into base salary upon promotion to Full Professor!) now receive salary supplements. Salary supplements now account for over 20% of our total salary mass. While more money is usually good for our members, the proper way to redress this issue is through a restructuring of our salary grid and not through ad hoc, capricious, and potentially inequitable allocations of salary supplements.

The Bargaining Team, with help from the Economic Benefits Advisory Committee and the SFUFA Advisory Board are crafting our initial position. One obvious objective is to increase compensation of our members to account for the effects of inflation, and to ensure that salaries at SFU are competitive with those at Canadian universities of comparable academic quality and size.

Please send comments/suggestions to SFUFA (sfufa@sfufa.ca) or myself (cschwarz@stat.sfu.ca). The bargaining team is also available for departmental visits to discuss bargaining in more detail.

¹ <http://tinyurl.com/88sfntn>

² http://www.facultyassociation.ubc.ca/docs/bargaining2012_CPIBC.pdf

Recent Salary Settlements across Canada.

Last Updated - 2012-02-03

2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	University	URL
0.0%	3.0%	3.0%	3.5%	3.5%	0.0%	0.0%				SFU	
0.0%	2.8%	3.0%	3.2%	3.5%	0.0%	0.0%				Uvic	http://web.uvic.ca/vpac/framework-2008/Salary_Settlement_06.pdf
0.0%	2.7%	2.7%	3.3%	3.3%	0.0%	0.0%				UBC	
			3.5%	3.5%	0.0%	0.0%				UNBC	
					0.0%	0.0%				Royal Roads	
3.5%	3.5%	3.9%	4.0%	4.8%	4.8%					Alberta	http://www.uofaweb.ualberta.ca/aasua//pdfs/SalaryAgreement.pdf
3.5%	4.8%	4.0%	4.0%	4.4%	0.0%	0.0%				Athabasca	http://aufa.ab.ca/docs/0310_aufa_moa.pdf
3.0%	3.0%	5.0%	4.5%	4.5%		2.0%	2.0%			Calgary	http://www.ucalgary.ca/TUCFA/ -> follow link to agreements at http://webapps2.ucalgary.ca/~tucfa/index.php?page_id=36
		4.3%	4.3%	4.1%	0.0%	CPI	CPI	CPI/2	CPI/2	Lethbridge	http://www.uleth.ca/ulfa/ -> follow link to settlement
2.5%	3.0%	3.0%	\$3,000	5.3%	4.5%+\$300	4%+\$300	4%+\$300			Saskatchewan	Caut Facts and Figures, V11 (2), May 2009
3.5%	3.5%	3.5%								Regina	http://www.urfa.uregina.ca/contracts/Negotiations%20Report,%20December%202005.pdf (actual cash increases are 3, 3.5, 2.4%)
3.2%	2.8%	2.8%	3.0%	3.0%	3.0%					Brandon	http://www.bufa.org/ca.htm
3.0%	3.0%	3.0%	3.0%	3.4%	\$500	1.0%	2.9%			Manitoba	http://www.umfa.mb.ca/ -> Caut Facts and Figures, V10 (1), April 2008
2.5%	2.5%	3.3%	3.3%	3.7%	\$560	0.5%+\$500	2.8%+\$525			Winnipeg	2007-2010 not yet available on line - see CAUT Bulletin
3.0%	4.2%	3.5%	3.5%	3.5%	3.5%	1.5%	1.8%	1.8%		Brock	http://bufaweb.com/index2.php?option=com_content&do_pdf=1&id=222
3.0%			4.5%	2.24%+\$400	5.2%	1.5%+\$750	1.75%+\$625	2%+\$500		Carleton	http://www.caut.ca/cuasa/salary.html
2.5%	3.5%	4.2%	4.8%	4.8%	4.8%	1.5%	1.8%			Guelph	http://www.caut.ca/ugfa/indexed%20draft%20CA%20without%20RT%20letter.pdf
3.0%	3.0%	3.0%	3.3%	3.3%	2.0%	\$2,000	\$2,000	\$2,300		Lakehead	http://www.lufa.org/Collectiveagreement/XXXCollectiveAgreementDec08.pdf
5.9%	6.9%	5.9%	3.3%	3.3%	3.3%	1%+\$2000	\$2,000	\$2,000		Larentian	http://www.lufapul.ca/calendar/events_e.php#one
3.0%			3.0%	2.5%	2.5%					Laurier	see UT document above
3.0%	3.0%	3.0%	3%+\$750	3%+\$750	3%+\$750	1%+\$2000	1%+\$2000			McMaster	http://www.mcmaster.ca/mufa/negfac.htm
4.0%	3.8%	4.0%	4.1%	3.5%	3.0%					Ontario Institute of Technology (UOIT)	
3.0%	3.0%	3.1%	3.2%	3.2%	3.2%	1.3%	1.5%	1.5%		Ottawa	http://www.apuo.uottawa.ca/Info/Convention/APUO_CA_04-08.pdf
3.0%	3.0%	3.3%	4.1%	4.1%	4.1%					Queens	http://www.queensu.ca/vpac/FacultyRelations/CollectiveAgreements/CA.pdf
5.5%	5.5%	3.3%	3.3%	3.3%	3.3%					Ryerson	http://www.ryerson.ca/~rfa/
3.0%	3.3%	min 3%	\$3,150	2.3%	2.3%					Sudbury	CAUT Facts and Figures, v.10, no.3, October 2008.
		2.9%	6.0%	0.0%	0.0%					Toronto	http://www.ufta.org/UTFFA%20AgreementAnnouncement%20Draft%207.pdf
3.3%	3.2%	3.2%	3% + \$400	3% + \$400	0.0%	0.0%	3.0%	3.0%	3.0%	Trent	http://www.trentfaculty.ca/node/659
3.0%	3.0%	3.0%	3.0%	3.3%	1.5%	1.5%	1.5%+\$800	1.5%+\$800		Waterloo	http://www.fauw.uwaterloo.ca/Links/salarysettlement20062008.pdf
			3.5%	3.5%						Western Ontario (Kings College)	http://www.uwofa.ca/ca06-10/CA0610.pdf
3.5%	3.5%	3.5%	3.0%	2.5%	2.5%					Wilfred Laurier	http://www.wlufa.ca/agreement.html
3.0%	3.0%	4.5%	3.0%	3.0%	3.0%	1.5%	1.5%	1.5%		Windsor	http://www.windsor.ca/units/wufa/index.nsf/inToc/A118540950A4629A852570B3005ADC00?OpenDocument
3.5%	3.0%	3.5%	3.5%	3.0%	3.0%	2.5%				York	http://www.yufa.org/cb/bargaining_2006/index.html
5.0%	4.0%	4.5%								Montreal	http://www.sgpum.umontreal.ca/Nego/entente%20de%20principe.pdf
2.5%	cola									Concordia	http://alcor.concordia.ca/~cufa/collagr/collective_agreement_until_2007.pdf
										McGill	unable to locate anything
										Laval	
				3.0%	2.0%	2.0%				Bishops	http://www.caut.ca/apbu/index.htm
2.5%	+ 2 steps	+ 2 steps	1 step%	8.0%	4.0%	4.0%	4.0%			Memorial	http://www.mun.ca/munfa/collective_agreements.html
3.0%	3.0%	3.0%	3.0%	3.0%	3.4%					Dalhousie	http://www.dfa.ns.ca/NRpt1213.Tentative.Agreement.25January2008.pdf
4.3%	3.5%	3.5%	3.8%	0.0%	2.5%	3.5%	3.5%			New Brunswick	http://www.unb.ca/hr/aunbt/moa_2.html
				2.9%	1.0%	1.0%	1.0%			Atlantic School of Theology	
			-3.6%	-3.6%	1.9%	1.0%	1.0%			UPEI	
		?	?	?	1.0%	1.0%	1.0%			Acadia	Caut Facts and Figures, V10 (1), April 2008 <- doesn't summarize the amounts
		2.5%	3.0%	3.0%	3.5%					NSCAD	Caut Facts and Figures, V10 (1), April 2008
			7.0%	3.0%	4.0%	3.0%				St. Annes	
			3.0%	3.2%	2.9%	2.9%				St. Mary's	
			3.0%	3.0%	2.5%	2.5%	2.5%			St. Thomas	
			4.0%	3.0%	2.5%	2.4%	2.5%			Mt Allison	
			3.0%	4.5%	2.0%	2.0%				Mt. St. Vincent	

Data from 2008 onwards also available at CAUT Facts and Figures, V.13, No. 4

The figures represent changes to SCALE only. Where scale increases differ by rank, only those from the aP are presented.