

## 2004 - 2006 Settlement

Contributed by Administrator  
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SIMON FRASER UNIVERSITY  
and  
SIMON FRASER UNIVERSITY FACULTY ASSOCIATION

The parties are prepared to recommend to their principals the following settlement of salaries and economic benefits for the period July 1, 2004 to June 30, 2006:

- Remapping of the tenure-track salary scale as follows, retroactive to July 1, 2004:
- The floors and ceilings of Instructor, Assistant Professor and Associate Professor raised by 2 steps.
- Steps 19 and 20 added to the Professor rank.
- Career progress ceiling (CPC) at step 10 of the Assistant Professor and Associate Professor ranks; remains at step 14 of the Professor rank. Movement beyond the career progress ceiling only with a salary review award of 1.5 or 2. The rules around CPC revised in accordance with the Appendix.
- Faculty hired prior to July 1, 2004 will be placed on the new scale at their current dollar-figure salary. If this results in the faculty member's salary being below the floor established for the rank, then s/he will be placed at Step 1 of her/his rank. S/he will stay at Step 1 until such time as career progress brings the initial salary beyond Step 1.
- Faculty hired on or after July 1, 2004 will be hired at the new value of their step. However, those hired with a market differential will have their market differential reduced by an identical amount.
- Those hired on or after July 1, 2004 without a market differential will lose the New Faculty Recruitment Incentive (NFRI).
- Except as set out above, the NFRI is eliminated.
- Those hired prior to July 1, 2004 who received the NFRI will have the NFRI rolled into base salary to address the compression resulting from the remap.
- SFUFA members will not be able to base anomaly arguments on the impact of raising the floors of the Instructor, Assistant Professor and Associate Professor ranks.
- Exceptional Performance Increments (EPIs) are eliminated.
- Extended Health Benefits

- Dispensing fee for Prescription Drugs - Whereas there was previously no limit on the amount eligible for drug dispensing fee reimbursement, effective April 1, 2005, the maximum amount that will be eligible for reimbursement is \$9 per prescription item.

- Eye Exams - Effective April 1, 2005, fees for eye examinations will be covered in the benefit plan up to a maximum of \$75 every 2 years.

- A productivity/gain-sharing plan will be put in place. The details of such a plan would be subject to PSEC approval and once approved could result in a one-time payment to all members of the bargaining unit on June 30, 2006 of up to 2%.

- The existing workload language is renewed.

- The Teaching Appointments Policy (A12.01) will be revised so that, starting September 1, 2005, those members covered by this policy will be entitled to have their workload configured so that in at least one semester in six no instructional duties will be assigned. There will, however, be no reduction in the normal annual teaching workload of twice the teaching load of tenure track faculty. I.e. Every second year, their annual teaching workload must be scheduled into two semesters.

- Corrective eye surgery will be added to the vision care coverage, effective April 1, 2005, subject to the same biennial maximum reimbursement.

## APPENDIX

### REVISED CAREER PROGRESS CEILING RULES

Basic principle: Moving over the Career Progress Ceiling (CPC) is to the actual step ( $x + 1.5$  or 2). Once within the merit steps, movement is either 1 (for an award of 1.5) or 2 steps (for an award of 2).

- If faculty member (FM) is within 1.5 steps of the CPC and gets 0-1 steps then s/he goes to the actual step that is  $\leq$  the CPC.

- If FM is within 1.5 steps of the CPC and gets 1.5 steps then s/he goes to the actual step at or  $>$  CPC in Year 1 and then another step in Year 2.

- If FM is within 1.5 steps of the CPC and gets 2 steps then s/he goes to the actual step  $>$  CPC in Year 1 and another 2 steps in Year 2.

Examples: Assuming that Step 10 is the CPC

Aug 31 step  
Salary Review award  
Sept 1 step Year 1  
Sept 1 step Year 2

S 8.5 - 9.99  
0  
No change  
No change

.5  
No further than S10  
No further than S10

1  
No further than S10  
No further than S10

1.5  
+1.5  
+1

2  
+2  
+2