

## 2001 - 2004 Settlement

Contributed by Administrator  
Monday, 12 March 2007  
Last Updated Monday, 12 March 2007

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, 2001 to June 30, 2004:

### Salary Increase

2% as a lump sum effective July 1, 2001 (\$1,564);

2% effective July 1, 2002

2% as a lump sum effective July 1, 2003 (\$1,564)

### Assistant Professor Salary Inversion Resulting from 2000 Remap

A lump sum of \$4,556, resulting in a corresponding move up the salary scale, to all assistant professors hired prior to July 1, 2000 who are still assistant professors at July 1, 2001, effective July 1, 2001.

### Additional Steps on Scale

Addition of P18 and moving career progress ceiling to P14 effective September 1, 2002

Addition of Senior Lecturer step 9, effective September 1, 2002.

Addition of Librarian 3, step 9, effective September 1, 2002

## Exceptional Performance Increments

Effective September 1, 2002, a pool of 45 steps will be available to the Vice President, Academic for distribution to faculty members (a) to recognize exceptional performance of an individual faculty member (i.e. an award > 2 steps) or (b) to recognize that the achievements of that year's cohort requires an average > 1.3 steps.

These steps will be awarded based on the recommendations produced during the regular salary review process.

Maximum EPI award in any biennial review is 2 steps per year.

Faculty who are at the ceiling of their rank are not eligible for these increments. Full Professors at the career progress ceiling are eligible for EPI under 4(b).

## 5. New Faculty Recruitment Incentive

A new faculty member (instructor, assistant professor, laboratory instructor, lecturer or librarian) hired on or after July 1, 2002 will receive a \$1200 addition to salary per year for three years.

## 6. Benefits

### - Parental Benefits

Extension of paid parental leave and unpaid parental leave previously negotiated:

? Extends eligibility for 17 weeks paid parental leave at 100% salary to the primary care giver regardless of gender and does not distinguish between natural and adoptive parents.

? Extends the period of unpaid parental leave with basic health benefits from 10 weeks to 35 weeks.

### - Effective July 1, 2003:

1. De-couple proportion of MSP paid by the University (40%) from 1997 rate.

2. Orthodontic coverage to be expanded to members and spouse

3. Orthodontic coverage to be increased to 85% with lifetime maximum increased to \$5000

4. Vision care to be increased to \$300 per individual per 24 month period
5. Hearing aid coverage to be increased to \$750

- Limitation on Retiree Benefits

Effective September 1, 2001, all new employees are ineligible for retiree benefits when they retire.

- Study Leave

Effective September 1, 2002, the first study leave after

(i) an assistant or associate professor is granted tenure at SFU,

(ii) a lecturer is promoted to senior lecturer, or

(iii) a librarian 2 is promoted to librarian 3

will be at 100% regardless of the option selected.

This provision does not apply to Full Professors, to faculty members appointed with tenure or to appointments at the senior lecturer or librarian 3 level.

Revise A31.02 to remove the word "normally" in Procedures 1(e) and the wording in Procedures 2(a) regarding teaching responsibilities.

- Study Leave Travel Grant: Effective September 1, 2002, the Study Leave Travel Grant will be abolished.

### Mortgage Assistance

This benefit will be expanded to all SFUFA members who satisfy the eligibility requirements, effective July 1, 2001.

### Workload Language (Renewal)

Over the course of this agreement, the University will assess the effectiveness of measures taken to address teaching workload issues associated with increased enrollments. The results of this assessment will be provided to the Faculty Association by March 15 of each year of the agreement. The parties agree that effectiveness will be demonstrated with reference to the following:

- 
- A stabilization or decrease in the ratio of FTE Enrollment/Budgeted FTE CFL and Lab Instructor Positions
- A stabilization or decrease in the proportion of Actual FTE enrollment in excess of mandated FTE enrollment
- An increase in the number of Base Budgeted CFL and Lab Instructor positions

### Teaching Appointments

A three-person joint committee will conduct a systematic review of the existing workloads of members appointed under the Teaching Appointments Policy. The members of the joint committee will be the Executive Director of the Faculty Association, the Associate Vice President, Academic and a third member selected by mutual agreement. This review will be conducted during the fall semester 2001 with a report and recommendations due by February 1, 2002.

This agreement is contingent upon approval by the Employee Relations Committee of the Board of Governors, UPSEA, PSEC and ratification by the members of the Simon Fraser University Faculty Association.

### Tenure Track Faculty Scale

- Lump sum scale increase June 30, 2001 = \$740 (delayed 1%)
- Lump sum scale increase July 1, 2001 = \$1,564
- 2% scale increase July 1, 2002
- Lump sum scale increase July 1, 2003 = \$1,564

Current Salary

+delayed 1%

Proposed 1-Jul-01

Proposed 1-Jul-02

Proposed 1-Jul-03

Instructor

Assistant

Associate

Full

Full Merit Steps

\$40,976

\$41,716

\$43,280

\$44,146

\$45,710

1

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?

?

\$43,254

\$43,994

\$45,558

\$46,469

\$48,033

2

?

?

?

?

\$45,532

\$46,272

\$47,836

\$48,793

\$50,357

3

1

?

?

?

\$47,810

\$48,550

\$50,114

\$51,116

\$52,680

?

2

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?  
?

\$50,087

\$50,827

\$52,391

\$53,439

\$55,003

?

3

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?  
?

\$52,365

\$53,105

\$54,669

\$55,763

\$57,327



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4

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\$54,643

\$55,383

\$56,947

\$58,086

\$59,650

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\$56,921

\$57,661

\$59,225

\$60,409

\$61,973

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\$59,199

\$59,939

\$61,503

\$62,733

\$64,297

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\$61,476

\$62,216

\$63,780

\$65,056

\$66,620

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\$63,754

\$64,494

\$66,058

\$67,379

\$68,943

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\$66,032

\$66,772

\$68,336

\$69,703

\$71,267

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\$67,334

\$68,074

\$69,638

\$71,030

\$72,594

?

11

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\$68,310

\$69,050

\$70,614

\$72,026

\$73,590

?

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\$68,635

\$69,375

\$70,939

\$72,358

\$73,922

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12

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\$70,588

\$71,328

\$72,892

\$74,349

\$75,913

?

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\$72,865

\$73,605

\$75,169

\$76,673

\$78,237

?  
?

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?  
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\$75,143

\$75,883

\$77,447

\$78,996

\$80,560

?  
?

9

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?

\$77,421

\$78,161

\$79,725

\$81,319

\$82,883

?  
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1

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\$78,722

\$79,462

\$81,026



\$82,647

\$84,211

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\$79,699

\$80,439

\$82,003

\$83,643

\$85,207

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2

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\$80,024

\$80,764

\$82,328

\$83,975

\$85,539

?  
?

12

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\$81,976

\$82,716

\$84,280

\$85,966

\$87,530

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?  
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3

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\$84,254

\$84,994

\$86,558

\$88,289

\$89,853

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4

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\$86,532

\$87,272

\$88,836

\$90,613

\$92,177

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?  
?

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?

\$88,810

\$89,550

\$91,114

\$92,936

\$94,500

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\$91,088

\$91,828

\$93,392

\$95,259

\$96,823

?  
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7

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\$93,365

\$94,105

\$95,669

\$97,583

\$99,147

?  
?  
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8

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\$95,643

\$96,383

\$97,947

\$99,906

\$101,470

?  
?  
?

9

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\$97,921

\$98,661

\$100,225

\$102,230

\$103,794

?  
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?

\$99,223

\$99,963

\$101,527

\$103,557

\$105,121

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11

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\$100,524

\$101,264

\$102,828

\$104,885

\$106,449

?

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12

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\$101,826

\$102,566

\$104,130

\$106,212

\$107,776

?  
?  
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13\*\*\*

13

\$103,127

\$103,867

\$105,431

\$107,540

\$109,104

?  
?  
?



14\*\*\*

14

\$104,429

\$105,169

\$106,733

\$108,868

\$110,432

?  
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15\*\*

\$105,731

\$106,471

\$108,035

\$110,195

\$111,759

?  
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16\*\*

\$107,032

\$107,772

\$109,336

\$111,523

\$113,087

?  
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?  
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17\*\*

\$108,334

\$109,074

\$110,638

\$112,851

\$114,415

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18\*\*

\* Merit steps at the Full Professor rank will be awarded according to revised policy A20.01 "Faculty Salaries"

\*\* Merit steps at the Full Professor rank become effective according to the following schedule:

Effective September 1, 2001, merit steps 15 & 16 are added to the scale

Effective September 1, 2002, merit steps 17 & 18 are added to the scale

\*\*\* Effective September 1, 2002, career progress ceiling for Full Professors is set at step 14; it is currently at step 12.

#### Laboratory Instructors, Lecturers & Senior Lecturers Scale

- Lump sum scale increase June 30, 2001 = \$740 (delayed 1%)

- Lump sum scale increase July 1, 2001 = \$1,564

- 2% scale increase July 1, 2002

- Lump sum scale increase July 1, 2003 = \$1,564

Current Salary

+delayed 1%

Proposed 1-Jul-01

Proposed 1-Jul-02

Proposed 1-Jul-03

Lab Instructor

Lecturer

Senior Lecturer

\$36,421

\$37,161

\$38,725

\$39,499

\$41,063

1

?

?

\$38,698

\$39,438

\$41,002

\$41,822

\$43,386

2

?

?

\$40,976

\$41,716

\$43,280

\$44,146

\$45,710

3

?

?

\$43,254

\$43,994

\$45,558

\$46,469

\$48,033

4

?

?

\$45,532

\$46,272

\$47,836

\$48,793

\$50,357

5

1

?

\$47,810

\$48,550

\$50,114

\$51,116

\$52,680

6

2

?

\$50,087

\$50,827

\$52,391

\$53,439

\$55,003

7

3

?

\$52,365

\$53,105

\$54,669

\$55,763

\$57,327



8

4

?

\$54,643

\$55,383

\$56,947

\$58,086

\$59,650

9

5

?

\$56,921

\$57,661

\$59,225

\$60,409

\$61,973

?

-6-

1

\$58,222

\$58,962

\$60,536

\$61,737

\$63,301

?

7

?

\$59,199

\$59,939

\$61,503

\$62,733

\$64,297

?  
?

2

\$59,524

\$60,264

\$61,828

\$63,065

\$64,629

?

8

?

\$60,826

\$61,566

\$63,130

\$64,392

\$65,956

?

9

?

\$61,476

\$62,216

\$63,780

\$65,056

\$66,620

?

?

3

\$63,754

\$64,494

\$66,058

\$67,379

\$68,943

?  
?

4

\$66,032

\$66,772

\$68,336

\$69,703

\$71,267

?  
?

5

\$68,310

\$69,050

\$70,614

\$72,026

\$73,590

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-6-

\$69,611

\$70,351

\$71,915

\$73,354

\$74,918

?  
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7

\$70,913

\$71,653

\$73,217

\$74,681

\$76,245

?  
?

8

\$72,215

\$72,955

\$74,519

\$76,009

\$77,573

?  
?

9\*

\* Effective September 1, 2002, addition of Step 9 to the Senior Lecturer Scale.

Librarians and Librarian Administrators Scale

- Lump sum scale increase June 30, 2001 = \$740 (delayed 1%)

- Lump sum scale increase July 1, 2001 = \$1,564

- 2% scale increase July 1, 2002

- Lump sum scale increase July 1, 2003 = \$1,564

Current Salary

+delayed 1%

Proposed 1-Jul-01

Proposed 1-Jul-02

Proposed 1-Jul-02

Lib 1



Lib 2

Lib 3

Division Head

Assoc. Univ. Librarian

\$38,698

\$39,438

\$41,002

\$41,822

\$43,386

1

\$40,976

\$41,716

\$43,280

\$44,146

\$45,710

2

\$43,254

\$43,994

\$45,558

\$46,469

\$48,033

1

\$45,532

\$46,272

\$47,836

\$48,793

\$50,357

2

\$47,810

\$48,550

\$50,114

\$51,116

\$52,680

3

\$50,087

\$50,827

\$52,391

\$53,439

\$55,003

4

1

\$52,365

\$53,105

\$54,669

\$55,763

\$57,327

5

2

\$54,643

\$55,383

\$56,947

\$58,086

\$59,650

3

1

\$56,921

\$57,661

\$59,225

\$60,409

\$61,973

4

2



\$59,199

\$59,939

\$61,503

\$62,733

\$64,297

5

3

\$61,476

\$62,216

\$63,780

\$65,056

\$66,620

6

4

\$63,754

\$64,494

\$66,058

\$67,379

\$68,943

7

5

\$66,032

\$66,772

\$68,336

\$69,703

\$71,267

8

6

\$68,310

\$69,050

\$70,614

\$72,026

\$73,590

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7

\$70,588

\$71,328

\$72,892

\$74,349

\$75,913

1

\$72,865

\$73,605

\$75,169

\$76,673

\$78,237

9

2

\$75,143

\$75,883

\$77,447

\$78,996

\$80,560

3

\$77,421

\$78,883

\$79,725

\$81,319

\$82,883

4

\$79,699

\$80,439

\$82,003

\$83,643



\$85,207

5

\$81,976

\$82,716

\$84,280

\$85,966

\$87,530

6

\* Effective September 1, 2002, Step 9 is added to the Librarian 3 Scale.