

Salary and Benefits Negotiations

Approved by Librarian Joint Committee — December 18, 2007

Approved by the Joint Committee — September 8, 2008

Approved by the Board of Governors — October 24, 2008

The Administration and MUFA agree that changes in salary and other compensation components for librarians will be effected as follows:

I. COMPONENTS AUTOMATICALLY EXTENDED FROM FACULTY TO LIBRARIANS

Any changes in the following components negotiated for CP/M faculty at the Joint Committee will be automatically extended to librarians:

- across-the-board increase
- lump-sum payment (actual date of payment may be adjusted to coincide with the closest librarian pay period)
- pension holiday or adjustment
- benefits not related to scholarly activities (e.g. parental leave, dental, vision care, major medical, etc.)

2. COMPONENTS NEGOTIATED SEPARATELY FOR LIBRARIANS

Any changes in benefits related to professional development and scholarly activities will be negotiated by the Joint Committee with input from the Librarian Joint Committee. MUFA Librarians will be included in the mail ballot conducted by the Faculty Association seeking ratification of the Joint Committee Remuneration Agreement. This recognizes the different involvement of librarians and teaching faculty in professional and scholarly activities. These components include, but are not limited to the Librarians² Professional Development Allowance Plan, and Research Leave Policy for Librarians.

3. MERIT POOL CALCULATION FOR LIBRARIANS

- (a) The fundamental principle in establishing the merit pool available to librarians is that librarians enjoy a merit pool of a size similar in proportionate terms to that allotted CP/M faculty reduced only to reflect the fact that librarians (unlike CP/M faculty) receive base salary increases on promotion, transfer, or position reclassification within the system
- (b) The merit pool available to librarians will be calculated as follows:
 - i. the cost of a merit pool of 120 par units per 100 faculty members for CP/M faculty is agreed to be 2.43%¹ of the faculty salary bill. Should a revised figure be agreed to in the Joint Committee, this new figure will form the basis for calculation of the librarians' merit pool.
 - ii. the average number of librarian promotions effected annually in the library system over the five most recent calendar years will be calculated. This will include only promotion transfers (one position to another), reclassification promotions (within the job), and professional activity promotions.
 - iii. the value of the merit pool for CP/M faculty in a given year will be reduced by 0.1 percentage points multiplied by the average number of promotions calculated in (ii).
 - iv. the maximum reduction in the value of the annual merit pool will be 0.6 percentage points.
- c. *Example:*

¹The 2.43% was derived from the percentage of faculty salaries attributed to the CP/M component of remuneration during negotiations for the three-year agreement covering the years 1999/2000 to 2001/2002.

CP/M faculty merit pool is established by the Joint Committee as 120 par units per 100 faculty, or a value of 2.43% of salaries.

If the total number of librarian promotions over the five preceding calendar years is 17, the annual average is $17/5 = 3.4$ promotions or a reduction of $0.1\% \times 3.4 = 0.34\%$.

The value of the librarian merit pool would therefore be $(2.43 - 0.34) = 2.09\%$