

MUFA
SINCE 1951



McMASTER UNIVERSITY
FACULTY ASSOCIATION

MEMORANDUM

March 28, 2008

**TO: Members of the McMaster University Faculty Association
on the Career Progress/Merit Plan and MUFA Librarians**

FROM: Herb Schellhorn, Chair, Remuneration Committee

**RE: Joint Committee Remuneration Agreement,
July 1, 2008 to June 30, 2011**

Attached you will find a copy of the Remuneration Agreement negotiated in the Joint Committee by the MUFA and Administration representatives. The Agreement received the unanimous support of the MUFA Remuneration Committee on March 17, and was subsequently endorsed by the MUFA Executive on March 18. This year, for the first time, negotiations included terms for the MUFA librarians (in the past librarian negotiations were conducted separately). In developing the remuneration brief, the MUFA Remuneration Committee considered salaries at comparable institutions, recent salary settlements at other universities and the salary distribution across Faculties and by level (Lecturer, Assistant, Associate and Full).

The agreement is three years in duration and is comparable, in terms of across-the-board (ATB) increases, to recent settlements at the University of Waterloo and the University of Toronto. The MUFA preference was for a one or two year agreement, but we agreed to a third year with the additional incentive of a 0.25% ATB increase. A key consideration of negotiations was that salaries for some newer faculty had slipped in relation to other comparator institutions and we were successful in remedying this through an increase in the salary floors and a disproportionate fixed amount increase across-the board for lecturers and assistant professors relative to other levels.

Librarian salaries will include a straight percentage increase with a merit increase that is based, as before, on a previously-agreed-to formula.

HAMILTON, ONTARIO
L8S 4K1
HAMILTON HALL
ROOM 103A

905-525-9140
EXT. 24682

FAX: 905-522-8320
mufa@mcmaster.ca

MUFA on the WEB
<http://www.mcmaster.ca/mufa>

Salary Floor and Librarian Ceiling Increases

The agreement includes an annual 3.5% increase of all salary floors. Changes in salary floors during the agreement will be as follows:

TABLE I. SALARY FLOORS — FACULTY

	Lecturer	Assistant	Associate	Full
Current	\$44,409	\$55,015	\$71,118	\$90,035
July 1, 2008	\$45,963	\$56,941	\$73,607	\$93,186
July 1, 2009	\$47,572	\$58,933	\$76,183	\$96,448
July 1, 2010	\$49,237	\$60,996	\$78,850	\$99,823

TABLE 2. SALARY FLOORS AND CEILINGS — LIBRARIANS

	Level 1	Level 2	Level 3	Level 4	Level 5
Current					
Floor	\$43,704	\$47,198	\$52,391	\$59,752	\$69,908
Ceiling	\$70,942	\$76,615	\$85,044	\$96,991	\$113,478
July 1, 2008					
Floor	\$45,234	\$48,850	\$54,225	\$61,843	\$72,355
Ceiling	\$73,425	\$79,297	\$88,021	\$100,386	\$117,450
July 1, 2009					
Floor	\$46,817	\$50,560	\$56,123	\$64,008	\$74,887
Ceiling	\$75,995	\$82,072	\$91,101	\$103,899	\$121,560
July 1, 2010					
Floor	\$48,455	\$52,329	\$58,087	\$66,248	\$77,508
Ceiling	\$78,655	\$84,944	\$94,290	\$107,536	\$125,815

Career Progress/Merit (CP/M) Increases

The current McMaster CP/M system will continue with 120 units awarded per 100 faculty. The value of a single CP/M unit (called "Par" unit) is based on the Assistant Professor floor salary by the following formula:

$$\text{CP/M unit} = (\text{Assistant Professor salary floor} \times 0.81) / 15$$

Adjustments to the Par value are made based on salary range which ensure that maximum increases are made early in an individual's career. At McMaster there are two salary breakpoints (one was eliminated in the 2006-2008 agreement). For salaries below the first breakpoint the Par value is 1.0 x CP/M unit, for salaries between the two breakpoints, the Par value is 0.75 x CP/M unit and for salaries above the second breakpoint, the Par value is 0.5 x CP/M unit. Like the CP/M unit, breakpoints are based on the Assistant Professor floor and thus increase each year. Breakpoints are calculated as follows.

First Breakpoint = 1.81 x (Assistant Professor salary floor): 1.81 x \$56,941 = **\$103,063** (2008/09)

Second Breakpoint = 2.21 x (Assistant Professor salary floor): 2.21 x \$56,041 = **\$125,840** (2008/09)

For the current agreement, CP/M unit, Par values and salary breakpoints will thus be as follows:

TABLE 3. SALARY BREAKPOINTS — FACULTY

	Par Value (1.0 CP/M unit)	First Salary Breakpoint	Par Value (0.75 CP/M Unit)	Second Salary Breakpoint	Par Value (0.50 CP/M Unit)
Current	\$2,966	\$99,501	\$2,224	\$121,033	\$1,483
July 1, 2008	\$3,075	\$103,063	\$2,306	\$125,840	\$1,537
July 1, 2009	\$3,182	\$106,669	\$2,387	\$130,242	\$1,591
July 1, 2010	\$3,294	\$110,403	\$2,470	\$134,801	\$1,647

Our CP/M system is comparable to the Progress-through-the-Ranks (PTR) system found at other institutions except it has a merit component rather than having a fixed amount awarded each year. The McMaster Par value increases each year and currently compares favourably with PTR unit values at other institutions.

Salary increases are dependent on merit award, rank, and current salary. The following calculations exemplify how the negotiated increases will be implemented in three typical representative cases in which the annual merit award is 1.0 Par units.

TABLE 4. EXAMPLE CALCULATIONS — FACULTY

	Lecturer	Assistant	Associate	Full
Current	\$65,000	\$85,000	\$105,000	\$125,000
YEAR 1				
3% ATB	\$1,950	\$2,550	\$3,150	\$3,750
Adjustment to Base	\$750	\$750	\$600	\$275
Sub Total	\$67,700	\$88,300	\$108,750	\$129,025
1.0 CP/M	\$3,075	\$3,075	\$2,306	\$1,537
Salary at July 1, 2008	\$70,775	\$91,375	\$111,056	\$130,562
YEAR 2				
3% ATB	\$2,123	\$2,741	\$3,332	\$3,917
Adjustment to Base	\$750	\$750	\$600	\$275
Sub Total	\$73,648	\$94,866	\$114,988	\$134,754
1.0 CP/M	\$3,182	\$3,182	\$2,387	\$1,591
Salary at July 1, 2009	\$76,830	\$98,048	\$117,374	\$136,345
YEAR 3				
3.25% ATB	\$2,497	\$3,187	\$3,815	\$4,431
Adjustment to Base	\$750	\$750	\$600	\$275
Sub Total	\$80,077	\$101,985	\$121,789	\$141,051
1.0 CP/M	\$3,294	\$3,294	\$2,470	\$1,647
Salary at July 1, 2010	\$83,371	\$105,279	\$124,259	\$142,698

Librarian Merit Increases

The merit pool for librarians is calculated at 2.43% of payroll less an adjustment for promotions. With the adjustment for promotions, the number is 2.11% Because of the nature of librarian merit, the table below deals with librarian salaries without the merit component.

TABLE 5. EXAMPLE CALCULATIONS — LIBRARIANS

	Levels 1 and 2	Levels 3 and 4	Level 5
Current	\$50,000	\$60,000	\$75,000
YEAR 1			
3% ATB	\$1,500	\$1,800	\$2,250
Adjustment to Base	\$500	\$400	\$300
Salary at July 1, 2008	\$52,000	\$62,200	\$77,550
YEAR 2			
3% ATB	\$1,560	\$1,866	\$2,327
Adjustment to Base	\$500	\$400	\$300
Salary at July 1, 2009	\$54,060	\$64,466	\$80,177
YEAR 3			
3.25% ATB	\$1,757	\$2,095	\$2,606
Adjustment to Base	\$500	\$400	\$300
Salary at July 1, 2010	\$56,317	\$66,961	\$83,083

Benefit Improvements

As revealed by our remuneration survey faculty benefits, which include both employment and post-retirement components, are very important to our members. In contrast to the salary component of remuneration, benefits are extremely difficult to compare between institutions because the nature of payment (employee vs. employer), type of benefit and actual usage contribute to the quality of the overall benefit package. At McMaster, we have a relatively good benefit package including a defined benefit pension plan, excellent research leave support and full employer-paid benefits in retirement (including dental). In our original brief, we sought a child care program similar to that of Queen's and Toronto, but were not successful. Nonetheless, this should continue to be a priority in future negotiations. We did, however, gain an increase in parental leave support and annual increases in the Professional Development Allowance (PDA).

Ad Hoc Committees to Examine Supplementary Pensions and the Workplace Environment

We agreed to strike two new committees to study the issues of supplementary pensions and the workplace, both priorities identified in our remuneration survey. These are complex subjects that we feel will require additional expert consultation and we anticipate that the reports of these committees will be of enormous use in future negotiations. It should be noted that changes in the work environment is a priority in other institutions (e.g. Queen's) and we expect that there will be considerable interactions among university faculty associations on this subject.

Conclusion

MUFA believes that this is the best agreement that could be achieved in a negotiated settlement. We preserved post-retirement benefits and achieved some improvement in benefits. The enhanced increases in compensation, especially for newer faculty, will result in substantial real increases in salary. The 3-year term will give an added degree of stability to the University in a period of potential economic uncertainty. The agreement also allows the University to invest accumulated resources in key areas important to faculty, including faculty renewal and departmental priorities. We urge you to attend the special information meeting on Friday, April 4, 3:00 pm in IAHS 143 (Institute of Applied Health Sciences) and that you return your ballot to the MUFA office by April 11, 2008 in favour of the Agreement.