

2010-2012 SALARY and BENEFITS SETTLEMENT
APPENDIX “A” to the 2008-2012 Framework Agreement

THIS SETTLEMENT is made

Between

The University of Victoria
(hereinafter called the “**University**”)

And

The University of Victoria Faculty Association
(hereinafter called the “**Association**”)

Dated for reference this **21st day of September, 2010**

The University and the Association (hereinafter called the “Parties”) agree as follows:

1.0 Definition of Terms

“**Big Salary Base**” means the total salary and benefits of regular Faculty Members and Librarians, including Limited Term Librarians, on June 30th of each year plus a nominal salary and benefit cost of vacant regular Faculty Member and Librarian positions, with a vacant position defined as one reasonably expected to be filled by June 30th of the subsequent year.

Excluded from the Big Salary Base are employees on disability leave for more than two years, limited term appointments for Faculty Members for a term of one year or less, stipends of Chairs, salaries of Deans, Associate Deans, and Associate University Librarians, and the Executive. Limited term appointments for Faculty Members for a term of more than one year are included in the vacant positions number.

Note: For the purposes of the 2010-2012 Salary and Benefits Settlement, the amount of the Big Salary Base was not calculated, but the Big Salary Base is normally calculated for any Settlement.

“**Faculty Member**” means a person holding a regular faculty member appointment at the University as a Lecturer, Senior Instructor, Teaching Professor, Assistant Professor, Associate Professor, Professor, an Academic Administrator, an Artist-in-Residence or a limited term appointment for a term greater than one year. In accordance with Article 74.1.2 of the Framework Agreement, Faculty Members holding limited term appointments are eligible for any basic adjustment and for CPI, but not for MI.

“Librarian” means a person holding a Regular Librarian Appointment (probationary or confirmed) or Limited Term appointment as a Librarian and includes an Archivist. In accordance with Article 74.1.2 of the Framework Agreement, Librarians holding limited term appointments are eligible for any basic adjustment and for CPI, but not for MI.

“Members” includes Faculty Members and Librarians.

“Salary Policy” means Article 74 of the Framework Agreement.

“Settlement” means this Settlement.

Note:

Article references in this Settlement are to the 2008-2012 Framework Agreement.

Previous Salary Settlements are found in the following links:

[Appendix A1 \(2002-2004\)](#)

[Appendix A2 \(2004-2006\)](#)

[Appendix A3 \(2006-2010\)](#)

2.0 Term of Settlement

The term of this Settlement is for a period of two years from July 1, 2010 to June 30, 2012.

3.0 Salary Adjustments

3.1 Economic Adjustment

On July 1, 2010 and on July 1, 2011 the pool of funds generated through modification of the language in the 2008-2012 Framework Agreement will be distributed amongst Members as agreed to between the Parties.

3.2 Productivity Bonus

The Parties recognize that salaries of Faculty Members and Librarians currently contain an amount of \$672,254 that was paid as a one-time productivity bonus in 2005. This amount will be continued in Members’ salaries.

3.3 Career Progress and Merit Increments

- 3.3.1** The current system of Career Progress and Merit Increments is continued as specified below. The dollar amounts of the CPI and MI for Faculty Members and Librarians will be:

	CPI	MI	Average Total	% of Average Salary *
Faculty Member	\$800	\$695	\$2190	2.13
Librarian	\$620	\$576	\$1772	2.26

*Note: The percentages listed above are stated for illustrative purposes only. The amounts (2.13% and 2.26%) are based on the average salary of Faculty Members and the average salary of Librarians as calculated by the University as of March 2010.

- 3.3.2** The total number of Merit Increments will remain fixed at two per Member.
- 3.3.3** MIs must be distributed among Members to achieve the following requirements:
- The number of Members receiving two MIs shall not exceed 1/3 the number of Members in the unit rounded to the closest whole number.
 - The number of Members receiving two MIs shall be greater than or equal to the number receiving one MI.

This distribution is at the level of the Faculty or Libraries. Deans will retain sufficient flexibility to allow some individual departments or schools to deviate from this distribution where such distribution can be justified.

3.4 Salary Floors

- 3.4.1** Effective **July 1, 2011** the salary floors will be:

Lecturer	\$65,000
Senior Instructor	\$65,000
Teaching Professor	\$79,000
Artist-in-Residence	\$67,000
Assistant Professor	\$68,000
Associate Professor	\$79,000
Professor	\$94,000

Librarian I	\$55,000
Librarian II	\$57,000
Librarian III	\$66,000
Librarian IV	\$72,000

3.4.2 Method of Floor Adjustment

Salary adjustments resulting from this Settlement and any CPI will be added to a Member's salary before determining whether any further adjustment is needed to move the Member to the floor of the rank. Any applicable MIs will then be added to the Member's salary.

4.0 Benefits

4.1 Dental Plan Surplus

Effective July 1, 2010 a one-time lump sum Dental Plan premium rebate of \$200 per FTE will be made to each Member.

5.0 Provisions Continued from Prior Salary Settlement

5.1 The Parties have made no changes to the following matters, which therefore continue unchanged from the previous Salary Settlement:

(a) The provision and amount of the Salaries Anomalies and Special Adjustments fund; and

(b) The substitution of the calculation figure of \$45,740 replacing the Assistant Professor salary floor in the formula that is used to calculate Study Leave salaries.

6.0 Consequential Amendments to the 2008-2012 Framework Agreement

6.1 Effective July 1, 2010, the following words will be added to Articles 10.1.3, 11.5.1, 16.1 and 18.3.1 of the Framework Agreement:

The workload assignment and study leave of a Teaching Professor with tenure are the same as those of a Senior Instructor with a continuing appointment. The title of Teaching Professor with tenure normally does not entitle a Member to a term free of teaching.

6.2 Article 7.1.1 of the Framework Agreement will be amended to read:

The Salary Settlement in effect from July 1, 2010 to June 30, 2012 is appended to this Agreement as Appendix A and forms part of this Agreement. Previous Salary Settlements, commencing with the Salary Settlement for the period July 1, 2002 to June

30, 2004 are also appended as Appendices sequentially number A1, A2 and A3, with A1 representing the July 1, 2002 Salary Settlement.

7.0 Continuation Provisions

- 7.1** Any provisions of this Settlement that have the effect of amending or modifying the Salary Policy will continue in effect until the Parties have negotiated and ratified a new Salary Policy or have negotiated and ratified a new Salary Settlement containing modifications or have otherwise agreed in writing.
- 7.2** In the event of a conflict between this Settlement and the Salary Policy, the Settlement will govern.

This Settlement has been ratified by the Executive Committee of the Board of Governors of the University of Victoria and by a majority vote of the members of the Faculty Association.

In witness whereof, the undersigned, being the duly authorized agents of the University of Victoria and of the Faculty Association formally agree on behalf of their respective organizations to the terms and conditions contained herein.)

Signed for the University of Victoria
25th day of October 2010

Signed for the Faculty Association
25th day of October 2010

Kim Hart Wensley
Kim Hart Wensley
Chief Negotiator
University of Victoria

William Pfaffenberger
William Pfaffenberger
Chief Negotiator
Faculty Association

Letters of Agreement – 2010-2012 Salary and Benefits Settlement
University of Victoria and University of Victoria Faculty Association

Re Librarians

The University Librarian is currently reviewing librarian assignments. The objective of this review is to streamline the collection development process and where possible, increase the staffing levels to assist librarians with other functions such as reference, scholarly communications, and instruction. One of the goals of the review is to make it easier for librarians to take study leave and scholarly days.

Once the review is completed, the University Librarian intends to prepare a draft document which details the proposed changes. Before implementing the changes, she will meet with appropriate library staff and committees including the Faculty Association Librarians' Committee. Input received in these consultations will be duly considered before a plan is finalized. It is expected that the changes will be implemented before the end of December 2010.

Re Pension Plan Re-opener

Whereas changes may be required to the University of Victoria Combination Pension Plan (the Plan) in order to ensure its medium and long-term viability.

And whereas the parties wish to preserve the possibility of re-opening the 2010-2012 Salary Settlement in light of changes to the Plan, in the event it is in their mutual interest to do so.

Therefore it is agreed that if the Plan is to be changed, then after the changes have been determined and in the event those changes are to be implemented prior to midnight on June 30, 2012, the parties agree to meet to consider whether it is in their mutual advantage to re-open the 2010-2012 Salary and Benefits Settlement based on those changes to the Plan.

Further, if those changes are to be implemented after June 30, 2012, the parties agree to consider the financial implications of the changes in 2012 negotiations for a new Salary Settlement within the context of the Province's mandate for public sector and public service bargaining at that time.

The parties further agree that any proposed amendments to the 2010-2012 Salary and Benefits Settlement resulting from the above meeting, and any related amendments to the 2008-2012 Framework Agreement will comply with the Province's 2010 mandate for

public sector and public service collective bargaining, which applies to the University of Victoria, and are subject to approval by the PSEC Secretariat. This renegotiation will not result in the early termination of the 2010-2012 Salary and Benefits Settlement.

This Letter of Agreement expires at midnight on June 30, 2012.

Re Compensation Re-opener

Whereas the 2010-2012 Salary and Benefits Settlement currently being negotiated between the University of Victoria and the University of Victoria Faculty Association is being negotiated in accordance with the PSEC Mandate established by Government for the current public service and public sector collective bargaining in the province.

And whereas the parties wish to ensure that there is an opportunity to re-open the 2010-2012 Salary and Benefits Settlement in the event that Government decides to modify the PSEC Mandate for the period July 1, 2010 to June 30, 2012.

Therefore the University of Victoria agrees that, in the event that Government decides to modify the PSEC Mandate as it applies to the entire Public Service and Public Sector during the term of the 2010-2012 Salary and Benefits Settlement arising from the current negotiations, the Faculty Association will have the opportunity to renegotiate with the University of Victoria the total compensation for the balance of the term of the 2010-2012 Salary and Benefits Settlement.

This opportunity to renegotiate will relate to total compensation only and such negotiations will be governed by the revised PSEC Mandate and will be subject to approval by the PSEC Secretariat. This renegotiation will not result in the early termination of the 2010-2012 Salary and Benefits Settlement.

The Letter of Agreement expires at midnight on June 30, 2012.

Re Assisted Early Retirement Plan Re-opener

Whereas during the 2010 Salary and Benefit negotiations, the University of Victoria Faculty Association proposed an Assisted Early Retirement Plan (AERP) for its Members.

And whereas the Association proposed that any savings created under the AERP by either non-replacement of Members or replacement of Members at a lower salary for the period of the 2010 - 2012 Salary and Benefits Settlement be used to increase the compensation of Members.

And whereas the Administration rejected the Association's proposal stating it had no desire to introduce an Assisted Early Retirement Plan for this purpose.

Therefore it is agreed that if, for reasons other than budget deficit management, the University introduces an assisted early retirement plan or an early retirement incentive plan for Faculty Association Members during the period of the 2010-2012 Salary and Benefits Settlement, the parties agree to re-open negotiations on compensation for Faculty Association Members.

The parties further agree that any resulting proposed amendments to the 2010-2012 Salary and Benefits Settlement and any related proposed amendments to the Framework Agreement will comply with the province's 2010 mandate for public sector and public service collective bargaining, which applies to UVic, and are subject to approval by the PSEC Secretariat. This renegotiation will not result in the early termination of the 2010-2012 Salary and Benefits Settlement.

This Letter of Agreement expires at midnight on June 30, 2012.

Agreed and signed October 25th, 2010.

Kim Hart Wensley
Kim Hart Wensley
Chief Negotiator
University of Victoria

William Pfaffenberger
William Pfaffenberger
Chief Negotiator
Faculty Association