

Article 42: Salary

Transitional Provisions

General Wage Increases

42.1 General Wage Increases distributed on the following schedule:

- 2% on July 1, 2020
- 2% on January 1, 2021
- 2% on July 1, 2021

Existing salary scales will be adjusted for all increases.

42.2 Omit.

42.3 Omit.

42.4 Omit.

42.5 Increases will be applied to all components of salary that contribute to Total Salary Mass (Article 42.39).

42.6 Omit.

42.7 Omit.

42.8 Omit.

42.9 Omit.

42.10 Omit.

42.11 Omit.

42.12 Omit.

42.13 Omit.

42.14 Omit.

42.15 Omit.

42.16 Omit.

42.17 Omit.

42.18 Omit.

42.19 Omit.

42.20 Omit.

Pension

42.21 The parties have signed a letter of agreement regarding changes to the pension benefits available to Association Members, which is appended to this Agreement as Letter of Agreement X re: Pension.

42.22 Omit.

Salaries

42.23 Any changes to salary scales will normally take place on July 1st annually, unless

- otherwise negotiated. Any step increases will take effect on September 1st.
- 42.24 Initial salary placement will be commensurate with academic achievement and previous relevant and related experience. In no case will initial salary be lower than the minimum provided for in the appropriate rank.
- 42.25 These scales also apply to non-continuing positions.
- 42.26 Part-time appointments will have salaries pro-rated according to the extent of the appointment.
- 42.27 The University will not adjust the salary of any Member of the bargaining unit except as provided for in this Agreement. Adjustment to salaries and scales will take place through collective bargaining between the Association and the University.

Salary Scales

- 42.28 Salary floors, breakpoints, and ceilings (by rank) are as set out in the scales in Appendix C: Salary Scales, September 2, 2016.
- 42.29 Except as provided for below, minimum salaries, breakpoints and ceilings will be adjusted on July 1st for any GWI that took place in the previous year.
- 42.30 Normally, new Members will be appointed at minimum salaries plus the amount of one Regular Step Award (RSA) for each year of relevant and related experience after the award of the Ph.D. (or alternate highest degree requirement). For 2017 and prior (i.e. before the introduction of this step system), an RSA will be deemed to be \$2500.
- 42.31 New Members may receive a market differential when hired as outlined in Market Differentials.

Step Awards

- 42.32 Step awards are assigned upon promotion to a new rank and through the biennial review process.
- 42.33 Step awards are assigned as outlined in Article 33: Biennial Reviews and Step Awards (Research and Teaching Faculty).
- 42.34 Progress through the ranks (PTR) should adhere to the following principles:
- 42.34.1 With the exception of Librarians/Archivists, Members will receive differentiated increases (i.e. there will be a merit component).
- 42.34.2 Increases early in a rank should be a larger proportion of salary than increases later in a rank.

Definitions

- 42.35 First year promotion awards pool (FYPAP):
- 42.35.1 Upon promotion, a Member will be assigned a step award.
- 42.35.2 A step on promotion will be assigned a value of 1/32 of the floor of the Assistant Professor, Lecturer, or Librarian/Archivist 2 scale, as appropriate. Normally, the step award on promotion for all Members except Librarians/Archivists will be up to 2.5 steps except where the increment on promotion includes an additional component that takes into account the criteria in Articles 32.23 and 32.24. Librarians and Archivists will receive 1.5 steps on promotion.
- 42.35.3 The Member will also be assigned a step award for the second year following promotion, except for Librarians/Archivists who will receive their usual 1.5 step award in the second year.

- 42.35.4 If nominal salary after promotion awards are applied remains below the floor of the new rank, nominal salary will be increased to the floor.
- 42.35.5 Where a Member promoted to a terminal rank whose nominal salary remains beneath the floor after application of promotion awards also holds a Market Differential, the value of the Market Differential will be decreased by the amount necessary to bring nominal salary to the floor of the new rank. Where the value of the Market Differential is insufficient to reach the new floor, nominal salary will be raised to the floor and the Market Differential eliminated.
- 42.35.6 The FYPAP is the sum of the first year promotion awards over all Members who are promoted on September 1st.
- 42.36 Nominal salary: The annual salary of a Member without reductions for study leave, parental and other leaves and not including any supplements (e.g. retention awards and market differentials) or administrative stipends.
- 42.37 Progress through the ranks pool (PTRP): The total amount available for distribution through Progress through the Ranks awards.
- 42.38 Step award pool (SAP): The total amount available on September 1st for distribution to Members via step awards.
- 42.39 Total Salary Mass (TSM): The total of the following salary components for all continuing Members and those on term appointments of two years or longer:
- 42.39.1 Nominal (base) salary
- 42.39.2 Market or salary differentials
- 42.39.3 Total Salary Mass does not include the following:
- 42.39.3.1 Other forms of additional pay (e.g. CRC stipends, administrative stipends, retention awards, University Professor stipend, Burnaby Mountain Endowed Stipend, Faculty Teaching Fellow stipend, etc.)
- 42.39.3.2 Faculty who do not otherwise participate in the biennial salary review (e.g. 100% LTD, secondment to senior administrative roles)
- 42.40 Assigned Step Award (ASA): In each biennial review, a Member is recommended for a step award in each of two years, as outlined in Article 33: Biennial Reviews and Step Awards (Research and Teaching Faculty). In the case of promotion, the Member is assigned a step award for the second year following promotion.
- 42.40.1 In the case of Librarian/Archivist Members, the ASA for eligible Members is 1.5. Librarian/Archivist Members with less than six months service, or those with an unsatisfactory annual performance review, or those receiving a first year promotion award are ineligible.
- 42.40.2 To compute the value of a step award:
- 42.40.2.1 Compute the total salary mass (TSM) on September 2nd of the prior year. Increase by the amount of any GWI that will take place prior to September 1st of the current year.
- 42.40.2.2 The Progress Through the Ranks Pool (PTRP) is 2.5% of 42.40.2.1.
- 42.40.2.3 The First Year Promotion Award Pool (FYPAP) is the monetary value of the total steps awarded upon promotion.
- 42.40.2.4 The Step Award Pool (SAP) is the amount in 42.40.2.2 less 42.40.2.3.
- 42.40.2.5 Compute the total step equivalents (TSE) as the sum of the following for Members who are not in the first year of promotion:

42.40.2.5.1 Members whose nominal salary is at or below the breakpoint of the rank contribute 1 x ASA to the TSE.

42.40.2.5.2 Members whose nominal salary is above breakpoints but less than the ceiling of the rank contribute 1 x ASA x 0.6 to the TSE.

42.40.2.5.3 Members at ceilings of non-terminal ranks contribute 0 x ASA to the TSE.

42.40.2.5.4 Members at or above the ceilings of terminal ranks who receive a step award of 1.0 contribute 1.0 x 0.6 to the TSE.

42.40.2.5.5 Members at or above ceilings of terminal ranks who receive 1.5 step award contribute 1.5 x 0.6 to the TSE.

42.40.2.5.6 Members at or above ceilings of terminal ranks who receive 2.0 step award contribute 2 x 0.6 to the TSE.

42.40.2.5.x Members at or above ceilings of terminal ranks who receive 2.5 step award contribute 2.5 x 0.6 to the TSE.

42.40.2.6 Regular Step amount (RSA) is computed as SAP / TSE. Modified-step amount (MSA) is 0.6 x RSA.

42.40.3 The PTRP will be allocated to Members' nominal salary as follows:

42.40.3.1 Members in the first year of a promotion receive their First Year Promotion Award.

42.40.3.2 Members whose nominal salary is at or below the breakpoint of a rank will have their nominal salary increased by their step award x RSA.

42.40.3.3 Members whose nominal salary is above the breakpoint but below the ceiling of their rank will have their nominal salary increased by the step award x MSA.

42.40.3.4 If the new nominal salary is above the ceiling of a non-terminal rank, the nominal salary will be set to the ceiling. Members at non-terminal ranks whose nominal salary is at the ceiling of their rank) have no change to their nominal salary.

42.40.3.5 In the case of Members at terminal ranks who received a step award of 1.0 or higher, the nominal salary will be increased by the step award x MSA and may pierce the ceiling.

42.40.3.6 Members whose nominal salary is at the ceilings of terminal ranks who received less than a 1.0 step award have no change to their nominal salary.

Salary Anomalies

42.41 Consideration of salary anomalies may occur at any time, but Members are not permitted to apply more than once in any five-year period.

42.42 To initiate a salary anomaly consideration, a request, in the form of a memo, should be sent to the Chair outlining the reasons that a Member believes their salary is anomalous.

42.43 Salary anomaly considerations may also be initiated by the Department Chair or the Dean. If the request is initiated by the Department Chair, the Member should have the opportunity to comment on the request. If the request is initiated by the Dean, the Chair (or TPC Chair in a non-departmentalized faculty) and the Member should have the opportunity to comment on the request. In order to address anomalies, extra steps may be awarded (anomaly steps). The Chair and the Dean should include any recommendations they may have for addressing the anomaly.

- 42.44 The submissions should be forwarded to the Vice-President, Academic who will consider the request and who will make a recommendation to the President.

Market Differentials

- 42.45 The University may, between July 1, 2019 and the expiry of this Agreement, expend for new Members an amount equivalent to no more than 14% of the total salary of new hires per calendar year, averaged over the term of the collective agreement, to supplement salaries with market differentials.
- 42.46 Parameters for market differentials are to be established by Faculty Deans annually in each unit on the basis of department, discipline or sub-discipline following consultation with the units. Deans will take these parameters into account when establishing salaries for new appointments. Deans are responsible for ensuring equity across the unit.
- 42.47 A Market Differential Review Committee (the Committee), appointed by and advisory to the Vice-President, Academic, will be charged with assessing specific existing and proposed market differential parameters established by different units applicable to hiring in the various disciplines and sub-disciplines of the University on a biennial basis. The Committee will be composed of two members appointed from among the deans and chairs and two members appointed from the faculty. The Vice-President, Academic will appoint the four members after consultation with the Association. Normally, appointments will be made for two-year terms. The terms of the initial appointees will be staggered to provide continuity.
- 42.48 Before the Faculty Renewal Report is submitted to the Board of Governors each year, the Committee will conduct a review of relevant market conditions and will make recommendations to the Vice-President, Academic if, in the light of its findings, the Committee believes that changes in existing market differentials used in hiring are warranted.
- 42.49 Any market differential that is to be paid will be stated in the letter of appointment. A market differential will be expressed in terms of dollars and is subject to the across-the-board salary scale increases. A faculty member who has a salary with a market differential will receive step awards as appropriate to the salary without the market differential.
- 42.50 Omit.
- 42.51 By April 15th of each year the University will provide the Association with a summary of the previous calendar year's Market Differential awards.

Retention Awards

- 42.52 The University may, between July 1, 2019 and the expiry of this Agreement, expend an amount equivalent to no more than 0.5% of total salary mass, calculated as of the previous September, per calendar year for new or renewed retention awards, averaged over the term of the collective agreement.
- 42.53 Retention awards will not form part of the base salary of the Member.
- 42.54 Retention awards are intended to minimize the loss of key bargaining unit Members to other universities or to other employment in the private and public sector, and to retain Members whose contributions to the University are relatively undervalued as a result of salary compression and/or salary inversion.

Procedures for Determination of and Implementation of Retention Awards

- 42.55 A Member may apply or be nominated by their Chair for a retention award if they meet at least two of the following criteria:
- 42.55.1 They have a record of outstanding achievement, as documented in their promotion and salary review history and/or other documentation, in at least one of the following areas: research, teaching or service/leadership.
- 42.55.2 The Member plays an integral role in the department and/or the faculty or university as a whole and is central to the unit's ability to realize its strategic vision/academic plan.
- 42.55.3 The Member has achieved a high profile within their area of expertise and is likely to be recruited by another university or employer. This risk may be exacerbated by a shortage of qualified candidates in certain areas.
- 42.56 The application/nomination will be considered by the TPC and a recommendation by the Chair will then be forwarded to the Dean, with a copy to the Member.
- 42.57 The Dean will review the department's recommendation and any response from the Member and forward it and their own recommendation (copied to the Member) to the Vice-President, Academic.
- 42.58 A copy of the Vice-President, Academic's decision, with reasons, will be sent to the Member and copied to the Dean and the Chair.
- 42.59 If a Member who applies for or is nominated for a retention award is unsuccessful, they cannot reapply until at least a full year from the date of the final decision has elapsed. A Member who receives a retention award is ineligible to seek an adjustment to that award.
- 42.60 A retention award will take the form of a salary supplement for a three to five year period.
- 42.61 A Member with a retention award will receive step awards as appropriate to the salary without the retention award.
- 42.62 A Member may hold no more than one retention award at any time.
- 42.63 A Member may reapply or be re-nominated for a retention award during the last year that they hold such an award.
- 42.64 Subsequent awards may be established at a level different than any initial award.
- 42.65 The Vice-President, Academic is responsible for ensuring equitable distribution of retention funds across the faculties.
- 42.66 An annual report on the allocation of the previous year's retention awards will be provided to the Association by April 15th of each year.

Awards for Chairs, Fellows, and Professorships

- 42.67 In exceptional cases, Members may be nominated for Chairs (including Canada Research Chairs and other special Chairs), Fellowships, or Professorships. Such awards may include salary supplements and/or research support.
- 42.68 The Vice-President, Academic will review nominations for these positions and will make recommendations to the President regarding appointment.
- 42.69 Upon appointment, the Vice-President, Academic will notify the Association of the appointment, setting out the term of the appointment and any salary supplement or research support provided.
- 42.70 The salary supplement and/or research grants provided will end upon conclusion of the appointment as University Chair/Fellow/Professorship at which time the Member's salary

- will revert to the academic salary level without the supplement.
- 42.71 The appointment as University Chair/Fellow will not continue when the Member leaves their academic position at Simon Fraser University.

This article is agreed to by the parties on this ____ day of _____, 2020.

Jennifer Perry, for SFU

David Broun, for SFUFA