

## Our salaries – YUFA's modest proposals

The YUFA salary proposal is extremely reasonable and in the best interest of all parties. York University wishes to maintain its excellent reputation and can only do so if it is able to retain existing and recruit new faculty and librarians. Given the cost of living and the intense competition for new faculty recruitment, it is critical for the success of York University to have a reasonable salary structure. That is what we propose.

### Increase base salaries



YUFA's proposed base salary increases will provide necessary raises due to inflation as well as providing some "catch-up" for YUFA members relative to higher-paid Guelph, McMaster, Waterloo, Queen's, and U of T, most of which are situated in areas with a lower cost of living than the Greater Toronto Area's. Among YUFA members who responded to the negotiating survey (430), 65% supported increasing salaries to take cost of living into account.

YUFA proposes:

- increasing base salaries by 2% of the salary pool for 1 May 2001
- increasing base salaries by 3% of the salary pool for 1 May 2002
- distributing an additional 0.4% of salary pool for 1 May 2002, on the basis of stream and relevant professional experience

It is only fair and prudent for these base salary increases to take effect. York will be competing with these very institutions for new appointees. If we continue to lag behind, it will be difficult to recruit the excellent new faculty and librarians we need in order to maintain the academic complement.

An important feature of our proposal is that base salary increases will be paid as a fixed sum per

YUFA member. This will provide relatively more benefit to YUFA members with lower salaries and will assist York in recruiting new faculty and librarians in a highly competitive market.

Finally, distributing a portion of the salary increase on the basis of stream and experience will redress the low salaries of the alternate stream – of concern to 63% of YUFA negotiating survey respondents. It will also improve the situation of YUFA members with anomalously low salaries relative to their professional experience. Among survey respondents, 74% believed that years of professional experience should influence salaries.

### Raise salary floors



From 1992 to 1999 faculty salary floors were frozen. During that period, the floors fell far behind the actual starting salaries of most YUFA members.

Clearly it would be in the interest of both YUFA and management to have rational floors. The current floors are largely meaningless in that few appointments are made at this level. However, those that are, are anomalously low resulting in time-consuming salary adjustment processes in the long-term as well as creating morale problems, which affect YUFA members' productivity and the University's reputation.

- Increase professorial stream floors to the equivalent of their 1992 real dollar values
- Bring alternate stream and librarian salary floors to 90% of the resulting professorial floors

YUFA's proposal here is very conservative, costing under 0.1 percent of the current salary pool.

Salary floors determine the annual Progress Through the Ranks salary increment (PTR). Thus, increasing the floors will also increase the PTR ...

### Increase Progress Through the Ranks (PTR)



Adjusting the salary floors results in a moderate and justifiable increase in the annual PTR from \$1980 to \$2337. It is entirely reasonable that an inflation increase be made for the PTR. This will result in a more appropriate increase in individual salaries over time, helping York to attract and retain employees.

### Improve administrative stipends and release time



The bulk of current administrative stipends were set in 1991! Clearly adjustments are in order. They are in the interests of the University, as they will facilitate the recruitment of YUFA members into the administrative positions, which are so crucial to our success as a community.

YUFA proposes:

- increasing all stipends by 50% (e.g., Chairs go from \$3408 to \$5112)
- increase release time for the positions with most responsibility (e.g., Chairs) from 1.0 course to 1.5 courses per year

Workloads for most administrative positions have increased and they are increasingly important for our rapidly changing environment. Over 95% of YUFA negotiating survey respondents supported increases in administrative stipends. Survey respondents also identified the difficulty in finding chair and programme directors as a key workload issue.

Salary improvements are YUFA's number one priority. Taken together, these modest proposals will maintain YUFA's salaries in real dollars, address certain internal inequities, and make York University more attractive to new recruits.

## Remedies for the Park Place Blues

*I am concerned that salaries be fair. I was hired in a way that varied substantially with prior appointments where I was slotted into a published grid. I was not expecting to be treated as I was here and have spent far too much energy in anomaly exercises. This time could have been used more profitably in research and course preparation. (Heather Lotherington, Education)*

*There is a significant gap between the alternate stream and high school teachers. Salary, as a reflection of worth to the institution, gives us a clear indication of our value and the value of our work. Surely we deserve compensation comparable to that of a high school teacher with the same qualifications? (FPAS)*

*I firmly believe that the undergraduate program director [UPD] stipend, at less than \$200 a month, is acutely inadequate. The administrative work is tedious and comes in on a piecemeal basis. It often requires immediate attention. It consumes time and fragments time at the same time. Despite course release, it takes away research time and affects research productivity.*

*It is especially disheartening to find out that this contribution to departmental/university welfare is not recognized. I can confirm this as one of the applicants as well as an assessor in the recent merit pay exercise. (Lucia Lo, Ex-UPD, Arts)*

*Fair pay and increase are more important than merit because it becomes a game of justifying merit rather than being meritorious. (FES)*

*In 1995, YUFA successfully negotiated a substantial increase of salaries for librarians. Unfortunately the alternate stream was left behind. In many cases, salaries of alternate stream faculty are more than 20% lower than for the professorial stream, and at least 5% lower than for librarians. (Arts)*

*I think in general there's not enough compensation for graduate programme directors [GPDs] because these positions continue to be increasingly demanding. In addition to the normal work of the GPD, there's increasing work to do with allocating of funds, assigning GAships, searching out scholarships, preparing students for scholarship competitions, and undertaking recruitment campaigns. There's downloading that's less visible: for example, inquiries used to come by letter or phone, but now there's constant email from students. The burden of communication has increased. (Gordon Darroch, Ex-UPD, Arts)*

*Even though my CLA contract was only for nine months, starting in August, I was preparing my course in the summer and also making sure that the equipment for it was working. When I received my contract I was not impressed at all – it was not a very high salary for the responsibilities. (Fine Arts)*

*Since I've been at York for 30 years, I am not as disturbed about my salary as some with less seniority. Therefore, I have no objection to a 'bottom-loaded' settlement. (Bob Drummond, Dean of Arts)*

*There is no relation between my responsibilities as Chair and the compensation that I receive. On the one hand, I give up almost all research activities for three years; give up my summers away from the campus; have to shoulder all the responsibility for implementing budget cuts without any corresponding authority over the Departmental budget; and have to give up almost all of what I love most about being here – namely teaching. On the other hand I get an extra \$9 per day, before taxes. Do you see anything that might resemble a relationship? (Peter McKinnon, Fine Arts)*

*I find it breathtakingly offensive that [in its first offer] the Administration would allocate more money to merit and market pay than to across-the-board raises for all members of the professoriate and to progress on workload for all. It is, to be sure, another power grab by the Administration as well as a transparent ploy to divide and conquer the membership of YUFA. But it's also more than that: a calculated provocation, which carries with it the putrid smell of a casus belli. (Philippe Bourdin, Glendon)*

*Merit pay is ok once all other salaries are fairly and consistently determined. But, I would prefer if merit were recognized by promotion and if it were financially worthwhile for people to become full professors. (Arts)*

*The employer's offer to us is pathetic. People who work for charities are getting better raises; CUPE 3903 and YUSA are to get better percentage raises next year than what we've been offered. And 'merit' pay is only about merit if there's real accountability and transparency in the process. As it was, the process this past year was meaningless, about 'discretion' rather than 'merit'. I have nothing but contempt for this offer, in fact, I don't think I even have contempt. The offer's simply a joke. (Dawn Bazely, FPAS)*

