

July 7, 2014

APUO Professors

APUO INDIVIDUAL ANOMALIES CORRECTION FUND (ARTICLE 41.4.9.1)

Dear colleagues,

The Salary Anomalies Committee has completed its analysis work involving the distribution of the correction fund mentioned above.

As in the past, the Committee has analyzed every APUO professor file. The only requests that were considered were those issued by professors who held their position on May 1st, 2008. Those who have left their position since remained eligible.

First, we verified to ensure that all professors were, at the very least, receiving the Normal Minimum Salary (NMS) (see Appendix F.2 in the collective agreement).

The Salary Shift Units (SSU) were then verified for each professor.

The individual salary anomalies were quantified by calculating the average salary through linear regression according to the SSUs. These calculations were made separately for each rank and faculty (or pre-established sub-group). Please read the Analysis Guide in appendix for more details on the technique and results of the analysis. Without divulging individual information, please note that 73 professors will be receiving corrections.

The new salaries will be paid out with the July 15 pay while the retroactive payments will be issued with the September 15 pay.

Sincerely yours,

The members of the Salary Anomalies Committee

Marc Alary (employer representative)

Frans De Bruyn (employer representative)

Antoine Morin (APUO representative)

Mario Seccareccia (APUO representative)

Appendix

Salary Anomalies Analysis Guide for APUO Members

1. Files were prepared containing ranks for each professor employed at the University of Ottawa on May 1st, 2008, excluding those who held an administrative position beyond the APUO salary scale.
2. We first verified if the salary of each professor complied with the Normal Minimum Salary and adjustments were made where necessary.
3. For each professor, we validated the YULEs that were granted upon hiring, along with the YULEs that were accumulated throughout their careers at the University of Ottawa.
4. The YULEs were then converted to SSUs by applying the collective agreement rules that were in effect prior to 1980, as well as those in place for 1993, 1994 and 1995, along with the rank ceilings, where applicable.
5. As agreed upon, the analysis was conducted separately for each rank and faculty. In addition, a preliminary examination of the salary distribution according to SSU by sub-group reveals a need to isolate Economics, Accounting and Finance.
6. Assistant professors hired before 2002 were included in the analysis alongside other assistants but were subject to the assistant ceiling unless he or she had been promoted to the rank of associate between 2008 and the present date, in which case the associate ceiling was used. If anomalies were detected, corrections will become effective on the year of promotion.
7. A linear regression was calculated between the SSUs and the 2008 salary by rank and sub-group. The residual of every salary below the regression line has been identified. Salaries associated with the strongest residuals were deemed eligible for a correction up to a threshold limiting its total amount to the allocated \$200,000 envelope.
8. The figure enclosed provides a graphic display of the results, excluding the names of the sub-groups to preserve confidentiality.
9. After calculating the corrections, no salary has been set beyond \$5,275 below the regression line.

