

# Négociations en vue du renouvellement de la convention collective avec l'Association des professeurs de l'Université d'Ottawa (APUO)

University Proposals (Monetary)

13 January 2016

# Items

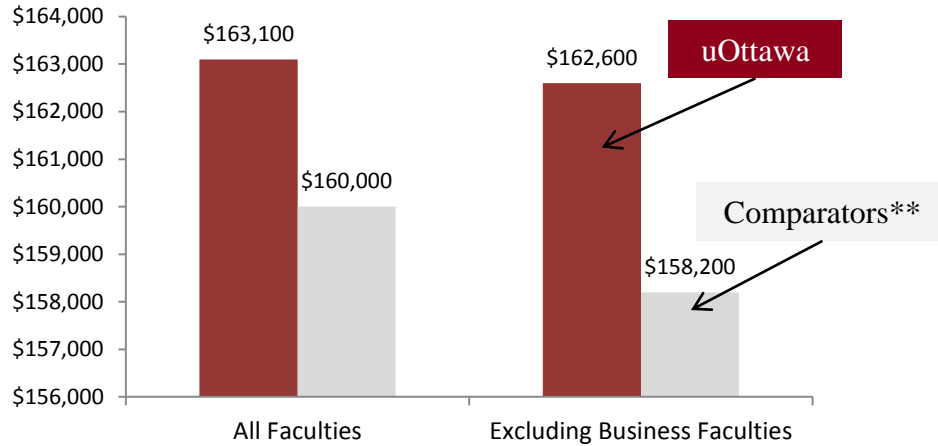
- Article 41 Rémunération
  1. Adjustments
    - I. Across-the-Board Increases
    - II. Merit Awards
    - III. Market Premiums
  2. Librarian Members Ceilings
- Article 40 Avantages sociaux
  - I. Employee Pension Contributions
  - II. Group Benefits
  - III. Parking
  - IV. Relocation Expenses
- LOU Retirement Incentive Program

# Article 41 - Context

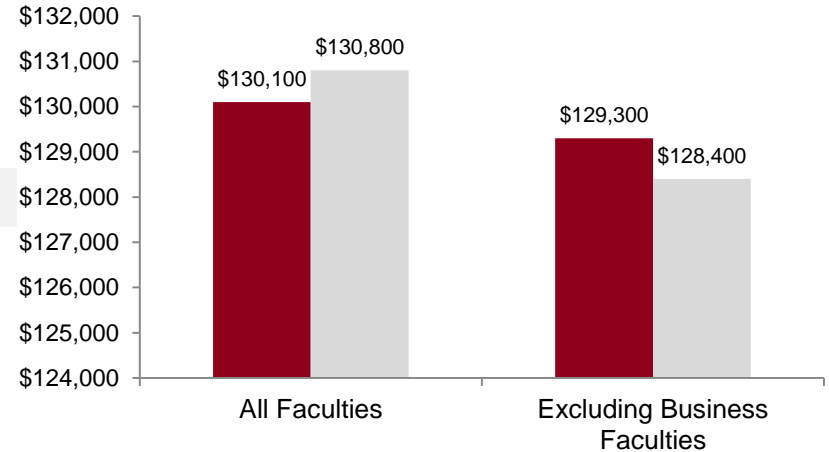
- The University of Ottawa currently offers competitive salaries to Full Time Professors.
- Comparator groups include:
  - Traditional Comparators (Carleton, Guelph, McMaster, Queen's, Waterloo, Western, Windsor).
  - Ontario Research-Intensive Universities excluding Toronto (McMaster, Queen's, Waterloo, Western).

# uOttawa's academic salaries—Traditional Comparators (2014-15)

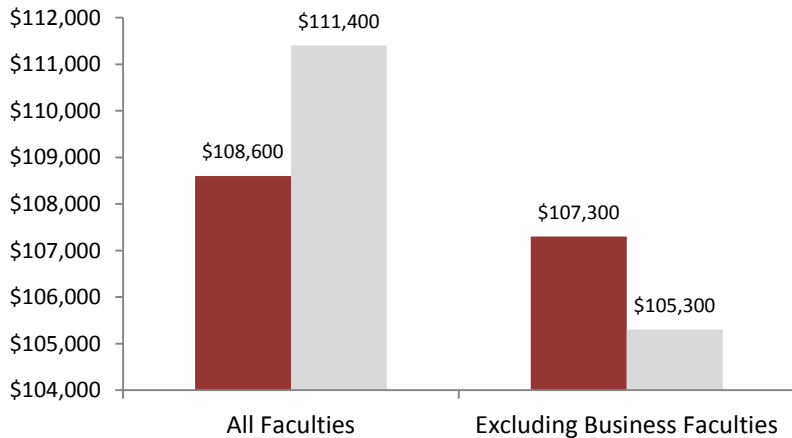
**Average Salary\*--Full Professors**



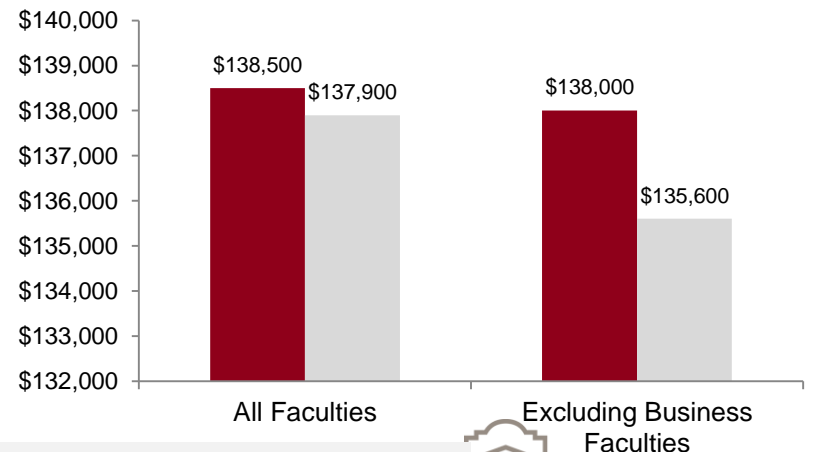
**Average Salary\*--Associate Professors**



**Average Salary\*—Assistant Professors**



**Average Salary\*—All Ranks**



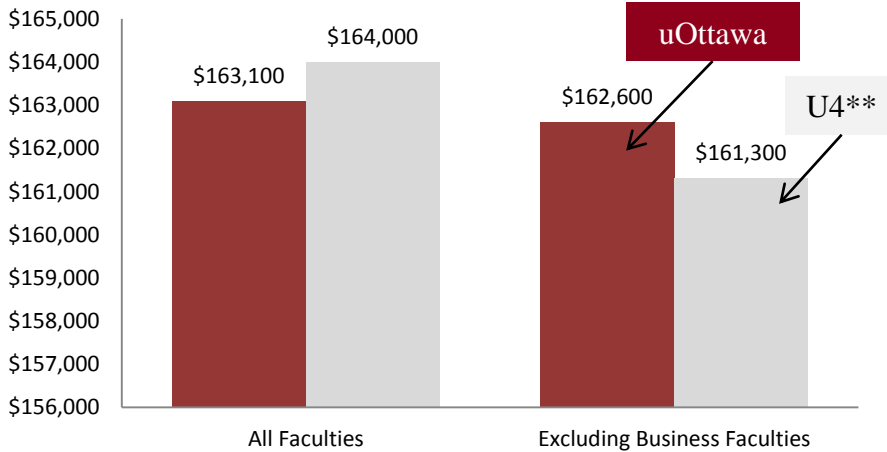
\*Least squares estimated average salary (controlled for gender and years since last degree). Excluding medicine.

\*\*University comparators : Carleton, Guelph, McMaster, Queen's, Waterloo, Western, Windsor



# uOttawa's academic salaries—U4 Comparators (2014-15)

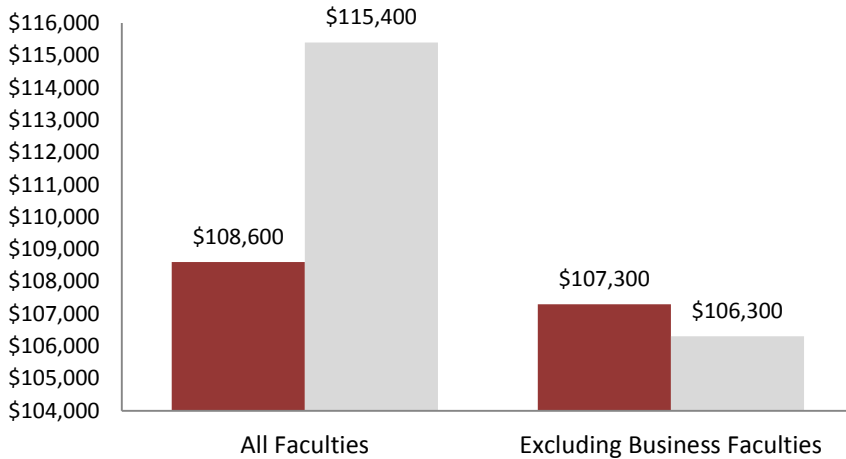
**Average Salary\*--Full Professors**



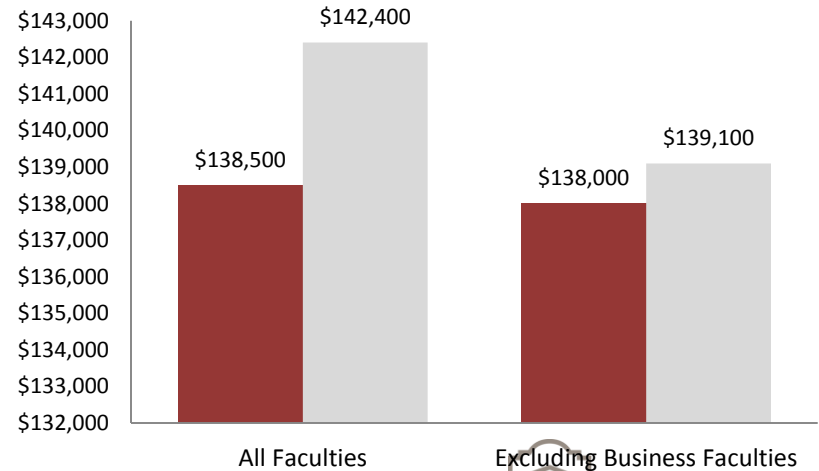
**Average Salary\*--Associate Professors**



**Average Salary\*—Assistant Professor**



**Average Salary\*—All Ranks**

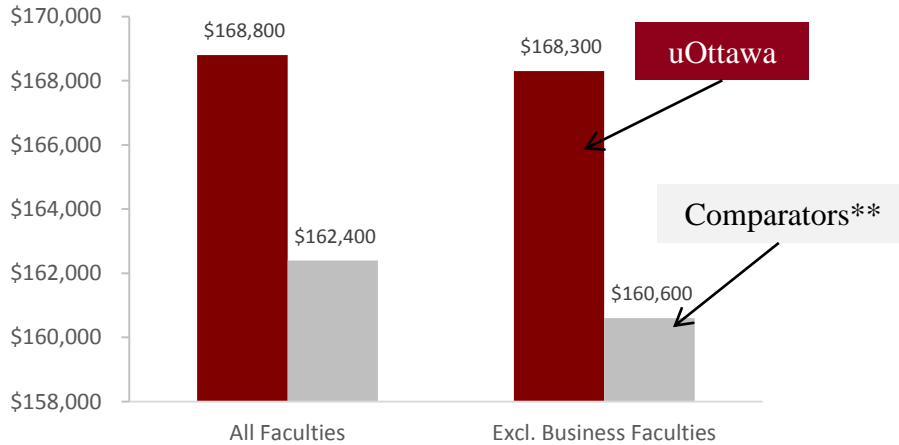


\*Least squares estimated average salary (controlled for gender and years since last degree). Excluding medicine.

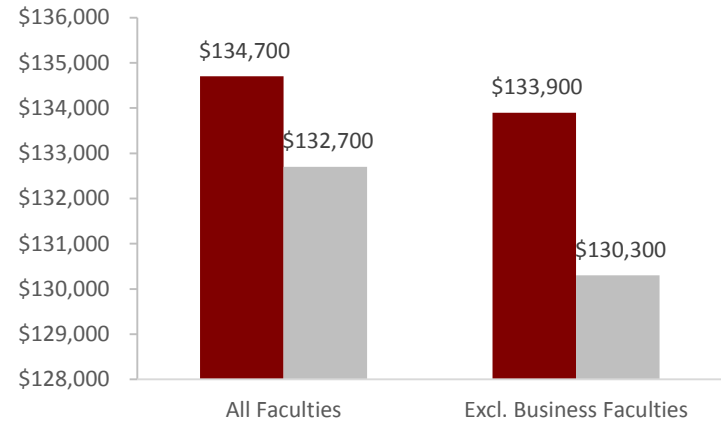
\*\*U4 comparators: McMaster, Queen's, Waterloo, and Western

# uOttawa's academic salaries—Traditional Comparators (Estimated for 2015-16)

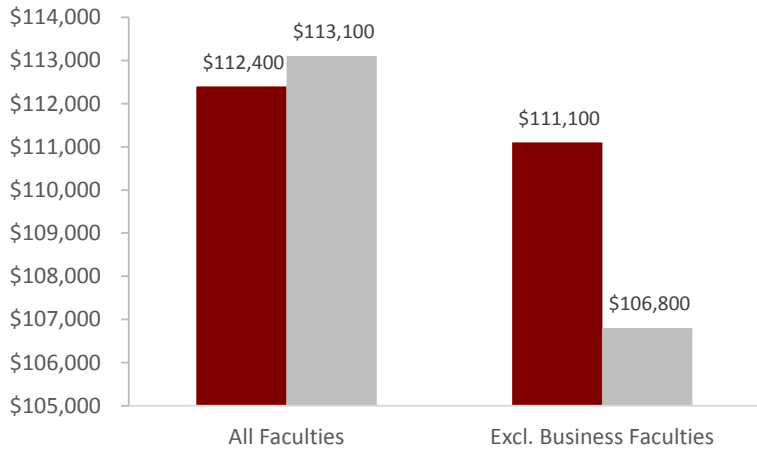
**Average Salary\*--Full Professors**



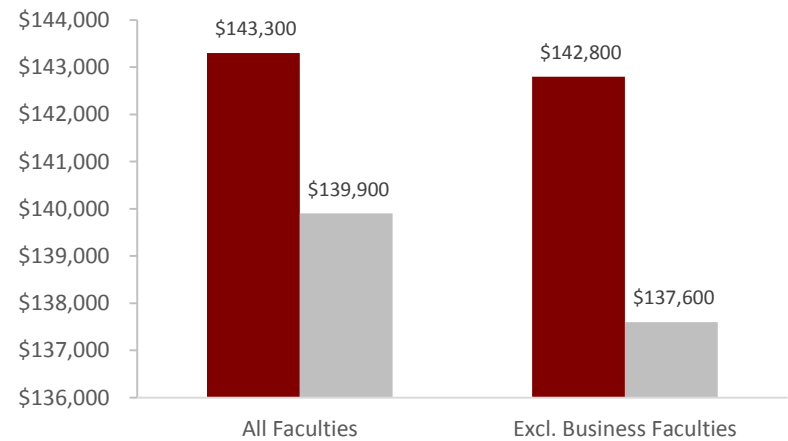
**Average Salary\*--Associate Professors**



**Average Salary\*—Assistant Professors**



**Average Salary\*—All Ranks**

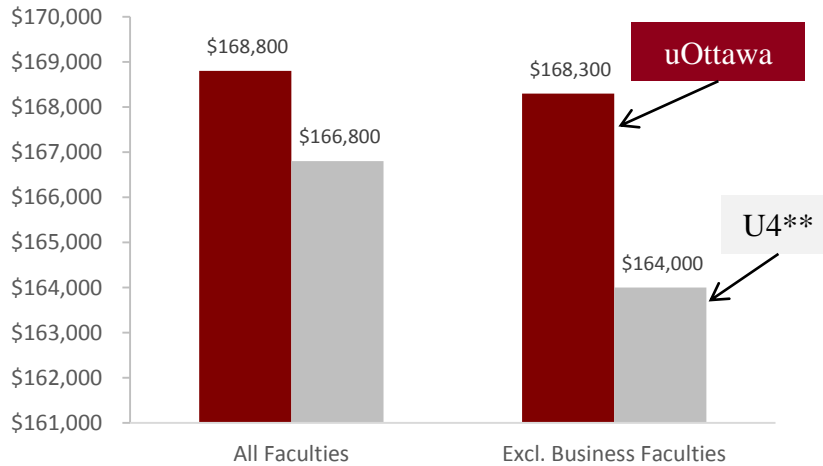


\*Least squares estimated average salary (controlled for gender and years since last degree). Excluding medicine.

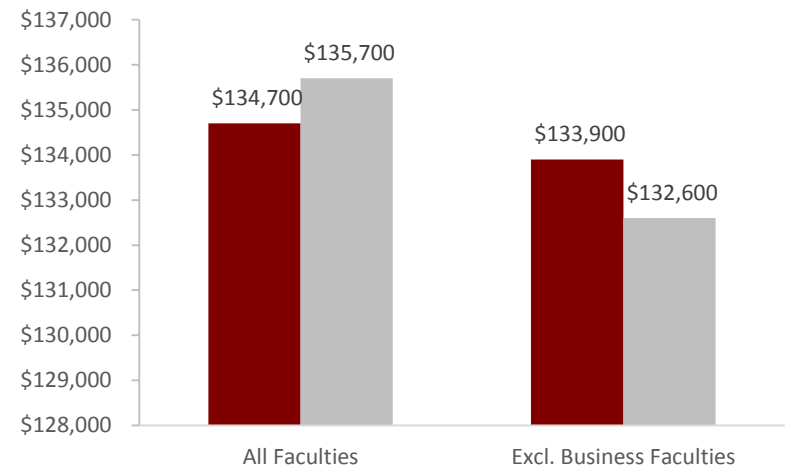
\*\*University comparators : Carleton, Guelph, McMaster, Queen's, Waterloo, Western, Windsor

# uOttawa's academic salaries—U4 Comparators (Estimated for 2015-16)

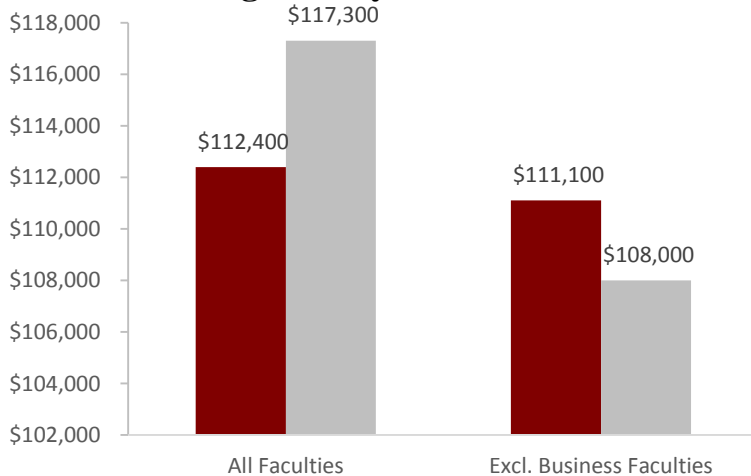
**Average Salary\*--Full Professors**



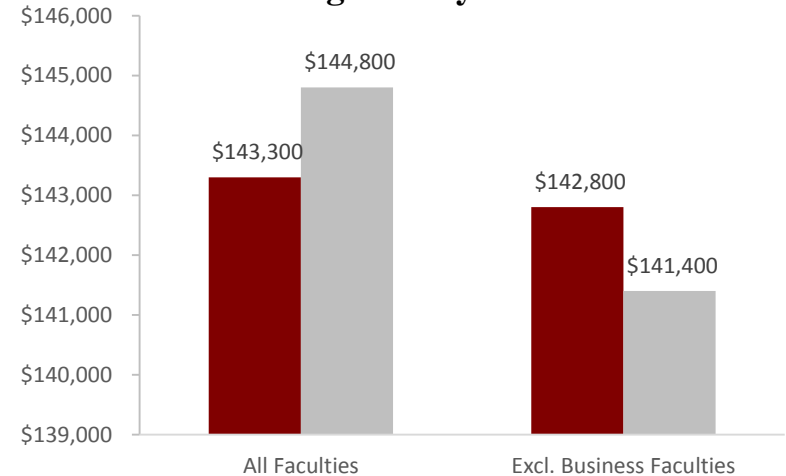
**Average Salary\*--Associate Professors**



**Average Salary\*—Assistant Professor**



**Average Salary\*—All Ranks**

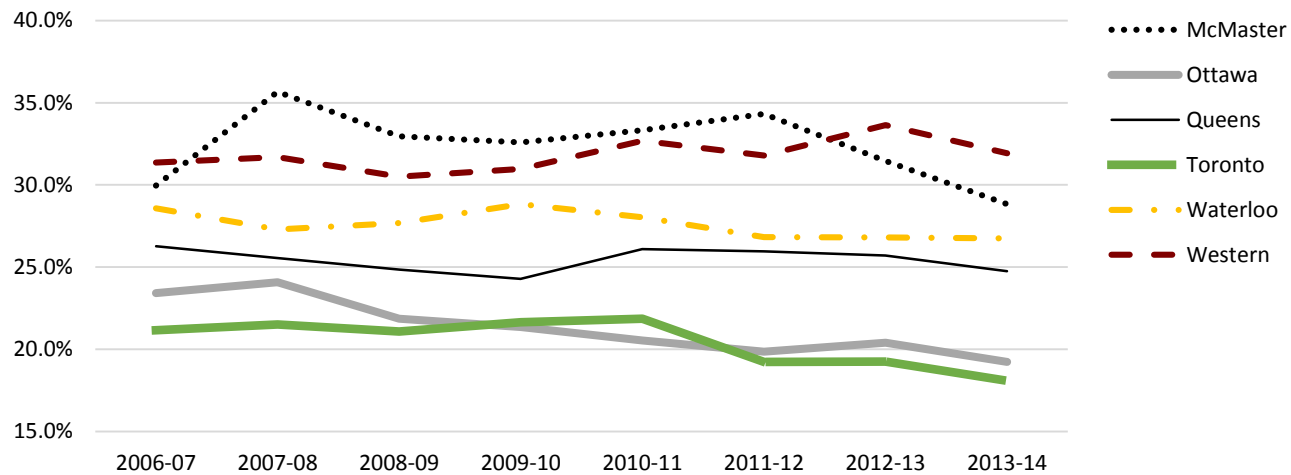


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\*\*U4 comparators: McMaster, Queen's, Waterloo, and Western

# As a Share of Operating Funds

Full-Time Professor Salaries as a Share of Total Operating Funds

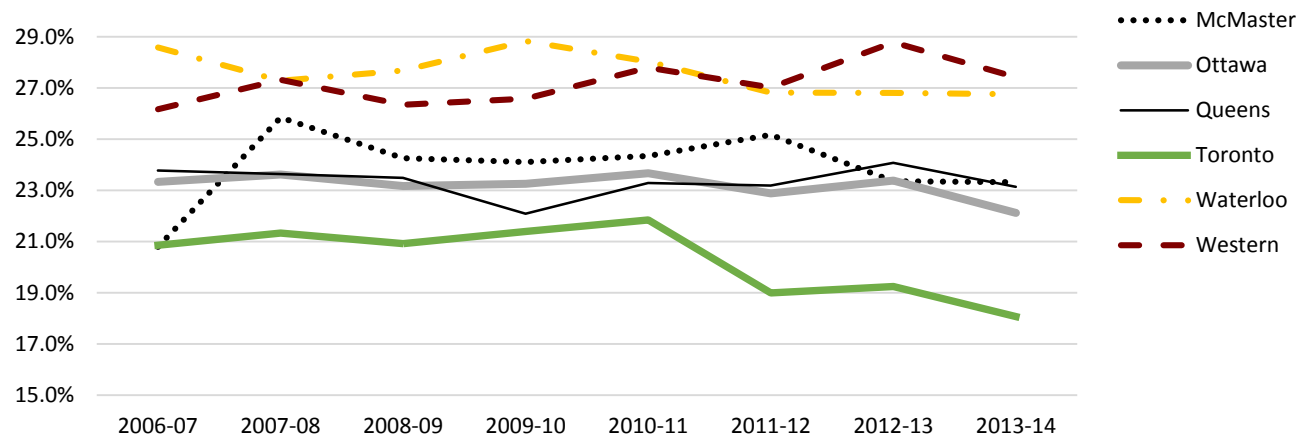


Source: COFO Table 3 - Summary of Expense by Fund and Functional Area  
COFO Table 6 - Expense - Operating



# As a Share of Operating Funds—Excluding Medicine

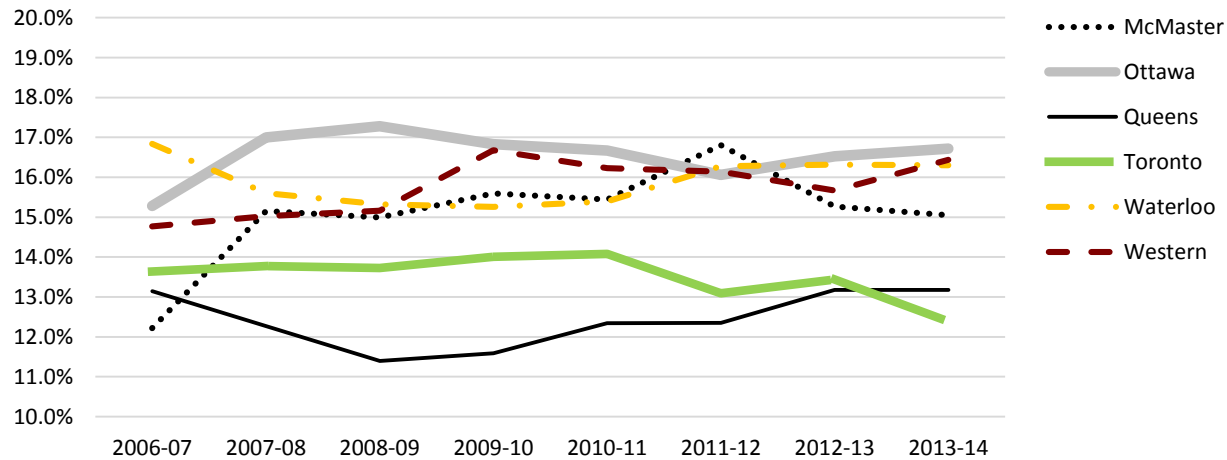
Full-Time Professor Salaries as a Share of Total Operating Funds  
(excluding Medicine)



Source: COFO Table 3 - Summary of Expense by Fund and Functional Area  
COFO Table 6 - Expense - Operating

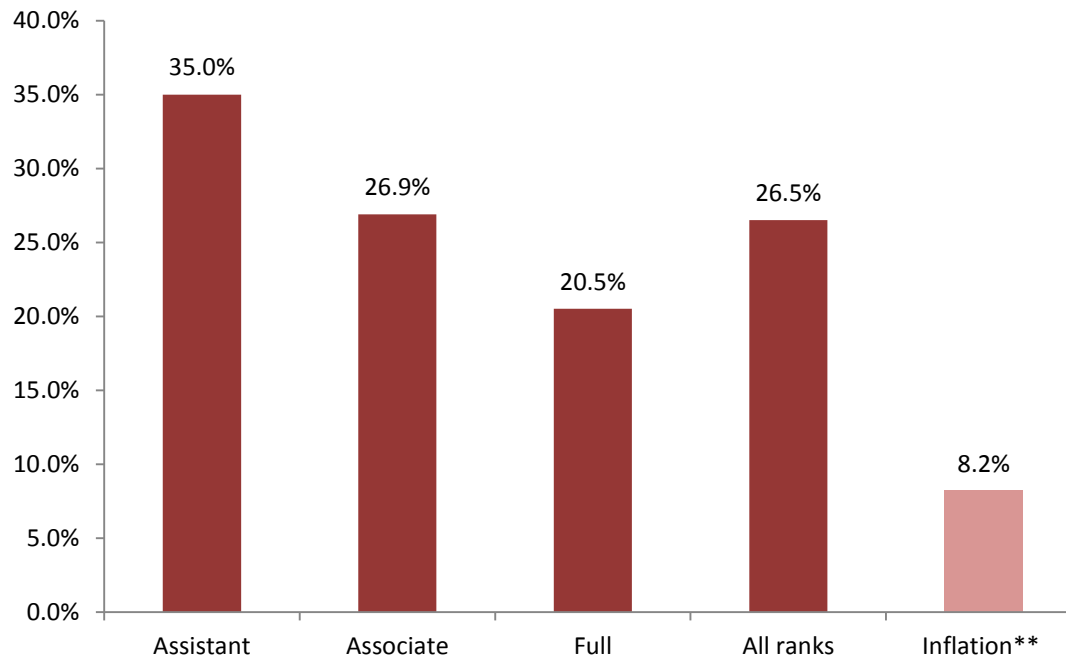
# As a Share of Total Expenditures— Excluding Medicine

Full-Time Professor Salaries as a Share of Total Expendable Funds (Excluding Medicine)



Source: COFO Table 3 - Summary of Expense by Fund and Functional Area  
COFO Table 6 - Expense - Operating

## uOttawa Academic Salary Increases since 2010-11\*



\*Individuals who are employed in 2010-11 and in 2015-16. Professor ranks are as of October 1, 2010. All forms of salary changes are included (e.g., PTRs, ATBs).

\*\*Increase in the Consumer Price Index between November 2010 and November 2015.

# Recently Negotiated Increases

University	2015-16	2016-17	2017-18	2018-19
Carleton	1.7%	1.6%		
Guelph	2%	2% +\$1,275		
McMaster	1.5% +\$1,860	1.5% + \$1,925		
Ottawa	2% + 1.5%			
Queen's	1%	1.25%	1.5%	1.75%
Waterloo	1.95%	1.95%	1.5%	
Western	1%	1%	1%	
Windsor	0%	3%		

# Article 41 - Offer

The University is proposing a fair and competitive increase.

# Offer: Adjustments as a Percentage (%) of Salary Mass

	2016-2017	2017-2018	2018-2019
Across-the-Board (ATB)	1.0%	1.0%	1.0%
Merit	0.6%	0.6%	0.6%
Market Premium	0.1%	0.1%	0.1%
Total Average Increase	1.7%	1.7%	1.7%

# Across-the-Board (ATB) Offer\*

2016-2017 As of May 1 2016	2017-2018 As of May 1 2017	2018-2019 As of May 1 2018
1.0% ATB	1.0% ATB	1.0% ATB
PTR: Full PTR with indexation	PTR: Full PTR with indexation	PTR: Full PTR with indexation

\*With Indexation of salary floors and ceilings.

# Merit Awards - Objectives

- Provide merit-based compensation, which is prevalent at all other research-intensive universities :
  - McMaster
  - Queen's
  - Waterloo
  - Western
- Merit Pay is also prevalent at other traditional comparator universities such as:
  - Guelph
  - Wilfrid Laurier



# Merit Awards - Objectives

- Support Destination 2020 by recognizing excellence.
- Provide a mechanism whereby outstanding teaching and research productivity are rewarded.
- Reward academic service which is significantly in excess of the norm.
- Attract and retain the best.

# Merit Awards - Offer

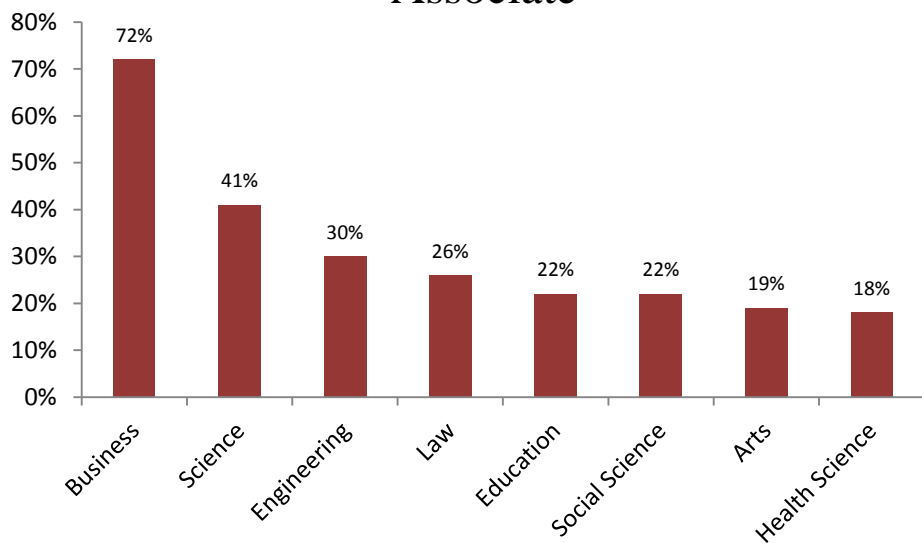
- \$5000.00 award for up to 200 eligible faculty and librarian members per academic year.
- Funds apportioned among Faculties and the Library according to their share of eligible members.
- Not to be included in the salary base and members at the maximum ceiling of her rank are eligible.
- Linked to the regular annual review process.
- FTPC makes the final decision.

# Market Premiums - Objectives

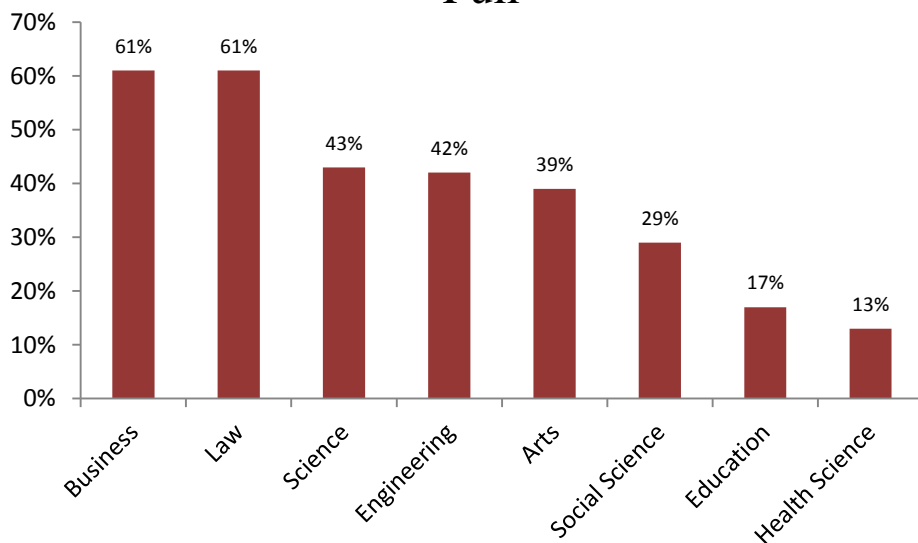
- Adopter une structure salariale plus flexible qui permettra aux professeurs réguliers de dépasser le plafond salarial de leur rang professoral.
- Permettre d'offrir des salaires encore plus compétitifs aux professeurs réguliers.
- Attirer et retenir les meilleurs professeurs.

# Percentage of Professors at the Ceiling (2015-16)

Associate



Full



# Market Premiums - Offer

- Market Premium = Nominal Salary – Normal Minimum Salary
- The salary ceiling for each individual member shall vary according to her Market Premium:
  - The ceiling of an Assistant Professor shall be the ceiling of the Associate Professor rank plus fifty percent (50%) of the Market Premium \*.
  - The ceiling of an Associate Professor shall be the ceiling of the Associate professor rank plus fifty percent (50%) of the Market Premium.
  - The ceiling of a Full Professor shall be the ceiling of the Full Professor rank.

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\*Requires establishing a new ceiling (at the Associate level) for current and future Assistant Professors hired after 2002.

# Librarian Member Ceilings

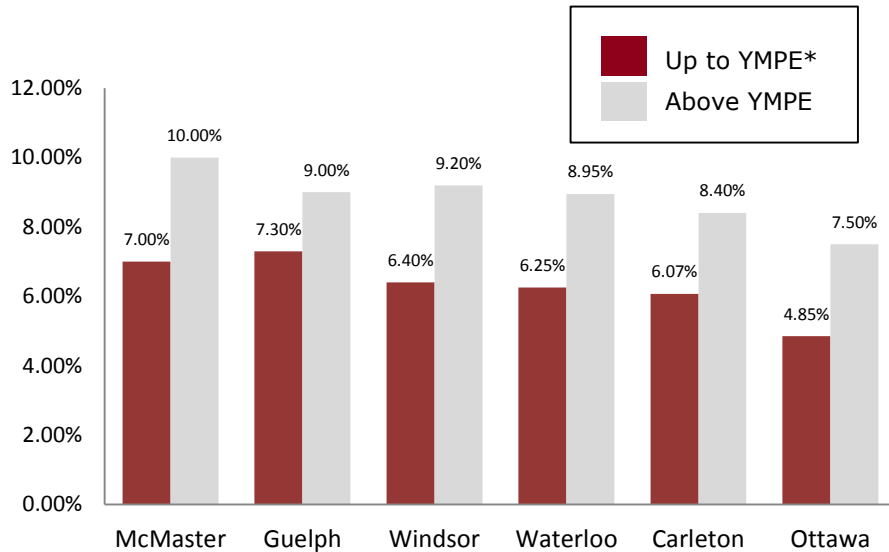
- Remove provisions that ceilings for librarian ranks shall be adjusted upwards by twice the total percentage increase allocated to professors.

# Article 40 - Context

- The University of Ottawa/APUO's entire benefit program ranks 1st among its peers when reviewing the total value (employee and employer).

# Pension Contributions

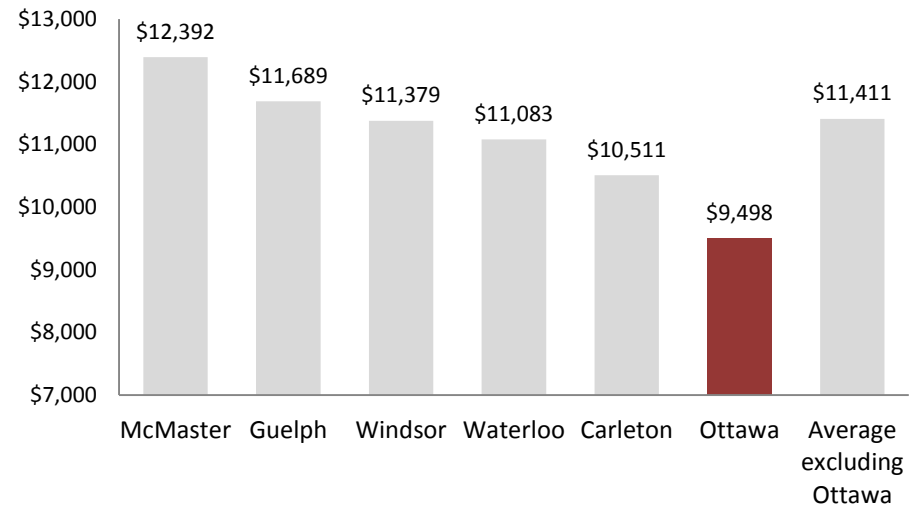
**Pension Contribution Rates—Regular Professors**  
(as a per cent of pensionable income; 2015)



\*2015 YMPE (Year's Maximum Pensionable Earnings) = \$53,600. For uOttawa, the break is at \$37,793 instead of the YMPE.

\*\*Windsor and Carleton are hybrid plans (that is, a portion DB and a portion DC). Queen's and Western are exclusively DC.

**Pension Contribution Dollars—Regular Professors**  
(Salary of \$140,000)





# Pension – Cost Sharing

Objective: Attain a 50% / 50 % cost-sharing by 2019.

Year	University's share	Employee's share
2015	66.6%	33.4%
2016*	62.1%	37.9%
2017	58.0%	42.0%
2018	53.9%	46.1%
2019	50.0%	50.0%

\*Rates for 2016 already reflected in plan provisions.

# Proposal: Increases to Employee Pension Contribution

2016-2017	2017-2018	2018-2019
0.8%*	0.8%**	Up to 0.8%***

\*as of January 1, 2017

\*\* as of January 1, 2018

\*\*\* as of January 1, 2019

# Pension - Employee Contribution Rates

Year	Below integration level	Above integration level	Average employees
2015	4.85%	7.50%	6.47%
2016	5.45%	8.45%	7.33%
2017	6.05%	9.30%	8.13%
2018	6.60%	10.15%	8.92%
2019	7.15%	10.95%	9.68%

# Group Benefits

- Life Insurance
- Dependent Life Insurance
- Optional Dependent Life Insurance (Children Only)
- Optional Life Insurances (Employee and Spousal)
- Long Term Disability
- Extended Health Plan

# Parking

- Remove sections 40.8.1.6, 40.8.1.7, 40.8.1.8 and 40.8.1.12.

# Relocation Expenses

- Retain the ability to make employment offers more attractive by removing section 40.5.2.2.

# Retirement Incentive LOU - Context

- As of 1 October 2015, one hundred and four (104) APUO professors were over 65 years of age.
- The objective of the Retirement Incentive Program is to facilitate faculty renewal.
- The program will also be available to Librarian Members.

## Number of Professors by Age (APUO)

AGE	2015-16*
65	19
66	24
67	18
68	15
69	8
70	4
71	7
72	6
73	2
74	1
<b>Total</b>	<b>104</b>

\*As of October 1, 2015



# Retirement Incentive LOU - Offer

- A time-limited *Voluntary Retirement Incentive Program* for members with over 30 years of pensionable service, who are not participating in another retirement incentive plan. The incentive is one year of salary taken as a lump sum or payable in two (2) installments over two (2) calendar years.

# Questions / Discussion

