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

All Faculties: $163,100
Excluding Business Faculties: $162,600
Comparators**: $158,200

Average Salary*—Associate Professors

All Faculties: $130,100
Excluding Business Faculties: $129,300
Comparators**: $128,400

Average Salary*—Assistant Professors

All Faculties: $108,600
Excluding Business Faculties: $107,300
Comparators**: $105,300

Average Salary*—All Ranks

All Faculties: $138,500
Excluding Business Faculties: $135,600

*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

All Faculties

Excluding Business Faculties

Average Salary*—Assistant Professor

All Faculties

Excluding Business Faculties

Average Salary*—All Ranks

All Faculties

Excluding Business Faculties

*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**

- All Faculties: $168,000
- Excl. Business Faculties: $168,300

**Comparators**

- All Faculties: $162,400
- Excl. Business Faculties: $160,600

**Average Salary*—Associate Professors**

- All Faculties: $134,700
- Excl. Business Faculties: $133,900

**Comparators**

- All Faculties: $132,700
- Excl. Business Faculties: $130,300

**Average Salary*—Assistant Professors**

- All Faculties: $112,400
- Excl. Business Faculties: $111,100

**Comparators**

- All Faculties: $113,100
- Excl. Business Faculties: $106,800

**Average Salary*—All Ranks**

- All Faculties: $143,300
- Excl. Business Faculties: $139,900

*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

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

**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)

<table>
<thead>
<tr>
<th>Year</th>
<th>McMaster</th>
<th>Ottawa</th>
<th>Queens</th>
<th>Toronto</th>
<th>Waterloo</th>
<th>Western</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006-07</td>
<td>29.0%</td>
<td>27.0%</td>
<td>25.0%</td>
<td>19.0%</td>
<td>29.0%</td>
<td>29.0%</td>
</tr>
<tr>
<td>2007-08</td>
<td>27.0%</td>
<td>25.0%</td>
<td>24.0%</td>
<td>23.0%</td>
<td>27.0%</td>
<td>27.0%</td>
</tr>
<tr>
<td>2008-09</td>
<td>25.0%</td>
<td>23.0%</td>
<td>23.0%</td>
<td>22.0%</td>
<td>25.0%</td>
<td>25.0%</td>
</tr>
<tr>
<td>2009-10</td>
<td>23.0%</td>
<td>22.0%</td>
<td>22.0%</td>
<td>21.0%</td>
<td>23.0%</td>
<td>23.0%</td>
</tr>
<tr>
<td>2010-11</td>
<td>21.0%</td>
<td>21.0%</td>
<td>21.0%</td>
<td>20.0%</td>
<td>21.0%</td>
<td>21.0%</td>
</tr>
<tr>
<td>2011-12</td>
<td>20.0%</td>
<td>20.0%</td>
<td>20.0%</td>
<td>19.0%</td>
<td>20.0%</td>
<td>20.0%</td>
</tr>
<tr>
<td>2012-13</td>
<td>19.0%</td>
<td>19.0%</td>
<td>19.0%</td>
<td>18.0%</td>
<td>19.0%</td>
<td>19.0%</td>
</tr>
<tr>
<td>2013-14</td>
<td>18.0%</td>
<td>18.0%</td>
<td>18.0%</td>
<td>17.0%</td>
<td>18.0%</td>
<td>18.0%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>University</th>
<th>2015-16</th>
<th>2016-17</th>
<th>2017-18</th>
<th>2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carleton</td>
<td>1.7%</td>
<td>1.6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Guelph</td>
<td>2%</td>
<td>2% +$1,275</td>
<td></td>
<td></td>
</tr>
<tr>
<td>McMaster</td>
<td>1.5% +$1,860</td>
<td>1.5% + $1,925</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ottawa</td>
<td>2% + 1.5%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Queen’s</td>
<td>1%</td>
<td>1.25%</td>
<td>1.5%</td>
<td>1.75%</td>
</tr>
<tr>
<td>Waterloo</td>
<td>1.95%</td>
<td>1.95%</td>
<td>1.5%</td>
<td></td>
</tr>
<tr>
<td>Western</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Windsor</td>
<td>0%</td>
<td>3%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Article 41 - Offer

The University is proposing a fair and competitive increase.
**Offer: Adjustments as a Percentage (%) of Salary Mass**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Across-the-Board (ATB)</td>
<td>1.0%</td>
<td>1.0%</td>
<td>1.0%</td>
</tr>
<tr>
<td>Merit</td>
<td>0.6%</td>
<td>0.6%</td>
<td>0.6%</td>
</tr>
<tr>
<td>Market Premium</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Total Average Increase</td>
<td>1.7%</td>
<td>1.7%</td>
<td>1.7%</td>
</tr>
</tbody>
</table>
Across-the-Board (ATB) Offer*

<table>
<thead>
<tr>
<th>Year</th>
<th>2016-2017 As of May 1 2016</th>
<th>2017-2018 As of May 1 2017</th>
<th>2018-2019 As of May 1 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.0% ATB</td>
<td>1.0% ATB</td>
<td>1.0% ATB</td>
<td></td>
</tr>
<tr>
<td>PTR: Full PTR with indexation</td>
<td>PTR: Full PTR with indexation</td>
<td>PTR: Full PTR with indexation</td>
<td></td>
</tr>
</tbody>
</table>

*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
- Business: 72%
- Science: 41%
- Engineering: 30%
- Law: 26%
- Education: 22%
- Social Science: 22%
- Arts: 19%
- Health Science: 18%

Full
- Business: 61%
- Law: 61%
- Science: 43%
- Engineering: 42%
- Arts: 39%
- Social Science: 29%
- Education: 17%
- Health Science: 13%
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 Contribution Rates—Regular Professors
(as a per cent of pensionable income; 2015)

- McMaster: 7.00%, 10.00%
- Guelph: 7.30%, 9.00%
- Windsor: 6.40%, 9.20%
- Waterloo: 6.25%, 8.95%
- Carleton: 6.07%, 8.40%
- Ottawa: 7.50%, 4.85%

*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)

- McMaster: $12,392
- Guelph: $11,689
- Windsor: $11,379
- Waterloo: $11,083
- Carleton: $10,511
- Ottawa: $9,498
- Average excluding Ottawa: $11,411
Pension – Cost Sharing

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

<table>
<thead>
<tr>
<th>Year</th>
<th>University’s share</th>
<th>Employee’s share</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>66.6%</td>
<td>33.4%</td>
</tr>
<tr>
<td>2016*</td>
<td>62.1%</td>
<td>37.9%</td>
</tr>
<tr>
<td>2017</td>
<td>58.0%</td>
<td>42.0%</td>
</tr>
<tr>
<td>2018</td>
<td>53.9%</td>
<td>46.1%</td>
</tr>
<tr>
<td>2019</td>
<td>50.0%</td>
<td>50.0%</td>
</tr>
</tbody>
</table>

*Rates for 2016 already reflected in plan provisions.
Proposal: Increases to Employee Pension Contribution

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>0.8%*</td>
<td>0.8%**</td>
<td>Up to 0.8%***</td>
<td></td>
</tr>
</tbody>
</table>

*as of January 1, 2017
** as of January 1, 2018
*** as of January 1, 2019
# Pension - Employee Contribution Rates

<table>
<thead>
<tr>
<th>Year</th>
<th>Below integration level</th>
<th>Above integration level</th>
<th>Average employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>4.85%</td>
<td>7.50%</td>
<td>6.47%</td>
</tr>
<tr>
<td>2016</td>
<td>5.45%</td>
<td>8.45%</td>
<td>7.33%</td>
</tr>
<tr>
<td>2017</td>
<td>6.05%</td>
<td>9.30%</td>
<td>8.13%</td>
</tr>
<tr>
<td>2018</td>
<td>6.60%</td>
<td>10.15%</td>
<td>8.92%</td>
</tr>
<tr>
<td>2019</td>
<td>7.15%</td>
<td>10.95%</td>
<td>9.68%</td>
</tr>
</tbody>
</table>
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)

<table>
<thead>
<tr>
<th>AGE</th>
<th>2015-16*</th>
</tr>
</thead>
<tbody>
<tr>
<td>65</td>
<td>19</td>
</tr>
<tr>
<td>66</td>
<td>24</td>
</tr>
<tr>
<td>67</td>
<td>18</td>
</tr>
<tr>
<td>68</td>
<td>15</td>
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<tr>
<td>69</td>
<td>8</td>
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<td>70</td>
<td>4</td>
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<tr>
<td>71</td>
<td>7</td>
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<tr>
<td>72</td>
<td>6</td>
</tr>
<tr>
<td>73</td>
<td>2</td>
</tr>
<tr>
<td>74</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>104</strong></td>
</tr>
</tbody>
</table>

*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