

**DRAFT - PRE-RATIFICATION, prepared Aug 10 2015**

**Construction of Salary Model Components for 2015-2019 QUFA Collective Agreement**

<b>Regular Faculty</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Scale Increase</b>	0.03	1.00%	1.25%	1.50%	1.75%
<b>Floor F</b>	60,771.00	\$61,379	\$62,146	\$63,078	\$64,182
<b>AP Floor</b>	66,848.00	\$67,517	\$68,361	\$69,386	\$70,600
<b>Merit</b>					
Point as % of Floor F	0.50%	0.50%	0.50%	0.50%	0.50%
Single Point	303.86	\$307	\$311	\$315	\$321
Modal Value (10 Points)	3,038.56	\$3,070	\$3,110	\$3,150	\$3,210
<b>Junior Increment</b>					
Increment % of Floor F	1.00%	1.00%	1.00%	1.00%	1.00%
Value of Increment	608.00	\$614	\$621	\$631	\$642
Salary Cutoff (<)	100,272.39	\$101,275	\$102,541	\$104,079	\$105,900
<b>First Abatement</b>					
Abatement % of Floor F	1.90%	1.90%	1.90%	1.90%	1.90%
Abatement Value	1,155.00	\$1,166	\$1,181	\$1,198	\$1,219
Abatement Cut In (>=)	133,696.52	\$135,034	\$136,721	\$138,772	\$141,200
<b>Second Abatement</b>					
Abatement % of Floor F	2.40%	2.40%	2.40%	2.40%	2.40%
Abatement Value	1,459.00	\$1,473	\$1,492	\$1,514	\$1,540
Abatement Cut In (>=)	145,850.75	\$147,310	\$149,150	\$151,387	\$154,037
<b>Third Abatement</b>					
Abatement % of Floor F	2.90%	2.90%	2.90%	2.90%	2.90%
Abatement Value	1,762.00	\$1,780	\$1,802	\$1,829	\$1,861
Abatement Cut In (>=)	158,004.97	\$159,585	\$161,580	\$164,003	\$166,873

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Adjunct Stipends	2014-15	2015-16	2016-17	2017-18	2018-19
<b>Table A Base Stipend</b>	7,821.00	\$7,899	\$7,998	\$8,118	\$8,260
<b>Table B Base Stipend by YOTE with No Enrolment Supplement (YOTE sup 1.5%)</b>					
YOTE=0	7,821.00	\$7,899	\$7,998	\$8,118	\$8,260
YOTE=1	7,938.00	\$8,017	\$8,118	\$8,240	\$8,384
YOTE=2	8,057.00	\$8,137	\$8,240	\$8,364	\$8,510
YOTE=3	8,178.00	\$8,259	\$8,364	\$8,489	\$8,638
YOTE=4	8,301.00	\$8,383	\$8,489	\$8,616	\$8,768
YOTE=5	8,425.00	\$8,509	\$8,616	\$8,745	\$8,900
YOTE=6	8,552.00	\$8,637	\$8,745	\$8,876	\$9,034
YOTE=7	8,680.00	\$8,767	\$8,876	\$9,009	\$9,170
YOTE=8	8,810.00	\$8,899	\$9,009	\$9,144	\$9,308
YOTE=9	8,943.00	\$9,032	\$9,144	\$9,281	\$9,448
YOTE=10	9,077.00	\$9,167	\$9,281	\$9,420	\$9,590
YOTE=11	9,213.00	\$9,305	\$9,420	\$9,561	\$9,734
YOTE>=12		\$9,445	\$9,561	\$9,704	\$9,880
<b>Table C Base Stipend by YOTE with +100 Enrolment Supplement (YOTE sup 1.5%, enrolment sup 12.5%)</b>					
YOTE=0	8,799.00	\$8,886	\$8,998	\$9,133	\$9,293
YOTE=1	8,931.00	\$9,019	\$9,133	\$9,270	\$9,432
YOTE=2	9,065.00	\$9,154	\$9,270	\$9,409	\$9,573
YOTE=3	9,201.00	\$9,291	\$9,409	\$9,550	\$9,717
YOTE=4	9,339.00	\$9,430	\$9,550	\$9,693	\$9,863
YOTE=5	9,479.00	\$9,571	\$9,693	\$9,838	\$10,011
YOTE=6	9,621.00	\$9,715	\$9,838	\$9,986	\$10,161
YOTE=7	9,765.00	\$9,861	\$9,986	\$10,136	\$10,313
YOTE=8	9,912.00	\$10,009	\$10,136	\$10,288	\$10,468
YOTE=9	10,060.00	\$10,159	\$10,288	\$10,442	\$10,625
YOTE=10	10,211.00	\$10,311	\$10,442	\$10,599	\$10,784
YOTE=11	10,364.00	\$10,466	\$10,599	\$10,758	\$10,946
YOTE>=12		\$10,623	\$10,758	\$10,919	\$11,110
<b>Table D Base Stipend by YOTE with +200 Enrolment Supplement (YOTE sup 1.5%, enrolment sup 18.75%)</b>					
YOTE=0		\$9,380	\$9,498	\$9,640	\$9,809
YOTE=1		\$9,521	\$9,640	\$9,785	\$9,956
YOTE=2		\$9,664	\$9,785	\$9,932	\$10,105
YOTE=3		\$9,809	\$9,932	\$10,081	\$10,257
YOTE=4		\$9,956	\$10,081	\$10,232	\$10,411
YOTE=5		\$10,105	\$10,232	\$10,385	\$10,567
YOTE=6		\$10,257	\$10,385	\$10,541	\$10,726
YOTE=7		\$10,411	\$10,541	\$10,699	\$10,887
YOTE=8		\$10,567	\$10,699	\$10,859	\$11,050
YOTE=9		\$10,726	\$10,859	\$11,022	\$11,216
YOTE=10		\$10,887	\$11,022	\$11,187	\$11,384
YOTE=11		\$11,050	\$11,187	\$11,355	\$11,555
YOTE>=12		\$11,216	\$11,355	\$11,525	\$11,728

## Construction of Salary Model Components for 2015-2019 QUFA Collective Agreement

Adjunct Stipends (cont'd)	2014-15	2015-16	2016-17	2017-18	2018-19
<b>Table D E Base Stipend by YOTE including 6% SILB but without Enrolment Supplement</b>					
YOTE=0	8,290.00	\$8,373	\$8,478	\$8,605	\$8,756
YOTE=1	8,415.00	\$8,498	\$8,605	\$8,734	\$8,887
YOTE=2	8,541.00	\$8,625	\$8,734	\$8,866	\$9,021
YOTE=3	8,669.00	\$8,755	\$8,866	\$8,998	\$9,156
YOTE=4	8,799.00	\$8,886	\$8,998	\$9,133	\$9,294
YOTE=5	8,931.00	\$9,020	\$9,133	\$9,270	\$9,434
YOTE=6	9,065.00	\$9,155	\$9,270	\$9,409	\$9,576
YOTE=7	9,201.00	\$9,293	\$9,409	\$9,550	\$9,720
YOTE=8	9,339.00	\$9,433	\$9,550	\$9,693	\$9,866
YOTE=9	9,479.00	\$9,574	\$9,693	\$9,838	\$10,015
YOTE=10	9,621.00	\$9,717	\$9,838	\$9,985	\$10,165
YOTE=11	9,766.00	\$9,863	\$9,985	\$10,135	\$10,318
YOTE>=12		\$10,012	\$10,135	\$10,286	\$10,473
<b>Table E F Base Stipend by YOTE including 6% SILB with +100 Enrolment Supplement</b>					
YOTE=0	9,327.00	\$9,419	\$9,538	\$9,681	\$9,851
YOTE=1	9,467.00	\$9,560	\$9,681	\$9,826	\$9,998
YOTE=2	9,609.00	\$9,703	\$9,826	\$9,974	\$10,147
YOTE=3	9,753.00	\$9,848	\$9,974	\$10,123	\$10,300
YOTE=4	9,899.00	\$9,996	\$10,123	\$10,275	\$10,455
YOTE=5	10,047.00	\$10,145	\$10,275	\$10,428	\$10,612
YOTE=6	10,198.00	\$10,298	\$10,428	\$10,585	\$10,771
YOTE=7	10,351.00	\$10,453	\$10,585	\$10,744	\$10,932
YOTE=8	10,506.00	\$10,610	\$10,744	\$10,905	\$11,096
YOTE=9	10,664.00	\$10,769	\$10,905	\$11,069	\$11,263
YOTE=10	10,824.00	\$10,930	\$11,069	\$11,235	\$11,431
YOTE=11	10,986.00	\$11,094	\$11,235	\$11,403	\$11,603
YOTE>=12		\$11,260	\$11,403	\$11,574	\$11,777
<b>Table G Base Stipend by YOTE including 6% SILB with +200 Enrolment Supplement</b>					
YOTE=0		\$9,943	\$10,068	\$10,218	\$10,398
YOTE=1		\$10,092	\$10,218	\$10,372	\$10,553
YOTE=2		\$10,244	\$10,372	\$10,528	\$10,711
YOTE=3		\$10,398	\$10,528	\$10,686	\$10,872
YOTE=4		\$10,553	\$10,686	\$10,846	\$11,036
YOTE=5		\$10,711	\$10,846	\$11,008	\$11,201
YOTE=6		\$10,872	\$11,008	\$11,173	\$11,370
YOTE=7		\$11,036	\$11,173	\$11,341	\$11,540
YOTE=8		\$11,201	\$11,341	\$11,511	\$11,713
YOTE=9		\$11,370	\$11,511	\$11,683	\$11,889
YOTE=10		\$11,540	\$11,683	\$11,858	\$12,067
YOTE=11		\$11,713	\$11,858	\$12,036	\$12,248
YOTE>=12		\$11,889	\$12,036	\$12,217	\$12,432

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Librarians and Archivists	2014-15	2015-16	2016-17	2017-18	2018-19
<b>Salary Floors</b>					
General Libr/Arch	56,935.00	\$57,504	\$58,223	\$59,096	\$60,130
Assist Libr/Arch	64,052.00	\$64,692	\$65,501	\$66,483	\$67,646
Assoc Libr/Arch	74,727.00	\$75,474	\$76,418	\$77,564	\$78,921
Libr/Arch	88,961.00	\$89,850	\$90,973	\$92,338	\$93,953
<b>Level 1 CDI</b>					
CDI % of General Floor	4.30%	4.30%	4.30%	4.30%	4.30%
CDI Value	2,448.00	\$2,473	\$2,504	\$2,541	\$2,586
Salary Cutoff (<)	71,169.00	\$71,880	\$72,779	\$73,870	\$75,163
<b>Level 2 CDI</b>					
CDI % of General Floor	3.50%	3.50%	3.50%	3.50%	3.50%
CDI Value	1,993.00	\$2,013	\$2,038	\$2,068	\$2,105
Salary Cutoff (<)	113,870.00	\$115,008	\$116,446	\$118,192	\$120,260
<b>Level 3 CDI</b>					
CDI % of General Floor	1.50%	1.50%	1.50%	1.50%	1.50%
CDI Value	854.00	\$863	\$873	\$886	\$902
Salary Cutoff (<)	119,563.00	\$120,758	\$122,268	\$124,102	\$126,273
<b>Level 4 CDI</b>					
CDI % of General Floor	1.00%	1.00%	1.00%	1.00%	1.00%
CDI Value	569.00	\$575	\$582	\$591	\$601
Salary Cut-In (>=)	119,563.00	\$120,758	\$122,268	\$124,102	\$126,273
<b>Merit</b>					
Nominal mean merit @ 2 points	936.00	\$946	\$958	\$972	\$990
Merit @ 1 point	468.00	\$473	\$479	\$486	\$495

## Construction of Salary Model Components for 2015-2019 QUFA Collective Agreement

<b>Non-Salary Items</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Union Release (Article 7)</b>					
Total Release Time (\$)	102,483.00	\$103,508	\$104,802	\$106,374	\$108,236
Per Unit Release Time	\$7,821.00	\$7,899	\$7,998	\$8,118	\$8,260
<b>Professional Expense (PER)</b>					
Regular Faculty and Librarians	1,764.00	\$1,782	\$1,804	\$1,831	\$1,863
Term Adjuncts per HCE	251.00	\$254	\$257	\$261	\$266

## Construction of Salary Model Components for 2015-2019 QUFA Collective Agreement

<b>Applied Music (Appendix L)</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
Row 1	10,252.00	\$10,355	\$10,484	\$10,641	\$10,827
Row 2	7,822.00	\$7,900	\$7,999	\$8,119	\$8,261
Row 3	5,240.00	\$5,292	\$5,358	\$5,438	\$5,533
Row 4	4,025.00				
Row 5	7,822.00				
Row 6 Row 4	4,025.00	\$4,065	\$4,116	\$4,178	\$4,251
Row 7 Row 5	2,810.00	\$2,838	\$2,873	\$2,916	\$2,967
Row 8 Row 6					
Row 9 (hourly) Row 7 Hourly	62.01	\$62.63	\$63.41	\$64.36	\$65.49
Row 10 (hourly) Row 8 Hourly	62.01	\$62.63	\$63.41	\$64.36	\$65.49
Row 11 (hourly) Row 9 Hourly	62.01	\$62.63	\$63.41	\$64.36	\$65.49
Row 12 (hourly) Row 10 Hourly	62.01	\$62.63	\$63.41	\$64.36	\$65.49
Row 13 (hourly) Row 11 Hourly	62.01	\$62.63	\$63.41	\$64.36	\$65.49
Row 14 Row 12					
Row 15 Row 13	2,810.00	\$2,838	\$2,873	\$2,916	\$2,967
Row 16 Row 14	5,240.00	\$5,292	\$5,358	\$5,438	\$5,533
Row 17 Row 15	7,822.00	\$7,900	\$7,999	\$8,119	\$8,261
Row 18 Row 16	10,252.00	\$10,355	\$10,484	\$10,641	\$10,827
<b>Additional Duties (Appendix Q)</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
Row 1	125.00	\$126	\$128	\$130	\$132
Row 2					
Row 2a	125.00	\$126	\$128	\$130	\$132
Row 2b					
Row 2c	624.00	\$630	\$638	\$648	\$659
Row 2d					
Row 3					
Row 3a	304.00	\$307	\$311	\$316	\$322
Row 3b	605.00	\$611	\$619	\$628	\$639
Row 4					
Row 4a	624.00	\$630	\$638	\$648	\$659
Row 5	624.00	\$630	\$638	\$648	\$659
Row 6	48.44	\$48.92	\$49.54	\$50.28	\$51.16
<b>CDS Courses (Appendix S)</b>					
Course Development and delivery	4,845.00	\$4,893	\$4,954	\$5,028	\$5,116
Major Revision and delivery	2,423.00	\$2,447	\$2,478	\$2,515	\$2,559
Course Delivery	7,821.00	\$7,899	\$7,998	\$8,118	\$8,260

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Practica (Appendix T)	2014-15	2015-16	2016-17	2017-18	2018-19
Table A					
<b>Course</b>					
PRAC 19X	4,850.00	\$4,899	\$4,960	\$5,034	\$5,122
PHED 107, PHED 207, LAW 325	3,796.66				
Table B					
<b>Years of Teaching Experience</b>					
0	5,141.00	\$5,192	\$5,257	\$5,336	\$5,429
1	5,218.00	\$5,270	\$5,336	\$5,416	\$5,510
2	5,296.00	\$5,349	\$5,416	\$5,497	\$5,593
3	5,375.00	\$5,429	\$5,497	\$5,579	\$5,677
4	5,456.00	\$5,510	\$5,579	\$5,663	\$5,762
5	5,538.00	\$5,593	\$5,663	\$5,748	\$5,848
6	5,621.00	\$5,677	\$5,748	\$5,834	\$5,936
7	5,705.00	\$5,762	\$5,834	\$5,922	\$6,025
8	5,791.00	\$5,848	\$5,922	\$6,011	\$6,115
9	5,878.00	\$5,936	\$6,011	\$6,101	\$6,207
10	5,966.00	\$6,025	\$6,101	\$6,193	\$6,300
11	6,055.00	\$6,115	\$6,193	\$6,286	\$6,395
12	6,055.00	\$6,207	\$6,286	\$6,380	\$6,491

## Construction of Salary Model Components for 2015-2019 QUFA Collective Agreement

### Practica (Appendix T) (cont'd)

2014-15

Table C

#### Years of Experience

0	4,024.39
1	4,084.76
2	4,146.03
3	4,208.22
4	4,271.35
5	4,335.42
6	4,400.45
7	4,466.45
8	4,533.45
9	4,601.45
10	4,670.47
11	4,740.53

Table D

#### Years of Experience

0	4,527.98
1	4,595.90
2	4,664.84
3	4,734.81
4	4,805.83
5	4,877.92
6	4,951.09
7	5,025.35
8	5,100.73
9	5,177.25
10	5,254.90
11	5,333.73

### ATEP (Appendix U)

2014-15

2015-16

2016-17

2017-18

2018-19

PRAC 195/425 (Telephone Support)	75.00	\$76	\$77	\$78	\$79
PRAC 195/435 (Telephone Support & School Visit)	150.00	\$152	\$154	\$156	\$159
PRAC 195/445 (Telephone Support & School Visit)	150.00	\$152	\$154	\$156	\$159