

BARGAINING ALERT!

Librarian and Archivist Compensation at Queen's

The Policy behind Your Salary Letter



This Alert is specific to Librarian and Archivist Members. Another Alert for other Member groups is forthcoming.

Three months ago, we received our annual salary letters, which set out our total increase for 2007-2008, divided into a "Merit" increment, a "Career Development" increment, and a "Scale" increase, and for some either a "junior increment" or a "senior abatement." What do these terms mean, what is the policy behind this division of our increases, and how well is this policy working? This Alert briefly answers these questions, so that Members can reflect on whether QUFA should propose changes to the policy in the upcoming negotiations for a new collective agreement.

Q What is a Career Development Increment (CDI)?

A The annual CDI amount is the same for all librarians and archivists (pro-rated if you worked for less than a full year). CDI reflects improved performance that comes from greater experience. As per article 42.4.3.1, CDI is 2.6% of the General Librarian/General Archivist Floor. The General Floor increases

each year based on the scale increase specified in the Collective Agreement. In 2006-2007, the General Salary floor was \$44,715. So, the CDI for all librarians and archivists was \$1,163 ($\$44,715 \times 2.6\%$). In 2007-2008, the General Salary Floor rose by 3.05% (the Scale increase for this year) to \$46,079. So, the CDI for all librarians and archivists in 2007-2008 was \$1,198 ($\$46,079 \times 2.6\%$). CDI is prorated accordingly for Members with reduced time appointments (e.g., 90% or 80%).

Q What is Merit and how is it allocated?

A As per Article 42.4.3, Merit units are fixed amounts with the value of each merit point rising each year with the scale increase, as is the case with CDI. So, a unit of merit in 2007-2008 was \$398.20 (3.0% higher than the 2006-2007 rate of \$386.42). "Nominal" or normal merit is two merit points (\$796 in 2007-2008). Nominal merit is granted to all librarians and archivists whose performance has not been judged to be deficient for the year in question. Additional merit is intended to reward especially meritorious performance during the previous year. However, the Collective Agreement limits the maximum additional merit points for librarians and archivists to twelve annually. Although there were occasional individual awards of two additional merit points in the past, in the past few years, all the additional merit awards have been one point. If the award is below two points, the University Librarian or University

Archivist must inform the Member in writing as to the reasons for the award, setting out the basis upon which the performance has been judged to be deficient for the year in question. The University Librarian or University Archivist must send each Member a list of the librarians and archivists who received additional merit above two points, with a short description of the contributions and achievements which led to each award. Although Members may grieve the number of merit points awarded to them, no librarian or archivist has done so to date.

Q What determines "junior increments" and "senior abatements"?

A The salary policy enshrined in the collective agreement calls for salary increases to be slightly larger at the beginning of a career and smaller at the end. In keeping with the original salary policy, the current collective agreement sets out differentiated increases. For librarians and archivists, junior increments are applied to salaries each year for the first six years of employment if the salary is less than 1.3 times the General Floor. In 2007-2008, this formula translates into an increment of \$230 if the salary is less than \$59,903. Senior abatements kick in for salaries at or above two times the General Floor. In 2007-2008, the senior abatement of someone earning \$92,158 would be \$737. Since the breakpoints at which junior increments cease or senior abatements take effect are linked to the General Floor, the "model" career

salary curve is not a straight line, but in theory rises faster at the beginning and more gently at the end of a person's career.

Q What is the "scale" increase?

A The magnitude of the scale increases is determined through the collective bargaining process. The 2005-2008 Faculty, Librarians, and Archivists Collective Agreement provided for scale increases of 3.0%, 3.0%, and 3.05% in each of the three years covered by the agreement. The annual scale increases are supposed to ensure that an individual's career salary "curve," as established by the salary policy, is not eroded by inflation, and that QUFA Members also share in the overall growth of the economy and consequent rise in living standards. If scale increases do not keep pace with inflation, individual librarians and archivists, with their annual CDI increments, are actually moving up an escalator that is sinking into the ground. This was the case from 1975 to 1985, and again from 1991 to 1996.

If scale increases do not keep up with increases in starting salaries, the curve of current salaries appears flattened, as the junior members' salaries are higher relative to their senior colleagues'. As we shall see, this has been the case in recent years.

Q What is the Fund for Librarian/Archivist Salary Adjustment?

A A one-time salary adjustment of \$60,000 (\$1,464 was added to the 2005-2006 salaries of each Member on staff at the date of signing) was negotiated in the current agreement in partial recognition that the mean librarian and archivist salaries at Queen's ranked within the bottom 30% among Ontario universities (based on the CAUT 2003-2004 Librarians Salary Survey).

Q Does promotion have any direct impact on your salary?

A Rarely. While Queen's does have floors for the each rank, by the time a librarian or archivist is eligible for normal promotion, his or her salary will almost certainly exceed the salary floor for his or her new rank.

Q What are the Major Compensation Issues for Librarians and Archivists?

A The mean salaries of Queen's librarians and archivists continues to rank in the bottom 30% among Ontario universities, based on the CAUT 2005-2006 Librarians Salary Survey (see Table 1).

Table 1

Rank	University	Age-Adjusted Salary (2005-2006)
1	York*	\$89 774
2	Laurier	\$80 994
3	Ryerson	\$80 378
4	Carleton	\$78 703
5	Toronto*	\$77 681
6	Brock	\$75 423
7	Windsor	\$74 199
8	Waterloo	\$73 430
9	Guelph*	\$73 139
10	Queen's*	\$71 706
11	Ottawa	\$68 564
12	McMaster*	\$66 148
13	Western*	\$59 117

*Association of Research Library (ARL) member institutions

Red colour indicates salaries less than Queen's.

The institutions listed are ones from which complete salary data was available.

The lump-sum salary adjustment in the present agreement did little to improve our ranking among Ontario universities between the two CAUT salary surveys.

Q What might we do to address this concern?

A There are a number of steps QUFA can take to address this issue.

- Scale increase percentages are similar across the province and merit is a relatively small component of the annual salary increase. The base floor for General Librarians and Archivists in 2005-2006 was within the top 50% among the base scale rates of the 13 institutions in Table 1 (see Table 2).

Table 2

Rank	University	Base Rate Scale (2005-2006)
1	Brock	\$47 338
2	Toronto*	\$47 200
3	Western*	\$46 470
4	Ryerson	\$45 000
5	Laurier	\$44 000
6	Queen's*	\$43 413
7	Carleton	\$43 280
8	Windsor	\$43 043
9	York*	\$42 225
10	Guelph*	\$42 217
11	McMaster*	\$40 798
12	Ottawa	\$39 420
13	Waterloo	\$39 392

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So, an appropriate redress for the relatively low Queen's mean salaries would be to raise the CDI as a percentage of the General Floor from its present 2.6%.

- Raising the Senior Abatement as a percentage of the General Floor might also allow librarians and

archivist salaries to rise above \$92,158 before being abated.

- Administrative Stipends for Librarians who take on Library “department” head term positions have not increased since the initial collective agreement was negotiated in 1997--there are two levels, \$2,500 and \$4,500, depending on the position. By contrast, stipends for faculty heads have increased to a minimum of \$7,500 in the current collective agreement.



QUFA encourages you to print out a copy of this Bargaining Alert and post it in a visible space in your department or unit. Thank you!