

# KNOW YOUR CA

## Compensation and Benefits

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Article  
**42**

### Full-Responsibility Faculty Compensation

The across-the-board salary increases will be 3.2%, effective 1 May in each year of the contract. These increases will bring the Assistant Professor Floor to \$58,705 in 2008-2009, \$60,523 in 2009-2010, and \$ 62,523 in 2010-2011. Floor F, used in calculating career development and merit, will also increase by 3.2% each year.

The models of career development and merit will remain unchanged, but both parties have agreed to a Joint Committee to review and recommend alternatives to the current career development (junior increments / senior abatements) and merit models. Please get in touch with Elaine Berman ([qufa@queensu.ca](mailto:qufa@queensu.ca)) or Ramneek Pooni ([poonir@queensu.ca](mailto:poonir@queensu.ca)) as soon as possible if you are interested in being on this Joint Committee, as there are still a couple of positions left.

The anomalies Funds of the Anomalies Side-Table of the JCAA and the Principal's Anomaly Fund have undergone some changes. The total amount available in each year of the Agreement has increased from \$370,000 to \$500,000. In the last Agreement, a greater proportion of

the total amount was devoted to the Principal's Anomaly Fund (\$220,000). In the new Agreement, \$150,000 is available to the Principal's Anomaly Fund and \$350,000 is available to the Anomalies Side-Table Fund. An additional \$300,000 will be set aside for a special adjustment in 2010-2011, by which time a Joint Committee to review the anomalies funds will have submitted recommendations to the JCAA on how these funds will be distributed. If the JCAA rejects the Joint Committee's recommendations, the additional \$300,000 will be added to the Anomalies Side-Table Fund and distributed according to the existing methodology of identifying anomalous salaries. Please get in touch with Elaine Berman ([qufa@queensu.ca](mailto:qufa@queensu.ca)) or Ramneek Pooni ([poonir@queensu.ca](mailto:poonir@queensu.ca)) as soon as possible if you are interested in being on this Joint Committee, as there are still a couple positions left.

The minimum annual stipend for Unit Heads has increased to \$8,500.

Professional Expense Reimbursements (PER) will be \$1,575 in 2008-2009, \$1,600 in 2009-2010, and \$1,650 in 2010-2011. Term Adjunct PER is prorated as per Article 36.3.2.

### Adjunct Compensation

As in the past, Continuing Adjuncts will have Full-time Equivalent (FTE) salaries based on existing salaries for faculty in the same discipline at Queen's and who have similar years of experience and accomplishments.

The calculation of FTE is currently under discussion by the Parties. FTE calculations shall be adjusted to reflect any assigned extra duties. Continuing Adjuncts continue to be eligible for anomalies funds.

Term Adjuncts (former categories of Term and Sessional Adjuncts) will see their Base Stipends increase by 3.2% per year, plus a \$105 special adjustment. The Base Stipends per 0.5 credit course weight are: \$6,669 for 2008-2009, \$6,987 for 2009-2010, and \$7,315 for 2010-2011. The Base Stipend should be supplemented, where applicable, by salary in lieu of benefits (6.0% of salary), a large enrolment credit for classes with enrolment over 100 (12.5% of the Base Stipend), and a years of teaching experience (YOE) credit at 1.5% of the Base Stipend for each year in which the Member taught at Queen's after 1 May 2003. Tables for Minimum Stipends with the various permutations of these supplements are included in the CA (Article 42.4.1.3). Adjuncts who are reappointed to teach the same course or course section that they taught as Sessional Adjuncts during the period between 1 May 2006 to 30 April 2008 shall be paid the greater of their previous stipend or the stipend calculated by the new method. For each additional hour per week of assigned tutorial or lab duties above the first three hours per week of lectures, tutorials and/or labs per week, a Term Member shall receive \$700 per 0.5 credit course per term (this assumes a norm of three hours per week over the full term).

### Librarian and Archivist Compensation

The across-the-board salary increases will be 3.2%, effective 1 May in each year of the contract. The General Floor increases from \$46,079 to \$50,000 (in 2008-2009). This Floor used in calculating career development and merit, will also increase by 3.2% each year: \$51,600 in 2009-2010, and \$53,251 in 2010-2011.

A significant change will occur in how career development will be distributed. There are now four categories of increment, based on the General Floor: 4.3%, 3.5%, 1.5%, and 1.0%. The increment depends on member salary range, with most members qualifying for the 3.5% increment, up from 2.6% in the last CA. Article 42.5.3.1 gives the exact values of the increments and category cut-offs for each year of the Agreement.

The University will also provide a one-time salary adjustment of \$1,000 per Member per year of the contract.

A side-table of the JCAA will review the salaries of librarian and archivist Members and will have \$5,000 per year available to adjust anomalous salaries. This Fund will be in addition to librarian and archivist access to the Principal's Anomaly Fund.

The minimum administrative stipend for all library "department" heads has increased to \$5,500.

### Benefits

All Members, except Term Adjuncts with appointments of less than two years and Term Adjuncts teaching less than two full-credits equivalents regardless of appointment duration, are eligible for the full range of benefits. Effective 1 May 2009, the University will pay 100% of the premiums for the Queen's Enhanced Dental Plan. Also, the Long Term Disability Income Plan is now

mandatory for all Members enrolled as of the date of ratification (27 June 2008) and for all Members appointed after that date who are eligible to enrol.

Term Adjuncts with appointments of less than two years or with a course load of less than two full credits are eligible for Tuition Support on a prorated basis, and are eligible for the full Child Care Benefit.

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