

# BULLETIN

## FASBU BARGAINING BULLETIN

### Compensation

Dean C. Hay, CBC

We are the lowest paid university faculty in the province. In the current round of collective bargaining, the Employer has presented us with a series of concessions that would have us fall further behind our colleagues at other institutions, despite the fact that all universities are facing similar financial challenges. The Collective Bargaining Committee (CBC) is dedicated to ensuring that we receive fair compensation through rational and reasonable increases to salaries (Article 29), personal expense reimbursements (Article 34), group benefits (Article 31), and pensions and retirement incentives (Article 32).

To partially remediate our financial position vis-à-vis other university faculty associations, the CBC has

proposed a \$2200 base adjustment to all FASBU Member salaries in the first year of the new Agreement. Proposed annual salary increases of 1%, 3%, and 3% are in line with contracts at other institutions. Under the new Agreement, 3-credit overload payments for both undergraduate and graduate courses would start at \$5400 and increase by \$100 in 2016 and 2017. The CBC has proposed more flexibility for the supervision of graduate students and individualized study courses by allowing Members to receive either a teaching release, stipend, or reimbursable allowance.

The Professional Expenses Reimbursement (PER) allows each Member to allocate resources where they are most needed (conference travel, equipment, books, etc.). As these costs continue to rise, the CBC has asked for increases of \$100, \$250, and \$450 each year of the new

Agreement for Members who are tenure-track or tenured, or on limited term appointments of twelve months or more. LTAs of ten months would receive a prorated PER, while LTAs of five months would see their PER increase by \$100.

Life insurance and Dependent life insurance for active Members between 65 and 70 years old is currently limited to a maximum of \$125,000. The CBC wishes to see that amount doubled. Furthermore, for retired Members, the CBC is advocating increases to the Health Care Spending Account. The CBC has also proposed Retirement Incentive Packages that would give Members more end-of-career flexibility.

Financially, we have not kept pace with our colleagues across the province. The CBC's proposals are a modest step toward rectifying this situation. The Employer would have us believe that there is a crisis that requires extensive cutbacks, yet senior administrative salaries have continued to rise. Money seems to be made available for items the Employer deems important. We are important. Nipissing's core mission is to "exemplify the highest standards in scholarship, teaching, and research." We are entrusted to fulfil this duty. As such, we deserve – and demand – fair compensation.

