

NUFA

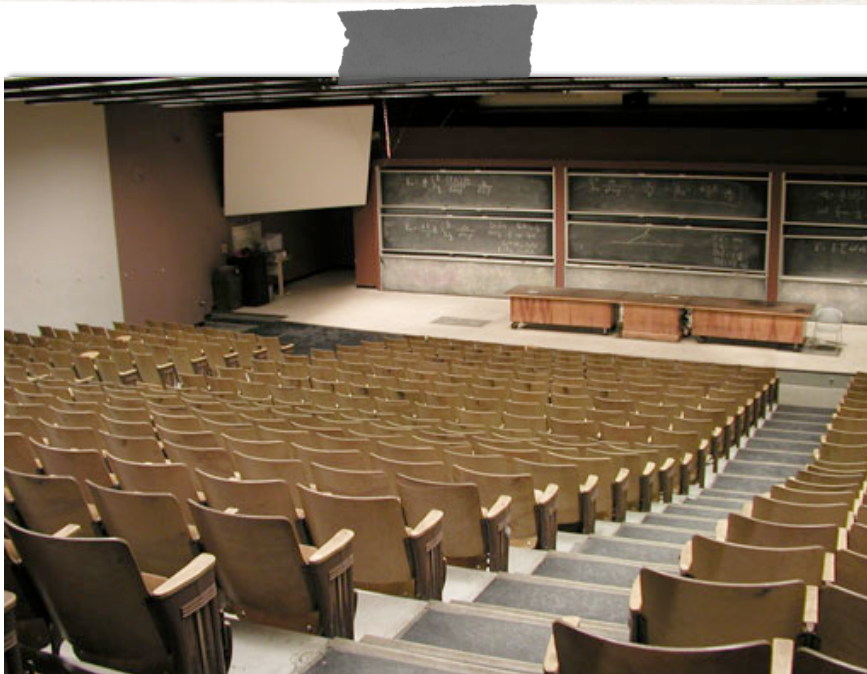
BARGAINING BULLETIN

NIPISSING UNIVERSITY FACULTY ASSOCIATION (NUFA) FEBRUARY 2015

UNPRECEDENTED CUTS TO FACULTY

**ROB BRETON,
NUFA PRESIDENT**

As many of you must already know, the Employer will not be renewing 22 Faculty appointments for the 2015-16 academic year. This comes as a shock to many of us and I'm sure that all of us are hugely saddened to lose the company of our colleagues. The question of how we can run our programs must also be of great concern as is the question of whether the Employer is in fact intentionally forcing programmatic changes upon academic units by so draconian a reduction to the faculty complement (22 fewer Faculty equals 13% fewer full-time profs to teach classes). We are looking at 132 fewer courses being offered next year. But worst of all, again, is that our friends, research and teaching collaborators and colleagues will not be here next year.



Many of us are not only saddened by the Employer's decision. Many of us are angry as well. Included in this bulletin are the administrative salary grids of 2012-13, 2013-14, and 2015-16. These are taken from the University's website. Note especially that the maximum salary for administrators has gone from \$125,987 to \$180,469. Note that the annual increase for the top administrators has gone from \$2,333 to \$6,157. This is all in the last 2 years. I will reserve further comment for the time-being, but do ask yourself if there is a relationship between these enormous raises and the massive reduction in faculty (and OPSEU, and some administrators).

Nipissing University
Administrative Salary Grid 12/13
Effective May 1, 2012

SALARY GRADE	MIN 1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	MAX 8	CDI VALUE
10	93,329	95,662	97,994	100,327	102,660	104,993	107,325	109,658	111,991	114,324	116,656	118,989	121,322	123,655	125,987	2,333
9	84,859	86,982	89,104	91,227	93,349	95,472	97,595	99,717	101,840	103,963	106,085	108,208	110,330	112,453	114,576	2,123
8	77,217	79,149	81,081	83,013	84,945	86,876	88,808	90,740	92,672	94,604	96,536	98,468	100,400	102,331	104,263	1,932
7	70,725	72,405	74,085	75,765	77,445	79,125	80,805	82,485	84,165	85,844	87,524	89,204	90,884	92,564	94,244	1,680
6	64,842	66,383	67,924	69,466	71,007	72,548	74,089	75,631	77,172	78,713	80,254	81,795	83,337	84,878	86,419	1,541
5	59,519	60,933	62,346	63,760	65,174	66,588	68,001	69,415	70,829	72,242	73,656	75,070	76,484	77,897	79,311	1,414
4	56,516	57,576	58,636	59,695	60,755	61,815	62,875	63,934	64,994	66,054	67,114	68,174	69,233	70,293	71,353	1,060
3	52,752	53,751	54,750	55,749	56,748	57,748	58,747	59,746	60,745	61,744	62,743	63,742	64,741	65,740	66,739	999
2	49,361	50,287	51,213	52,139	53,066	53,992	54,918	55,844	56,770	57,696	58,623	59,549	60,475	61,401	62,327	926
1	46,130	46,995	47,860	48,725	49,590	50,455	51,320	52,185	53,050	53,915	54,780	55,645	56,510	57,374	58,239	865

<http://www.nipissingu.ca/departments/human-resources/compensation-pension-and-benefits/Documents/ADMIN%202012%20-%20Web.pdf>

Nipissing University
Administrative Salary Grid 13/14
Effective November 1, 2013

SALARY GRADE	MIN 1	2	3	4	5	6	7	MAX 8	CDI VALUE
10	\$ 95,204.62	\$ 99,964.62	\$ 104,724.62	\$ 109,484.62	\$ 114,244.62	\$ 119,004.62	\$ 123,764.62	\$ 128,524.62	\$ 4,760.00
9	\$ 86,565.08	\$ 90,896.08	\$ 95,227.08	\$ 99,558.08	\$ 103,889.08	\$ 108,220.00	\$ 112,551.00	\$ 116,882.00	\$ 4,331.00
8	\$ 78,768.89	\$ 82,710.92	\$ 86,652.95	\$ 90,594.98	\$ 94,537.01	\$ 98,479.04	\$ 102,421.07	\$ 106,363.10	\$ 3,942.03
7	\$ 72,146.32	\$ 75,574.26	\$ 79,002.20	\$ 82,430.14	\$ 85,858.08	\$ 89,286.02	\$ 92,713.96	\$ 96,141.90	\$ 3,427.94
6	\$ 66,144.90	\$ 69,289.03	\$ 72,433.16	\$ 75,577.29	\$ 78,721.42	\$ 81,865.00	\$ 85,009.13	\$ 88,153.26	\$ 3,144.13
5	\$ 60,715.14	\$ 63,600.14	\$ 66,485.00	\$ 69,370.00	\$ 72,255.00	\$ 75,140.00	\$ 78,025.00	\$ 80,910.00	\$ 2,885.00
4	\$ 57,651.81	\$ 59,814.22	\$ 61,976.00	\$ 64,138.41	\$ 66,300.00	\$ 68,462.41	\$ 70,624.00	\$ 72,786.41	\$ 2,162.41
3	\$ 53,812.80	\$ 55,850.98	\$ 57,889.16	\$ 59,927.34	\$ 61,965.00	\$ 64,003.18	\$ 66,041.36	\$ 68,079.00	\$ 2,038.18
2	\$ 50,353.55	\$ 52,244.00	\$ 54,133.71	\$ 56,024.00	\$ 57,913.71	\$ 59,804.00	\$ 61,693.71	\$ 63,584.00	\$ 1,889.71
1	\$ 47,056.91	\$ 48,821.38	\$ 50,585.00	\$ 52,349.47	\$ 54,113.00	\$ 55,877.47	\$ 57,641.00	\$ 59,405.47	\$ 1,764.47

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Nipissing University
Administrative Salary Grid 14/15 Increase 1%
Effective May 1, 2014

SALARY GRADE	MIN 1	2	3	4	5	6	7	MAX 8	CDI VALUE	CLASSIFICATION
13	137370	143527	149684	155841	161998	168155	174312	180469	6157	AVP,Executive Director
12	121567	127645	133723	139801	145879	151957	158035	164113	6078	AVP,Executive Director
11	107581	112960	118339	123718	129097	134476	139855	145234	5379	Director
10	96,157	100,965	105,773	110,581	115,389	120,197	125,005	129,813	4,808	Director
9	87,431	91,805	96,179	100,553	104,927	109,301	113,675	118,049	4,374	Director
8	79,557	83,538	87,519	91,500	95,481	99,462	103,443	107,424	3,981	Senior Manager
7	72,867	76,329	79,791	83,253	86,715	90,177	93,639	97,101	3,462	Manager
6	66,806	69,981	73,156	76,331	79,506	82,681	85,856	89,031	3,175	Manager
5	61,322	64,236	67,150	70,064	72,978	75,892	78,806	81,720	2,914	Manager
4	58,229	60,413	62,597	64,781	66,965	69,149	71,333	73,517	2,184	Consultant/Officer/Administrator
3	54,351	56,409	58,467	60,525	62,583	64,641	66,699	68,757	2,058	Supervisor/Advisor/Officer
2	50,858	52,767	54,676	56,585	58,494	60,403	62,312	64,221	1,909	Administrative Assistant
1	47,528	49,310	51,092	52,874	54,656	56,438	58,220	60,002	1,782	Administrative Assistant

3%

<http://www.nipissingu.ca/departments/human-resources/compensation-pension-and-benefits/Documents/Admin%202014%20grid-with%20class%20ladder-web.pdf>