

The CMCFA bargaining team met with the employer's team for the first time on Monday, November 3, 2014. We had originally planned to exchange proposals on Wednesday, October 22, but the tragic events unfolding in Ottawa that day made it impossible for the Treasury Board team to travel to Kingston for the commencement of bargaining. We quickly agreed to exchange proposals by email, which provided both sides with the opportunity to carefully review proposals prior to meeting at the table for the first time.

The CMCFA bargaining team consists of chief negotiator and union president Jean-Marc Noël, secretary Kevin Jaansalu, grievance officer Helen Luu, legal officer Barbara Falk, member-at-large Charles-Philippe Courtois and CMCFA executive assistant Louise Ford.

As a team we have considerable experience: three of us were involved in bargaining in 2011, and Jean-Marc participated in the 2008 round of bargaining as well.

The employer team is entirely new except for chief negotiator Josée Lefebvre, and includes additional representatives from Treasury Board and ADM HR (Civilian) and CDA as well as the Principal, the Dean of

Engineering and the Academic Director of RMCSJ

The employer began with explaining their proposals that, aside from some housekeeping amendments, all involve a reduction in current entitlements. The centerpiece of the employer proposals is a new sick leave package that, if fully implemented, would dramatically reduce access to paid sick leave, and require employees to be unpaid for up to seven days before even qualifying for its planned short-term disability (STD) benefit. We mention this proposal here not to violate the confidential nature of the discussions, which we fully respect, but because the proposals have already been discussed widely in the media, including by Minister Tony Clement. Effectively, the accumulation of sick leave credits would end in 2016. The STD scheme would reside outside the collective agreement and Health Canada doctors would assess employees in order to qualify. Although the employer has repeatedly emphasized that this process is part of a “modernization” process to keep the Government of Canada in line with “industry”, we pointed out that in our “industry”—comparable universities across Canada—by and large all have more generous sick leave provisions than what we currently have in our collective

agreement. It is hard to imagine that, given our aging population, this makes any sense, unless the overall goal is to empower a third party benefit provider with a strict set of rules to effectively act as health care gatekeepers whose primary job it is to say “no.” Modernization, in this view, translates as profits for an insurance company external to government and a likely endless series of grievances and complaints over who qualifies and for what kinds of illnesses.

In keeping with the mandate supported by our members, our proposals have a strong narrative focus: collegial governance, accountability, transparency, and language that reflect best practices in the university sector. Many of our proposals are about how we are governed and govern ourselves in an institution of higher learning, all the while keeping in mind our unique status as the federally-regulated university with a very special mission: excellence in education for Canada’s future military leaders. Our package of proposals was considerably longer than the employer’s package, so we spent most of the following two days of our first round of bargaining explaining in detail our proposed language in such areas as collegial governance, intellectual property, the distribution of workload, joint consultation and

labour relations matters, information disclosure, our grievance procedure, and the critical goal of protecting our promotion process from UT 2 to UT 4 by inserting portions of the new Career Progression Management Framework into the collective agreement. Our Principal is understandably proud of this achievement of joint consultation, ending a three-year log jam in which no calls for promotion were issued. We argued that the true value of this legacy would be to protect this policy by putting it where it belongs, and where it is in other universities, *in the collective agreement*.

We concluded this round of bargaining by presenting data on salaries at comparable universities to the employer. The salary data shown in Tables 1 and 2 were obtained from the Ontario Confederation of University Faculty Associations (OCUFA).

We present the ranked salaries for Ontario universities for 2011 – 2012 in Table 1 and the salaries for 2012 – 2013 in Table 2. The RMC salaries were computed using Appendix A of the CMCFA Collective Agreement and the maximum amount for the Terminable Allowance. In other words, we used the maximum salary that would be available for each professor at each rank (the best case scenario).

The obvious conclusion that we can draw from Tables 1 and 2 is that we were the lowest paid professors in the province of Ontario with the exception of the Assistant Professor rank where we are slightly above Nipissing

University in North Bay, Ontario. This trend continues to be the case given the settlements of other universities and what we were able to negotiate with the employer at our last round of bargaining in 2011.

Table 1 - Ranked provincial salaries at the 90th percentile for 2011 - 2012.

Ranked Provincial 2011 – 2012							
Full (UT-4)		Associate (UT-3)		Assistant (UT-2)		Lecturer (UT-1)	
Name	90th	Name	90th	Name	90th	Name	90th
Toronto	215,650	Toronto	163,550	Queen's	150,175	Ryerson	151,750
York	210,675	York	157,550	Western	149,350	York	138,775
Western	191,275	Brock	156,575	Toronto	143,950	Toronto	128,300
Windsor	184,525	McMaster	151,025	Brock	137,400	Waterloo	127,025
McMaster	182,200	Western	148,100	York	132,800	Carleton	117,525
UOIT	181,900	Windsor	147,850	McMaster	128,350	Western	112,075
Brock	181,150	Waterloo	145,625	Guelph	125,100	Windsor	109,725
Queen's	174,075	Laurentian	145,125	Ryerson	123,400	Ottawa	105,875
Laurentian	171,525	Laurier	144,625	Laurentian	123,050	Laurier	104,950
Waterloo	171,300	Queen's	144,125	Windsor	118,925	Brock	104,275
Trent	166,800	Guelph	141,600	Waterloo	117,825	Laurentian	101,250
Ryerson	166,450	Carleton	141,375	Carleton	116,400	UOIT	96,200
Laurier	165,325	Ryerson	140,525	Laurier	114,250	McMaster	95,500
Guelph	164,025	Trent	137,775	Ottawa	110,000	RMC	82,359
Lakehead	158,675	Lakehead	136,975	Trent	106,475	Guelph	
Ottawa	157,975	UOIT	130,925	Lakehead	105,325	Lakehead	
Carleton	157,500	Ottawa	130,875	UOIT	104,400	Nipissing	
Nipissing	147,550	Nipissing	121,925	RMC	98,879	Queen's	
RMC	142,582	RMC	120,235	Nipissing	97,250	Trent	
AVERAGE	174,921		143,674		122,468		114,863

Table 2 - Same as Table 1 but for academic year 2012 - 2013.

2012 - 2013							
Full (UT-4)		Associate (UT-3)		Assistant (UT-2)		Lecturer (UT-1)	
Name	90 th	Name	90 th	Name	90 th	Name	90 th
Toronto	223,775	Toronto	164,850	Western	157,500	Ryerson	153,025
York	216,875	York	163,100	Toronto	155,675	Western	145,625
Western	197,825	Brock	160,175	Queen's	155,025	York	143,850
Windsor	195,200	McMaster	157,025	York	137,150	McMaster	134,975
McMaster	188,700	Western	152,200	Brock	135,100	Toronto	131,975
Brock	185,900	Windsor	151,150	McMaster	133,400	Waterloo	129,475
UOIT	180,750	Laurier	150,250	Guelph	130,000	Carleton	119,850
Waterloo	179,850	Waterloo	149,800	Ryerson	128,875	Laurier	112,000
Queen's	178,000	Laurentian	147,525	Laurentian	128,500	Brock	108,700
Ryerson	173,750	Guelph	147,475	Waterloo	121,850	Laurentian	106,050
Laurier	171,750	Ryerson	146,900	Carleton	120,900	Ottawa	105,875
Guelph	170,775	Queen's	146,625	Laurier	120,000	UOIT	96,200
Laurentian	170,225	Carleton	144,825	Windsor	119,525	RMC	80,809
Trent	169,225	Lakehead	141,500	Ottawa	110,675	Guelph	
Lakehead	163,000	Trent	139,800	Trent	110,600	Lakehead	
Carleton	160,575	Ottawa	130,875	UOIT	109,375	Nipissing	
Ottawa	157,975	UOIT	129,075	Lakehead	102,275	Queen's	
Nipissing	151,000	Nipissing	124,375	RMC	100,306	Trent	
RMC	144,623	RMC	121,947	Nipissing	99,200	Windsor	
AVERAGE	179,731		147,085		126,424		123,967

We include the data from Statistics Canada (obtained from CAUT) to give us a snap-shot at the Federal level (see Table 3, 4 and 5) we see that the salary landscape does not improve. In fact, we could argue that it is getting worse.

In Table 3, we present the data of our comparator groups as well as other universities that are not considered to be our comparators (shown in light blue) for Full Professors (UT4). This data excludes the salaries of

Medical or Dental faculty and Administrator salaries. Once again the trend continues; we continue to be at the bottom of the salary scale at the national level.

Table 4 shows the results for the rank of Associate Professors (UT3) while Table 5 shows the results for Assistant Professors (UT2).

When we look at the trend of Table 3 – 5, we note that as the academic ranks decrease, the

salary rank of RMCC actually decreases.

Table 5 shows that the salaries for UT2 – the rank in

which we would normally attempt to recruit our new faculty – is significantly lower than all but three of our comparators

Table 3 - National salaries for 2010 - 2011, excluding medical, dental and administrative salaries for full professors (UT4). Universities not identified as a comparator group by Treasury Board are shown in light green.

Full Professors/Titulaire University		Rank
University of Toronto	\$208,525	1
York University	\$202,025	2
University of Alberta	\$200,600	3
University of British Columbia	\$197,750	4
University of Calgary	\$194,825	5
Western University	\$189,325	6
University of Windsor	\$181,150	7
University of Lethbridge	\$180,000	8
Brock University	\$177,025	9
McMaster University	\$174,975	10
University of Waterloo	\$170,400	11
University of Ontario Institute of Technology	\$169,000	12
Queen's University at Kingston	\$168,975	13
Trent University	\$166,800	14
Laurentian University / Université Laurentienne	\$166,675	15
Simon Fraser University	\$164,425	16
University of Saskatchewan	\$164,050	17
Ryerson University	\$161,325	18
Wilfrid Laurier University	\$161,100	19
University of Regina	\$160,725	20
Dalhousie University	\$160,000	21
University of Guelph	\$159,300	22
Université d'Ottawa / University of Ottawa	\$157,975	23
University of Victoria	\$154,325	24
Lakehead University	\$154,025	25
Carleton University	\$153,300	26
Memorial University of Newfoundland	\$152,075	27
Université de Montréal	\$151,775	28
Saint Mary's University	\$149,350	29
University of Prince Edward Island	\$147,250	30
University of Manitoba	\$144,725	31
Nipissing University	\$143,750	32
University of New Brunswick	\$139,375	33
Université de Moncton - Campus de Moncton	\$134,525	34
Royal Military College of Canada	\$129,400	35
University of Northern British Columbia	\$124,675	36
Average	\$164,319	

Table 4 - Same as Table 3 but for Associate Professors (UT3)

Associate Professors/Agrégée University		Rank
University of Toronto	\$156,350	1
York University	\$153,625	2
Brock University	\$152,925	3
Western University	\$147,675	4
King's College	\$146,950	5
McMaster University	\$146,900	6
University of Waterloo	\$145,050	7
University of Windsor	\$142,925	8
Queen's University at Kingston	\$142,400	9
Laurentian University / Université Laurentienne	\$140,225	10
Wilfrid Laurier University	\$140,050	11
University of British Columbia	\$139,475	12
University of Guelph	\$138,750	13
Trent University	\$137,775	14
Carleton University	\$137,425	15
Ryerson University	\$136,950	16
Lakehead University	\$136,825	17
University of Calgary	\$136,025	18
University of Lethbridge	\$133,950	19
University of Alberta	\$131,800	20
Simon Fraser University	\$131,350	21
Université d'Ottawa / University of Ottawa	\$130,875	22
Dalhousie University	\$129,150	23
University of Prince Edward Island	\$126,150	24
University of Ontario Institute of Technology	\$125,675	25
Memorial University of Newfoundland	\$125,650	26
Huron University College	\$120,125	27
Concordia University	\$120,125	28
Mount Allison University	\$120,100	29
University of Saskatchewan	\$119,725	30
St. Jerome's University	\$119,600	31
Saint Mary's University	\$119,475	32
Nipissing University	\$118,400	33
University of King's College	\$116,625	34
University of Victoria	\$116,250	35
University of Regina	\$115,700	36
Brescia University College	\$114,625	37
University of New Brunswick	\$114,100	38
Brandon University	\$112,950	39
University of Manitoba	\$111,950	40
Université de Moncton - Campus de Moncton	\$111,325	41
Royal Military College of Canada	\$108,150	42
Average	\$130,289	

Table 5 - Same as Table 3 but for Assistant Professors (UT2)

Assistant Professor/Adjoint University		Rank
Western University	\$147,550	1
Queen's University at Kingston	\$146,825	2
University of Toronto	\$143,000	3
Brock University	\$132,525	4
McMaster University	\$127,125	5
York University	\$125,750	6
University of Guelph	\$121,350	7
University of British Columbia	\$120,650	8
University of Waterloo	\$119,775	9
Ryerson University	\$119,000	10
Laurentian University / Université Laurentienne	\$117,625	11
Simon Fraser University	\$116,725	12
Wilfrid Laurier University	\$115,650	13
University of Windsor	\$112,425	14
Carleton University	\$112,050	15
Saint Mary's University	\$111,050	16
University of Alberta	\$110,650	17
University of Calgary	\$107,125	18
University of Lethbridge	\$106,125	19
Université d'Ottawa / University of Ottawa	\$105,575	20
Trent University	\$103,950	21
École Polytechnique de Montréal	\$101,875	22
University of Saskatchewan	\$101,450	23
Lakehead University	\$101,275	24
Dalhousie University	\$101,225	25
University of King's College	\$100,525	26
University of Ontario Institute of Technology	\$100,100	27
University of Prince Edward Island	\$100,100	28
Mount Saint Vincent University	\$98,825	29
University of Victoria	\$98,175	30
Memorial University of Newfoundland	\$97,375	31
Université de Montréal	\$97,125	32
St. Thomas More College	\$97,075	33
Algoma University College	\$95,175	34
Nipissing University	\$94,450	35
University of Regina	\$93,825	36
Université Laval	\$93,725	37
École des hautes études commerciales	\$93,350	38
King's College	\$93,150	39
University of Manitoba	\$92,425	40
Université du Québec, École de technologie supérieure	\$90,325	41
Athabasca University	\$90,225	42
Mount Allison University	\$90,175	43

NSCAD University	\$90,050	44
Royal Military College of Canada	\$89,775	45
Université de Moncton - Campus de Moncton	\$89,375	46
University of New Brunswick	\$80,450	47
University of Northern British Columbia	\$77,175	48
Average	\$105,652	

The only conclusion that can be drawn from these Tables is that we were the lowest paid professors in Ontario and most of Canada from 2011 – 2013 and with the recent agreements, it is only getting worse.