

# UWOFA Librarians and Archivists Bargaining Bulletin

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## Salaries: Where did we come from

Prior to ratification of the first UWOFA-LA contract, salaries of librarians and archivists were governed by the agreement between the Employer and the Professional and Managerial Association. With ratification, the contract between the Employer and UWOFA-LA assumed this responsibility.

## Salary model

UWOFA-LA proposed a salary model which minimized merit pay, and provided for predictable, step-wise increases in salary towards a career salary. The model proposed by the Employer, which was accepted, was modelled on the faculty agreement, with annual 3% scale increases and merit increases based on the annual performance review. Additionally, there were nominal increases to salary based on years of service and years at the salary cap, and an increase in salary for recently-hired Members of 0.5% or 1.0%, corresponding to a UWOFA-LA proposed (and rejected) increase in Western pension contributions. The benefit package was not changed from the previous PMA package.

## What happened

No salary increase was granted in the first year (2006/07) for which the contract was in effect, since a salary increase had already been accepted by librarians and archivists under the provisions of the preceding PMA agreement. Over the first year of the contract, the Transition Committee evaluated all Members, and established the rank into which each Member would be placed in 2007/08.

On July 1, 2007, Members were placed into their new ranks, and received salary increases. After all increases listed above were applied, the Member received the maximum of their newly-calculated salary or the floor salary for their rank. On July 1, 2008, Members received the scale increase of 3% and merit pay calculated based on performance.

## Effect of increases

With the figures received from the Employer on salaries, we compared salaries for the 48 Members for whom data were available from 2005 through 2007. The table below shows average salaries for various groups of members; figures have been capped to ensure that no individual is identifiable.

Member group (effective July 1, 2007)	2005/06	2006/07	2007/08	Increase, 2006/07-2007/08		
				Average	Minimum	Maximum
All 48 Members	59,684	61,987	67,376	8.69	4.05	over 14%
Less than 10 years service	55,066	57,564	61,502	7.37	4.05	over 14%
10 to 24 years service	64,444	66,787	70,418	5.48	4.44	6.29%
over 24 years service	67,263	69,109	78,430	12.48	4.79	over 14%
Assistant Rank	53,037	55,708	59,576	6.94	4.05	over 14%
Associate Rank	59,795	61,948	67,336	8.52	4.44	over 14%
Senior Rank	68,051	70,247	77,618	10.86	4.51	over 14%

These figures include administrative stipends which are part of base salary. No adjustment was made for job changes at Western (e.g., assumption of "Acting" responsibilities or new jobs).

Between 2005/06 and 2006/07, total salary commitment for the 48 Members increased by 3.86%. The following year, salaries of the 55 Members increased by 8.26%. If we assume that without the contract, the salaries would have increased in 2007/08 in the same fashion as 2006/07, we can calculate the approximate salary cost of the contract to the Administration as being approximately \$162,000 (\$2,940 per member). To put this amount into the context of the University's budget, Western's Senate chose to add an indexed \$90,000 annual top-up to our outgoing President's pension.

## Comparing ourselves to others: finding a basis of comparison

The Employer appears to have great difficulty comparing our salaries to other universities; they stated in the previous round of negotiations that the annual figures released by the Association of Research Libraries (ARL) were unreliable. So, the first step is to compare our actual figures with the figures published by ARL. Actual figures are yearly, while ARL is based on the fiscal year. Below, the actual data include salaries of Members who retired; 2007/08 is equated to ARL salaries for FY 2007.

Data source	2005/06	2006/07	2007/08
Actual data, all Members (48 in 2005-06, 55 in 2006-07, 58 in 2007-08)	59,684	60,829	65,514
Association of Research Libraries annual salary surveys: Western	59,280	60,795	63,053

The administration's contention that the figures are highly inaccurate does not seem to be borne out. Indeed, ARL's figures seem generally accurate for Western (which are biased upwards by salaries of Members who retired during the year 2007/08). If they are generally accurate for Western, there is little reason to believe that they are wildly inaccurate for other institutions. So, how do Western's salaries compare with the salaries at comparator ARL-member institutions?

## Comparing ourselves to others: what the ARL data show

As of the 2007 salary report, fourteen Canadian institutions are part of ARL: **Alberta, British Columbia, Guelph, Laval, Manitoba, McGill, McMaster, Montréal, Queen's, Saskatchewan, Toronto, Waterloo, Western, and York.** The bolded institutions form the G10, which is often used by Administration in the preparation of Performance and Activity Indicators Annual Reports to the Board of Governors. (See <http://www.ipb.uwo.ca/performance.php>)

Data source	FY 2005	FY 2006	FY 2007	FY 2008
ARL annual salary surveys: Western (Canadian dollar)	59,280	60,795	63,053	66,739
ARL annual salary surveys: average, all Canadian	72,830	73,632	76,017	79,039
ARL annual salary surveys: average, other Canadian G10	71,472	71,778	74,503	77,378
ARL annual salary surveys: Western (US dollar)	44,131	48,647	54,221	58,941
ARL annual salary surveys: average, American comparators	57,335	59,492	61,483	62,896

In one year (FY 2007), Western's average salary was **NOT** the lowest of the Canadian institutions: that dubious distinction fell to Laval (\$125 less than Western). In FY 2008, Western regained the bottom spot. Comparing Western's salaries to US salaries is completely dependent on the vagaries of exchange rates, but even with a favourable exchange rate in FY 2008, Western salaries were less than the US comparators (Arizona, Iowa, Michigan State, North Carolina, Ohio State) used by Western administration.

## Consequences of low salary

The first is reduced buying power in each and every year, with consequent impact on savings. The second, more insidious and pernicious consequence, is on our pension earnings. Since Western pensions are based directly on the contributions made while employed, stunted career earnings lead to a stunted future pension.