

2006 contract proposal on salaries – does not reflect current or future bargaining position (which has yet to be determined based on member’s input); pension and benefits sections removed

Compensation, Pension and Benefits

General

- 1 A cadre of committed, enthusiastic, long-service librarians and archivists is essential in maintaining Western's standing among the very best university library systems in Canada. Salary and benefits are important elements in setting these conditions of employee attitude, service, and performance.
- 2 Long-term predictability of salary is a consideration for employees in planning their career path. Long-term salary predictability is an important planning tool for Western's Administration in determining future obligations and resource allocations.
- 3 Unless a financial emergency as defined in the Article *Financial Emergency* is declared, Salary Floors and Base Salaries should be increased annually by a Steady State Increase which shall maintain competitive salaries at Western and be no less than the rate of inflation.
- 4 As Members gain experience and expertise, their value to the institution increases, together with the cost and difficulty of replacing their expertise. This increase in value to The University of Western Ontario is reflected through an annual Career Development Increase (CDI) to the Librarian or Archivist Member.

Time Period of Salary Agreement

- 5 The starting date for the salary agreement will be the Date of Certification (September 15, 2004).

Salary Floors

- 6 The Salary Floor is the minimum annual salary which can be paid to a Member in his or her first year in a given rank. Salary floors are established for each Librarian or Archivist Rank as specified in the article *Appointments*.

6.1 Salary Floors for each Librarian or Archivist Rank shall be set at 88% of the Comparable Faculty Rank. The exception to this rule is General (two-year probationary appointments), which shall be set at 80% of the salary of an Assistant Professor.

General Librarian or General Archivist	80% of Assistant Professor
Assistant Librarian or Assistant Archivist	88% of Assistant Professor
Associate Librarian or Associate Archivist	88% of Associate Professor
Senior Librarian or Senior Archivist	88% of Professor

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6.2 Salary Floors for Librarian and Archivist Ranks for the years 2004/05 to 2005/06 shall be:

Rank	2004-05	2005-06
General Librarian or General Archivist	\$44,800	\$46,144
Assistant Librarian or Assistant Archivist	\$49,280	\$50,758
Associate Librarian or Associate Archivist	\$56,527	\$58,223
Senior Librarian or Senior Archivist	\$69,089	\$71,162

6.3 Salary Floors for Assistant, Associate and Senior Librarians and Assistant, Associate and Senior Archivists for the remainder of this Collective Agreement shall be set at 88% of the negotiated Comparable Faculty Rank. Salary Floors for General Librarians and General Archivists for the remainder of this Collective Agreement shall be set at 80% of the negotiated Assistant Professor Rank.

Steady State Increases

7 The Steady State Increase is the annual salary increase, applied uniformly both to a Member's Base Salary and to all Salary Floors, intended to maintain the real value of the salary by counteracting the effects of inflation.

7.1 The Base Salary is the Member's salary at the end of the fiscal year, to which the Steady State Increase is applied for the following year.

7.2 The Steady State Increase awarded in 2006/2007, 2007/2008 and 2008/2009 shall be 2.5%.

Steady State Increase Review Process

8 Every two years, the aggregate Steady State Increases received, as specified in Clause 7.2 above, shall be compared to the overall change in the Consumer Price Index as published by Statistics Canada for the province of Ontario.

8.1 Should the Rate of Inflation exceed the cumulative Steady State Increases in the previous two years, the Steady State Increase in the following year shall be increased by the difference between the Steady State Increase and the Rate of Inflation.

8.2 Should the cumulative Steady State Increases received exceed the Rate of Inflation in the previous two years, the Steady State Increase in the following year shall be reduced by the difference between the Steady State Increase and the Rate of Inflation (to a limit of a zero).

Career Development Increase (CDI)

9 The Career Development Increase is an annual salary increase intended to move the Member towards Normal Retirement Salary. The CDI is based on the annual Floor Salary for the Member's Rank.

9.1 The Normal Retirement Salary is the salary a Member shall receive in the thirty-fifth year of employment as a Librarian or Archivist at The University of Western Ontario. Together, the Steady State Increase and the CDI will move the Member's

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salary towards a Normal Retirement Salary estimated at 250% of the Real Floor Salary of an individual who remains in the same rank throughout their career at Western.

9.2 The CDI shall be applied in a manner intended to recruit and retain librarians and archivists, to ensure that Western does not become a training centre for other libraries and archives.

9.2.1 The CDI shall be implemented such that newer employees received a greater CDI than longer-term employees. This reflects that the learning curve is higher for newer employees, and that they rapidly become more valuable to Western.

9.3 The CDI awarded to each Member in each year shall be adjusted according to the following chart based on the Member’s years of service:

Years of Service	CDI Adjustment
1 to 10	150%
11 to 20	100%
21 to 30	75%
31 to 35	50%
36 on	25%

9.4 The base value for the CDI shall be 150% of the floor salary for the Rank.

9.5 The CDI shall therefore be calculated as:

$$1.50 * \text{Floor Salary} / 35 * \text{CDI Adjustment}$$

Promotions

10 Following a promotion to the next Rank, a Member’s Base Salary shall be increased to the greater of:

- a) the Floor Salary for the new Rank; or
- b) the Member’s current salary plus one CDI, calculated on the new rank’s Floor Salary.

10.1 For promotions effective on the date of annual salary increases, the Member’s salary following the salary increase shall be compared to the Floor Salary following the salary increase for the purposes of determining clause 10.