

# SMUFU Bargaining Position Survey 2018

## Salary Issues

What **minimum salary increase** would you like SMUFU to obtain in each year of a three-year agreement (i.e., percentage increase applied to the salary scale without including increases from promotion or additional years of service)? Cost of living increases have been running at about 1.0% per year.

**About 50% of membership wants a 7% increase over three years or a greater increase.**

## Pension Plan

Would you be willing to consider an increase in the employer contribution to the pension plan (which is below the CRA limit unless the employee makes additional voluntary contributions) as opposed to a direct salary increase?

**Yes 67%**

## Benefits

The SMUFU Health and Wellness Trust has responsibility for our benefits. The Employer currently contributes 2.7% of the salary mass to the Trust. The Trust would like to see this contribution increased to allow improvement in the benefits package with no cost to faculty or a reduction in the premiums paid by faculty. Contributions to the Trust by the employer are tax-free while faculty pay for their share of the premiums with after-tax dollars. We do not negotiate specific health and welfare benefits with the Employer as these are determined by the Trust in consultation with Members and our benefits consultants.

I would support an increase, over the life of the next Collective Agreement, from the current payment of 2.7% of the salary mass to:

**3.0% or higher**

## Other Monetary Issues Receiving more than 50% support

Increase the number of full-time faculty positions

Make starting salaries more competitive with those at other universities.

Adjust the salary scales by a fixed lump-sum amount (above and beyond any percentage increase) to achieve equity with other universities.

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Increase the travel fund for scholarly purposes

Increase the professional development expense allowance

Increase honoraria for Department Chairpersons and Program Coordinators

### **Workload and Other Issues Receiving 50% or higher support**

Make a 2-2 load standard for all faculty holding probationary or tenured positions.

Strengthen language to protect faculty complements

Automatically provide all external grant holders at least one course release to do their research.

Access to office and laboratory space should be guaranteed during Sabbaticals and Research or Professional Development Leaves.

SMUFU members should have greater access to the option to reduce their teaching or research commitments for reduced pay.

Departments should have the final say in the course offering proposed for the University timetable.

Departments should have the final say in course offering assigned to faculty

Departments should have the final say in the wording of job ads for new or vacant positions

The ratio of part-time faculty members to full-time faculty members should be calculated for each Department (it is currently calculated for the university as a whole)

Clarify the role of Assistant/Associate Deans

### **Lecturer Stream Issues**

The course load for Lecturer Stream should be reduced from the current number of 9 per calendar year.

Course reductions for service activities should be consistent for all Lecture Stream faculty

### **Retirement Issues**

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Incentives should be improved to make it possible for more people to retire earlier than age 65.

The current retirement bonus for those between 65 and 67 should be increased.

I am interested in an improved phased retirement plan where a union Member would move towards retirement with a reduced workload and reduced pay.

A phased retirement plan should be available earlier than age 65.

Health benefits should be provided to retirees.

### What is your gender?

- Female 46.2%
- Male 52.3%
- Other 1.5%

### Please select your organizational unit.

- Arts 39.0%
- Science 32.4%
- Sobey 27.2%
- Library 1.5%

### What is your rank?

- Lecturer Stream 5.2%
- Lecturer 1.5%
- Assistant Professor 20.7%
- Associate Professor 31.9%
- Professor 39.3%
- Librarian 1.5%

### What is the status of your appointment?

- Term Appointment 1.5%
- Tenure-track/Probationary 15.6%
- Tenured/Permanent 83.0%

### Please select one or more of the following that best describes you as a member of an equity-seeking group.

- Female 49.0%
- Person of Colour/ Racialized Group 12.6%
- Aboriginal 0.8%
- Disabled 1.6%

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- I am not a member of an equity seeking group 46.5%