

Urgent Bargaining Meeting October 10, 2018

Agenda

- Update on Bargaining and Next Step
- Procedure of Strike Vote
- Q & A

SMUFU NEGOTIATIONS REPORT #3

SMUFU Positions, September 27 2018

- **Faculty Salaries** – increase by 2.00% in each of three years.
- **Lecturer Stream Salaries** – First add \$4000 to each step in Lecturer and \$2000 to each step in Senior Lecturer Scales then increase by 2.00% in each of three years’
- **Librarian salaries** – First add \$3000 to Librarian I, \$1500 to Librarian II, \$1000 to Librarian III, and then increase all scales by 2.00% in each of three years.

2016 Average Lecturer NS Universities

Saint Mary's	\$76,475
Total Nova Scotia	\$81,600

SMUFU Position, September 27 2018

- **Health Benefit Trust/Retiree Health Care**

Increase contribution to Health and Benefits Trust Fund from 2.7% of salary mass to 2.8% in 1st year, 2.9% in year 2, and 3.0% in year 3.

- **Lecturer Stream Issues**

Reduce teaching load from 4.5 courses to 4.0

Professional Development leave shall be for either 6 months or 1 year.

MoU to review proper placement on scales of Lecturer Stream faculty hired before September 1, 2015

- **Librarian Issues**

Increase vacation days to 22 days after one year of service

- **Stipends**

2% for all in each year

Librarian Vacation Days

School	0 yr	10 yr	15 yr	18 yr	20 yr
MSVU	20				
SMU	20				21
CBU	20		25		
SFX	22	27			
UNB	ONE MONTH				
ACADIA	23				
NASCAD	23				
UPEI	25	25		30	
DAL	25				
MTA	25				
MEMU	25	30			

SMUFU Position, September 27 2018

Chair Stipends

Number of FTEsChair Stipends	Honorarium			Remission
	Sept 1/18	Sept 1/19	Sept 1/20	
Fewer than 10	4,328	4,421	4,516	1.0
10 – 19.9	5,192	5,301	5,407	1.0
20 or more- <u>29.9</u>	6,054	6,181	6,305	1.5
<u>30 or more</u>	6,916	7,061	7,209	<u>1.5</u>

Coordinator Stipends

Number of Students	Honorarium			Remission
	Sept 1/18	Sept 1/19	Sept 1/20	
Fewer than 10	250	255	260	.5
10 – 20	1,805	1,844	1,883	.5
<u>More than 20 - 30</u>	4,332	4,425	4,520	1.0
<u>More than 30</u>	5,497	5,615	5,735	<u>1.5</u>

What's Been Agreed Since September 4

- 15.1.12 (a) Normally, the 2.5 courses will be taught during the Academic Year, but at the member's request, and with the approval of the Chairperson and Dean, 0.5 courses may be taught during the Spring or Summer sessions immediately preceding the Academic Year

Employer's Positions, September 27, 2018

Money Issues

- **Faculty Salaries** – increase by 1.15% in each of three years
- **Lecturer Stream Salaries** – First add \$1,500 to each step for Lecturer (LS) and \$1,000 to each step for Senior Lecturer and then increase by 1.15% in each of three years
- **Librarian salaries** – First add \$2,000 to each step for Librarian 1 and \$1,000 to each step for Librarian II then increase by 1.15% in each of three years

Employer's Positions, September 27, 2018

- **Honorarium for Chairs and Program Coordinators** – increase of 1.00% in each of three years,
- **Professional Expense Reimbursement** - increase of 1.00 % in each of three years
- **Honorarium for Library Coordinators** – 0% increase in each of three years
- **Travel Expense Fund** – 1.00% increase in each of three years
- **Moving Expenses for New Hires** – 0% increase in each of three years,
- **Stipends for thesis supervision** – 0% increase in each of three years
- **Health and Benefits Trust for Retiree Health Care** – 0%

Employer's Positions, September 27, 2018

- Refusal to increase by one, the number of course buyouts for the SMUFU Executive.
- No change to the 1990's cap on Early Retirement benefits
- No Change Retirement incentives to Employees over age 67.
- Refusal to reduce teaching load for Lecture Stream faculty, to provide adequate sabbatical leaves, and to review appropriateness of original appointments.
- Will only increase the number of vacation days for Librarians by one after 20 years service.

SMU Financial Report March 31, 2018

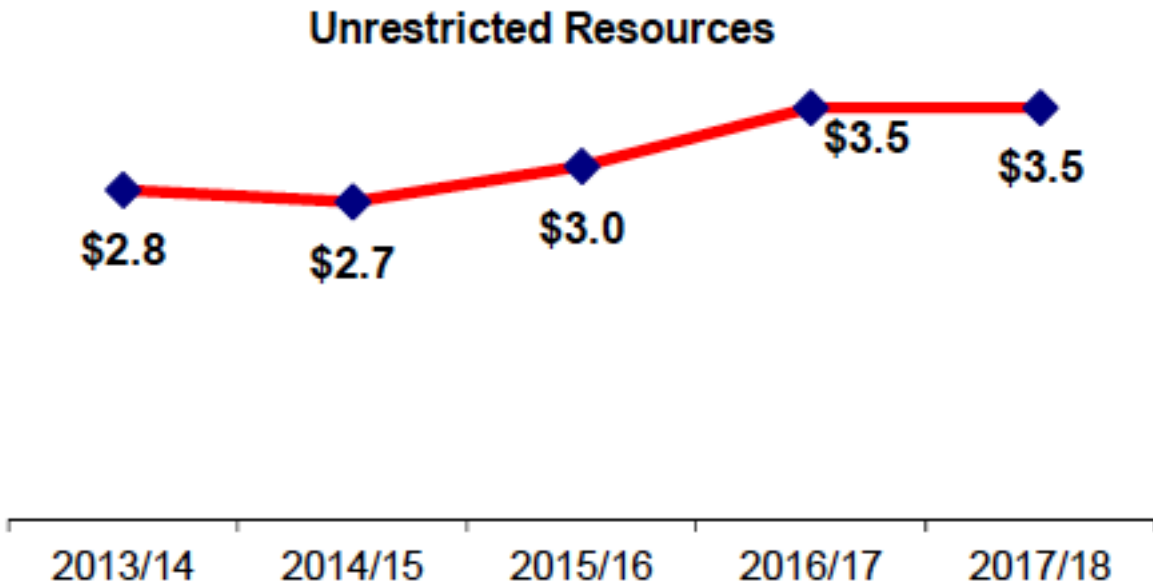
A “Rosy” Picture

- [Http://www.smu.ca/about/annual-financial-report.html](http://www.smu.ca/about/annual-financial-report.html)
- Critical Success Factor 5: **Liquidity**
Key Performance Indicator 5: **Unrestricted resources**
- Financial strength is demonstrated by asset management policies that provide financial flexibility. Unrestricted resources (immediately available to be expended) are important due to the risk associated with volatile university operations. The University policy is to maintain unrestricted resources in a range between \$1.5 million and \$3.5 million to enable the University to hedge against unfavourable contingencies, to take advantage of opportunities and innovation, and to ensure a level of stability over time.

SMU Financial Report March 31, 2018

A “Rosy” Picture

Liquidity	2016/17	2017/18
Unrestricted fund balance, start of year (millions)	\$3.0	\$3.5
Change during the year (millions)	\$0.5	\$0.0
Unrestricted fund balance, end of year (millions)	\$3.5	\$3.5



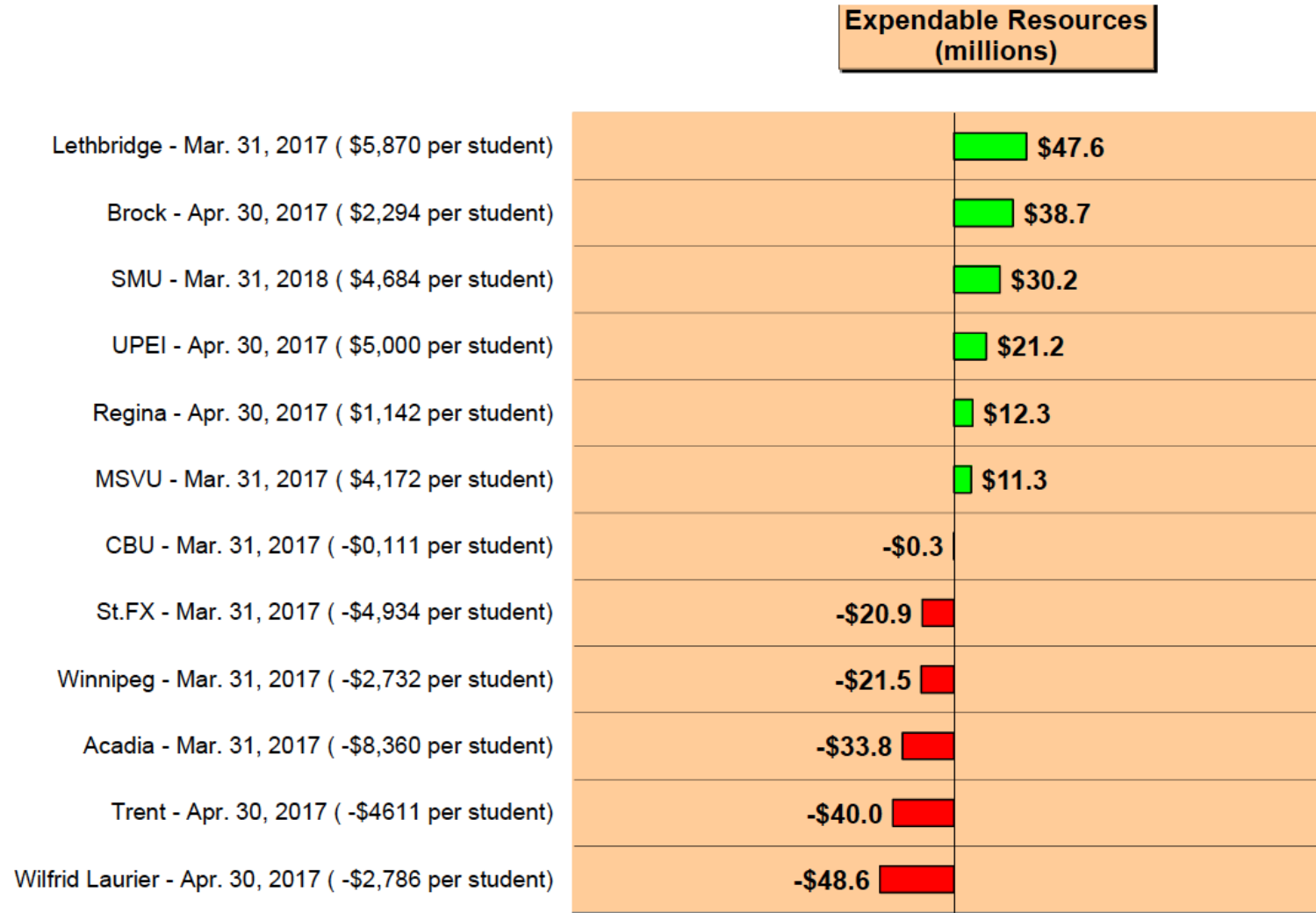
SMU Financial Report March 31, 2018

A “Rosy” Picture

- the unrestricted balance at year end is within the approved range.
- SMU balance, \$3.5 million, is higher than the median of the peer group (-\$1.6 million).
- Negative unrestricted resources in 6 of the 12 peer universities.

Critical Success Factor 8: **Financial flexibility**
 Key Performance Indicator 8: **Expendable resources**

Expendable resources (unrestricted financial resources available for immediate expenditure + internally restricted resources) provide a meaningful measure of financial flexibility for the University. Expendable resources enable the University to manage budget operations over periods of enrolment declines, government grant cutbacks or other unfavorable variances. Expendable resources also allow the University to respond to opportunities for special initiatives. Growth in the extent of activities, programs or student enrolment point to an increased need for the cushion provided by expendable resources.



	2016-17 Average Salary for SMU Comparators				
School	Lecturer	Asst	Assoc	Full	Total
Brock	104525	106800	144100	172150	145175
Trent		101700	136600	160875	140900
Wilfred Laurier	91900	107875	135450	166525	137050
UPEI		99700	124625	152575	126500
Saint Mary's	76475	96525	114925	143025	120825
Regina	87700	99625	128375	156925	120550
Lethbridge	92175	93275	121450	154750	117600
Mount St Vincent		83425	109550	132225	110350
Acadia	74500	86050	104225	120525	109025
St. FX	82275	82100	105825	137125	108075
Winnipeg	87450	86075	104325	140775	107775
Cape Breton	85550	89175	104725	129625	101550

Note: Does not include salary data for Librarians

What About the Costs?

- An increase of 1 Basis Point (0.1%) costs \$30,000 in Faculty salary
- In the first year, the Employer's proposal would cost \$345,000 in salary plus about \$25,000 for market adjustments, honoraria, etc.
- SMUFU proposal would cost in 1st year \$620,000 in salary, \$30,000 for Retiree Health Benefits, and \$25,000 for honoraria, etc.

What's Next?

- We have gone about as far as we can go at the table without a show of support from the membership. We need your expression of support by an overwhelming strike vote to proceed to Conciliation.
- A No vote for a strike means you are happy to settle for 1.15%

NS TRADE UNION ACT STEPS TO A STRIKE

1. Failure to reach a new Collective Agreement
2. Must request appointment of a Conciliation Officer
3. A conciliation officer has been appointed and has failed to bring about an agreement between the parties
4. Fourteen days after the conciliation officer files a report with the Minister, a Union may strike or the Employer may lock out employees
5. Majority of employees in the Bargaining Unit have voted in favour of a strike by secret ballot
6. Notify Minister 48 hours in advance of strike

Procedure of Strike Vote

SMUFU Strike Vote Ballot 2018			
Are you in favour of a strike? YES	<input type="checkbox"/>	No	<input type="checkbox"/>

- Location – Union Office (MM221)
- Time – until 4:00 p.m., Friday, October 19, 2018
- Not voting = “**No**” vote
- Email your vote to unionoffice@smufu.org - it will be kept confidential
- Results will be announced on Oct 20, 2018

SMUFU Strike Vote Ballot 2018

Are you in favour of a strike? YES

No

Thank you!

Strike Pay

		Days			
SMUFU Pay	Plus CAUT	\$3,800,000	Weely Pay	Monthly Pay	Annual Equi
\$ 80	\$ 160	170	\$ 1,120	\$ 4,800	\$ 78,840
\$ 90	\$ 170	151	\$ 1,190	\$ 5,100	\$ 83,768
\$ 100	\$ 180	136	\$ 1,260	\$ 5,400	\$ 88,695
\$ 110	\$ 190	123	\$ 1,330	\$ 5,700	\$ 93,623
\$ 120	\$ 200	113	\$ 1,400	\$ 6,000	\$ 98,550
\$ 130	\$ 210	104	\$ 1,470	\$ 6,300	\$ 103,478
\$ 140	\$ 220	97	\$ 1,540	\$ 6,600	\$ 108,405
\$ 150	\$ 230	90	\$ 1,610	\$ 6,900	\$ 113,333
\$ 160	\$ 240	85	\$ 1,680	\$ 7,200	\$ 118,260

	2016 Average salary (Mean) Atlantic Universities				
	Lecturer	Asst	Assoc	Full	Total
Dalhousie University	94750	105650	126950	157875	134425
University of Prince Edward Island		99700	124625	152575	126500
Memorial University of Newfoundland	80775	97000	122650	153125	125425
University of New Brunswick	101075	92725	116300	145925	122175
Mount Allison University		89025	118525	143475	122150
Saint Mary's University	76475	96525	114925	143025	120825
Total Nova Scotia	81600	95600	114650	144375	119275
St. Thomas University		84825	114525	139425	116325
Université de Moncton, Campus de Moncton	73125	92950	109725	137150	112925
Mount Saint Vincent University		83425	109550	132225	110350
Acadia University	74500	86050	104225	120525	109025
St. Francis Xavier University	82275	82100	105825	137125	108075
NSCAD University		93375	93375	127775	107325
Cape Breton University	85550	89175	104725	129625	101550