JOINT RECOMMENDATION OF THE NEGOTIATING TEAMS

Representing

THE ASSOCIATION OF ACADEMIC STAFF:
UNIVERSITY OF ALBERTA
(The "AASUA")

- and -

THE GOVERNORS OF
THE UNIVERSITY OF ALBERTA
(The "Board")

RE: 2013-2015 COMPENSATION AGREEMENT

WHEREAS the parties have conducted negotiations to conclude a compensation agreement for 2013-2015 for the following academic staff agreements:

- Administrative and Professional Officer (APO)
- Faculty
- Faculty Service Officer (FSO)
- Librarian
- Sessionals and Other Temporary Staff (SOTS)
- Contract Academic Staff: Teaching (CAST)
- Trust/Research Academic Staff (TRAS)

THEREFORE the negotiating teams of the Board and the AASUA agree to refer and recommend the following terms of settlement to the Board and Association for ratification in accordance with Article 19.09 of the academic staff agreements:

1. **Term of Agreement**

1.1 The term of the Agreement ("Term") shall be from July 1, 2013 to June 30, 2015.

2. **Total Compensation Framework**

2.1 Compensation increases during the Term shall give due regard to the elements that comprise a staff member’s total compensation with the University. These elements include:

a) Regular salary adjusted by across-the-board (ATB) increases,
b) Salary supplements and stipends,
c) Increment structure and merit pay,
d) Benefits jointly managed by the Academic Benefits Management Committee (ABMC),
e) Other statutory benefits, and
f) Participation in the Universities Academic Pension Plan (UAPP) and the Academic Supplementary Retirement Plan (ASRP).
3. **Compensation Funding Envelope**

3.1 The compensation funding envelope is based on elements within the total compensation framework that are subject to joint management or negotiation by the parties for the Term. The following elements are included within the compensation funding envelope:

a) ATB increases to salary schedules,
b) Increases in salary supplements and stipends linked to ATB increases,
c) Funding for changes to the increment structure and merit pay,
d) Increased funding for academic benefits jointly managed by the ABMC,
e) Increases in the salary caps of the ASRP, and
f) Increased funding for sabbaticals.

4. **ATB Increases to Salary Schedules**

4.1 Across-the-board (ATB) increases for APOs, Faculty, FSOs, Librarians, SOTS, TRAS and CAST staff members shall be implemented as follows:

a) July 1, 2013: 1.65%
b) July 1, 2014: 1.65%

5. **Increment Structure and Merit Pay**

5.1 Merit pay to be provided July 1, 2013 and July 1, 2014 shall be determined as follows:

a) The increment pool for Faculty and FSOs shall be set at 1.175 times the number of eligible staff.
b) The increment pool for Librarians shall be set at 2.4 times the number of eligible staff.
c) The increment pool for APOs shall be set at 1.1 times the number of eligible staff.
d) Increments may be awarded in quarter increments ranging from 0.50 to 3.0 increments. An incrementation award of less than 1.0 will remain appealable.
e) The value of increments shall be adjusted by the same percentage increases to salary scales.

6. **Academic Benefits Management Committee (ABMC)**

6.1 WHEREAS the parties had duly ratified the “JOINT RECOMMENDATION OF THE NEGOTIATING TEAMS” dated 16 June 2011, including clause 5.2 (“An additional $500,000 shall be allocated to the allowable spending amount for benefits for 2012-13 to provide ABMC room to manage unforeseen costs or to offer modest improvements to the plan provisions. These funds will be available July 1, 2012”), and

WHEREAS the parties subsequently discovered that their interpretations of the meaning of this wording diverged,

THEREFORE the parties agree that the wording will be interpreted as meaning that $500,000 will be available to ABMC on 1 July 2012 for a period of one year and is not a per capita permanent increase to the base funding for academic benefits.

6.2 Funding for academic benefits shall be increased by the following *per capita* amounts:

a) 1 July 2013: 1.3%
b) 1 July 2014: 1.3%
7. **Academic Supplementary Retirement Plan (ASRP)**

7.1 The salary cap for the ASRP shall be increased by the ATB increases to salary scales, as follows:

   a) 2013: $199,265 x 1.0165 = $202,553  
   b) 2014: $202,553 x 1.0165 = $205,895

8. **Sabbaticals**

8.1 Effective July 1, 2014, a staff member shall receive a salary of 85% of the staff member’s basic University salary for the member’s first sabbatical in relation to her/his movement from Assistant Professor to Associate Professor.

9. **Salary Adjustments**

9.1 The value of the Faculty Salary Adjustment Fund shall remain unchanged at $500,000 per annum for each fiscal year of the Term.

9.2 The Provost and Vice-President (Academic) retains the right to provide salary adjustments to staff members above and beyond ATB increases and merit pay where the Provost determines that such adjustments are needed to correct salary inequities or to retain individual staff members in response to competitive pressures.

9.3 The Provost’s discretion to provide salary adjustments, including to correct salary inequities or to retain individual staff members, does not constitute an infringement of AASUA’s sole and exclusive role in representing academic staff members on matters relating to their terms and conditions of employment. Funds used for these purposes shall not be included within the compensation funding envelope.

9.4 The Provost and Vice-President (Academic) shall provide an annual report to the AASUA as of May 1 with an accounting of all compensation from the Faculty Salary Adjustment Fund for the previous year by Faculty, Department and academic rank (aggregated where necessary in order to protect individual identification).

These amendments are recommended for ratification in conjunction with joint recommendations of the negotiating teams relating to “Detailed Negotiations”.

In addition, the parties appreciate the confirmed willingness of the University President and her senior team in their discussions with the Government of Alberta to make a priority of the need to pay off the unfunded liability of the Universities Academic Pension Plan.

Signed this 9th day of May, 2012

On behalf of the Governors of the University of Alberta:

[Signature]

On behalf of the Association of the Academic Staff of the University of Alberta:

[Signature]