

## SCHEDULE AA

### Parity

#### 1. SALARY ADJUSTMENTS

##### 1.1 Introduction

The parties hereby agree that salaries of members of the bargaining unit will be adjusted as set out below and Schedule A – Salary Scales will be revised accordingly.

##### 1.2 Disparity Correction

~~Commencing with the July 1, 2006 to June 30, 2007 contract year, and each contract year thereafter, an across-the-board scale adjustment equal to the disparity between average salaries at Trent and average salaries in the Ontario system (see 2.1 below), based on Statistics Canada data for faculty salaries for the immediately preceding contract year, shall be calculated in each contract year (see 1.4.2 below) and paid effective July 1 of the contract year. For example, in the 2006-2007 contract year, disparity will be calculated on the basis of Statistics Canada data for 2005-2006 and paid effective July 1, 2006.~~

##### 1.3 Parity Maintenance

In addition, commencing ~~with the~~ **on July 1, 2006 2009** contract year, and in each contract year thereafter, an across-the-board scale adjustment for parity maintenance equal to the system average base-salary adjustment for that contract year shall be calculated in each contract year ~~(see 1.4.2 below)~~ and paid effective July 1 of the contract year. For example, in the **2009-2010** contract year, parity maintenance will be calculated on the basis of the system average base-salary adjustment for **2009-2010** and paid effective **July 1, 2009**.

##### 1.4 ~~Total Salary Adjustment~~

1.4.1 ~~The total salary adjustment arising from 1.2 and 1.3 shall be determined by the formula~~

~~$\Delta S = \text{Max} [0.0, SAA + \text{DISC} + \text{CGA}]$  if  $SAA \geq 0$ , (i.e. = greater of zero or the sum of the parity maintenance adjustment, the disparity correction, and the comparison group adjustment) if the parity maintenance adjustment is greater than or equal to zero~~

~~or~~

~~$\Delta S = \text{Max} [SAA, SAA + \text{DISC} + \text{CGA}]$  if  $SAA < 0$ , (i.e. = greater of the~~

~~parity maintenance adjustment or the sum of the parity maintenance adjustment, the disparity correction, and the comparison group adjustment) if the parity maintenance adjustment is less than zero~~

~~where SAA is the parity maintenance percentage (see 1.3 and 2.2), DISC is the disparity correction percentage (see 1.2 and 2.5), and CGA is the comparison group adjustment percentage. The CGA has been agreed by the parties to represent a portion of the percentage difference between the System as defined in Collective Agreements from 1999-2005 and the new System (see 2.1), based on 2004-2005 Statistics Canada data. For the purposes of this agreement, the parties agree that this number should be fixed at 1.1%. At this time, the parties have only agreed to include the CGA for the 2006-2007 and 2007-2008 contract years.~~

~~1.4.2 Commencing with the July 1, 2006 to June 30, 2007 contract year, and in each contract year thereafter, an across the board scale increase equal to the estimated total salary adjustment ( $\Delta S_{est}$ —see below) will be paid effective July 1 of each contract year. For example, for the 2006-2007 contract year, the  $\Delta S_{est}$  base salary increase will commence in July 2006. Starting in June 2007 and in June of each contract year thereafter, the total salary adjustment ( $\Delta S$ ) as determined by Section 1.4.1 of Schedule AA will be calculated and any increase above  $\Delta S_{est}$  will be paid with retroactive effect from July 1 of the contract year with pensionable earnings reflecting the adjusted salary paid in June. For example, in June 2007, if the calculated  $\Delta S$  is greater than  $\Delta S_{est}$  then the increase of  $(\Delta S - \Delta S_{est})$  shall be effective July 1, 2006 and paid from June 2007 forward, in addition to the payment of the required catch-up component in June 2007 without interest, retroactive to July 1, 2006.~~

~~The estimated total salary adjustment ( $\Delta S_{est}$ ) will be calculated as of July 1 of each contract year for that contract year and will be determined by Section 1.4.1, with the SAA portion replaced by  $SAA_{est}$  and the DISC portion replaced by  $DISC_{est}$ , where  $SAA_{est}$  and  $DISC_{est}$  are computed early but in the same manner and on the same basis as SAA and DISC, respectively, except that  $DISC_{est}$  is computed on SAS and TAS data (see 2.3 and 2.4) provided by the University.~~

## 2. METHODS FOR CALCULATING COMPONENTS OF SALARY ADJUSTMENTS

### 2.1 Comparison Group

As of July 1, 2006, "System" means the following universities:

Brock	Carleton	Guelph	
	Lakehead	Laurentian	Nipissing
	Ryerson Polytechnic	UOIT**	Waterloo
	Wilfrid Laurier	Windsor	York

~~\*\* Subject to inclusion in Statistics Canada data~~

2.2 Calculation of Parity Maintenance through the System Average Base-salary Adjustment (SAA)

2.2.1 The base-salary adjustment at each university in the system shall be the aggregate cost, expressed in percentage terms, of the following adjustments: scale or across-the-board adjustments; adjustments designated as catch-up or cost-of-living adjustments; anomaly adjustments; special adjustments other than one-per-year career-development increments (CDI), progress-through-the-ranks increases (PTR), and merit awards.

2.2.2 The base-salary adjustment shall exclude the cost of: one CDI, PTR and merit increase per year, discretionary or otherwise; adjustments in administrative stipends; adjustments in overload stipends; benefit or fringe-benefit adjustments including adjustments in research allowances, professional-expense funds and equipment-purchase allowances; one-time-only payments or reductions such as bonuses and unpaid days.

2.2.3 Base salary adjustments shall be counted toward the calculation of the SAA for the contract year during which they become effective.

2.2.4 The system average base-salary adjustment SAA shall be the simple average of the base-salary adjustments at each university in the system.

2.2.5 The data used for the calculation of SAA shall be based on the facts of each university's settlement. When those facts are not available for any university for any reason at the time when the calculation is to be done, the parties shall endeavour to agree on a reasonable estimate of the base-salary adjustment for the missing university. Failing such agreement, that university shall be omitted from the calculation.

~~2.3 Calculation of the System Average Salary (SAS)~~

~~2.3.1 Commencing with the 2006-2007 contract year, and in each contract year thereafter in which a calculation of disparity is done under 1.2, the system average salary (SAS) shall be calculated using Statistics Canada data for the preceding contract year in the non-medical-dental appointment category for Faculty With and Without Administrative Duties and for all subjects taught. SAS shall be the sum of the average salaries published by Statistics Canada, classified according to faculty members= ranks and ages, for the twelve (12) universities in the system other than Trent, with each rank-age category average weighted by the proportion of Trent faculty who occupy the category.~~

~~2.3.2 The weighting factor for Trent faculty shall be calculated as~~

~~$$\frac{W_i}{\sum W_i} = \frac{N_i}{\sum N_i}$$~~

~~\_\_\_\_\_ = \_\_\_\_\_ (number in cell) divided by (sum of all cells)  
\_\_\_\_\_ where Ni is the number of Trent faculty reported by Statistics Canada in rank-age category i and “Σi(…)” means “Sum the quantity within the parentheses over all categories i”. (When there are no Trent faculty in category i, Ni is equal to zero.)~~

~~2.3.3 The system average salary shall be calculated as~~

$$\begin{aligned} \text{SAS} &= \frac{\sum_i (W_i \times \text{SCA}_i)}{\sum_i W_i} \\ &= \text{sum of [(weighting factor) times (system category average)]} \end{aligned}$$

~~\_\_\_\_\_ where the System Category Average SCAi is the average of salaries reported by Statistics Canada in rank-age category i for all the universities listed in 2.1 above.~~

~~2.3.4 The effect of the calculation in 2.3.3 is to adjust the system salary for the difference of rank-age profile between the system and Trent.~~

#### 2.4 Calculation of the Trent Average Salary (TAS)

~~\_\_\_\_\_ In each contract year in which a calculation of disparity is done under 1.2, the Trent average salary (TAS) shall be calculated using Statistics Canada data for the preceding contract year in the non-medical-dental appointment category for Faculty With and Without Administrative Duties and for all subjects taught. TAS shall be the sum of the rank-age category average salaries published by Statistics Canada for Trent, with each category average weighted by the proportion of Trent faculty who occupy the category.~~

#### 2.5 Calculation of the Disparity Correction

~~\_\_\_\_\_ The disparity, if any, between Trent average salary and system average salary shall be calculated as~~

$$\begin{aligned} \text{DISC} &= \frac{100.0 \times (\text{SAS} - \text{TAS})}{\text{TAS}} \\ &= 100 \text{ times [(system average salary) minus (Trent average salary)] divided by (Trent average salary)} \end{aligned}$$

~~\_\_\_\_\_ where DISC is called the disparity correction, SAS is calculated as in 2.3.3 and TAS is calculated as in 2.4 (DISC is positive when Trent salaries are less than system salaries, zero when Trent and system salaries are equal, and negative when Trent salaries are greater than system salaries)~~

### 3 IMPLEMENTATION AND DISPUTE RESOLUTION

#### 3.1 Meetings

Beginning in June 2000, the parties shall meet annually in June to determine the salary adjustments to be effective 23:59 Hours on the upcoming June 30 described above. They shall make every reasonable effort to reach agreement on the salary provisions.

### ~~3.2 — Failsafe~~

~~3.2.1 — If complete Statistics Canada data for the calculation of the System Average Salary (2.3.1) and/or the Trent Average Salary (2.4) are not available for any university for any reason in June of any year, the most recent available data (e.g. the data for the year before the year for which the data is missing for that university) shall be used in calculating the Disparity Correction.~~

~~3.2.2 — If the parties fail to agree on a parity maintenance number through the SAA for any contract year by May 31 of that contract year, the President of OCUFA and the Chair of the CSAO together shall within three weeks determine an SAA number for the purposes of these salary provisions, failing which the parties will settle outstanding disputes with regard to the SAA, university by university, by the toss of a coin.~~

### 3.2 Grievances Relating to this Schedule

Any disputed calculation relating to components of salary adjustments and any dispute about implementation of this Schedule shall be subject to the grievance and arbitration provisions of the Collective Agreement.

## 4 JOINT COMMITTEE ON PARITY

4.1 The parties will establish a joint committee on parity. The committee will meet on a regular basis to discuss issues and exchange information with respect to parity and matters related thereto.