

NEGOTIATING NEWS #9

May 18, 2018

On May 18th, the MUNFA Negotiating Committee presented our salary proposal to the administration. Our proposal is outlined below:

1. To ensure MUN salaries remain competitive with other Canadian universities, effective September 1, 2017 all Academic Staff Members (ASMs) will receive a two-step increase in salary; the salary caps and floors are increased accordingly; and, one point two percent (1.2%) across-the-board increases for all ASMs on September 1, 2018, 2019 and 2020;
2. To make certain the most precariously employed ASMs receive a fair, working wage, eliminate the Lecturer scale (Appendix D.1), have all Regular Term ASMs paid on the Faculty Members salary scale (Appendix D.2) according to the formula in Article 31. All teaching term ASMs will have the right to choose the better of either payment according to the salary scale, or 15% of a new teaching term salary floor, a significant increase;
3. To ensure pay equity, the establishment of an special fund, and a collegial process for distribution, to correct gender-based salary anomalies among women ASMs;
4. In order to minimize future salary disparity, new contract language concerning Market Differentials (MDs), establishes a definition of “the market”, and limits both the size and duration of MD awards;
5. To ensure we are fairly paid for the work we do, and to bring MUN in line with extra teaching stipends at other Canadian universities, an increase in the stipend for extra teaching to 15% of the floor of the teaching term scale; and
6. An increase in the Professional Development and Travel Expense Reimbursement (PDTER) Fund to \$2500 per annum to a maximum of \$7500 that can be carried forward, increased access to credit courses each semester at no cost to the ASM, the reimbursement of 100% of moving expenses for any appointment at MUN of at least one year or more, and a child care benefit of \$2000 per child (between 1 and 11 years of age) per annum per ASM family.

Our goal is to preserve a vigorous and engaged Newfoundland and Labrador institution, where all members of the university community are treated fairly and equitably, and remain dedicated to the core roles of the academy – teaching our citizens and undertaking first class scholarship.

The bargaining team for the administration asked no questions and made no substantive comment concerning our salary proposal.

In solidarity

MUNFA's Negotiating Committee:

- Jon Church (Chief Negotiator), Medicine
- Alison Coffin, MUNFA Executive Officer (non-voting)
- Dan Duda, Library
- George Jenner, Earth Sciences
- Kurt Korneski, History
- Leroy Murphy, Business
- Dave Peddle, Grenfell Campus
- Nathalie Pender, Grenfell Campus
- Nicole Power, Sociology
- Richard Rivkin, Ocean Science