

ARTICLE 26. THE ANOMALIES FUND

- 26.1 In each of the 2016-2017, 2017-2018, 2018-2019, 2019-2020, and 2020-2021 contract years, the University shall establish a separate fund of \$100,000 in order to correct anomalies in base salary rates among Members. These contingency fund(s) shall be administered in accordance with the procedures set out in this Article.
- 26.2 The Anomalies Fund shall be administered by a joint committee composed of two (2) persons appointed by the University, two (2) persons appointed by the Association and a chairperson selected by these appointees from outside their own number but from within the University. The decisions of the joint committee shall be final and binding on the applicants, the Association and the University.
- 26.3 Any Member, department head or dean/director may apply to the committee for a salary adjustment in base salary rate of a Member. Applications shall be in writing and set out the reasons for the request and the amount being requested. Each application shall be signed by the person initiating the request and forwarded to the committee through the dean/director and the President or his/her designate, with a copy to the Member.
- 26.4 The President or his/her designate may make such recommendation to the committee as he/she thinks fit.
- 26.5 The committee shall inform the Member, the President, the Association and the dean/director of its decision.
- 26.6 In any given year, the total amount in the fund need not be allocated.
- 26.7 In the event that the total amount in the fund is not allocated, the remainder shall be given to the Libraries for acquisitions.
- 26.8 Subject to s. 26.8.1, ~~t~~The committee shall meet by April 15 to determine the method by which it is to examine Members' salaries and by which anomalous salaries are to be corrected. The University shall provide to the committee and UMFA by May 1 of the applicable contract year for each UMFA Member as of the preceding March 31 the following information: faculty, department, rank, surname and first name, salary, terminal degree(s), year of terminal degree(s), years since degree(s), date of current rank, years in current rank, and UMFA start date. The committee shall make all reasonable efforts to complete its work and make its decision by December 1. If no decision is made by December 1, no anomalies shall be addressed in that year.
- 26.8.1 For the year 2020-2021, the anomalies committee shall meet and commence its deliberations within 30 working days of the salary increases for the 2020-2021

contract year coming into effect. The committee will make every reasonable effort to conclude its deliberations in a timely manner.

26.9

The anomalies funds in the ~~2016-2017~~ 2017-2018, 2018-2019, 2019-2020, and 2020-2021 contract years shall be administered in accordance with the procedures developed by the committee, which procedures shall replace those in s. 26.3, 26.4 and 26.6 to the extent that they are inconsistent with the latter.