



**University
of Manitoba**

UM Salary September 22, 2021 Counterproposal

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University
of Manitoba

Manitoba/Saskatchewan Regional Scan

	Assistant Professor		
	Minimum	Maximum	Increment
Sask	98178	117978	3300
Regina	89914	113562	2956
Manitoba	73038	109558	2705 or 2028
Brandon	75230	105957	2364
Winnipeg	77162	103834	2666

Manitoba/Saskatchewan Regional Scan

	Associate Professor		
	Minimum	Maximum	Increment
Sask	117978	137778	3300
Brandon	98387	137654	3020
Regina	106306	134926	3180
Winnipeg	93024	132917	3334 or 2501
Manitoba	85732	128597	3174 or 2383

Manitoba/Saskatchewan Regional Scan

	Professor		
	Minimum	Maximum	Increment
Winnipeg	111417	171388	4167 or 3125
Brandon	122665	166685	3668
Regina	130424	161132	3412
Sask	137778	160878	3300
Manitoba	105269	157904	3900 or 2924

Assistant Professor	
University	Median Salary
Queen's	\$135,450
Ottawa	\$126,600
UBC	\$125,250
Waterloo	\$123,300
McMaster	\$119,225
Toronto	\$119,215
Saskatchewan	\$118,098
Western	\$114,330
Dalhousie	\$110,000
Calgary	\$106,575
McGill	\$105,000
Alberta	\$104,800
Montreal	\$101,550
Laval	\$96,700
Manitoba	\$94,925

Associate Professor	
University	Median
McMaster	\$167,575
Waterloo	\$161,550
Toronto	\$160,348
Queen's	\$159,950
Ottawa	\$159,350
UBC	\$155,050
Saskatchewan	\$151,045
Western	\$137,840
Dalhousie	\$135,002
Alberta	\$132,550
McGill	\$131,400
Calgary	\$127,425
Montreal	\$125,375
Manitoba	\$123,125
Laval	\$115,850

Professor	
University	Median
UBC	\$204,350
Waterloo	\$202,450
McMaster	\$201,325
Toronto	\$198,764
Ottawa	\$194,950
Saskatchewan	\$183,179
Queen's	\$179,875
Alberta	\$177,300
McGill	\$172,800
Western	\$168,822
Calgary	\$168,800
Dalhousie	\$167,582
Montreal	\$153,900
Manitoba	\$153,462
Laval	\$146,850

25th Percentile	\$104,900	25th Percentile	\$129,413	25th Percentile	\$168,191
50th Percentile	\$114,330	50th Percentile	\$137,840	50th Percentile	\$177,300
UM difference \$	\$9,975	UM difference \$	\$6,288	UM difference \$	\$14,729
UM difference %	10.5%	UM difference %	5.4%	UM difference %	10.0%

<https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=3710010801>

Note:
Toronto, Sask, Western and Dal have not yet reported their 2021-21 data so 2019-20 data has been used instead
Data set is excluding Medical and dental faculties to ensure apples to apples comparison across all universities

General Increases

- **0.75% in year 1**
- **0.75% in year 2**
- **1.00% in year 3**



Structural Revisions

- Match the Lecturer salary scale to that of Assistant Professor
- Increase the Floor and Maximum at the Assistant Professor, Lecturer, Instructor I, Assistant Librarian, General Librarian (essentially all the junior ranks) by 4.5% so that the maximum at the Assistant Professor rank is closely aligned with the 50th percentile of the U15 for this rank.



Structural Revisions

- Increase the Floor and Maximum for the Professor, Associate Professor, Senior Instructor, Instructor II, Librarian and Associate Librarian ranks by 7% so that the maximum of the Associate Professor rank is also closely aligned with the 50th percentile salary of the U15 and the Professor rank is closely aligned with the 25th percentile salary of the U15.
- The Increments and Threshold will adjust by the GSI annually



Revised Salary Scale

	FLOOR	INCREMENT	THRESHOLD	INCREMENT	MAXIMUM
Professor	\$112,638	\$3,929	\$141,414	\$2,946	\$168,957
Associate Professor	\$91,733	\$3,198	\$115,166	\$2,401	\$137,599
Assistant Professor	\$76,325	\$2,725	\$98,116	\$2,043	\$114,488
Lecturer	\$76,325	\$2,725	\$98,116	\$2,043	\$114,488
Senior Instructor	\$79,850	\$2,784	\$100,247	\$2,089	\$119,775
Instructor II	\$73,366	\$2,559	\$92,109	\$1,919	\$110,050
Instructor I	\$62,230	\$2,223	\$79,997	\$1,666	\$93,346
Librarian	\$103,393	\$3,605	\$129,807	\$2,705	\$155,090
Associate Librarian	\$82,617	\$2,880	\$103,721	\$2,161	\$123,925
Assistant Librarian	\$70,002	\$2,500	\$89,986	\$1,875	\$105,004
General Librarian	\$60,779	\$2,171	\$78,132	\$1,628	\$91,169



U15 50th Percentile is \$ 114,330

Current Scale

	Assistant Professor		
	Minimum	Maximum	Increment
Sask	98178	117978	3300
Regina	89914	113562	2956
Manitoba	73038	109558	2705 or 2028
Brandon	75230	105957	2364
Winnipeg	77162	103834	2666

Proposed Scale

	Assistant Professor		
	Minimum	Maximum	Increment
Sask	\$98,178	\$117,978	\$3,300
Manitoba	\$76,325	\$114,488	\$2,725 or \$2,043
Regina	\$89,914	\$113,562	\$2,956
Brandon	\$75,230	\$105,957	\$2,364
Winnipeg	\$77,162	\$103,834	\$2,666

U15 50th Percentile is \$137,840

Current Scale

	Associate Professor		
	Minimum	Maximum	Increment
Sask	117978	137778	3300
Brandon	98387	137654	3020
Regina	106306	134926	3180
Winnipeg	93024	132917	3334 or 2501
Manitoba	85732	128597	3174 or 2383

Proposed Scale

	Associate Professor		
	Minimum	Maximum	Increment
Sask	\$117,978	\$137,778	\$3,300
Brandon	\$98,387	\$137,654	\$3,020
Manitoba	\$91,733	\$137,599	\$3,198 or \$2,401
Regina	\$106,306	\$134,926	\$3,180
Winnipeg	\$93,024	\$132,917	\$3,334 or \$2,501

U15 50th Percentile is \$137,840

Current Scale

	Professor		
	Minimum	Maximum	Increment
Winnipeg	111417	171388	4167 or 3125
Brandon	122665	166685	3668
Regina	130424	161132	3412
Sask	137778	160878	3300
Manitoba	105269	157904	3900 or 2924

Proposed Scale

	Professor		
	Minimum	Maximum	Increment
Winnipeg	\$111,417	\$171,388	\$4,167 or \$3,125
Manitoba	\$112,638	\$168,957	\$3,929 or \$2,946
Brandon	\$122,665	\$166,685	\$3,668
Regina	\$130,424	\$161,132	\$3,412
Sask	\$137,778	\$160,878	\$3,300

Additional Changes

- Hard Cap at maximum for increments

Current State	Professor 1	Professor 2
Current salary	\$157,905	\$157,903
Current Maximum	\$157,904	\$157,904
Performance Increment - year 1	\$0	\$2,924
New salary	\$157,905	\$160,827

Additional Changes

- Hard Cap at maximum for increments

Proposed Changes	Professor 1	Professor 2
Current Salary	\$157,905	\$157,903
Proposed Max of scale	\$168,957	\$168,957
Performance Increment - year 1	\$2,946	\$2,946
Performance Increment - year 2	\$2,946	\$2,946
Performance Increment - year 3	\$2,946	\$2,946
Performance Increment - year 4	\$2,214	\$2,216
New salary	\$168,957	\$168,957

Additional Changes

- No longer look to future year to determine eligibility for an increment



Additional Changes

- Market Stipend changes
 - No reduction in remuneration

	Current State	Current State if reduced	Proposed State if reduced
Salary	\$157,905	\$157,905	\$167,905
Market Stipend	\$15,000	\$5,000	\$5,000
Total Remuneration	\$172,905	\$162,905	\$172,905

Additional Changes

- Market Stipend changes
 - For new or increased market stipends, prorate amount for all existing members not just those hired in the last 3 years



Additional Changes

- Market Stipend changes
 - Clarify that market stipends can apply to specific disciplines/areas of study and are not required to be given to the entire Department.



Additional Changes

- Market Stipend changes
 - Market Stipend pool will increase from \$600,000 to be 2% of UMFA payroll



Offer Recap

- 1) 3 year deal with 0.75%, 0.75% and 1% general increases
- 2) Structural revisions increasing the minimum and maximum by 4.5% or 7% depending on the rank.
- 3) The implementation of a hard cap at the maximum for performance increments
- 4) Ending the practice of using the future years' salary schedule to determine the increment eligibility.
- 5) changes to market stipends:
 - including a guarantee of no reduction in remuneration if market stipends are reduced or eliminated
 - The ability to prorate market stipends for all existing UMFA members when a new market stipend is implemented
 - a larger pool of funds that is tied to a percentage of UMFA payroll so it will scale over time





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