



**University
of Manitoba**

UM Salary Counterproposal

October 13, 2021



General Increases

4 Year Collective Agreement

- 1% in Year 1
- 1% in Year 2
- 1.25% in Year 3
- 1.25% in Year 4



Structural Revisions – Year 1

Year 1 – 2021

- Remove threshold for:
 - Assistant & Associate Professor
 - Lecturer
 - Instructor I and II
 - General, Assistant & Associate Librarian



Structural Revisions

Year 1 – 2021 (continued)

- Increase Floors and Maxima 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.
- Increase the Increments by 4.5%



Structural Revisions

Year 1 – 2021 (continued)

- Increase Floors and Maxima for Associate Professor, Senior Instructor, Instructor II, 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
- Increments for these ranks also increased by 7%



Structural Revisions

Year 2

- Increase Floors and Maxima for the Professor and Librarian ranks by 7% so that the maximum of the Professor rank is closely aligned with the 25th percentile salary of the U15.
- Increase Increments and Thresholds for the Professor and Librarian ranks by 7%
- All other ranks adjust by the GSI



Summary of October 13 Offer

Year	SEPT 22 GSI	SEPT 22 Structural	Oct 13 GSI	Oct 13 Structural	Oct 13 Total
2021	0.75%	0.50%	1.00%	0.50%	1.50%
2022	0.75%		1.00%	0.40%	1.40%
2023	1.00%		1.25%		1.25%
2024	N/A	N/A	1.25%		1.25%



Revised Salary Scale

	<u>Floor</u>	<u>Increment</u>	<u>Threshold</u>	<u>Increment</u>	<u>Maximum</u>
Professor	<u>\$106,322</u>	<u>\$3,939</u>	<u>\$141,765</u>	<u>\$2,961</u>	<u>\$158,483</u>
Assoc Professor	<u>\$91,733</u>	<u>\$3,396</u>			<u>\$137,599</u>
Asst Professor	<u>\$76,325</u>	<u>\$2,827</u>			<u>\$114,488</u>
Lecturer	<u>\$60,921</u>	<u>\$2,256</u>			<u>\$91,383</u>
Sr Instructor	<u>\$79,851</u>	<u>\$2,956</u>	<u>\$106,466</u>	<u>\$2,218</u>	<u>\$119,775</u>
Instructor II	<u>\$73,366</u>	<u>\$2,718</u>			<u>\$110,050</u>
Instructor I	<u>\$62,230</u>	<u>\$2,305</u>			<u>\$93,346</u>
Librarian	<u>\$96,630</u>	<u>\$3,614</u>	<u>\$130,129</u>	<u>\$2,719</u>	<u>\$144,944</u>
Assoc Librarian	<u>\$82,617</u>	<u>\$3,059</u>			<u>\$123,925</u>
Asst Librarian	<u>\$70,002</u>	<u>\$2,593</u>			<u>\$105,004</u>
General Librarian	<u>\$60,779</u>	<u>\$2,252</u>			<u>\$91,169</u>



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	\$2,827
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	\$3,396
Regina	\$106,306	\$134,926	\$3,180
Winnipeg	\$93,024	\$132,917	\$3,334 or \$2,501

U15 25th Percentile is \$168,191

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 - Year 2		
	Minimum	Maximum	Increment
Winnipeg	\$111,417	\$171,388	\$4,167 or \$3,125
Manitoba	\$113,764	\$170,647	\$4,215 or \$3,168
Brandon	\$122,665	\$166,685	\$3,668
Regina	\$130,424	\$161,132	\$3,412
Sask	\$137,778	\$160,878	\$3,300

Additional Changes

Year 2

- 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

- status quo use of March 31st to determine eligibility for an increment





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