

AUNBT Full-Time Collective Bargaining Bulletin #4 2009 December 4

We expect to be discussing financial matters with the administration bargaining team within the next week and would like to remind you of the principles that have guided our salary negotiations since AUNBT began bargaining.

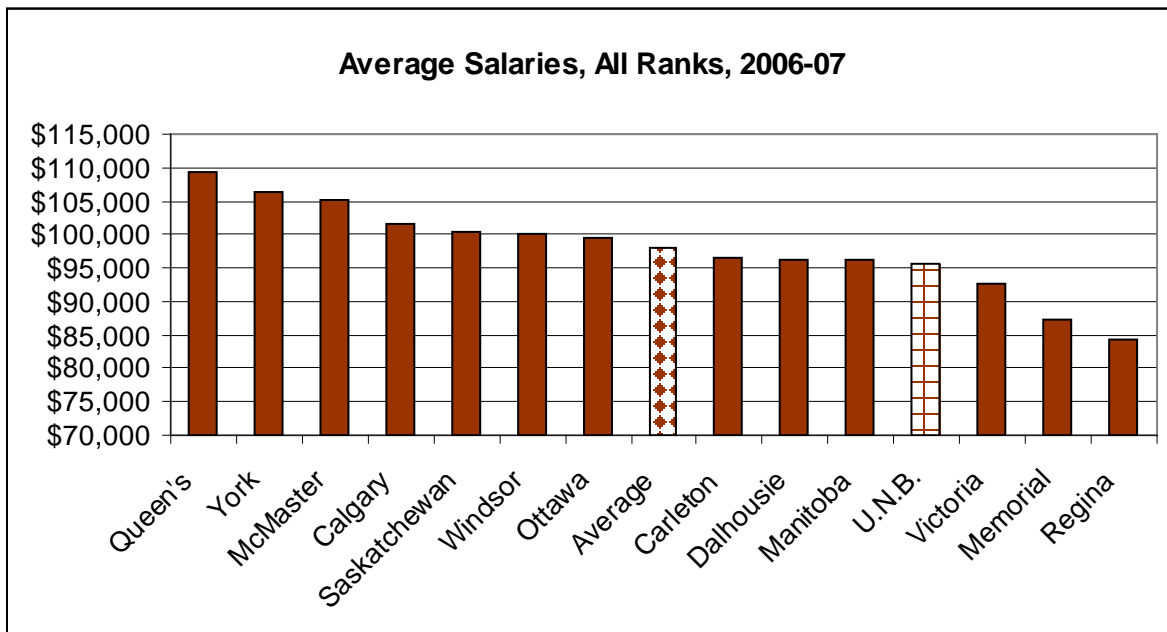
You will no doubt have heard many assertions about financial difficulties that our institution faces. To some extent these claims are standard negotiating tactics but we recognize that there are difficulties due to chronic underfunding by the provincial government. It is encouraging, however, that the provincial budget of December 1 is providing a 3% increase to university operating funds plus compensation for the continuing tuition freeze.

The administration needs to curb the temptation to target faculty salaries as a response to these difficulties. UNB promotes itself as a national, even an international, player but nationally and internationally known scholars will not continue to come here if we are uncompetitive in terms of compensation and working conditions.

From the early days of collective bargaining, AUNBT and the administration have agreed on a comparison group of institutions across the country. Article 36B.07 of the current Collective Agreement, states (in part):

The Parties agree that it is desirable to maintain a competitive position on the national market **in order to attract and retain quality faculty** in the academic staffing of the University programs. The comparison group of Canadian universities for purposes of defining a competitive salary was selected as being similar in size and scope of programs to UNB and include: Memorial, Dalhousie, Carleton, McMaster, Ottawa, Queen's, Windsor, York, Manitoba, Saskatchewan, Regina, Calgary and Victoria.

However, for the most recent complete data (2006-07) UNB salaries are 3.9% below the average salary of that group.



Preliminary data for 2007-08 indicate that we have fallen even further behind. This must stop. Administration budget projections presented to the Board of Governors and the bargaining teams in the spring projected two years of zero scale salary increases. Although salary proposals have not yet been presented at the table, the effect of this would be to leave us approximately 12% behind the average salary of our comparison group by 2011. In the past, resignations increased rapidly when we fell behind by smaller percentages than this.

The range of settlements necessary for UNB to remain competitive (even after catching up!) can be seen from recent settlements at the universities in our comparison group.

University	2009/10	2010/11
Queen's	3.20%	3.20%
York	3.00%	3.00%
McMaster	3.00%	3.25%
Calgary	4.50%	*
Saskatchewan	5.25%	*
Ottawa	3.50%	3.00%
Windsor	3.00%	3.00%
Dalhousie	3.00%	3.40%
Manitoba	2.90%	*
Carleton	2.24%	*
Victoria	3.50%	*
Memorial**	2.00%	*
Regina	6.00%	6.00%
Average	3.57%	3.55%

* Not yet available.

** The lowest increase is at Memorial, but there was a 7% increase there in 2008-09.

Universities across the country are facing a challenging financial situation. Yet they have decided to continue to invest in what are after all their most valuable resources: their people.