

Article 45: Financial Compensation

45.1 The nominal salary of each continuing employee during the period May 1st, 2012 to April 30th, 2013 and the period May 1, 2013 to April 30, 2014 shall be composed of the following:

- (a) the nominal salary as of April 30th of the previous year of employment as modified by any increases as provided for under Article 45.2, plus
- (b) the career development increment for the current year, unless denied, as provided for under Article 41, plus
- (c) any adjustment made to nominal salary as a result of the operation of Article 44 (Salary Rationalization).

45.2 (a) Subject to Article 45.3 below, effective May 1, 2012, the nominal salary in Article 45.2 (a) shall be increased by 1.2%.

(b) Subject to Article 45.3 below, effective May 1, 2013, the nominal salary in Article 45.2 (a) shall be increased by 1.2%.

45.3 (a) Effective May 1st, 2012, salary floors shall be established in accordance with Article 45 as follows:


Lecturer	51390
Assistant Professor	64230
Associate Professor	80290
Full Professor	105980
Librarian I	55070
Librarian II	61180
Librarian III	76480
Librarian IV	94830
Instructor I	51580
Instructor II	59310
Instructor III	69640

(b) Effective May 1st, 2013, salary floors shall be established in accordance with Article 45 as follows:

Lecturer	52010
Assistant Professor	65010
Associate Professor	81270
Full Professor	107270

Librarian I	55730
Librarian II	61920
Librarian III	77400
Librarian IV	95980
Instructor I	52200
Instructor II	60030
Instructor III	70470


- 45.4 In any specific year covered by this Collective Agreement, for employees being promoted effective July 1 of that year, no employee's nominal salary shall be less than one full career development increment below the floor of the new rank to which he/she is appointed before the addition of a career development increment, unless denied.
- 45.5 In any specific year covered by this Collective Agreement, for all employees where 45.4 does not apply in that same year, no employee's nominal salary shall be less than the floor of the rank to which he/she is appointed before the addition of a career development increment, unless denied
- 45.6 (a) The ratio of the Librarian II floor to the floor of the Assistant Professor rank shall be 1:1.05.
- (b) The ratio of the Instructor II floor to the floor of the Assistant Professor rank shall be 1:1.083.



 Sonya Lipsitt-Rivera
 For the Association

Dec 10, 2012

 Date



 Jerry Tomberlin
 For the Employer

10 Dec, 2012

 Date