

Appendix A
Summary MUNFA Monetary Proposal

General Economic Increases:

- Effective September 1, 2017 all ASMs will receive a two-step increase in salary;
- The salary caps and floors are increased;
- One point two percent (1.2%) for all ASMs on September 1, 2018, 2019 and 2020

Salary Scale Amendments:

- Lecturer scale (Appendix D.1) eliminated;
- Regular term ASMs paid on the Faculty Members salary scale (Appendix D.2);
- Teaching term ASMs can elect the better of either payment according to the salary scale, or 15% of a new teaching term salary floor

Salary Anomalies Fund:

- Establish a special fund of \$1,000,000, and associated process for distribution, to address perceived gender-based salary anomalies among female ASMs

Market Adjustment Language:

- Place language in the collective agreement which would restrict the maximum amount of market adjustment as a percentage of the overall academic salary budget;
- Limit the amount payable to an ASM to the greater of \$10,000 or 10% of the basic annual salary;
- Define the market, which appears to limit the market to Canadian universities

Stipends:

- Increase the stipend for extra teaching to 15% of the floor of the teaching term scale;
- Increase administrative stipends to an amount to be determined at a later date

Miscellaneous

- Professional Development and Travel Expense Reimbursement (PDTER) Fund - increase to \$2500 per annum to a maximum of \$7500 that can be carried forward;
- Credit Courses - increased access with ability to transfer to spouse or dependent child;
- Relocation Expenses - reimbursement of 100% of moving expenses for appointments of at least one year or more;
- Child Care - \$2000 per child (between 1 and 11 years of age) per annum per ASM family