



THE NEGOTIATOR

#3

February 27, 2007

UGFA Member Salary Survey:

BACKGROUND: Currently, salaries at the University of Guelph are based on a fixed Grid System, with incremental steps that are awarded for “progress through the ranks”; normally one step is awarded per year for each year of the two-year review period. Additional salary steps may also be awarded for performance that is judged to be “meritorious” during the TAPSI review and rating process (scores of '3' or '4' which translate to one or two additional steps). The available pool of merit steps is currently 30% additional steps on top of the departmental allocation (1 step per year for each Member). The shape of the grid and the size of the salary steps decrease over time, providing larger increases for more junior Members and smaller steps as one moves up the grid.

FIFTH PLACE: The '5th place principle' refers to the 1987/88 Memorandum of Agreement, in which the University of Guelph undertakes to maintain the average salary of Faculty and Librarians at the University at a position which is at least fifth highest in the Ontario University system. Currently, Guelph is ranked, at best, 9th in terms of average faculty salaries in Ontario.

1. Please indicate what you feel should be the priorities for the UGFA Negotiating Team by ranking the following list of salary and compensation issues from 1 to 6, where '1' indicates the *highest priority* for negotiations and '6' is the *lowest priority* for negotiations.

- ___ Achieving the Fifth (5th) Place principle
- ___ Across-the-Board increases (annual percentage increase to your salary)
- ___ Creating a fair and comprehensive salary anomalies review process
- ___ Improving annual increases (annual 'step' or 'progression through the rank' amount)
- ___ Improving/enhancing merit pay
- ___ Improving starting salaries (including raises to the rank floors/minimum salaries)
- ___ Other _____

2. If it meant the Negotiating Team was more likely to achieve the 5th place principle, would you support replacing our current salary grid and TAPSI process with a new salary system where a greater emphasis was placed on uniform annual salary increases for all Members?

Not Supportive	Neutral	Supportive
C	C	C

Please state the degree to which you agree with the following statements:

3. The current practice of determining who gets merit pay is fair and equitable.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
C	C	C	C	C

4. The current TAPSI rating system for awarding of extra salary steps is fair and equitable.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
C	C	C	C	C

5. Merit pay is best awarded as an increase to an individual's salary base.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
C	C	C	C	C

6. Merit pay is best awarded as a lump sum award(s) paid to the individual.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
C	C	C	C	C

c	c	c	c	c
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7. Rank the following components of Faculty/Librarian salaries in order of importance from 1 to 6, where '1' is the *most* important issue to you and '6' is the *least* important issue to you.

___ Across-the-Board increase (annual percentage increase to your salary)

___ Annual increase (annual 'step' or 'progression through the rank' amount)

___ Increase upon promotion

___ Merit pay

___ Review of salary anomalies and subsequent salary adjustments

___ Starting salaries (including raises to the rank floors/minimum salaries)

Thanks for taking the time to respond! Your comments provide essential information to help the Negotiating Team understand how best to represent you in the forthcoming negotiations.

Please return survey by March 13, 2007 to:

UGFA

Room 535, U.C.