

Date: February 29, 2016 & March 1, 2016

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Revenue	1st Collective Agreement: 01 May 2008 - 30 April 2013					2nd Collective Agreement: 01 May 2013 - 30 April 2020							
Appointment Type	01-May-08	01-May-09	01-May-10	01-May-11	01-May-12	01-May-13	01-May-14	01-May-15	01-May-16	01-May-17	01-May-18	01-May-19	01-May-20
PhD	\$22.00	\$22.00	\$22.55	\$23.11	\$23.69	\$23.81	\$23.93	\$24.41	\$24.65	\$24.90	\$25.15	\$25.40	\$25.65
\$/hour Increase	\$0.00	\$0.00	\$0.55	\$0.56	\$0.58	\$0.12	\$0.12	\$0.48	\$0.24	\$0.25	\$0.25	\$0.25	\$0.25
Masters	\$21.00	\$21.00	\$21.55	\$22.11	\$22.69	\$22.80	\$22.91	\$23.37	\$23.60	\$23.84	\$24.08	\$24.32	\$24.56
\$/hour Increase	\$0.00	\$0.00	\$0.55	\$0.56	\$0.58	\$0.11	\$0.11	\$0.46	\$0.23	\$0.24	\$0.24	\$0.24	\$0.24
% Wage Increase	0.00%	0.00%	2.50%	2.50%	2.50%	0.50%	0.50%	2.00%	1.00%	1.00%	1.00%	1.00%	1.00%

8%/8 years

PhD	\$22.00	\$22.00	\$22.55	\$23.11	\$23.69	\$24.16	\$24.64	\$25.26	\$25.89	\$26.54	\$27.34	n/a	n/a
\$/hour Increase	\$0.00	\$0.00	\$0.55	\$0.56	\$0.58	\$0.47	\$0.48	\$0.62	\$0.63	\$0.65	\$0.80	n/a	n/a
Masters	\$21.00	\$21.00	\$21.55	\$22.11	\$22.69	\$23.14	\$23.60	\$24.19	\$24.79	\$25.41	\$26.17	n/a	n/a
\$/hour Increase	\$0.00	\$0.00	\$0.55	\$0.56	\$0.58	\$0.45	\$0.46	\$0.59	\$0.60	\$0.62	\$0.76	n/a	n/a
% Wage Increase	0.00%	0.00%	2.50%	2.50%	2.50%	2.00%	2.00%	2.50%	2.50%	2.50%	3.00%	n/a	n/a

14.5%/6 years

Expenses

Projected Increase to:	01-May-08	01-May-09	01-May-10	01-May-11	01-May-12	01-May-13	01-May-14	01-May-15	01-May-16	01-May-17	01-May-18	01-May-19	01-May-20
Cost of Living	1.70%	0.30%	2.10%	3.50%	1.70%	0.80%	1.50%	1.00%	2.00%	2.00%	2.00%	2.00%	2.00%
Tuition Increase	-	-	-	-	-	3.00%	3.00%	3.00%	0.00%	3.00%	3.00%	3.00%	3.00%
International	-	-	-	-	-	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Ancillary Fees	-	7.00%	7.00%	7.00%	7.00%	7.00%	7.00%	7.00%	0.00%	10.00%	10.00%	10.00%	10.00%

Increase over 8 years
13.30%
21.00%
24.00%
61.00%

Summary Over the life of the proposed Collective Agreement the UNB wage proposal falls behind the cost of living and projected expense increases, while the UGSW wage proposal approximates matching the annual cost of living increases and a 1% / year wage increase.

Note:

- (1) Rates of pay are the minimum rates of pay for Teaching Assistants and Research Assistants.
- (2) Rates of pay are inclusive of 4% vacation pay as per Article 27.04.
- (3) If your rate of pay is higher than the stated minimum the % annual increase is applied to your current rate.

Maclean's 'Comprehensive University' Rankings 2014-2016

Comprehensive Ranking 2014

		Previous Rank
1	Victoria	2
2	Simon Fraser	1
3	Waterloo	3
4	New Brunswick	4
*5	Guelph	5
*5	Memorial	(*6)
7	Carleton	(*6)
8	Regina	9
9	York	8
*10	Ryerson	12
*10	Wilfred Laurier	11
*10	Windsor	10
13	Concordia	13
14	UQAM	14
15	Brock	15

*tie

Comprehensive Ranking 2015

		Previous Rank
1	Simon Fraser	2
2	Victoria	1
3	Waterloo	3
4	New Brunswick	4
*5	Guelph	*5
*5	Carleton	7
7	Memorial	*5
8	Ryerson	*10
9	York	9
*10	Regina	8
*10	Concordia	13
*10	Windsor	*10
13	Wilfrid Laurier	*10
14	UQAM	14
15	Brock	15

*tie

Comprehensive Ranking 2016

		Previous Rank
1	Simon Fraser	1
2	Waterloo	3
3	Victoria	2
4	Carleton	*6
5	Guelph	5
6	New Brunswick	4
*7	Memorial	*6
*7	York	*8
9	Ryerson	*8
*10	Concordia	11
*10	Wilfrid Laurier	13
*12	UQAM	14
*12	Regina	10
14	Windsor	12
15	Brock	15

*tie

Principles Guiding Monetary Proposal Design:

- 1 Cost of Living Neutral:** Over the period of the Collective Agreement member income should not lose ground against the annual increase to the cost of living as determined by Statistics Canada for New Brunswick. This principle is held jointly by the UGSW and the UNB Board of Governors.
- 2 LICO Adequacy:** The wages of members should progress towards meeting the Low Income Cut Off levels established for our region and population by Statistics Canada. This principle was contemplated in order to address the income position of members as indicated in the 2012 UGSW Membership Survey.
- 3 Comparator Group Wage Equity:** Based on a group of Comprehensive Universities identified in the Maclean's Magazine National Comprehensive University Rankings over the course of the proposed Collective Agreement.
- 4 Regional Wage Equity:** Based upon the Universities in the region known to compete for graduate students and adjusted for differentials in expenses and total allowed working hours.
- 5 Wage Equity across Gender:** Equal pay for equal work regardless of gender identification.
- 6 Wage Equity Across Academic Discipline:** Equal pay for equal work across academic discipline.
- 7 Strategic Planning Wage Aspirations:** The UNB Strategic Plan has stated goals for increasing Teaching Assistant and Research Assistant opportunities and wage levels in order to advance UNB's standing and competitive position for the attraction of Graduate Students.