

ARTICLE 31. STIPENDS

31.1 Administrative Stipends

31.1.1 A faculty member/instructor appointed to an academic administrative position as head of a department or as associate or assistant head of a department shall be paid an annual stipend as follows:

Heads of Departments	<u>2016-17</u>
(50 or more FTE staff)	\$7,251
(25 to 49.9 FTE staff)	\$6,435
(10 to 24.9 FTE staff)	\$5,673
(fewer than 10 FTE staff)	\$3,679

Associate or Assistant Heads \$1,738

31.1.2 An academic librarian appointed to a library administrative position shall be paid an annual stipend as follows:

	<u>2016-17</u>
Coordinator	\$7,824
Department Head	
(50 or more FTE staff)	\$7,251
(25 to 49.9 FTE staff)	\$6,435
(10 to 24.9 FTE staff)	\$5,673
(fewer than 10 FTE staff)	\$3,679
Section Head	\$1,667

31.1.3 The stipend paid to a department head will be based on the number of full-time equivalent (FTE) University staff supervised as of the April 1 operating budget in each year and will not otherwise change during the term of the appointment regardless of changes in number of staff unless the monetary schedule in s. 31.1.1 or s. 31.1.2, as applicable, is changed.

31.1.4 Stipends for acting administrators will be determined on an ad hoc basis, using the schedule of s. 31.1.1 or s. 31.1.2, as applicable, as a guide. An acting administrator subsequently appointed to the position would be regarded as a new appointment.

31.1.4.1 Members appointed to other administrative positions for which administrative duties are substantially the same as those listed in s. 31.1.1 or s. 31.1.2 (with suitable allowances for different functional contexts) in respect of which the University and the Association have agreed a stipend shall be paid (with the exception of present incumbents as of November 14, 2001), shall receive an annual stipend no less than that for an Associate/Assistant Head, and no greater than that for a Head of Department with 50 or more FTE staff.

31.1.4.1.1 The name, position and annual stipend of each current incumbent holding an administrative position as of November 14, 2001 under s. 31.1.4.1 hereof shall be provided to the Association. The stipend of such Members shall be increased in each contract year by the same percentages as have been applied to administrative stipends in s. 31.1.1 or s. 31.1.2 as appropriate.

31.1.5 Upon relinquishing the administrative position or while on leave, the Member shall cease to be paid the stipend.

31.2 **Chairs and Professorships**

31.2.1 Where a person is appointed to a chair or professorship which provides for a salary supplement, this supplement shall be in the form of a stipend. In each case the stipend shall be no greater than the lesser of:

31.2.1.1 50% of the base salary rate of the Member serving in the named chair or professorship; and

31.2.1.2 the total external funding for the position.

31.2.2 Upon relinquishing the chair or professorship, the Member shall cease to be paid the stipend.

31.3 **Market Stipends**

31.3.1 In exceptional circumstances, the University may provide an annual stipend to Members in market sensitive disciplines (“market stipends”). Such stipends shall be reviewed annually or at specified intervals, but no such interval shall exceed three years. The University shall, within (thirty) 30 days of the end of the fiscal year in which the review occurs, provide a report to the Association regarding the payment of market stipends. This report shall include the results of the review and the reasons for the decision to provide or terminate a market stipend, the discipline involved, the names of Members affected and the amount of each stipend.

31.3.2 Within (thirty) 30 days of deciding to provide or terminate a market stipend, the University shall provide to the Association in writing the name of the Member who shall receive the market stipend, the amount of the market stipend, the reasons for the decision and, in the case of providing a market stipend, the interval.

31.3.3 The total of all stipends provided pursuant to s. 31.3.1 in each contract year shall not exceed \$600,000.

31.3.4 Subject to s. 31.3.5 hereof, all stipends in a market sensitive discipline shall be of equal value and shall be provided to all Members in the market sensitive discipline within a faculty/school/libraries.

31.3.5 Market stipends may vary by rank provided that:

31.3.5.1 All ranks receive a market stipend and each Member in a rank, subject to s. 31.3.5.3 hereof, receives a market stipend of equal value; and

31.3.5.2 The ratio of the stipends for adjacent ranks shall not be less than 0.5 nor greater than 2.0. For the purposes of determining the value of market stipends, the ranks of Senior Instructor, Instructor II and Instructor I shall be deemed to be equivalent to the ranks of Associate Professor, Assistant Professor and Lecturer, respectively.

31.3.5.3 Where payment of a market stipend of equal value to each Member in a rank would result in anomalously high compensation for one or more Members within that rank who, within the previous three (3) years, were appointed to their positions prior to implementation of the market stipend or received an increase pursuant to s. 24.8.1, the values of each of the market stipends for such Member(s) shall be decreased to preclude the occurrence of the anomalies.

At the time of providing the stipend, the University will advise the Member and the Association, in writing, of the amount of any decrease in market stipend to be received by a Member. The University shall, at the same time, also provide the Association, in writing, full details of the reason for the reduction and particulars of the comparators used to justify such decrease.

31.3.6 A Member having less than a full normal workload as a result of appointment modification pursuant to Article 10 shall receive a pro rata amount calculated with reference to the workload.

31.4 **Northern Allowance**

31.4.1 The University shall pay all Members in full-time appointments and normally resident north of the fifty-third (53rd) parallel a non-pensionable Northern Allowance as follows:

31.4.1.1 Effective April 1, 2016:

- i) \$199.39 per semi-monthly period if the Member has a dependent or dependents.
- ii) \$121.18 per semi-monthly period if the Member has no dependents.

31.4.2 "Dependent" shall be defined in accordance with the Federal Income Tax Act and Regulations.

31.4.3 Members in receipt of a Northern Allowance shall continue to receive a Northern Allowance during any paid leave (including maternity and parental leave with top-up) subject to continued residency in accordance with s. 31.4.1 above.

31.5 **Limitation to Payment of Stipends**

No stipends, other than those specified above and in Article 23, shall be paid without the consent of the Association. For greater clarity this section does not apply to stipends for work in excess of the normal workload.