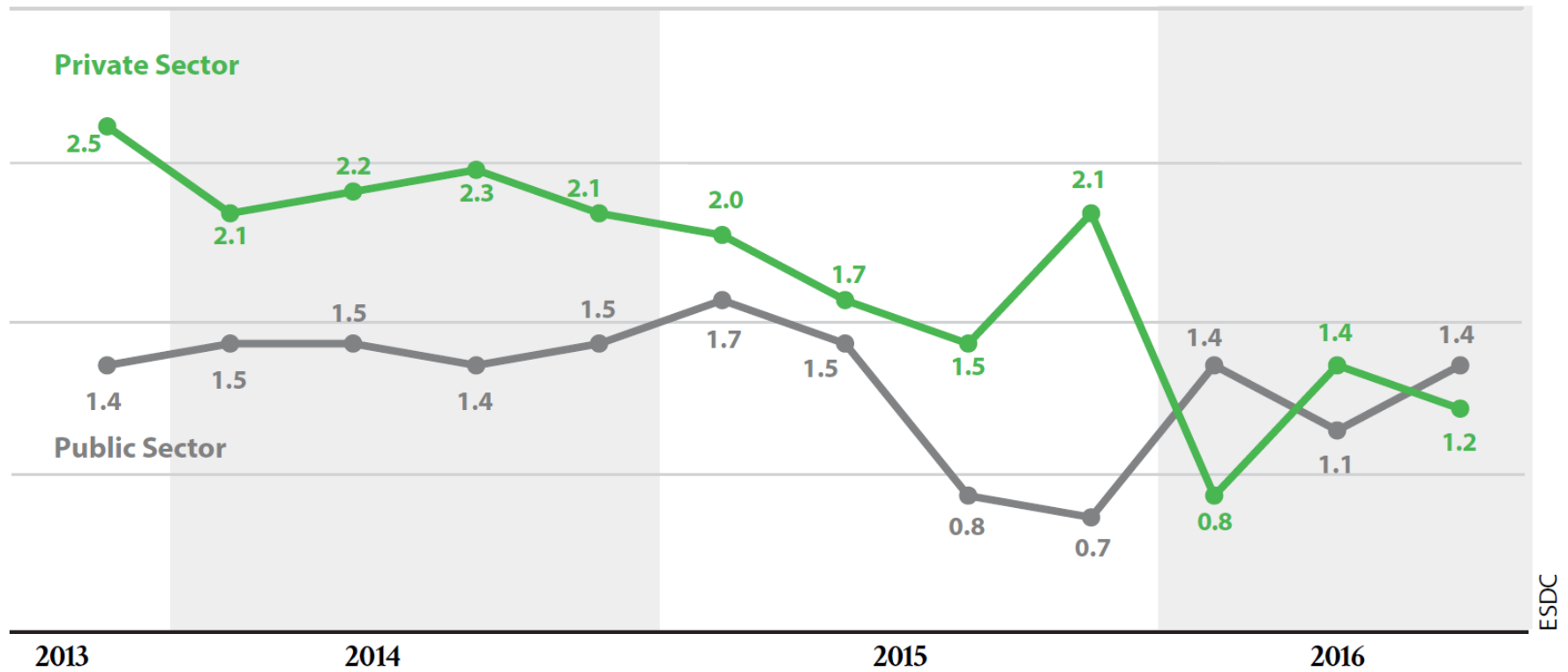


Compensation

- Professional expense reimbursement (PER)
 - change from \$125/term to \$125/course with a \$500 maximum
- Research funds
 - increase from \$30,000 to \$40,000 per year
 - two competitions for grants (\$20K Fall & \$20K Winter)
- Research support grants
 - increase from 4 to 6 per year
- Pay for advising, student supervision, etc.
 - increases except for supervision of directed reading courses

Average Wage Adjustments (by sector quarterly)



Compensation

- Annual increases
 - 1.25% ATB (across-the-board) in each year of Agreement
- Movement to a single salary system by 2018
 - elimination of seniority and non-seniority differential
 - elimination of graduate and undergraduate differential
- Market adjustments (includes ATB)
 - 2016 – \$7,775 (retroactive to Sept 1, 2016)
 - 2017 – \$8,000
 - 2018 – \$8,100

Undergraduate Compensation

Year	Non-Seniority	Seniority	Non-Seniority	Seniority	% Non-Seniority	% Seniority
2015*	\$ 7,422.76	\$ 7,581.66				
2016	\$ 7,775.00	\$ 7,775.00	\$ 352.24	\$ 193.34	4.75%	2.55%
2017	\$ 8,000.00	\$ 8,000.00	\$ 225.00	\$ 225.00	2.89%	2.89%
2018	\$ 8,100.00	\$ 8,100.00	\$ 100.00	\$ 100.00	1.25%	1.25%
2016-18			\$ 677.24	\$ 518.34	9.12%†	6.84%†

* Includes 0.5% pension offset in July 1, 2015

† Total increase for 2016-18 is not simple addition of yearly increases due to compounding effects

Graduate Compensation

Year	Non-Seniority	Seniority	Non-Seniority	Seniority	% Non-Seniority	% Seniority
2015*	\$ 7,769.32	\$ 7,930.40				
2016	\$ 7,866.43	\$ 8,029.52	\$ 97.11	\$ 99.12	1.25%	1.25%
2017	\$ 8,000.00	\$ 8,029.52	\$ 133.57	Red-circled	1.70%	0.00%
2018	\$ 8,100.00	\$ 8,100.00	\$ 100.00	\$ 70.48	1.25%	0.88%
2016-18			\$ 330.68	\$ 169.60	4.26%†	2.14%†

* Includes 0.5% pension offset in July 1, 2015

† Total increase for 2016-18 is not simple addition of yearly increases due to compounding effects