



FINANCIAL PROPOSAL TO MSVUFA

FEBRUARY 21, 2024

Current agreement and 2021 Negotiations

- Last negotiations took place two years ago, signed June 29, 2021 with 22 amendments to language items and which renewed the collective agreement negotiated between June and December 2018.
- Salary increases of Jul 1/21 - 1.75%, Jul 1/22 - 1.75%
- Two additional steps for Librarian I and Lab Instructor II (1 per year)
- Other monetary:
 - adjustment to Chair/Director stipends 1.75% in each year rounded to nearest 10)
 - course overload stipends (increased by 5%, \$500 in Yr 1)
 - professional expense reimbursement (+40% Yr 1 and +14% Yr 2)
 - adjustment to flex benefits (+6% Yr 1, +3% Yr 2)

Local Context – Comparable Institutions

- Comparable Atlantic universities: Acadia, SMU, Mt. A, UPEI, STU, CBU, U de St. Anne, U de M, NSCAD have all recently reached settlements, St. FX agreement not yet ratified

Recent Full-time Faculty Settlements

	2021	2022	2023	2024	2025	Type	Dates
St. Thomas	1.50%	2.00%	1.95%	1.95%		Table	Dec '22
U. Ste. Anne	3.00%	3.00%	2.00%			Strike, Arb	Dec '22
NSCAD	1.60%	2.00%	2.00%	3.00%	2.00%	Table	June '23
Acadia	1.00%	2.00%	2.00%	1.00%		Strike, Arb	July '23
SMU	1.60%	2.00%	2.00%	3.00%		Table	April '23
Mt. A	1.70%	1.90%	2.00%			Table	Dec '21
CBU	1.80%	3.25%	2.90%	2.75%		Strike	Feb '23
U de M	3.00%	2.50%	2.25%	2.00%		Table	
UPEI	2.00%	3.00%	3.00%	3.00%	3.00%	Strike	April '23
St. F. X.	1.75%	1.75%					
MSVU	1.75%	1.75%				Table	June '21
Av. Per year	1.70%	1.87%	2.01%	1.96%	2.5%		

The FA team stated on Jan 18/24 that taking into account other increases, the average recent regional salary settlements for faculty is 2.42%

Comparable Institutions

- The FA has stated in the media that faculty are “among the lowest paid in the province.”
- Salary scales of comparable institutions from June 30, 2023 show:
 - MSVU salary scales for Assistant Professors are in the middle of the comparable institutions for step 1 (or “floor”) and are in the middle of the comparable institutions at the highest step (or “ceiling”);
 - MSVU salary scales for Associate Professors are at the top of the comparable institutions for the floor and in the middle of the comparable institutions for the ceiling; and
 - MSVU salary scales for Professors are at the top of the comparable institutions for the floor.

Financial landscape

- MSVU is a small, fiscally prudent university whose sustainability depends on continued prudent resource stewardship.
- Our government grant represents 36% of our operating budget for 2023/24 and has increased by only 1% for the past ten years, which in real terms represents a funding decrease given inflationary pressures and other rising costs.

Financial landscape (cont).

- MSVU is committed to ensuring an accessible education for students through a combination of reasonable tuition and financial aid.
- Enrollment fluctuates, for example, 6% drop in enrollment in last year.
- Cost base is comprised of approximately 76% expended on salary and benefits and limited ability to downsize in academic staffing other than through attrition.

Financial landscape (cont).

- Financial uncertainty introduced with recent Federal announcement about decreasing international undergraduate study permit approvals by 35% across Canada for the next two years.
- Additional financial uncertainty introduced with Province's recent announcement of One-Year Bilateral Funding Agreement with NS universities for 2024-25
- 56% of our revenue comes from students and students have limited ability to pay tuition and fee increases

Salary Increases

- Our focus continues to be on putting available dollars into overall increases affecting all members. Proposal is favourable to average increases at similar institutions
- Increases to Year over Year Salary (retroactive to July 1, 2023), and not including the normal step increases which range from 2%-4% per year:

	July 1, 2023	July 1, 2024	July 1, 2025
Faculty Members	2.5%	3.0%	2.7%
Librarians	2.5%	3.0%	2.7%
Lab Instructors	2.5%	3.0%	2.7%

Benefit Enhancements

- Increases to flex credit for benefits:
 - \$100 more for each member effective April 1, 2025 (new amount is \$2,247); and
 - A further \$100 for each member effective April 1, 2026 (new amount is \$2,347)

Step Additions

- We have considered the FA's proposal with respect to librarians and lab instructors and agree to:
 - add one (1) step to the top of the Librarian I salary scales; and
 - add one (1) step to the top of the Lab Instructor I salary scales; and
 - add one (1) step to the top of the Lab Instructor II salary scales.

Professional Expense Reimbursement and Travel Fund

- We listened to FA's request to combine **Professional Expense Reimbursement** and **Travel Fund allocations** and propose to:
 - combine the two funds effective April 1, 2024; and
 - provide an increase of 8% (over current); and
 - Provide a further increase of 3% on April 1, 2025.

This will result in further additional costs to the University as it is expected to increase the usage of fund. This is in addition to previously noted in 2021.

- 2024 amount is \$2,060, 2025 is \$2,122.

Overload Stipends

- **Overload stipends to:**
 - increase by \$1,500.00 or 14% (over current) to \$12,000 effective for Summer Session 1 2024.

Chair Stipends

- **Chair/Director Stipends to:**
 - Increase by 5% (over current) effective April 1, 2024; and
 - Further 5% increase on April 1, 2025.

Course Relief – PhD Portfolios

- **Article 23 – Course relief for supervision of PhD proposals:**
 - not previously in collective agreement
 - 0.5 unit per student
 - effective July 1, 2024

Financial Implications of Offer

- By end of year 3 of the collective agreement, this package will cost the administration 1.8 million dollars more than the current agreement on annual basis.
- This does not include the normal step salary increases provided each year which range from 2.0% - 4.0%.

Financial Proposal Conditions

- Comprehensive package that is conditional on acceptance of all other outstanding proposals (see language proposals of February 21, 2024).
- We remain open for questions or for an in-person or virtual meeting