

41.2 - Scales and scale adjustments

1. Economic increase:

2016-2017	2%		2017-2018	2%		2018-2019	2%		2019-2020	2%
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2. Catch-up adjustment:

2016-2017	1%		2017-2018	1%		2018-2019	1%		2019-2020	1%
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3. Remove the maximum scale on all ranks.

4. Remove the exception that specifies that librarian rank ceilings are to be increased by twice the total percentage increase allocated.

41.3 - Progress-through-the-ranks

41.3.2.4 The member's nominal salary shall be increased in accordance with 41.1.5.3, using the PTR increment computed according to 41.3.2.1. ~~In the case of a member holding the rank of assistant professor on 1 May of a given year, and who has held an appointment at the University of Ottawa on a full-time basis for 8 years or more, the PTR increment shall be 70% of the amount so computed, it being understood that this reduction shall not apply to individuals with written offers of employment dated after 11 April 2002, or those opting for the new tenure system pursuant to Appendix F.3.~~

41.4 - Anomalies

*41.4.1 The anomalies correction process and committee existing under the 1993-96 collective agreement shall remain in force for the purpose of reviewing the application of the minimum salary policy under appendix F.2 and, where mandated by this collective agreement or otherwise by the parties, for the purposes of:

- (a) correcting anomalies in individual salaries, taking into consideration salaries paid to individuals of comparable qualifications, experience and accomplishments, at this and other Canadian universities; and
- (b) providing for market differentials as determined pursuant to 41.4.3, or group anomalies, where appropriate;

(c) deciding whether to award occasional salary adjustments pursuant to 41.6.3.

~~It being is~~ understood that the funds established for the application of (a) and (b) are set out in 41.4.9.

*41.4.2 The committee shall consist of two (2) persons representing the Association, two (2) persons representing the employer. Both the, and Association and the employer's liaison officer are allowed to attend all meetings and receive all documents but neither will have the right to vote. The the employer's liaison officer ~~who~~ shall act as chairman ~~with no right to vote~~. Allocations shall be by majority vote.

- ~~*41.4.9.1—Effective 1 May 2008, a fund of \$200,000 is established for the purpose of individual anomalies under 41.4.1(a), determined by the Anomalies Committee, for anomalies applications submitted by members. It is understood that, if the issue of promotional PTR is the reason for the anomaly, it will be recognized as justification for an anomaly claim.~~
- ~~*41.4.9.2—Effective 1 May 2006, an anomaly fund of \$200,000 is established for the faculties of Social Sciences and Arts, under 41.4.1(a) or 41.4.1(b), with the application to be determined by the Anomalies Committee rather than by individual requests. The purpose of the fund is to address inequities in starting salaries relative to other faculties and the impact these have had on current members.~~
- *41.4.9.31 Each APUO representative on the Anomalies Committee shall be granted a teaching load reduction equivalent to one (1) regular one-term course per year, for the above purposes, without affecting the number of reductions APUO is entitled to under 6.3.4.

41.6 - Special compensation

*41.6.1 Overload teaching

Where a member teaches a regular course in addition to her assigned workload duties, she shall be remunerated at one tenth (1/10th) the minimum salary of her rank. ~~shall be remunerated therefore on the basis of University of Ottawa Policy 5, Appendix III, as it was on the date of ratification of this agreement, except that, on 1 May of each year of the agreement, the hourly rate will be adjusted to reflect the hourly rate paid to the appropriate group of part time teachers minus the amount to cover the 4% vacation pay included in that hourly rate.~~

*41.6.3 Occasional individual adjustments

The Employer may award occasional salary adjustments not provided for in the collective agreement, subject to the following.

- (a) The adjustment will be used to increase the member's nominal salary. It will be applied in accordance with 41.1.5, after the application of the adjustments described in 41.1.5.1 (a), (b), and (c).
- (b) Any such adjustment shall be at least five thousand (-\$25,000).
- (c) The total of such adjustments awarded by the Employer shall be no more than one hundred thousand (\$45100,000) per annum.
- (d) For every such adjustment, the Employer shall provide a summary of its reasons, to be published (without names) by the Association.
- (e) The adjustments shall come from faculty funds and must be approved by the Administration Anomalies Committee.