

UTFA Salary Anomaly Fund Proposal

January 14, 2012

Confidential and Without Prejudice

UTFA proposes to establish a salary anomaly fund to rectify various types of salary anomalies, including gender salary anomalies, tri-campus salary anomalies, starting salary anomalies, salary inversions/compressions, and other types of salary anomalies identified by a Joint Anomaly Review Committee (JARC).

UTFA proposes a systemic approach by having the JARC undertake a review of all UTFA members' salaries in accordance with criteria and procedures negotiated by UTFA and the Administration.

Furthermore, UTFA proposes to negotiate the total amount of the salary anomaly fund and criteria for allocating the funds.

Rationale

The Administration's current approach to addressing salary anomalies is unilateral (subject to UTFA's right to grieve anomalies and their resolution). Moreover, the procedures and methodology for determining whether or not a salary anomaly exists is not disclosed in the policy nor shared with UTFA on a case-by-case basis. Yet historically, anomaly adjustments have amounted to a significant share of the salary mass in some years. This undermines the role of the Association as described in Article 6 of the MoA.

Furthermore, the current policy requires individual members to apply for a review through their unit head, but only makes the review available to those members who have received PTR awards in the top quartile of their unit in past years. As a result, salary anomaly reviews are currently not available to most of our members. This is a fundamental inequity which can and does entrench existing anomalies.

Finally, the Administration has identified problems stemming from starting salaries and other salary advancement dynamics which are leading to salary inversions and/or compression. UTFA wishes to be a resource in the collegial management and potential redress of these problems.

Details

1. The total amount available for disbursement shall be **xx** percent per year of the value of the salary mass for faculty and librarians [Note: we are not specifying this amount since we do not have clear information from the Administration on how much money has been spent on anomaly adjustments in recent years independent of market retention adjustments; this information that has been clearly and repeatedly requested]. Residual funds shall be allocated at year's end to faculty and librarians on a strictly per capita basis.

2. The parties shall establish a Joint Anomaly Review Committee (JARC) with equal representation from UTFA and the Administration. The JARC shall be jointly chaired by a representative of the UTFA and a representative of the Administration. The JARC shall be struck by July 1, 2012.
3. The JARC shall undertake a review of all members' salaries.
4. The JARC shall also establish criteria and processes for administering individual applications for salary anomalies. Failure of the parties to agree on these criteria within 3 months of the start of the committee's work will result in referral to the interest board of arbitration seized with the agreement commencing July 1, 2011.
5. Potential anomalies identified and addressed by the JARC shall include but not be limited to the following kinds of salary anomalies:
 - a. Gender salary anomalies
 - b. Tri-campus salary anomalies
 - c. Starting salary anomalies
 - d. Salary inversions/compressions
 - e. Anomalies between disciplines
 - f. Other salary anomalies identified by the JARC.
6. The JARC's procedures and methodology to be negotiated by UTFA and the Administration . Failure of the parties to agree on these procedures and methodology within 3 months of the start of the committee's work will result in referral to the interest board of arbitration seized with the agreement commencing July 1, 2011.
7. The JARC shall disburse funds to rectify salary anomalies that it has identified. If the fund is insufficient to rectify all anomalies, the largest anomalies (i.e., most egregious inequities) shall be rectified first.
8. Administration shall provide all information requested by JARC to conduct review by [September 1, 2012] and thereafter, within 10 working days of request.
9. Individuals who receive salary anomaly adjustments shall have their base salary adjusted retroactive to July 1.
10. All salary adjustments shall be reported to UTFA by [July 30, 2012].