

CUPE 1 Salary Calculations

New Lecturers: For new lecturers, the annual salary is the minimum specified in the collective agreement, unless the Chair/Director and/or Dean approves hiring an applicant at a higher starting salary.

Existing Lecturers

Step	Explanation	Calculation
Lapse	Check lapse date: determine if they have worked at least once in the last 6 semesters.	If they have not, their seniority lapses and they are considered a new hire
Across-the-board (ATB)	Annual salary increases annually by an across-the-board (ATB) amount specified in the collective agreement. This increase is applied each Fall, regardless of whether the lecturer works in that year.	$\text{Annual salary}_{incl\ ATB} = \text{Annual salary}_{last\ contract} + (\text{Annual salary}_{last\ contract} \times ATB\%)$ <p>Note: If CL did not work in 2017-18, do the above twice – once to add the 17-18 ATB and again to add the 18-19 ATB</p>
Service Adjustment (SA)	A CL who earns a full seniority credit will receive a \$2500 increase to their annual salary in the next semester that they work	$\text{Annual salary}_{incl\ ATB\ and\ SA} = \text{Annual salary}_{incl\ ATB} + \2500
Lump Sum	For CLs who are at or close to the maximum salary, a full service adjustment cannot be added if it would put them over the maximum. Instead, their annual salary is the maximum and they also receive a lump sum payment over the next two semesters they work. This amount is pro-rated, like contract salary, based on hours	<p>If $\text{Annual salary}_{incl\ ATB\ and\ SA} > \text{Maximum Salary}$,</p> $\text{Annual salary} = \text{Maximum Salary}$ <p style="text-align: center;"><i>and</i></p> $\text{Lump Sum}_{total} = \text{Annual salary}_{incl\ ATB\ and\ SA} - \text{Maximum Salary}$ $\text{Lump Sum}_{payment} = \text{Lump Sum}_{total} \times \text{Semester Hours} \div 30$
Contract Amount	A CL is paid their annual salary times the number of semester hours, divided by 30	$\text{Contract amount} = \text{Annual salary} \times \text{Semester Hours} \div 30$
Overload	If a CL works more than 15 hours, any hours above 15 are paid as overload \$2100/hour	$\text{Overload} = (\text{Contract hours} - 15) \times \2100

Appointment Dates

Type	Contract Start	Contract End
Fall – Part time	August 23 th	December 31 st
Fall – Full and Reduced Sessional	August 16 th	January 15 th
Winter – Part time	January 1 st	May 8 th
Winter – Full and Reduced Sessional	December 16 th or January 16 th if Sessional in Fall	June 15 th or May 15 th if the start date was December 16 th

Worksheet

1. Did the CL work in the last 6 semesters? No – annual salary = minimum
Yes (proceed to step 2)

2. **Across the board**

*Annual salary*_{last contract} _____

If did not work in 17-18:

Add 17-18 ATB

$$\frac{\text{_____}}{\text{Annual salary}_{\text{last contract}}} + \frac{\text{_____}}{(\text{Annual salary}_{\text{last contract}} \times 1.75\%)} = \text{_____} \text{Annual salary}_{\text{incl 17-18 ATB}}$$

Then

Add 18-19 ATB

$$\frac{\text{_____}}{\text{Annual salary}_{\text{incl 17-18 ATB}}} + \frac{\text{_____}}{(\text{Annual salary}_{\text{incl 17-18 ATB}} \times 1.75\%)} = \text{_____} \text{Annual salary}_{\text{incl 18-19 ATB}}$$

If worked in 17-18:

$$\frac{\text{_____}}{\text{Annual salary}_{\text{last contract}}} + \frac{\text{_____}}{(\text{Annual salary}_{\text{last contract}} \times 1.75\%)} = \text{_____} \text{Annual salary}_{\text{incl 18-19 ATB}}$$

3. **Service Adjustment**

Did the CL receive a full seniority credit the last semester they worked?

No: *Annual Salary* = _____ *Annual salary*_{incl 18-19 ATB}

Yes: _____ + \$2500 = _____ *Annual salary*_{incl ATB and SA}
*Annual salary*_{incl ATB}

4. Lump Sum

If Annual salary_{incl ATB and SA} > Maximum Salary,

Annual salary = Maximum Salary _____

and

_____ - _____ = _____ Lump Sum_{total}
Annual salary_{incl ATB and SA} Maximum Salary

_____ × _____ ÷ 30 = _____ Lump Sum_{payment}
Lump Sum_{total} Semester Hours

5. _____ × _____ ÷ 30 = _____ Contract Amount
Annual salary Semester Hours

6. _____ - 15 × \$2100 = _____ Overload amount
Contract Hours