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.	$Annual\ salary_{incl\ ATB} = Annual\ salary_{last\ contract}$ $+ (Annual\ salary_{last\ contract} \times ATB\%)$ 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
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	$Annual\ salary_{incl\ ATB\ and\ SA} = Annual\ salary_{incl\ ATB} + \$2500$
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	$If\ Annual\ salary_{incl\ ATB\ and\ SA} > Maximum\ Salary,$ $Annual\ salary = Maximum\ Salary$ and $Lump\ Sum_{total} = Annual\ salary_{incl\ ATB\ and\ SA} - Maximum\ Salary$ $Lump\ Sum_{payment} = Lump\ Sum_{total} \times Semester\ Hours \div 30$
Contract Amount	A CL is paid their annual salary times the number of semester hours, divided by 30	$Contract\ amount = Annual\ salary \times Semester\ Hours \div 30$
Overload	If a CL works more than 15 hours, any hours above 15 are paid as overload $2100/hour	$Overload = (Contract\ hours - 15) \times \$2100$

Appointment Dates

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

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

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

   Then

   Add 18-19 ATB

   _____ + _____ = _____ $Annual\ salary_{incl\ 18-19\ ATB}$
   $Annual\ salary_{incl\ 17-18\ ATB}$ $(Annual\ salary_{incl\ 17-18\ ATB} \times 1.75\%)$

   If worked in 17-18:

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

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

$$\underbrace{\text{_____}}_{Annual\ salary_{incl\ ATB\ and\ SA}} - \underbrace{\text{_____}}_{Maximum\ Salary} = \text{_____}\ Lump\ Sum_{total}$$

$$\underbrace{\text{_____}}_{Lump\ Sum_{total}} \times \underbrace{\text{_____}}_{Semester\ Hours} \div 30 = \text{_____}Lump\ Sum_{payment}$$

5. $\underbrace{\text{_____}}_{Annual\ salary} \times \underbrace{\text{_____}}_{Semester\ Hours} \div 30 = \text{_____}Contract\ Amount$

6. $\underbrace{\text{_____}}_{Contract\ Hours} - 15 \times \$2100 = \text{_____} Overload\ amount$