
THE UNIVERSITY OF BRITISH COLUMBIA



Human Resources
Room 350 - 2075 Wesbrook Mall
Vancouver, BC
Canada V6T 1Z1
<http://www.hr.ubc.ca>

Date: June 19, 2007

To: MADHU and Administrators

From: Michelle Berner, Director – HR, Total Compensation

cc: HR Advisory Services (for information only)

Re: Salary Adjustment and \$300,000 Supplement Pertaining to the AAPS Salary Administration Grievance - July 1, 2007 Implementation

The purpose of this memo is to update you on the AAPS salary grievance settlement and its implementation.

Implementation of Consent Award

You may be aware that the AAPS salary grievance settlement, which was achieved through a consent award, was in the form of a three-year, phased approach, from July 1, 2005 to July 1, 2007. The University implemented the first two “phases” of the settlement in March 2007, and this involved increasing salaries on a going forward basis, as well as paying retroactive monies to employees, in accordance with decision rules that were outlined in the consent award.

The final phase of the settlement will be implemented effective July 1, 2007, and involves the following adjustments:

[1] Target of 100%

Employees who were above the midpoint of their “old” pay grade, who fell below the midpoint of the “new” pay grade, and whose salaries were adjusted to 92% of the midpoint of the “new” pay grade effective July 1, 2005, and to 96% of the midpoint of the “new” pay grade effective July 1, 2006, will have their salaries adjusted to the midpoint (i.e., 100%) of the “new” pay grade effective July 1, 2007.

Note that some employees in this situation did not get moved to the 92% and 96% target rates because their salaries were already above these target rates, but still below the midpoint of the new pay grade. These employees will have their salary adjusted to the new midpoint (i.e., 100%) effective July 1, 2007.

Some employees who received salary adjustments to the 92% and 96% target rates have since received salary increases from their department for midpoint progression. If these employees’ salaries are below the new midpoint, their salaries will be increased to the new midpoint (July 1, 2007 pay scale). If their salaries have already been increased above the new midpoint, then no additional salary increase will be given, other than the 2% GWI.

[2] Midpoint Progression

Employees who were at the midpoint of their “old” pay grade, and who have been in their job for four years or more on July 1, 2007 (i.e., employees with a job entry date prior to, or at, July 1, 2003) will have their salaries adjusted to the midpoint of the “new” pay grade (i.e., based on the July 1, 2007 pay grades).

The programming of the abovementioned 100% target rates and the midpoint progression will be done in the following manner: these employees will first receive the 2% General Wage Increase (GWI), and will then be moved to the July 1, 2007 midpoint.

\$300,000 Supplement

In addition to the above, the consent award stipulated the following:

“The University will supplement their implementation plan by an additional approximately \$300,000 recurring effective July 1, 2007. This supplement will be added in a manner that is mutually agreed between the parties.”

We're pleased to report that the parties have reached agreement on the utilization of the final \$300,000. Implementation will be effective July 1, 2007.

“Eligible employees” under the agreement to utilize the remaining \$300,000 are those employees who were “at the midpoint” of their pay grade between December 2006 (when the settlement was reached) and February 28, 2007 (when the settlement was implemented), and who were in a job family level that was moved to a higher pay grade as a result of the consent award. These employees were exactly at the midpoint, and not above it, so were not eligible for a salary increase as a result of the consent award.

“Eligible employees” as defined above will receive increases from the \$300,000 based on the following (subject to satisfactory performance):

1. Eligible employees who have been in their position for three (3) years and up to, but not including, four (4) years at June 30, 2007 will be moved to 100% of the midpoint of the current pay grade of the July 2006 pay scale.
2. Eligible employees who have been in their position for two (2) years and up to, but not including, three (3) years at June 30, 2007 will be moved to 95% of the midpoint of the current pay grade of the July 2006 pay scale.
3. Eligible employees who have been in their position for less than two (2) years at June 30, 2007 will be moved to 92% of the midpoint of the current pay grade of the July 2006 pay scale.

These employees will receive the July 1, 2007 GWI (2%) after implementation of the above salary adjustments. This is because the above adjustments are based on the July 2006 pay scales, so are not yet inclusive of 2% GWI for July 1, 2007.

Thank you for your patience throughout the implementation of this settlement.

If you have any questions pertaining to the implementation of the final phase of the implementation plan, or the \$300,000 supplement, please e-mail your inquiries to: aapsmarketadjustment@hr.ubc.ca. An HR representative will respond to your email on a priority basis.

Budget inquiries can be directed to Jacqueline Sun at Jacqueline.sun@ubc.ca.

For information about the AAPS salary grievance, please visit our website at <http://www.hr.ubc.ca/aaps>.