

UNIVERSITY COUNTER PROPOSAL

PROPOSED: June 17, 2026

QUEEN'S UNIVERSITY

and

QUFA

These proposals are submitted without prejudice to any future proposed amendments and/or additions on the same Articles and are subject to any errors and/or omissions.

The University reserves the right to amend, add to or withdraw its proposals/counter-proposals at any time during collective bargaining; table counter-proposals to QUFA's proposals/counter-proposals; and to introduce new proposals that might emerge from discussions at the bargaining table or from new information obtained in the course of bargaining.

Note: at an appropriate time in negotiations, the University will table comprehensive monetary proposal(s). The language of the University's proposals will be amended as may be necessary in accordance with such monetary proposal(s).

OVERARCHING GOALS

1. Units will no longer be tasked with finding an average of 10.9. Hence, based on objective metrics, Members will be able to achieve merit irrespective of the performance of colleagues in their home unit.
2. Merit can be obtained for Research, Service or Teaching. This should encourage and reward exceptional effort in any one area.
3. The initial process for CDI should be quicker, decreasing workload for Department Heads and enabling a more efficient process.
4. The University will maintain its current cost commitment to the merit system.
5. The increase in Merit for exceptional performance will be larger.
6. Committee(s) to set objective criteria and to evaluate merit will incorporate disciplinary expertise; leading to a more equitable and transparent process.
7. Exceptional contributions that are sustained over several years can be rewarded with a cash bonus.
8. Promotions will be rewarded with an increase to base salary.

MERIT/CDI Principles

1. Promotion to Associate and Full (Professor/Librarian) will be accompanied by a salary increase as part of a compensation model that rewards achievement.
2. Career Development increments will be added to base salary where performance meets expectations.
3. Junior increments and Senior abatements will be removed, while maintaining that Faculty at lower levels of compensation should progress at a higher rate using a CDI salary threshold. (i.e. a higher CDI rate for those below the threshold)
4. Meritorious performance, defined by objective criteria, in any of the three main areas (Teaching, Research, Service and commensurate areas in the Library/Archives) can be rewarded in two ways.
 - a. An increase to base salary which could be achieved every year;
 - b. A larger one-time payout (not to base salary) for exceptional career achievement that could be more than once but not within a five-year period.
5. The criteria for achieving awards in #4 will be determined by a process to be set out by the parties and they shall be transparent, objective and reflective of disciplinary differences (as outlined in Appendix K).

6. Nominations for Merit awards can be by self, peer, Department Head or Dean and are submitted to the Dean for consideration. The Dean selects nominations to go forward to a central University committee, under the direction of the Provost, that recommends successful candidates to the Provost for final approval. Maximum 15% per year awards to base salary.
7. The University agrees with providing a report to QUFA outlining the successful recipients of the meritorious performance awards.
8. The application of the Anomalies side table system is based on the current merit system, and the objectives of AST will be maintained but the model must be updated before applying it to the new system.
9. A transition plan is required that allows for the early adoption of CDI and does not disadvantage members while the objective performance criteria are developed. A one-year transition is anticipated.

ARTICLE 42 – COMPENSATION AND BENEFITS

42.2 Compensation: Faculty (except Term Adjuncts)

42.2.1 Salary Floors

42.2.1.1 The Assistant Professor Floor will be \$130,000 on July 1, 2026. The value of this Floor will be indexed to the ATB increases beginning July 1, 2027:

- | | |
|---------------|-----------|
| (a) 2026-2027 | \$130,000 |
| (b) 2027-2028 | \$XXX,XXX |
| (c) 2028-2029 | \$XXX,XXX |

Commented [A1]: This value is 10% lower than the current lowest Assistant Professor salary

42.2.2 Career Development Increment (CDI)

42.2.2.1 Floor F is to be used for calculating the career development increment. The value of Floor F will be \$100,000 on July 1, 2026. The value of this Floor will be indexed to the ATB increases in each of the three years as follows:

- | | |
|---------------|-----------|
| (a) 2026-2027 | \$100,000 |
| (b) 2027-2028 | \$XXX,XXX |
| (c) 2028-2029 | \$XXX,XXX |

42.2.2.2 The career development increment will be implemented using a CDI salary threshold calculated as two (2) times Floor F, as follows:

- | | |
|---------------|-----------|
| (a) 2026-2027 | \$200,000 |
| (b) 2027-2028 | \$XXX,XXX |
| (c) 2028-2029 | \$XXX,XXX |

42.2.2.3

On July 1, 2026, the career development increment will be Floor F times two and a half (2.5) percent for salaries below the CDI threshold, and sixty-five (65) percent of this value

for salaries equal to or above the CDI threshold. The value of the CDI will be indexed to the ATB increases in each of the three years, as follows:

Nominal salaries below CDI threshold:

- (a) 2026-2027 \$2,500
- (b) 2027-2028 \$X,XXX
- (c) 2028-2029 \$X,XXX

Nominal salaries equal to or greater than CDI threshold:

- (a) 2026-2027 \$1,625
- (b) 2027-2028 \$X,XXX
- (c) 2028-2029 \$X,XXX

42.2.2.4 Any Member receiving an assessment of "performance meets expectations" in all areas of their appointment as per Article 28.3.3 will receive a career development increment increase to base salary.

42.2.3 Promotion

42.2.3.1 Members promoted from Assistant Professor to Associate Professor shall receive a salary increase equal to 1.0% effective the date of promotion.

42.2.3.2 Members promoted from Associate Professor to Professor shall receive a salary increase equal to 2.0% effective the date of promotion.

42.2.4 Additional Merit

42.2.4.1 Members who meet performance expectations in accordance with article 4.2.2.4 are eligible to be nominated for additional merit.

42.2.4.2 Based on the objective criteria for performance assessment (TBD), Members demonstrating meritorious performance above career development expectations in any of the three main areas (Teaching, Research, or Service), may be rewarded with an additional increase to base salary, available annually for up to 15 percent of eligible Members.

42.2.4.3 Nominations for Merit awards can be by self, peer, Department Head or Dean and are submitted to central committee(s) that will make recommendations to the

Provost.

42.2.4.5 The value of this award will be calculated as Floor F times three percent (3%). The value of the merit award will be indexed to the ATB increases in each of the three years as follows:

(a) 2026-2027 \$3,000

(b) 2027-2028 \$X,XXX

(c) 2028-2029 \$X,XXX

42.2.4.5 The Office of the Provost and Vice-Principal (Academic) will ensure that meritorious achievements over and above established expectations can be appropriately recognized according to objective performance criteria.

42.2.4.6 Members demonstrating exceptional career achievements will be eligible for an Exceptional Career Achievement Award, providing they have not received this award within the previous five years. The Exceptional Career Achievement Award is a one-time payment of \$10,000 and is not added to base salary.

42.2.4.7 It is anticipated that this payment outlined in 42.2.4.6 may be awarded to approximately to (10) members per year.

42.2.4.8 Members will receive annually a report from the Office of the Provost containing the names of individuals who receive an exceptional career achievement award, and a short description of the contributions and achievements which led to each award.

42.2.4.9 The Association shall receive annually a report outlining the number of Members nominated for Merit awards, and the successful recipients of the awards.

42.2.2.5 Merit distribution data, by Faculty, shall be provided to the Association on a timely basis.

42.2.2.6 Whenever the term "research" is used in this Article, it shall be taken to include scholarly and/or creative activity, as appropriate to the discipline.

42.5 Compensation: Librarians and Archivists

42.5.1.1 All across-the-board increases provided in Article 42.1.1 shall be applicable to librarian and archivist Members.

42.5.2 Salary Floors

42.5.2.1 The General Librarian/General Archivist Floor (Floor L) will be \$75,000 July 1, 2026. The value of this Floor will be indexed to the ATB increases beginning July 1, 2027, as follows:

(a) General Librarian/General Archivist Floor

(i) 2026-2027 \$75,000

(ii) 2027-2028 \$XX,XXX

(iii) 2028-2029 \$XX,XXX

(b) Assistant Librarian/Assistant Archivist Floor

(i) 1.125 times the General Librarian/General Archivist Floor

(c) Associate Librarian/Associate Archivist Floor

(i) 1.3125 times the General Librarian/General Archivist Floor

(d) Librarian/Archivist Floor

(i) 1.5625 times the General Librarian/General Archivist Floor

42.5.3 Career Development Increment for Librarians/Archivists

42.5.3.2 The General Librarian/Archivist Floor L is to be used for calculating the career development increment.

42.5.3.3 The career development increment will be implemented so that a single CDI salary threshold will be calculated as two (2) times the General Librarian/Archivist Floor L as follows:

(a) January 1, 2027 \$150,000

(b) January 1, 2028 \$XXX,XXX

(c) January 1, 2029 \$XXX,XXX

42.5.3.3 On July 1, 2026, the career development increment will be Floor L times two and a half (2.5) percent for salaries below the CDI threshold, and sixty-five (65) percent of this value for salaries equal to or above the CDI threshold. The value of the CDI will be indexed to

the ATB increases in each of the three years, as follows:

Nominal salaries below CDI threshold:

(d) 2026-2027	\$1,875
(e) 2027-2028	\$X,XXX
(f) 2028-2029	\$X,XXX

Nominal salaries equal to or greater than CDI threshold:

(d) 2026-2027	\$1,219
(e) 2027-2028	\$X,XXX
(f) 2028-2029	\$X,XXX

42.5.3.4 Any member receiving an assessment of "performance meets expectations" in all areas of their appointment as per Article 28.3.3 will receive a career development increment increase to base salary.

42.5.4 Promotion

42.5.4.1 Members promoted from Assistant Librarian/Archivist to Associate Librarian/Archivist shall receive a salary increase equal to 1.0% effective the date of promotion.

42.5.4.2 Members promoted from Associate Librarian/Archivist to Librarian/Archivist shall receive a salary increase equal to 2.0% effective the date of promotion.

42.5.5 Additional Merit

42.5.5.1 Members who meet performance expectations in accordance with article 42.5.3.4 are eligible to be nominated for additional merit.

42.5.5.2 Based on the objective criteria for performance assessment (TBD), Members demonstrating meritorious performance above career development expectations in any of the three main areas (Professional Practice, Research, or Service) may be rewarded with an additional increase to base salary, available annually for up to 15 percent of eligible Members;

42.5.5.3 Nominations for Merit awards can be by self, peer, Department Head or Dean and are submitted to a central committee that will make recommendations to the Provost.

42.5.5.4 The value of this award will be calculated as Floor L times three percent (3%). The value of the merit award will be indexed to the ATB increases in each of the three years as follows:

(a) 2026-2027 \$2,250

(b) 2027-2028 \$X,XXX

(c) 2028-2029 \$X,XXX

42.5.5.5 The Office of the Provost and Vice-Principal (Academic) will ensure that meritorious achievements over the above established expectations can be appropriately recognized according to objective performance criteria.

42.5.5.6 Members demonstrating exceptional career achievements will be eligible for an Exceptional Career Achievement Award in accordance with Articles 42.2.4.6 and 42.2.4.7.

42.5.5.7 Members will receive annually a report from the Office of the Provost containing the names of individuals who receive an exceptional career achievement award, and a short description of the contributions and achievements which led to each award.

42.5.5.8 The Association shall receive annually a report outlining the number of Members nominated for Merit awards, and the successful recipients of the awards.