

2022.004 Salary Increase 2022

Dear members

Members should recall that during 2021, a collective agreement was signed between the unions and management regarding the salary increases for 2022, 2023 and 2024.

This agreement provided for a lowest scenario increase of 1.75% for 2022. However, the increase would be based on the CPI of November the previous year and conditional on the University's increase in income. If the budgeted increase of the University's income is below CPI, then the staff salary increase would be equivalent to the University budgeted income increase. The University budgeted increase will be based on the University DHET subsidy, tuition fees and residence fee income. If in any of the years, the University budgeted increase is more than CPI, then the CPI percent increase will be the staff salary increase.

Example, if the increase (of University budgeted income referred to above) is below CPI, let's say CPI is 4% and the University budgeted increase is 3.5%, then the staff salary increase will be 3.5%. If the University budgeted income increase is below the minimum salary increase of 1.75% for 2022, then the staff salary increase will be 1.75%.

In early December the UKSU Chair wrote twice to the ED: HR requesting a meeting to consider the Council approved budget and the CPI from November. The ED: HR went on leave without engaging on the issue and will be returning from leave next week.

UKSU contacted the CFO and was provided with the 2022 budget, which gives an overall loss on the three items, which would determine the 2022 increase to be 1.75% per the agreement. However, there are questions requiring responses from management, as to why the tuition fee income is negative for 2022 – this is what is making the overall increase of the three items a negative. UKSU has requested a meeting with the other unions, which will be held early next week, prior to the meeting of the collective unions with management.

Rewards Services (Payroll) is closing payments for the month of January on 14 January. Thus, any salary increase will not be implemented in January 2022. However, when the increase is processed staff will be back-paid for January 2022.