

## 2017-2021 APT Collective Agreement Appendix A

### APPENDIX A

Unless otherwise stated, all changes take effect the 1<sup>st</sup> of the month following ratification of the agreement by the parties. Retroactive economic adjustments will be provided to all active members including those on disability and approved leave and those who have retired since July 1, 2017.

#### 1. Salary Scales

July 1, 2017

Pay Grade	Minimum	Increment		Maximum
1	47,135	7	x 2,060	61,555
2	50,670	7	x 2,214	66,168
3	54,469	7	x 2,383	71,150
4	58,551	7	x 2,557	76,450
5	62,940	7	x 2,750	82,190
6	67,662	7	x 2,954	88,340
7	72,736	7	x 3,179	94,989
8	78,195	7	x 3,416	102,107
9	84,055	7	x 3,672	109,759
10	90,363	7	x 3,951	118,020
11	97,136	7	x 4,242	126,830

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July 1, 2019

Pay Grade	Minimum	Increment		Maximum
1	47,724	7	x 2,086	62,326
2	51,303	7	x 2,242	66,997
3	55,150	7	x 2,413	72,041
4	59,283	7	x 2,589	77,406
5	63,727	7	x 2,784	83,215
6	68,508	7	x 2,991	89,445
7	73,645	7	x 3,219	96,178
8	79,172	7	x 3,459	103,385
9	85,106	7	x 3,718	111,132
10	91,493	7	x 4,000	119,493
11	98,350	7	x 4,295	128,415

July 1, 2020

Pay Grade	Minimum	Increment		Maximum
1	48,440	8	x 2,117	65,376
2	52,073	8	x 2,276	70,281
3	55,977	8	x 2,449	75,569
4	60,172	8	x 2,628	81,196
5	64,683	8	x 2,826	87,291
6	69,536	8	x 3,036	93,824
7	74,750	8	x 3,267	100,886
8	80,360	8	x 3,511	108,448
9	86,383	8	x 3,774	116,575
10	92,865	8	x 4,060	125,345
11	99,825	8	x 4,359	134,697

## 2. Adjustments to Salary Scales

July 1, 2017	Salary scales to increase by zero (0) per cent.
July 1, 2018	Salary scales to increase by zero (0) per cent.
July 1, 2019	Salary scales to increase by one and one quarter (1.25) per cent.
July 1, 2020	Salary scales to increase by one and one half (1.5) per cent. Add one (1) increment to the maximum of the range.

**3. Adjustments to Individual Salaries**

July 1, 2017	Salaries will be increased by zero (0) per cent. Range minimums and maximums apply.
July 1, 2018	Salaries will be increased by zero (0) per cent. Range maximums apply. \$1,400 one-time lump sum payment, which is not applied to base salaries or the salary scales.
July 1, 2019	Salaries will be increased by one and one quarter (1.25) per cent. Range maximums apply.
July 1, 2020	Salaries will be increased by one and one half (1.5) per cent. Range maximums apply.

**4. Part-Time Appointments**

APT members who are appointed to part-time positions will have pay pro-rated.

**5. Accountable Professional Expense Accounts**

- 5.1 All permanent and probationary employees, and term employees whose employment is continuous for one (1) year or more, are entitled to an accountable professional expense account in the amount of \$1,200 per fiscal year (pro-rated accordingly).
- 5.2 Persons who are appointed or whose employment terminates during a fiscal year will have their accounts pro-rated accordingly.
- 5.3 The accountable professional expense account may be expended only in accordance with University regulations and at no time may be used for any purchase or expenditure which would be a taxable benefit to the member.
- 5.4 Funds in an expense account may be carried forward automatically into the following fiscal year, provided the amount in the account does not exceed a sum which is four times the current value of the annual account.