

Mount Saint Vincent University Faculty Association

# Salary Analysis: Situation of a Hypothetical Assistant Professor

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Let's consider the situation of a hypothetical assistant professor who, at step 4, earns \$88,648 per year. Their weekly gross pay is approximately \$1705. Every member's take home pay formula is different, depending on their benefits and pension contributions, so it is impossible to know precisely what percentage our hypothetical member takes home. Currently, my take home pay is only 52.2% of my gross weekly income. I am fortunate to be on a relatively high pay scale, so I believe 60% is a reasonable estimate for our hypothetical member. Sixty percent of \$1731 is \$1023. Meanwhile, our strike pay is \$100 per day and includes weekends, so totals \$700 per week. Therefore, our hypothetical member's financial shortfall is \$323 per week. If the strike lasts longer than two weeks, their strike pay increases to \$125 per day or \$875 per week; so their financial shortfall drops to \$148 per week. After the third week, our strike pay rises to \$150 per day or \$1050. Our hypothetical member's TAKE HOME PAY WILL ACTUALLY INCREASE.

Now consider that, with recent high inflation rates, the purchasing power of our salaries has fallen substantially. While the BOG pretends that their offer of 2.5% annually over the next three years is generous, the reality is that it would leave the real purchasing power of our lifetime salaries more than 10% lower than our position in July 2020 (please refer to the Bargaining Team's earlier communication for details. I am happy to share the calculations with anyone).

What does that 10% decline mean? Consider our hypothetical member again. Suppose they have a thirty-year career where they progress through the ranks in a relatively regular fashion - four more years at Assistant and seven as Associate before reaching Full. The person can expect to earn \$4,278,800 over the remainder of their career. Therefore, **the 10% decline in real purchasing power represents a loss of \$427,880 in career income** (I can share calculations with anyone who questions these figures). Think for a minute what a loss of \$427,880 represents for this member and their family. If you think we can regain these losses in future bargaining rounds, I ask you to look at our bargaining history; once a percentage in income is lost, it is lost forever.

Now, it is safe to say that we are not going to get all of this 10% back from the employer. But if they are going to ask new faculty to sacrifice over \$400,000 in future income, they better be offering substantial non-financial gains in return.