

**Table 1: IEVP Edwards Plan for Non-Union Staff**

Interim Executive Vice-President Edwards' schedule is below. This plan provides for salary increases for non-union staff that will range from 2% to 2.25% depending on salary.

<b>Earning</b>	<b><u>Percentage Increase</u></b>		<b><u>Effective Date</u></b>
	<b>Less than \$100,000</b>	<b>\$100,000 or more</b>	
<b>FY2011</b>	2.25%	2%	4/1/2011
<b>FY2012</b>	2.25%	2%	2/1/2012
<b>FY2013</b>	2.25%	2.10%	10/1/2012
<b>FY2014</b>	2.25%	2.15%	7/1/2013

He also promises that each non-union-eligible employee will receive a one-time payment of \$500, reflected in December 23 paychecks.

In the plan shown above, the percentage increases on salaries "Less than \$100,000" track the take-it-or-leave-it proposal made to the URA-AFT. The column on the right, "\$100,000 or more" is the wage proposal made to the AAUP-AFT. There has been no offer to the union that would provide faculty and TA/GAs who make less than \$100,000 the higher percentage increases of 2.25%.

On December 1, 2011, when the email announcing the salary improvements for non-union-eligible employees was sent out, the AAUP-AFT was still waiting for a response from the administration on our economic proposal. What now appears to be Edwards' stated take-it-or-leave-it proposal amounts to no more over the life of the next agreement than that still owed to the full-time faculty from the last agreement. All proposals for new increases at the end of a new contract have been rejected.