

**TABLE 1 MINIMUM SALARIES** Above the min? go to TABLE 2.

L I/II **\$48,000** | L III/IV **\$50,000**

**TABLE 2 EQUITY ADJUSTMENT** Above \$80,000? See TABLE 3.

One Major Review & less than 11 years service	<b>\$3,700</b>
Two Major Reviews & less than 11 years service	<b>\$6,500</b>
11-13 years service	<b>\$8,000</b>
14-16 years service	<b>\$9,500</b>
17-19 years service	<b>\$10,500</b>
20-22 years service	<b>\$11,500</b>
23+ years service	<b>\$12,500</b>

**TABLE 3 EQUITY PRORATION** TABLE 2 amount divided as follows.

SALARY	Added to BASE	Lump Bonus
\$80,001- \$85,000	<b>90%</b>	<b>10%</b>
\$85,001-\$88,000	<b>75%</b>	<b>25%</b>
\$88,001-\$90,000	<b>60%</b>	<b>40%</b>
\$90,001-\$92,000	<b>45%</b>	<b>55%</b>
\$92,001-\$94,000	<b>30%</b>	<b>70%</b>
\$94,001-\$96,000	<b>15%</b>	<b>85%</b>
\$96,001+	<b>-</b>	<b>100%</b>

**TABLE 4 ALTERNATIVE ANNUAL INCREASES**

Salaries \$75,000 or below	<b>0% OR 4%*</b>	* If a Lecturer's combined equity adjustment and increase to the minimum salary in 2018 results in an increase less than 4% or 3.25%, depending on their FTR, that Lecturer's increase to their full-time rate shall be increased to a total of 4% or 3.25%.
Salaries \$75,001 or above	<b>0% OR 3.25%*</b>	

$$\frac{\text{Amount from TABLE 2}}{\text{TABLE 2}} \times \frac{\% \text{ Added to BASE TABLE 3}}{\text{TABLE 3}} = \$ \text{ EQUITY PRORATION}$$

$$\frac{\text{Amount from TABLE 2}}{\text{TABLE 2}} \times \frac{\% \text{ Lump Bonus TABLE 3}}{\text{TABLE 3}} = \$ \text{ 2018 Lump Bonus}$$

$$\text{CURRENT SALARY} \times \frac{4\% \text{ OR } 3.25\%}{\text{TABLE 4}} = \$ \text{ ALTERNATIVE INCREASE}$$

**ANN ARBOR CONTRACT YEAR ONE 2018-2019 WORKSHEET**

\$ \_\_\_\_\_  
**CURRENT OR NEW MINIMUM SALARY** TABLE 1  
*whichever is greater*

+ \$ \_\_\_\_\_  
**EQUITY ADJUSTMENT OR PRORATION AMOUNT**  
 TABLE 2 or 3, as/if applicable

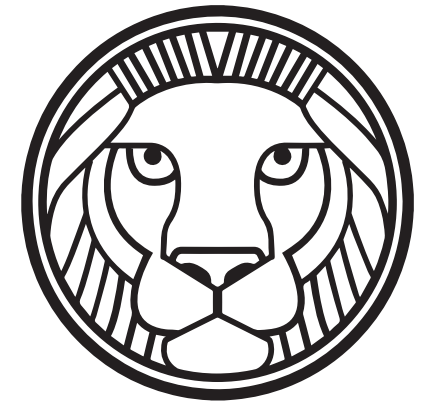
////////// **OR** //////////

+ \$ \_\_\_\_\_  
**ALTERNATIVE ANNUAL INCREASE**  
 TABLE 4, if applicable

= \$ \_\_\_\_\_

**TOTAL FULL TIME RATE**

$$\frac{\text{FTR Amount ABOVE}}{\text{TABLE 4}} \times \frac{\text{Full Time Effort \%}}{\text{TABLE 4}} = \$ \text{ TOTAL SALARY}$$



**LEO**  
**LECTURERS' UNION**

**YEAR 2 2019-2020 MINIMUM SALARIES**

L I/II **\$49,500** | L III/IV **\$51,500**

$$\frac{\text{YEAR 1 OR NEW MINIMUM SALARY}}{\text{TABLE 1}} \times \frac{2.5\% \text{ Annual Increase}}{\text{TABLE 4}} = \$ \text{ YEAR 2 SALARY}$$

*whichever is greater*

**YEAR 3 2020-2021 MINIMUM SALARIES**

L I/II **\$51,000** | L III/IV **\$53,000**

$$\frac{\text{YEAR 2 OR NEW MINIMUM SALARY}}{\text{TABLE 1}} \times \frac{3\% \text{ Annual Increase}}{\text{TABLE 4}} = \$ \text{ YEAR 3 SALARY}$$

*whichever is greater*

**TABLE 1 MINIMUM SALARIES** Above the min? go to TABLE 2.

L I/II **\$38,000** | L III/IV **\$40,000**

**TABLE 2 EQUITY ADJUSTMENT** Above \$80,000? See TABLE 3.

One Major Review & less than 11 years service	<b>\$3,000</b>
Two Major Reviews & less than 11 years service	<b>\$4,500</b>
11-13 years service	<b>\$5,400</b>
14-16 years service	<b>\$6,750</b>
17-19 years service	<b>\$8,100</b>
20-22 years service	<b>\$9,450</b>
23+ years service	<b>\$10,350</b>

**TABLE 3 EQUITY PRORATION** TABLE 2 amount divided as follows.

SALARY	Added to BASE	Lump Bonus
\$80,001- \$85,000	<b>90%</b>	<b>10%</b>
\$85,001-\$88,000	<b>75%</b>	<b>25%</b>
\$88,001-\$90,000	<b>60%</b>	<b>40%</b>
\$90,001-\$92,000	<b>45%</b>	<b>55%</b>
\$92,001-\$94,000	<b>30%</b>	<b>70%</b>
\$94,001-\$96,000	<b>15%</b>	<b>85%</b>
\$96,001+	<b>-</b>	<b>100%</b>

**TABLE 4 ALTERNATIVE ANNUAL INCREASES**

Salaries \$60,000 or below	<b>0% OR 4%*</b>	* If a Lecturer's combined equity adjustment and increase to the minimum salary in 2018 results in an increase less than 4% or 3.25%, depending on their FTR, that Lecturer's increase to their full-time rate shall be increased to a total of 4% or 3.25%.
Salaries \$60,001 or above	<b>0% OR 3.25%*</b>	

$$\frac{\text{Amount from TABLE 2}}{\text{TABLE 2}} \times \frac{\% \text{ Added to BASE TABLE 3}}{\text{TABLE 3}} = \$ \text{ EQUITY PRORATION}$$

$$\frac{\text{Amount from TABLE 2}}{\text{TABLE 2}} \times \frac{\% \text{ Lump Bonus TABLE 3}}{\text{TABLE 3}} = \$ \text{ 2018 Lump Bonus}$$

$$\text{CURRENT SALARY} \times \frac{4\% \text{ OR } 3.25\%}{\text{TABLE 4}} = \$ \text{ ALTERNATIVE INCREASE}$$

**DEARBORN CONTRACT YEAR ONE 2018-2019 WORKSHEET**

\$ \_\_\_\_\_

**CURRENT OR NEW MINIMUM SALARY** TABLE 1  
*whichever is greater*

+

\$ \_\_\_\_\_

**EQUITY ADJUSTMENT OR PRORATION AMOUNT**  
TABLE 2 or 3, as/if applicable

////////// **OR** //////////

+

\$ \_\_\_\_\_

**ALTERNATIVE ANNUAL INCREASE**  
TABLE 4, if applicable

=

\$ \_\_\_\_\_

**TOTAL FULL TIME RATE**

$$\frac{\text{FTR Amount ABOVE}}{\text{TABLE 4}} \times \frac{\text{Full Time Effort \%}}{\text{TABLE 4}} = \$ \text{ TOTAL SALARY}$$



**LEO**  
**LECTURERS' UNION**

**YEAR 2 2019-2020 MINIMUM SALARIES**

L I/II **\$39,500** | L III/IV **\$41,500**

$$\frac{\text{YEAR 1 OR NEW MINIMUM SALARY}}{\text{whichever is greater}} \times \frac{2\% \text{ Minimum Annual Increase}}{\text{TABLE 4}} = \$ \text{ YEAR 2 SALARY}$$

**YEAR 3 2020-2021 MINIMUM SALARIES**

L I/II **\$41,000** | L III/IV **\$43,000**

$$\frac{\text{YEAR 2 OR NEW MINIMUM SALARY}}{\text{whichever is greater}} \times \frac{2\% \text{ Minimum Annual Increase}}{\text{TABLE 4}} = \$ \text{ YEAR 3 SALARY}$$

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$$\text{CURRENT SALARY} \times \frac{4\% \text{ OR } 3.25\%}{\text{TABLE 4}} = \$ \text{ ALTERNATIVE INCREASE}$$

**FLINT CONTRACT YEAR ONE 2018-2019 WORKSHEET**

\$ \_\_\_\_\_

**CURRENT OR NEW MINIMUM SALARY** TABLE 1  
*whichever is greater*

+

\$ \_\_\_\_\_

**EQUITY ADJUSTMENT OR PRORATION AMOUNT**  
TABLE 2 or 3, as/if applicable

////////// **OR** //////////

+

\$ \_\_\_\_\_

**ALTERNATIVE ANNUAL INCREASE**  
TABLE 4, if applicable

=

\$ \_\_\_\_\_

**TOTAL FULL TIME RATE**

$$\frac{\text{FTR Amount ABOVE}}{\text{TABLE 4}} \times \frac{\text{Full Time Effort \%}}{\text{TABLE 4}} = \$ \text{ TOTAL SALARY}$$



**LEO**  
**LECTURERS' UNION**

**YEAR 2 2019-2020 MINIMUM SALARIES**

L I/II **\$39,500** | L III/IV **\$41,500**

$$\frac{\text{YEAR 1 OR NEW MINIMUM SALARY}}{\text{TABLE 1}} \times \frac{2\% \text{ Minimum Annual Increase}}{\text{TABLE 4}} = \$ \text{ YEAR 2 SALARY}$$

*whichever is greater*

**YEAR 3 2020-2021 MINIMUM SALARIES**

L I/II **\$41,000** | L III/IV **\$43,000**

$$\frac{\text{YEAR 2 OR NEW MINIMUM SALARY}}{\text{TABLE 1}} \times \frac{2\% \text{ Minimum Annual Increase}}{\text{TABLE 4}} = \$ \text{ YEAR 3 SALARY}$$

*whichever is greater*