

Wednesday, May 23, 2012

Don Sinclair
CEO, College Employer Council
2010 20 Bay Street, Suite 1600
Toronto, ON M5J 2N8

Dear Don,

OCASA would like to make a submission to the Human Resources Steering Committee for consideration before the 2012 Compensation Guidelines become final. While it might seem a bit late in the usual process, the Ontario budget has added a new layer, and slowed down the process.

OCASA has three primary concerns:

1. Administrative staff have been in a wage restraint for two years. With the effect of inflation, they have less buying power than they would have had otherwise.

In 2009, prior to the wage restraint, the economic adjustment for college administrators' compensation was 1.5%. The Ontario Ministry of Finance reports that in 2010, CPI was 2.5% and in 2011, CPI was 3.1%, and the projected CPI inflation used by the Ontario government for 2012/2013 is 1.7%/2.0%.¹ However, currently Ontario Ministry of Finance puts the CPI inflation rate at 3.1% for the month of May.² (These figures are all based on Ontario's economy.)

2. The effect of salary compression has already been demonstrated. This is not only discouraging for many administrators, but is now influencing colleges' ability to recruit into academic leadership.
3. In times of fiscal restraint, administrative staff are charged with the task of "doing more with less" – and they do. They are the backbone of college success, working tirelessly to support and ensure strategic success at their colleges. Their efforts were notable during the Support Staff strike last fall.

OCASA believes there needs to be a strong signal to college administrators that they are valued. This will be done with compensation recommendations that encourage timely movement through the pay ranges based on merit, but also on economic/grid adjustments.

Considering the cost of living factor alone, expectations would be for a minimum 2.5% grid adjustment.

We respectfully submit this position for your consideration.

Sincerely,



Rick Helman, OCASA President

¹ <http://www.fin.gov.on.ca/en/budget/ontariobudgets/2012/bk1.html>

² <http://www.fin.gov.on.ca/en/economy/ecupdates/factsheet.html>