

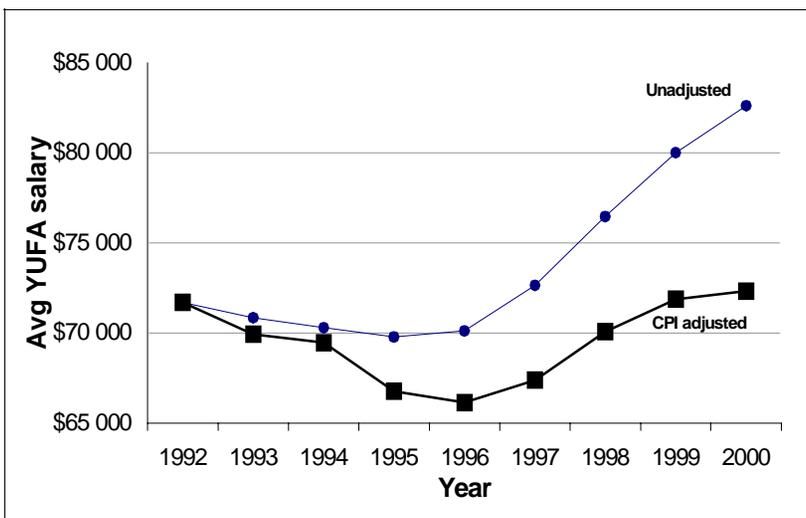
St Charles salaries, Park Place prices

If it were a game of Monopoly, the YUFA player's misfortunes would be almost funny. With a salary sufficient to purchase property on St Charles, a middle-of-the-road neighbourhood, the player repeatedly lands on the pricey surrounds of Park Place and must purchase there, or not at all.

St Charles salaries

Unfortunately, it's not a game. On average, York salaries fall in the middle of the pack of Ontario faculty association salaries: ahead of us are Guelph, McMaster, Windsor, Waterloo, and Queen's and of course Toronto; behind us are Lakehead, Laurentian, Wilfrid Laurier, Ryerson, Brock, and Nipissing.

Worse, York salaries for members aged 50-plus surpass only Nipissing's.



Park Place prices

Yet the cost of living in the Greater Toronto Area (GTA) outstrips those of Ontario and of Canada.

In the chart below, the upper line shows the trend in average YUFA salaries since 1992. At first glance, our salaries appear to have improved since 1996, the end of the Social Contract's salary freeze.

However, the lower line shows the 'real' picture: adjusting for the Consumer Price Index, in real dollars our salaries have increased only \$625 since '92.

Housing costs are the biggest part of our cost of living, and Toronto's are highest in Ontario and second-highest in Canada.

In its quarterly *Survey of Canadian House Prices*, Royal LePage lists 32 GTA neighbourhoods, from Ajax to Woodbridge. The *Survey* establishes neighbourhood-level estimates of the costs of standard two-storey homes.

The median-priced GTA neighbourhood in Fall 2000 was Markham, at \$260 000. Of the 21 neighbourhoods listed in the 416 area code, the median-priced areas were Don Mills East and the Beaches, tying at \$325 000. Among Canadian cities, only the Vancouver area—at \$279 500—has housing prices topping the GTA.

YUFA members have different views on how best to ad-

dress our salary problems—by raising floors, awarding merit, adjusting for marketability, or paying across-the-board increase—but our differences pale in comparison to our consensus that salary is the union's top priority.

Advance to GO, collect real dollars.

Ontario city	Your colleagues at ...	Price tag of a house*
Toronto	Ryerson U of T York U	\$260 000
Hamilton	McMaster	\$205 000
Guelph	U of Guelph	\$194 500
Ottawa	Carleton U of Ottawa	\$192 000
Waterloo	U of Waterloo Wilfrid Laurier	\$175 000
London	Western	\$153 000
Peterborough	Trent	\$150 000
Kingston	Queen's	\$140 000
Windsor	U of Windsor	\$125 000
Thunder Bay	Lakehead	\$120 000
North Bay	Nipissing	\$117 000
Sudbury	Laurentian	\$115 000
St Catharines	Brock	\$112 000

*Most recently listed value of standard two-storey house in median-priced neighbourhood. 'Standard' is defined as a 140 m² (1500 ft²) 3-bdrm house with detached garage, full bsmt, situated on a full-serviced city-sized lot of 325 m² (3500 ft²).

Singing the Park Place Blues

A major quality of life issue for me is an inability to be able to afford suitable accommodation. This influences all aspects of my professional and personal life. (FPAS)

I have come late to academia after 25 years of working mainly in the non-profit or 'third' sector - usually recognized as being more poorly resourced than the private and public sectors. I make less at York than I would in the 'third' sector. (Susan McGrath, Atkinson)

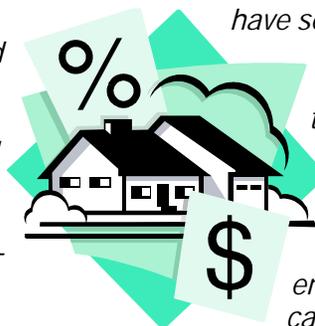
The main concern my union should have in negotiating is to get a big salary increase. Toronto is an expensive place to raise a family and consequently we should be paid significantly more to live here than in other cities such as Guelph, London, or Kingston. (FPAS)

New faculty would like to buy houses, but the cost of living in Toronto makes that almost prohibitive. In Hamilton, where my father is a faculty member, his salary means something different. Salary is not just a number—it has to be looked at in relation to the cost of living. Our salaries haven't kept up with those costs. Even though my partner and I both work full-time and we have a double income, it's a big stretch for us to buy a house, while my father could buy one on a single income in Hamilton 20 years ago. (Jody Warner, Library)

I came from Queen's to York with very little increase in salary. Kingston was less expensive: if you lived there, you could think about moving

to something okay - that's not to say something big, or interesting, or having pleasant light. But here, I just can't imagine how someone living by themselves can make it. The salaries here don't make sense. (Ratiba Hadj-Moussa, Arts)

My appointment commits me to work in two cities every week – Toronto and Bracebridge. The housing differences alone were enough for me to settle in Bracebridge. I would have needed at least \$10 000 more in salary to have settled in Toronto. (Norman Yan, FPAS)



*When I compare my situation with that of two colleagues at OISE-UofT, who are also in their 30s, who also began full-time work in 1998, and who **have** been able to buy a house, I wonder why. Is it because their parents and friends helped them? Is it because it's a terrible house that could be bought for cheap? Or is it because their salaries are so much better than mine? The CIBC calls me up and asks me, 'Why aren't you buying a house?' Unless there's a major market crash, I can't afford it for the next six or seven years. (Marcel Martel, Arts)*

Salaries continue to be the most important issue. For faculty hired at York 10 to 15 years ago, the cost of housing in Toronto is prohibitive. Low salaries for more than a decade have resulted in small pensions. (Arts)

I'm at the point in my career when pension benefits are the largest concern, but I'm also dismayed by how relatively poorer our salary

scales are, especially compared with UofT, given the fact that we have comparable costs of living. (Education)

In my view, the most crucial issues are those involving compensation (including salary and benefits). The present situation takes York a good way down the road towards self-tiering: the compensation system, along with abysmal labour relations and the high-handed, non-collegial administration, makes it difficult to recruit and retain good people, and acts as a disincentive to research, innovative teaching, or any kind of extra effort among the faculty who remain. By these policies York will make itself into what some people in the government would like to make it by decree: a second-rate teaching factory.

There is no sign from the administration that they recognize salary issues as problems. At negotiation time they have only two mantras to recite: 'we don't have the money' and 'you don't deserve it anyway'. (Greg Guy, Arts)

Support for priorities YUFA bargaining survey

Salary	94%
Benefits	90%
Workload	84%
Equity	66%
Health & safety	60%

Percentages are for 430 respondents rating items 3 or higher on a scale from 1 = not at all important | 5 = extremely important