

# University of Manitoba Anomalies Fund 2024 and 2025

The Joint University/UMFA Anomalies Committee will consider applications to correct anomalies in base salaries of UMFA members. The University/UMFA collective agreement establishes an annual fund of \$150,000 to correct anomalies in base salaries for each contract year. In this round the joint committee will consider applications for both the 2024-25 and 2025-26 contract years. Members of UMFA as of March 31, 2024 are eligible to apply using the 2024 form, and members of UMFA as of March 31, 2025 are eligible to apply using the 2025 form. Applicants should apply using the form for the earliest eligible year in which an anomaly can be established.

A salary anomaly is interpreted to mean a salary that is at variance with normal salary ranges of department, faculty/school, or library colleagues having comparable experience, rank, and qualifications. Anomaly adjustments are not intended to deal with merit, general market conditions in a discipline, retention issues, altering past decisions about denial of satisfactory performance increments, or slower progress in promotion than a peer.

The joint committee will consider applications from individual UMFA members as well as applications sent on behalf of members by their department head or dean/director. The member's dean/director will be asked to comment on the application, and to provide any further information the committee may require, such as the names of comparable peers, details of any inequity at hiring, or relevant prior experience. In arriving at a final decision, the committee considers the information contained in the application, the comments of the dean/director, as well as its own independent analysis of salaries within a unit. The decisions of the committee are final and binding.

Further information about the process, how to access salary data, and application forms can be found at [The Anomalies Fund](#)

The deadline for receipt of applications is **4:00 p.m. Friday, August 1, 2025.**

**Dr. Peter Blunden, Chair**  
**Joint University/UMFA Anomalies Committee**