

Key elements of the new offer

NEGOTIATED INCREASE AND SIGNING BONUS

The university is offering at 1.5% wage increase and a **salary range** adjustment of 2.0% in 2021 which allows more employees to be eligible for an increment. Employees currently under the **target point** will continue to receive a 2% increment until they reach the target point. A \$2,500 signing bonus (prorated by FTE) is available to all eligible members at the time of signing a tentative agreement. Those on leave, temporary layoff, or seasonal layoff would receive the signing bonus upon their return to active status.

| | 2019 | 2020 | 2021 | | 2021 |
|---|------|-----------------------|------|--------------------------------|------|
| Wage Increase | | \$2,500 Signing Bonus | 1.5% | Salary Range Adjustment | 2% |
| Increments (Employees under target point) | 2.0% | 2.0% | 2.0% | | |

PENSION INCREASE

The university is increasing the employer and employee pension contribution rate to 7.0%.

MERIT

The university is making changes to the current merit system to better reward high-performing employees. This will encourage a meaningful differentiation of awards with notably higher amounts to employees who make exceptional contributions to the university. Changes include:

- remove restrictions so any percentage of employees eligible to receive merit
- distribution of merit pool will be 0.75% as lump-sum payments and 0.75% adds to base salary with merit capped at \$7,500 per employee per merit year

Offer Highlights



1.5% WAGE ADJUSTMENT IN 2021

Adjust to base, up to maximum

2% ADJUSTMENT TO SALARY RANGE IN 2021

Minimum, maximum and target point



\$2,500 SIGNING BONUS



INCREASE TO 7% PENSION CONTRIBUTION RATE



\$2,000 YEAR FOR PSYCHOLOGISTS/SOCIAL WORKERS

Currently \$350/year

\$150 EVERY TWO YEARS FOR EYE EXAMS

Currently \$100



EXTEND SHORT-TERM DISABILITY SALARY CONTINUANCE PERIOD TO 112 CALENDAR DAYS

Members would remain on 100% pay for an additional 22 days before transition to long-term disability

When salary increase, signing bonuses and enhancements to benefits and pensions are considered in combination, the average USask employee in scope of ASPA will receive in excess of \$6,200 (or 7.5 per cent of salary) added to their **current total rewards value**.