

**ASPA – University of Saskatchewan
Collective Bargaining Negotiations
University Counter-Proposal & Last Offer to Settle
May 7, 2020**

This financial proposal document is provided by the Employer and represents a comprehensive package and last offer, in full, to reach a tentative agreement.

This offer has been developed considering ongoing financial challenges, our core principles of fiscal responsibility and sustainability, need for merit system reform, market-based salary increases and competitiveness in all aspects of total rewards.

Article 23.2 - Duration of the Agreement: May 1, 2019 to April 30, 2022 – 3-year contract

Compensation:

Article 9.6 Merit

Effective May 1, 2021

- Merit pool decreases to 1.5% of ASPA payroll; all funds will still be distributed each year
- Remove restrictions around up to 60% of employees eligible to receive merit receiving merit
 - any percentage of employees eligible to receive merit
- Distribution of merit pool will be .75% as lump-sum payments and .75% adds to base salary
 - however; merit capped at no more than \$7500 per employee per merit year

Article 9.11 – Adjustment to Salary Ranges and Salary

Effective May 1, 2019

- No adjustment to salary ranges
- No negotiated salary increase
- Merit and Increments have already been distributed

Effective May 1, 2020

- No adjustment to salary ranges
- No negotiated salary increase
- Merit and Increments are being distributed

Effective May 1, 2021

- 2% increase to salary range minimum, maximum, and target point
- 1.5% adjustment to base salary up to the maximum of the salary range for all active and eligible employees

Signing Bonus

- \$2500 signing bonus for all eligible active members (those on leave, temporary layoff, or seasonal layoff would receive the signing bonus upon their return to active status) at the time of signing a tentative agreement and still active in the pay cycle prior to the pay cycle in which the signing bonus will be paid, prorated by FTE (excludes casual appointments)
 - \$1,000 payment by September 30, 2020
 - \$1,500 payment by May 15, 2021

Benefits/Pension:

Effective first day of the month following the date of ratification

Article 12.3 Pension

- Increase both employer and employee contribution rate from 6.82% to 7.00%

Article 12.5 Disability Plans (STD and LTD combined for claims on or after effective date):

- Short Term Disability (STD)
 - Extend the Salary Continuance period from 90 calendar days to 112 calendar days
 - Extend current MOA, which allows eligible members between ages 65 to 67 years of age to access the salary continuance benefit
- Long Term Disability (LTD)
 - Extend the LTD elimination period from 90 calendar days to 112 calendar days
 - Extend disability payments to the end of the month in which death occurs
 - Change COLA from “CPI up to 3.0%” to “CPI up to 2.0%”

Article 12.7 – Family Extended Health Care Plan

- Increase annual maximum for Psychologists/Social Workers from \$350 to \$2,000
 - expand to include coverage for psychotherapists, marriage and family therapists, and clinical counsellors, all subject to a combined annual maximum of \$2,000 per person per year
- Increase eye exam coverage from \$100 to \$150

Article 12.13 - Retirement Recognition Benefit

- Delete article; however employees who are currently eligible (ie: 20+ and 25+ years of service) as of date of signing will be grandfathered to receive the benefit.
 - Employer will provide ASPA a list of those eligible employees effective the date of signing.



Parties will draft revised language corresponding with above articles to reflect the respective changes.

The parties hereby agree that the foregoing provisions constitute a tentative agreement. The parties agree to recommend the tentative agreement to their principals and to attend to ratification thereof as soon as possible.

For the Employer:

Colin Weimer

For the Association:

Hugh Wagner

Dawn Giesbrecht

Curtis Larson