

Comparison of University and ASPA's Final Offers

Both ASPA and the university have worked diligently to negotiate a new collective agreement. The university believes its recent offer to settle is fair and reasonable, especially in the context of today's labour-market environment, and results in a collective agreement that continues to provide appropriate employment terms and conditions. In terms of monetary value of the respective proposals, the university's and ASPA's last offers (dated May 7, 2020 and May 5, 2020, respectively) are almost identical.

The outstanding monetary issue between the parties comes down to differing philosophies and principles around how compensation is modeled in this particular collective agreement and for this particular employee group. The university's interest is to maintain an affordable merit system that still allows for meaningful recognition of performance. The union's interest is to expand eligibility to receive built-in compensation in the form of an automatic service-based increment to those paid above the market rate for their role.

The university is hopeful that employees exercise their right to vote on the university's offer to settle and that this process results in a new collective agreement so that we can move forward in focusing on the valued work its employees conduct in support of the institution's mission and vision and becoming the university the world needs.

Below is a side-by-side comparison on how the offers compare to each other.



Article 9.5: Increment



Keep increments of up to **2%** for employees below the target point



Effective May 1, 2021

Introduce a differential increment percentage dependent upon placement within range



- First quartile equals 2% increment
- Second quartile equals 2% increment
- Third quartile equals 1% increment
- Fourth quartile equals 0% increment

Currently increments only exist for members below the target point at up to 2%.



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 % of employees eligible to receive merit
- Distribution of merit pool will be 0.75% adds to base and 0.75% lump sum
- Merit capped at no more than \$7,500 per employee per merit year



Effective May 1, 2021

Merit pool decreases to **1.25%** 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 0.625% adds to base and 0.625% lump sum
- Merit capped at no more than \$7,500 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



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

Effective May 1, 2021

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



Signing Bonus



\$2,500 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



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- \$1,000 payment by September 30, 2020
- \$1,500 payment by May 15, 2021



Article 12.3: Pension



Effective first day of the month following ratification

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



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Article 12.5: Disability Plans



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

COLA: Cost of Living Adjustment

CPI: Consumer Price Index



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Article 12.7: Family Extended Health Care Plan



Psychologists/Social Workers

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

Eye Exams

Increase eye exam coverage from **\$100** to **\$150**



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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.



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