

**UNIVERSITY OF SASKATCHEWAN-USFA
AGREEMENT HIGHLIGHTS**

Extension of CBA: July 1, 2022-June 30, 2023

Approved by BofG: December 14, 2021

Ratified by USFA membership: January 10, 2022

Compensation

Salary Increases effective July 1, 2022:

- 1.8% adjustment to salary scales (floors, ceilings, and CDI's)
- 1.8% adjustment to base salary for all active employees.

New Article 24.6 – Retirement Incentive

- Incentive available as of date of ratification and will be incorporated as a permanent addition to the CBA

Eligibility:

- Appointments with tenure and continuing status
- Minimum 10 years of service
- Between 55 and 67 years of age
(as of the start of the academic year in which retirement will be effective, e.g. as of July 1)

Incentive:

- One time payment (% of annual salary as of retirement date) based on unused credits towards sabbatical leave, research leave or administrative leave (on the date of retirement):

Years of credit towards Sabbatical, Research, Administrative Leave	One-Time Payment (Percentage of Annual Salary as of retirement date)
0	0%
1	25%
2	30%
3	35%
4	40%
5	45%
6+	50%

Notice requirements:

- Minimum 90 days before effective date of retirement
- Formal notice to be submitted to Department Head, Dean and USFA
- Less than 90 days-notice can be mutually agreed between Employer (Dean) and Employee
- Notification constitutes notice of retirement as per Article 24.2

Effective date of retirement:

- Normally be June 30 of the academic year in which notification occurs

Targeted (One-Time) Retirement Incentive

- Temporary enhancement (one-time) to the terms and provisions introduced under New Article 24.6
- Available only during the **2021/2022** and **2022/2023** academic years
- Incentive available as of date of ratification (one time incentive)

Eligibility:

- Appointments with tenure and continuing status
- 60 years of age during the academic year 2021/22 or 2022/23 (between July 1, 2021 and June 30, 2023)

Incentive:

- One time payment (50% of annual salary as of retirement date)

Notice requirements:

- Minimum 90 days before effective date of retirement
- Notifications of intent to retire shall be received no later than March 31, 2023
- Less than 90 days-notice can be mutually agreed between Employer (Dean) and Employee
- Notice to be submitted to Department Head, Dean and USFA

Effective date of retirement:

- Normally be June 30, 2022 or June 30, 2023
- All retirements must be effective on or before June 30, 2023 to be eligible for this incentive

Other considerations:

- Eligible employees under this incentive who take a sabbatical, research or administrative leave during the 2021/2022 or 2022/2023 academic years shall not be expected to return to service at the University for a period equivalent to the duration of the leave.
- If the expected retirement date is after the date of completion of the leave, employees shall be expected to return to service until the effective retirement date.
- Employees (60 years of age or older) on a RARP shall be permitted to take this Incentive and advance their approved retirement date (incentive amount will be based on actual/RARP salary as of the date of retirement (Article 24.5.10)).
- Eligible employees, based on incentive eligibility criteria, who have previously provided notice of retirement with an effective date of retirement between date of ratification (January 10, 2022) and June 30, 2022, shall be entitled to retire with an incentive as per the terms of the one-time incentive program (50% of annual salary as of retirement date).

NOTE:

- **The Retirement Incentives under New Article 24.6 and the Targeted (One-Time) Retirement Incentive cannot be taken in combination**
- **Notice of retirement will be considered under only one of the available incentives options (either Retirement Incentive under New Article 24.6 or Targeted (one-time) Retirement Incentive)**
- **Payment of incentives provided under the New Article 24.6 or the Targeted Retirement Incentive can be paid in two installments over 2 tax years following the effective date of retirement.**

Enhanced RARP – Article 24.5

- Incentive available as of date of ratification and will be incorporated as a permanent addition to the CBA

Newly negotiated enhancements include:

- Increase of the term of the RARP to a maximum of **60** months
- **Either party** may refer disputes over assigned part-time duties to an Appointments Forum to determine the appropriate assignment of duties.
- The conditions of each reduced appointment, **including whether duties are a proportional or a mutually agreed to reduction**, shall be reviewed by the Joint Committee for the Management of the Agreement. **Conditions to be reviewed shall include the full range of the employee's previously assigned duties.**
- Employees shall retain entitlement to negotiate a further reduction of duties, subject to **minimum of three** months written notice.

Incentive enhancements:

Employees are entitled to receive a portion of their reduction to salary in the form of a top-up to actual salary or as a payment to a research account as follows:

- 60% of the reduction to salary with a commitment to retire after one year
- 30% of the reduction to salary for each of two years with a commitment to retire after two years
- 20% of the reduction to salary for each of three years with a commitment to retire after three years
- 15% of the reduction to salary for each of four years with a commitment to retire after four years
- 12% of the reduction to salary for each of five years with a commitment to retire after five years

Employees who have received confirmation of an approved RARP are not eligible to receive compensation for unused leave (Article 24.6).

- New provisions will apply to anyone currently on an approved RARP as follows (effective January 10, 2022):
 - The remainder of a 1-year RARP (new incentive of 60%)
 - The remainder of a 2- year RARP (new incentive of 30%)
 - The remainder of a 3-year RARP (new incentive of 20%)
- Those who will receive the incentive for the first time will need to notify the Employer whether they wish to receive a top-up to salary or research funds.
- Employees under an approved RARP may advance their approved retirement date and take advantage of the new provisions under Article 24.5, under the following conditions:
 - A two-year RARP may be shifted to a one-year RARP only during the first year of the RARP.
 - A three-year RARP may be shifted to a one-year RARP or a two-year RARP only if they are on the first or second year of the RARP.

MOA #9 – Workload Committee

- Establishment of a Joint Committee (total of 6 members, with each party naming 3 representatives)
- Purpose of the committee is to examine the issue of workload
- Scope and timeline of Committee:
 - Gather information about workload from the Employer and employees across campus
 - Provide recommendations about what procedures, criteria and mechanisms could be put in place to address concerns (expressed by employer and employees) about workload decisions
 - Meet no less than monthly beginning March 2022
 - Report no later than March 2023

Bridge Funding

- Central funds available through the Provost office to support academic units that would need temporary financial support to deliver their programs or projects due to faculty retirements resulting from newly negotiated initiatives
- Funding available over the 2022/23 and 2023/24 academic years
- Request to access funds to be initiated by the Dean of impacted unit (non-departmentalized colleges) and Dean upon recommendation of Department Head of impacted unit (departmentalized colleges)
- Request to be submitted to Provost or Provost's designate for consideration and approval
- Report of funds distributed to be provided to JCMA at the end of the program