



BARGAINING UPDATE
October 6, 8 and 9, 2015



PURPOSE

- ▶ To inform all the members of the current offer from the University and the potential long term impact to your career at the University of Saskatchewan.
- ▶ To seek guidance from the from the members. The Bargaining Team is ready and willing to continue their work, but we need the public support of the membership to be successful. So it is crucial that we know what you think.

AGENDA

1. The Good
2. The Bad
3. and The Ugly
4. Questions

University Walks Away From Negotiations

- ▶ On September 24th, the University walked away from the Government Mandated Mediation
- ▶ ASPA and the University are now in a cooling off period until October 9, 2015

1. Mediation broke off on September 24, 2015 – The Employer provided ASPA with an offer first thing in the morning. ASPA discussed the offer and went back with a proposal that we believed met the employer’s needs and one that the members could support. ASPA was not able to finish providing the Employer with their thoughts when the Chief Negotiator interrupted and said no. We are done don’t insult us or waste our time. The Chief negotiator Greg Trew suggested to us that we take this to the members. They believe that the members will be okay with it.
2. *The Saskatchewan Employment Act* requires a fourteen day cooling off period where neither party can take job action (lockout or strike). This ends at midnight on Friday.

**Review of the Employer's most recent
"Final "offer
September 24, 2015**

Provisions that we were able to maintain or improve

- ▶ Term to perm – people do not lose their perm status when they took a term position
- ▶ Retirement Recognition – status quo
- ▶ Members may hold multiple positions
- ▶ Employer paid LTD premiums
- ▶ Flexible Work Hours and Work Hours Plans
- ▶ Flexible Spending Program – increased to \$900
- ▶ Drug Card

The employer was wanting to have people who moved into a term position to lose their permanent status unless they were able to be granted a leave of absence. Members with 20 and 25 years of service will be able to continue to receive 4 and 6 weeks respectively of additional vacation when they retire. Members will continue to be able to hold multiple positions. This is basically status quo. Members can hold greater than 1.0 FTE. The Employer has acknowledged that ASPA members do have some flexibility in their work and have created Standard Work Hours and Alternate Work Hours Plans. Also members can accrue up to 15 hours of flex time before it has to be approved. FSP went from \$700 to \$900
Drug card – questionable improvement it was a freebie

Merit

Current	Proposed
2 % of total annual membership salary	Status quo
1.33% will be allocated for adds to base increases	1.2% will be allocated for adds to base increase
0.67% will be allocated for lump sum bonuses	0.8% will be allocated for lump sum bonuses
Up to 60% of eligible members will be awarded	Status quo
All funds will be distributed	Status quo

This was ASPA's proposal from June 9th after the employer proposed to have only lump sum and that they had discretion distribute the allocations

Provisions we were unable to maintain

- ▶ Housing assistance
- ▶ Orthodontics for dependants to 21
- ▶ LTD at 70% pay
- ▶ LTD till age 67
- ▶ Post retirement Spending Account

All current agreements will continue, no new applications will be accepted upon ratification of the agreement

Orthodontics are only to the age of 19.

There has been dramatic changes to the LTD, now only at 66 2/3%

LTD is now only until age 65

Post retirement spending account effective six months after ratification

Wage Adjustments

- ▶ Four year agreement (May 1, 2014 – April 30, 2018)

0%, 0%, 1.5% and 2%

- ▶ Total of 3.5% over 4 years
 - CUPE 1975 received 4.5% over 3 years
 - USFA received 7.25% over 3 years

1. This moved from a three year deal to a four year deal.
2. The Employer is saying that there is no more money and things are in dire straits, yet they are reported as saying that they are in a good financial situation and basically gave 20 million dollars back to the Government during the last fiscal year.

Year 2014

▶ Wage Increase:

▶ Inflation

0.0% **2.8%**

- No Salary Adjustments
- Signing Bonus of \$2000 prorated by FTE
 - **NOTE: If this was a wage increase rather than signing bonus it could be worth 8-10K over the course of the 4 year agreement based on your salary.**

Salary freeze for the first two years.

Signing bonus equals to approximately 2.5% of those with an annual salary of \$80,000. Take home pay will be significantly less than this and of course the member does not see any benefit in the subsequent years, like you would with a general increase.

Year 2015

▶ Wage Increase:

▶ Inflation

0.0% **1.2%**

- No Salary Adjustments

Salary freeze for the first two years.

Year 2016

▶ Wage Increase:

▶ Inflation
◦ (projected)

1.5% **2.5%**

- Adjustment to the salary scale of 1.5%
- Adjustments to target point:
 - Phase 1 – 5% | Phase 2 – 2.5% | Phase 3 - 5%
 - Operational Administrative – 1.5%

The adjustments to the target points means that more people might fall below target. This means that you might be eligible for an increment. Merit continues to be one of the only ways to move past target. We also know that currently many people are hired initially above target point, this might mean that they will now stop this practice and more will be hired at target or below.

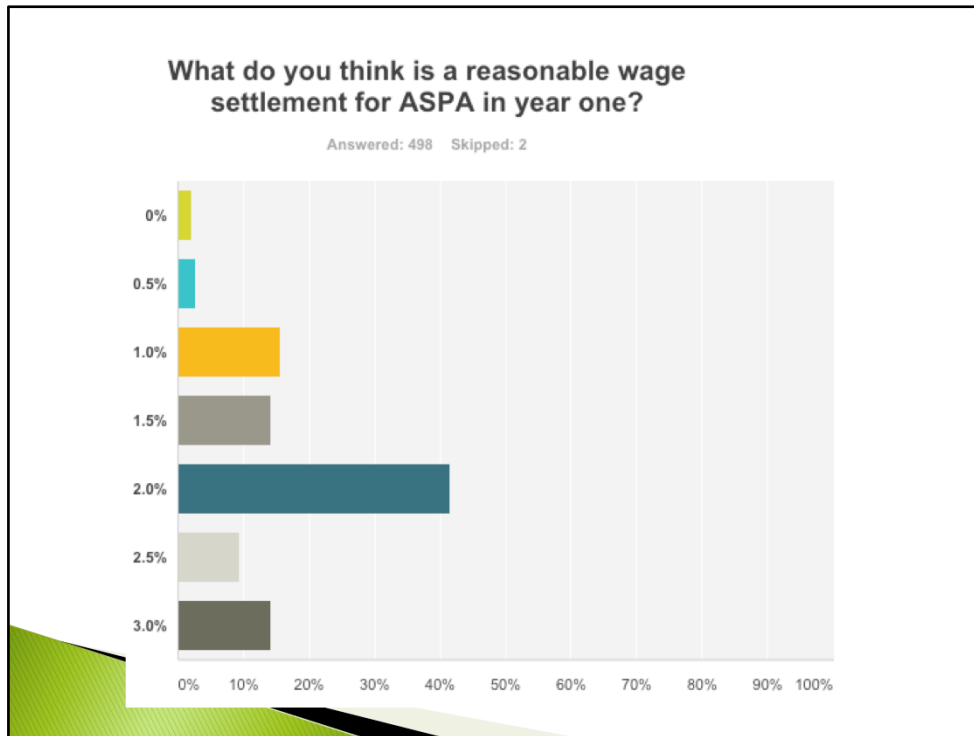
Year 2017

▶ Wage Increase:

▶ Inflation
◦ (projected)

2.0% **2.1%**

- Adjustment to the salary scale of 2.0%
- Adjustments to target point:
 - Phase 1 – 2% | Phase 2 – 2% | Phase 3 - 2%
 - Operational Administrative – 2%



Asked in April 2015. Years 2 and 3 had similar responses, with more people selecting a higher salary adjustment.

ASPA Total Rewards Market Comparison

Graph was removed because it requires some explanation.
Should you wish to have a conversation regarding this please
contact ASPA

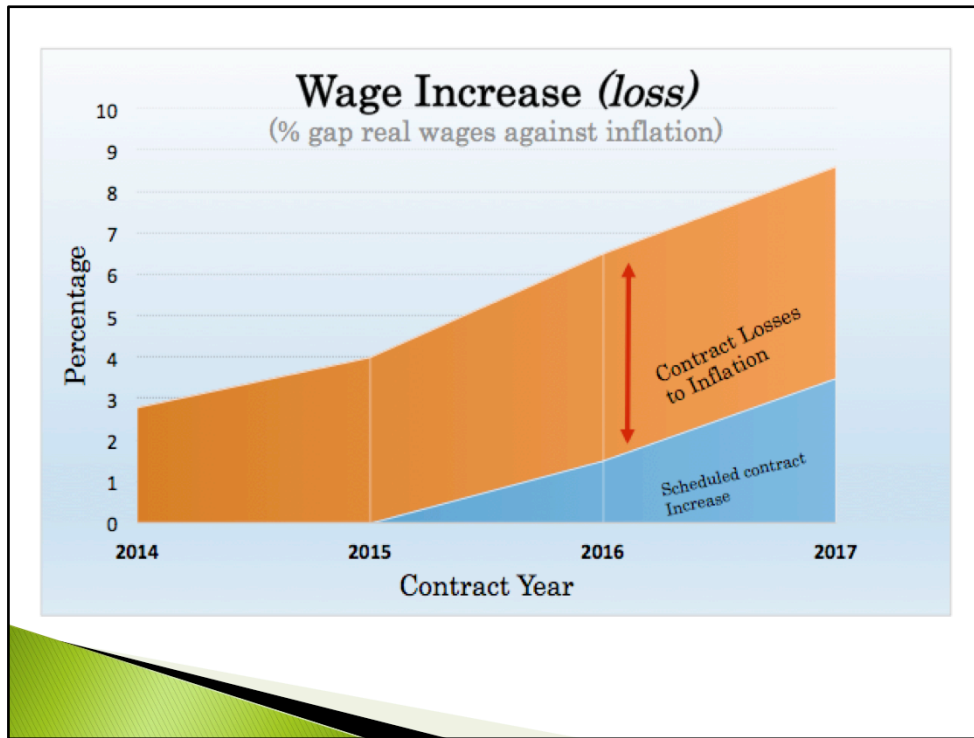
Comparison over the length of the agreement

▶ Wage Increase:

▶ Inflation
◦ (actual & projected)

3.5%

8.6%



Graph representation of the salary adjustments vs inflation

Notice and Severance	
Current	Proposed
Notice – amount dependant on years of service to a max of 12 months	Deletion of notice
Severance 1 month pay for each year of completed service to a max of 12 months	Severance 1 month pay for each year of completed service to a max of 24 months
Benefits (health, dental, life) continue during notice period	Benefits cease Onetime stipend for those with >2 years' service of \$300
Payments - monthly or as a lump sum	Payments - lump sum only
Service defined as ASPA only	Service in CUPE 1975 and Exempt will also be considered
Access to APDA for 6 months	50% of APDA balance paid out

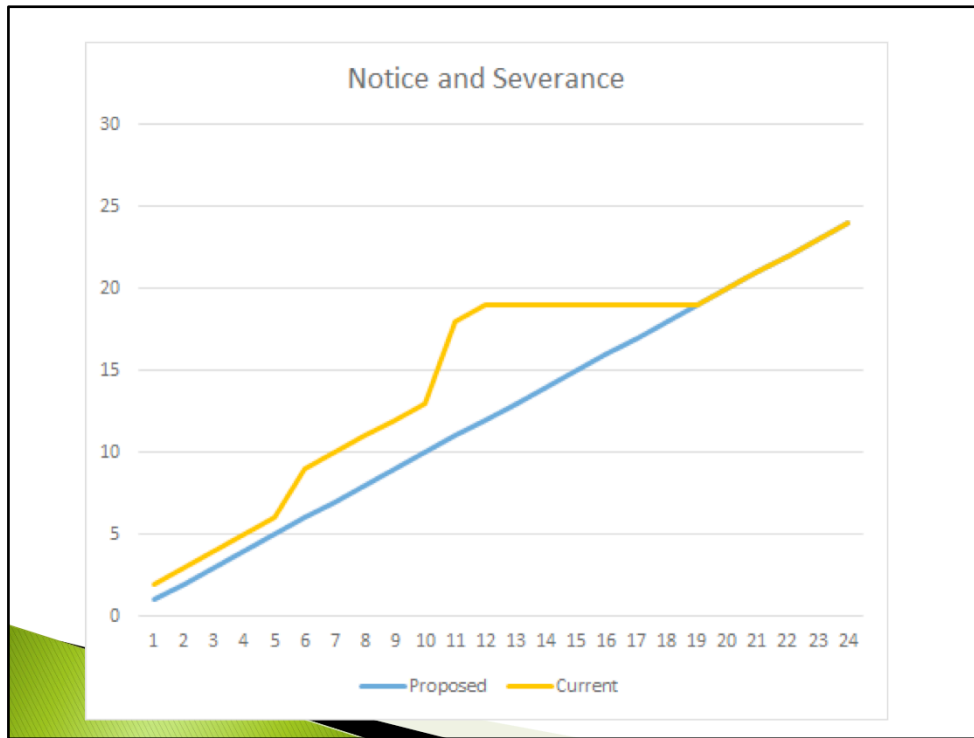
ASPA does not know what impact the service and design project will have and how many layoffs will occur based on this. We do believe that there will be layoffs however. Members impacted most significantly will be those with less than 19 years of service.

Benefits (health, life, dental) will cease on your last day. Where currently they continue for a minimum of 1 month up to 12 months depending on the amount of notice.

ASPA had proposed to the employer to level out the larger bump between 11 and 13 years and reduce the amount of notice by one month. This was rejected by the employer.

Having CUPE 1975 and Exempt service included in our definition of service is a good thing. But it will not come without a big cost.

Although your full APDA balance was available to you it was difficult for people to access. Individuals will now be able to take this month and use it as they see fit without having to get approval from the employer first.



The graph speaks for itself. As noted the biggest impact comes to those people with 6 – 19 years of service. This is about 47% of our members based on the pre-bargaining survey

In our pre-bargaining survey:

32% in 1-5 years

24% in 6-10 years

23% in 11-19 years

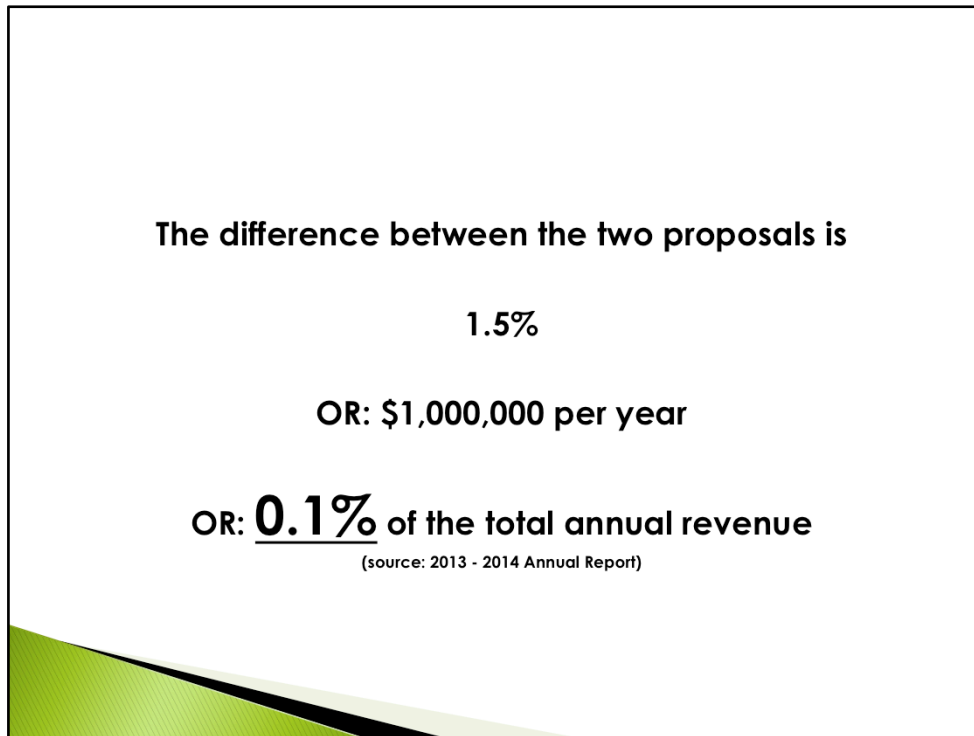
9% in 20+ years

Notice and Severance Graph
Removed as it requires an explanation, if you wish
to see this please contact ASPA

ASPA's Counter

- ▶ 2014 - \$2000 signing bonus prorated to FTE
- ▶ 2015 – 1.5% increase, no salary scale adjustment
- ▶ 2016 – 1.5 % increase, salary scale and target adjustment
- ▶ 2017 – 2%, salary adjustment
- ▶ Agree to their notice and severance proposal

This is the counter that we never actually were able to get on the table.



The difference between the two proposals is 1.5%, which we would equate to about a million dollars. Given the employer's budget is almost 1 billion dollars this is not a lot of money.

University Finances 2013-2014

(source: 2013 – 2014 annual report)

- ▶ \$10.1 million surplus (University total)
 - ▶ \$21.1 million surplus on operating side
 - ▶ Actions taken in 13/14 - permanent operating savings of \$16.5 million
 - ▶ Workforce planning savings (layoffs) - \$6.9 million (ongoing)
 - ▶ 5.3 billion in deferred maintenance
 - ▶ Severance costs –
 - USFA – \$15.7 million
 - CUPE – \$4.3 million
 - ASPA – \$1.6 million
 - Exempt - \$1 million
-

Previous surplus with operating budget was 7.0 and 7.8 million

The difference between the surplus and the operating surplus is that the operating surplus would be the core functions of the University like teaching and central admin functions. The total surplus would include things that are dedicated to a specific role like capital campaigns or library collection purchases and such.

Have a number of projects that are currently ongoing where large numbers of monies have been allocated – health science library, health science department/facility – estimated costs are 24.8 million. Gordon Oakes Red Bear Centre.

Millions of dollars are being spent by the University. We are looking at a rough estimate of 1 million dollars going towards those people who help keep this University afloat and provide a valuable service to them.

Trending of Wages, Notice and Benefits
Historical Perspective

Slide removed as it requires explanation. If you wish to
see this please contact ASPA

SUMMARY

- ▶ Employer is offering 3.5% over 4 years
- ▶ Eliminating the notice period and access to benefits (health, dental, life) when laid off
- ▶ Reducing amount paid for notice and severance substantively for about 47% of the membership

The employer believes that the membership will accept this agreement. Most likely they believe this because of what has happened in the past. The membership has ratified agreements at a rate of just over 50%. The employer takes this to mean not that the agreement was poor so only a handful agreed with it they see this as ASPA not being able to represent their members and that they don't know what the members want. This makes things very difficult for a bargaining team to have any effective bargaining power or credibility with the employer.

Members need to know that if we take this agreement to a vote and it is accepted or rejected with a low number this will impact bargaining in both the immediate and in the future. ASPA Bargaining teams will not have any credibility with the employer. The hands of the teams will be tied. The employer will feel that they can put anything out there and the membership will just accept it. Future rounds of bargaining the employer will be testing how low can we go? We will have given them a license to walk over us.

We are not asking for a strike mandate at this time. We want to know your thoughts on this agreement. We are asking that if the Bargaining team takes this offer forward you support them by following their recommendation by a large percentage.

Next Steps

- ▶ Information sessions
- ▶ Review outcome of information sessions
- ▶ Possible next steps
 - Wait for the employer to come back to table
 - Voluntarily vote on the employer's offer
 - Employer forces a vote on the offer

 - ASPA is **not** seeking a strike mandate at this time

1. Will do information sessions all of this week. Believe it is important to get a large number of people out to these sessions. Members need to hear the information and ask questions so that they are informed. ASPA is looking for a sense of what the membership is feeling. If we do go into voting on the offer we would be asking for the membership to vote no.
2. The Bargaining team does not believe that this is a good deal for the members and we can not recommend it. If ASPA member's were asked to vote on the offer, we would need to reject it soundly in order to send the employer a clear message.
3. Members need to understand the ramifications of a what a yes or low no says to the employer. This will not only impact the current bargaining process but those in the future. In order for the bargaining team to be credible it has to be rejected with a large percentage.
4. Should the offer be rejected this means that we can go back to the employer with this, bargaining is still an option.

What can you do?

- ▶ Support your bargaining team by following their recommendation
- ▶ Encourage your co-workers to attend the information sessions
- ▶ Ask questions
- ▶ Think of the big picture
- ▶ Think of the future of ASPA, what we decide here impacts us all
- ▶ Draft a letter to the President and Star Phoenix Editor
- ▶ Attend rallies

1. Supporting your bargaining team does not mean at this point that you are for or against a strike vote. It is getting the information and answers you need to make an informed decision. The members need to provide support to the bargaining team not only for this round but for future rounds as well. We need to be able to build credibility with the employer.
2. The more members that we can get to come and voice their opinion and hear their questions the better. Getting large numbers to these sessions will send a message to the employer
3. Finding out the facts and dispelling rumours is a good thing. Don't make things up, ask the question. Rumours hurt everyone.
4. Can't just look at the right now. Need to consider what happens here. This will impact our future rounds of bargaining and ultimately impact you in the future. If the employer can just continue to roll back provisions in the agreement then there will be nothing left for future generations of ASPA members. When is enough enough?

QUESTIONS?????

aspa@usask.ca

306-966-2471