



**ASPA ANNUAL COMMITTEE REPORTS
PRESENTED FOR THE AGM
APRIL 20, 2026**

**COMMUNICATIONS & PUBLIC RELATIONS SUB-COMMITTEE (Part of
Engagement Committee)**

This past year, the Communications & Public Relations Sub-Committee was busy with several projects:

- Maintained the “Calendar of Events & Schedule” that was created by the previous year’s committee, which allows us to anticipate and plan for most of the expected communications work across the term, including ASPA events, SFL events, and various days of recognition (e.g., International Day of Mourning on April 28).
- Distributed a Quarterly Newsletter that includes Membership Highlights, MSO report, ASPA news, benefit tips, labour news
 - Typical opening rates of Newsletters; April 21%, July 32%, and October 36%
- Created a social media policy and social media channel (find us on Facebook [here!](#))
- Currently drafted a discrimination and harassment policy

With all that going on, the team still managed to finish the website renewal project. Last year, we collected members feedback on the existing website via a survey. We took that feedback, worked with a few members to design the new website, and we are excited to be launching your refreshed website TODAY at the AGM!

With the refresh, you should find:

- A more intuitive and accessible layout of the website
- A more professional look and feel as we head into collective bargaining
- A new logo - that will be used not only on the website but on all ASPA marketing materials – that still pays homage to the previous logo and reflects the Indigenous land on which we live and work

These projects were in addition to supporting many regular communications items throughout the year – everything that landed in members’ email inboxes or got posted to the website – to share ASPA news, events, member highlights, and all kinds of timely updates and information. Thank you to sub-committee members for your time reviewing each of these messages.

Thanks so much to subcommittee volunteers Daren Zimmerman, Niya Hurley, Mariam Alaverdashvili, Iliia Rudnitskiy, and Madiha Rizki for your contributions this year – these folks made my job as chair easy and took the lead on much of the work. I am so appreciative of the support! We were small but mighty, so if you’d like to join us this coming year, we welcome you! I would also like to thank ASPA staff Angeline Hainstock and Shayne Meggs for their support. Angeline does so much work posting messages and information to the website and social media, as well as sending our emails.

In solidarity,
Darla Read
ASPA Communications & Public Relations Chair (2025 – 2026)

EDUCATION SUB-COMMITTEE (Part of Engagement Committee)

The Education Committee is a subcommittee of the Engagement Committee and is committed to supporting continuous, relevant, and accessible professional development opportunities for ASPA members. Our **mandate** includes creating and facilitating workshops and seminars; monitoring and sharing professional development opportunities; and providing education on labour union topics and ASPA-related matters.

The Committee meets at least four times per year, with additional shorter meetings or updates as needed to vote on time-sensitive items or coordinate upcoming events.

The Education Committee is composed of executive member **Karen Mosier** (Chair), **Tracey Baliski**, **Kacia Boamah**, **Carolyn Hoessler**, **Tammy Popova**, **Liz Rackow**, and **Bala Sekar**. I extend my sincere thanks to these dedicated volunteers for sharing their time, insight, and commitment throughout the year.

The calendar year for ASPA is May 1, 2025 – April 30, 2026. This year, we supported the development of many members through educational opportunities offered by the Saskatchewan Federation of Labour (SFL) and the Canadian Labour Congress.

- **CLC/SFL Spring School** – Moose Jaw, Temple Gardens, May 26-29, 2025, ASPA, ASPA sponsored seven members.
- **SFL Summer Camp** – Saskatoon, August 15-18, 2025, ASPA sponsored one member's child.
- **SFL Occupational Health & Safety Conference** – Saskatoon, September 15-17, 2025, ASPA sponsored 10 members.
- **Conflict Resolution Conference** – Saskatoon, October 2-3, 2025, ASPA sponsored nine members and both the ASPA Staff.
- **SFL Pensions conference** – Regina, March 18-19, 2026, ASPA sponsored two members.
- **Canadian Labour Congress (CLC)/SFL Spring School** – Moose Jaw, Temple Gardens, April 26-30, 2026, ASPA is sponsoring nine members.

These opportunities continue to provide **valuable training** in labour relations, workplace rights, and union leadership.

The Committee, along with the Members Services Officer, **Shayne Meggs**, and Union Operations and Governance Administrator, **Angeline Hainstock**, are planning to organize more Lunch and Learn sessions in the upcoming year. I thank them for their ongoing support and the many hours they dedicate to assisting our committee.

Lunch and Learns held include:

- Bargaining Process – October 28, 2025, facilitated by Alexis Dahl and Ken Glover
- Collective Bargaining and Indigenous Specific Clauses – February 11, 2026, facilitated by Candice Pete-Cardoso and Shayne Meggs
- Personal Days – March 30, 2026, facilitated by Shayne Meggs

Future Lunch and Learn topics under consideration include:

- Merit
- Layoffs
- On Call Status
- Flex Time/Sick Time
- Short Term/Long Term Disability

Members are encouraged to suggest additional topics by emailing aspa@aspasask.ca.

In solidarity,
Karen E. Mosier,
ASPA Education Chair (2025 – 2026)

SOCIAL SUB-COMMITTEE (Part of Engagement Committee)

The Social Sub-Committee functions within the Engagement Committee and strives to build union solidarity and member connections through events.

Our programming this year focused on the inclusion of non-Saskatoon ASPA members. This was primarily done through specific funds provided to Prince Albert, Regina, and Calgary which allowed them to partake in our events. We appreciate the members in these locations who organized the events and their ASPA colleagues.

Our events this year comprised of:

- Scoops of Solidarity, August 27, 2025 – over 450 members
- Common Grounds, September 24, 2025, and November 26, 2025 – 30 members/per event
- Spooky Pizza Lunch, October 29, 2025 –100 members
- Winter Social, January 27, 2026 –130 members
- AGM Social, April 20,2026 – 100 members registered

As the chair of the Social Sub-Committee, I must include a note of appreciation for the dedicated volunteers who provide spirit, energy, and people power to pull off these events. Thank you Bonnie Kraska (Prince Albert USask Campus), Dan Zhao, Gina DiPaolo-McGuire, Jennifer Rysavy, Tammy Popova, and our ASPA Staff support, Shayne Meggs, and the ASPA staff support Angeline Hainstock.

We look forward to more engagements in the upcoming year and are always open to ideas from all ASPA members.

In solidarity,
Evan Potts
ASPA Social Sub-Committee Chair (2025 – 2026)

FINANCE COMMITTEE

The Audited Financial statements have been posted to the ASPA Website and are available for viewing.

JURISDICTION AND NEW POSITIONS COMMITTEE

Jurisdictional review meetings are held to review newly created positions at the University of Saskatchewan and ensure these positions are placed within the appropriate bargaining unit, or to discuss a request from the employer to make exempt a new or existing position. Meetings are held on an as-needed basis, only when there are questions regarding the appropriate placement of a position. Meetings may include representatives from one or both of ASPA and CUPE 1975, and we meet with representatives from People and Resources and unit SBAs from across campus.

Since May 2025, the Jurisdictional committee has been sent a small number of positions, most of which were placed without the need to convene a meeting. In the cases where ASPA disagreed with the placement proposed by the employer, discussions were held and additional information was provided. Of these positions, two were agreed to be placed in ASPA, on a one-year provisional basis, and two were agreed to be exempt, and in one case discussions are ongoing.

Submitted jointly in solidarity,
Alexis Dahl, ASPA Vice-President (2025 – 2026)
Robert Procyk, ASPA President (2025 – 2026)
Shayne Meggs, Member Services Officer

PENSION COMMITTEES

Academic Defined Benefit Pension Plan

Aon has brought in a new person to add to their team, Thomas Gehlen. Has been with their Calgary Office for six (6) months. Implementation of changes are ongoing, but all the reviews for governance have been completed and the monitoring of assets is always ongoing quarterly.

Market Review (Thomas Gehlen): Markets are very uncertain due to Geopolitical uncertainty, including armed conflicts, and AI growth. Risk assets have performed well over the last couple of years, so equities are doing well (in Canada gold in particular). Rally has been broadening compared to core recent times when it was dominated by a huge tech company in the USA. Performance is driven by pockets of markets. Fixed income was much lower and has not grown as much as expected and still have low yields and lags equities. March has had extremely high uncertainty that we will see in next quarter's report.

Performance of Pension Plan (Brandon Holtby): Total Fund performance over 2025 we beat expectations and benchmarks which was mostly due to our equities. The plan has maintained a surplus even with a 5% margin. BlackRock for bonds has also met their objectives. We are still in line with our redemption of TD Greystone Real Estate, and they are currently underperforming. Timing of that is expected to be during the second half of 2027, while continuing to remove 1 million a quarter.

Revised Sipp (AON) Vlad Bobko: Changed language to the risk structures, so this had to be changed to allow Return Seeking Fixed Income that has the possibility of lower bond ratings. We needed to revise the SIPP since we are adding these. Also corrected a typo that was found in the infrastructure benchmarks section.

Infrastructure Manager Search and IFM Performance Comparison (AON) Vlad Bobko: Other pensions use IFM. Instead of doing an entire new search we will do the same. AON will assess the quality of that fund. The IFM Performance fund has been performing well over the last 20 years, and even more so over the last 10 years. The fund started by various funds coming together to form it in Australia. It was so successful it became a fund others could invest in. Now it is worth \$60 billion with no exposure to emerging markets.

Valuation Report (Doral Johnson): Valuation for the University, using extrapolation since we did a full valuation last year. We should have a surplus of eighteen million dollars, since the plan is not adding members, but losing them the market value and liabilities have both gone down. Doral suggests we do a full evaluation and we agree.

Education Policy Changes (Doral Johnson): The University no longer pays for education and is instead covered by the plan. So have an annual budget and we will talk about it at each meeting. If a member needs more than \$4,000, that requires approval by the Chair. These are the suggestions made and brings us in line with other groups. We need to hear back from legal for 100% approval since there is a potential conflict of interest.

SHARE Responsible Investing Proposal (Doral Johnson): Responsible investing issue of the University is now an issue for the for the various pension committees. We must fit our duties and responsibilities of our members must deal with these new climate guidelines. SHARE is a group that helps investors/plans work sustainably.

In solidarity,
Michael Cuggy
ASPA Observer ADBPP

Academic Money Purchase Plan (AMPP)

ASPA appoints one observer to the AMPP committee. The University appoints three (3) voting members, and the University of Saskatchewan Faculty Association (USFA) appoints three (3) voting members. These six (6) people make the decisions about investments and management of the AMPP. The committee is supported by pension/investment consultants from AON.

The committee meets quarterly to review the overall fund performance, discuss and make decisions on any changes to investments. The committee is also responsible for ensuring the pension is operating according to government regulations and best practices.

The AMPP is a defined contribution (DC) pension plan. This kind of plan works like an RSP, each member has an account that holds their money, and the amount available at retirement depends entirely on the amount of contributions and investment returns.

Please see the pension website at <https://www.usask.ca/pensions/2000-academic-money-purchase-pension-plan.php>

The plan allows members to make investment decisions about which funds to invest your pension in. As a plan member, you have access to tools from Sun Life to help you make these decisions, including one-on-one consultation with a Sun Life financial advisor at no cost to you. Since your retirement income depends on your investment returns, you should review your retirement goals and investments regularly throughout your career.

As an observer on the committee, I share my opinions during the discussions, however the voting members are responsible for making decisions. Committee members are expected to attend training and remain current with the requirements of their position of trust. Recently the committee agreed that it is valuable to have the ASPA observer attend training also, and I was able to take advantage of the allocation of funding to attend the Foundations of Trust Management Standards training and Public Sector Pension and Benefits conference put on by the International Foundation of Employee Benefits Plans.

I also attended the Saskatchewan Federation of Labour Pensions and Benefits conference March 18 and 19, 2026 with funding provided by ASPA. It provided an opportunity to learn about innovative approaches and options offered by some other pension plans in Saskatchewan.

The AMPP holds an Annual General Meeting for members each year. This year it was held March 20, 2026. A link to a recording will be included on the pension website mentioned above.

In solidarity,
Ken Glover
ASPA Observer to AMPP

RESEARCH COMMITTEE

The Research Committee volunteers are Cameron Bye, Lecia Ellis, Michaela Lynds, Claire Mugabe, Tanya Robertson-Frey, Kimberly Statham, me Simona Meier (Chair), and the ASPA staff support Angeline Hainstock.

I am grateful to all members of the Research Committee for the time and efforts to make this a successful committee.

Committee Purpose: The main role of the ASPA Research Committee is to create and implement a member feedback strategy to support the changing needs of the ASPA Executive, Bargaining Team, and ASPA standing committees on request. This helps ASPA to make evidence-informed decisions that accurately reflect the membership's needs and priorities. The second role of the APSA Research Committee is to educate the membership and to facilitate transparency of non-confidential results with the membership, where possible.

Meeting Frequency: The committee meets as needed, quarterly on average, or more often during a pre-bargaining year. Outside of formal meetings, the Research Committee members carry out work and communicate by email.

Outputs:

- 1) Between April 2025 and April 2026, the Research Committee distributed the following surveys:
 - a. Merit Survey
 - b. ASPA Annual Satisfaction Survey
 - c. Pre-bargaining Survey (to be send out in April 2026)
- 2) Focus groups related to the Annual Satisfaction Survey are scheduled to take place in April 2026, to build upon the results of the online ASPA satisfaction Survey.
- 3) An Ai, Data, Algorithms, and Automation Working Group has been established.

Thank you to all ASPA members who took the time to respond to the surveys. Future anticipated surveys will focus on questions that emerge from the Collective Agreement and bargaining process.

Future Priorities: The Research Committee remains committed to supporting the future needs of ASPA. To do this, three main priorities have been identified:

- 1) Remain responsive to the needs and requests from the ASPA Executive, Bargaining Team, and ASPA Standing Committees.
- 2) Administer the ASPA Satisfaction Survey every year. This plan can help guide effective decision making by measuring changes in the member perspectives over time.
- 3) Explore more inclusive research methods. By using diverse and culturally appropriate data collection strategies, the Research Committee can help ensure that all members are heard.

In solidarity,
 Simona Meier
 ASPA Research Chair (2025-2026)

SCHOLARSHIP COMMITTEE

The ASPA Tuition Reimbursement Fund was established in 2008 and has been administered for seventeen consecutive academic years: 2007-2008 to 2024-2025. Every year the ASPA member and the family member are each required to complete an application form which must be submitted by April 30.

Applicants: There were 141 applications received for the 2022 – 2023 academic year.

Undergraduate Applicants

Number of Undergraduate Applicants	121
Number of Ineligible Undergraduate Applicants	9
Total of Undergraduate Recipients	112

Graduate Applicants

Number of Grad Studies Applicants	20
Number of Ineligible Grad Studies Applicants	3
Total of Graduate Recipients	17

129 applicants were successful in receiving partial tuition reimbursement for at lease one USask course, completed between May 1, 2024, and April 30, 2025.

Funding: In the past, funding for the ASPA Tuition Reimbursement Fund came from the unexpended Accountable Professional Development Account (APDA) balances of ASPA members who have left University employment and 50% of the unassigned APDA funds over the individual account maximum of \$6,000. The annual allocation was at ASPA’s discretion. This funding arrangement expired on April 30, 2011, with the previous Collective Agreement and the first allotment of the funding agreement was received on May 1, 2012.

According to Article 12.12 of the new Collective Agreement, "Effective May 1, the university will provide an annual allotment of \$180,000 to the TRF." \$181,739 was available for the 2022-2023 tuition reimbursement. Per the guidelines, the pool of applications was reviewed, and the eligible number of credit units was tallied. The annual contribution was then divided by the number of credit units' eligible applicants successfully completed during the academic year (May 1, 2024 – April 30, 2025). In the 2023-2024 academic year, applicants received \$65.00 per eligible credit unit for a total payout of \$179,509.50.

Scholarship Payments: Applicants were emailed regarding the status of their application. The ASPA Tuition Reimbursement was applied directly to the applicant's USask student account. If the student had a credit on their account and had set up direct deposit with the university, a refund could be requested.

Taxation: In 2009, as a result of a Tax Court of Canada case, the taxation requirements for the ASPA Tuition Reimbursement Fund changed. The revised taxation requirement is that scholarship amount(s) paid to an employee's family member are taxable to the family member. Thus, any family members who received a scholarship (tuition reimbursement) for the 2024-2025 academic year will have received a T4A by February 29, 2026. Details on this taxation policy are available from the Canada Revenue Agency website ([Website Link](#)).

2025-2026 ASPA Tuition Reimbursement Fund Application Form

The 2025-2026 ASPA Tuition Reimbursement Fund online application form was made available March 16, 2026, for students. The deadline to apply is April 30, 2026. The application form is in the Scholarships and Bursaries channel in PAWS. The application form must be completed by the student. Once the student applicant has completed the application, an automated email is sent to the identified ASPA family member, who confirms or denies the indicated relationship to the applicant in PAWS (through the ASPA/USFA Award Relationship Verification channel). Applicants can expect a notification email (sent to their university email address) by late August.

It is expected that, in accordance with the last Collective Agreement, the fund will receive a transfer of \$180,000 in May 2026 from the university. The \$180,000 plus money leftover from 2025 results in \$182,230 available for the 2025-2026 ASPA Tuition Reimbursement Fund.

Enquiries: For payments and refunds, you can contact Student Finance and Awards by calling 306.966.4595 or emailing student_accounts@usask.ca. In regard eligibility criteria and scholarship amounts you can contact Alex Beldan at alex.beldan@usask.ca or awards@usask.ca or by calling 306.966.2897.

In solidarity,
Alex Beldan, Awards Coordinator
Student Finance and Awards

SASKATCHEWAN FEDERATION OF LABOUR (SFL)

The Saskatchewan Federation of Labour (SFL) is the province's central labour body, representing over 100,000 unionized workers. Its core mission is to serve as *the "voice of working people"* advancing the interests of affiliated unions and improving the socioeconomic well-being of all workers through lobbying, research, education, and campaigns for social/economic justice. As part of the SFL Executive Council, we meet quarterly to work towards equality and fairness for workers across the province. Lori Johb helms the organization as President, and this year they have added Nathaniel Cole as their first Executive Director.

The SFL is actively engaged in bringing members together. This year, they hosted their annual Pensions and Benefits Conference, Occupational Health and Safety Conference, the SFL/CLC Spring School, the CLC Convention, the SFL Summer Camp, and the biannual SFL Convention. These events bring members across the province together to work towards improved labour conditions and promote solidarity.

SFL has both supported and spearheaded numerous initiatives this year. One major highlight is their commitment to Reconciliation in the workplace. The SFL has created a Reconciliation Committee to help

the organization and its affiliates implement the Truth and Reconciliation Commission's Calls to action, with a focus on workplace equity, Indigenous Rights, and economic justice. The SFL has asked for a commitment from affiliated unions to participate in this important work and I am happy to report that ASPA will participate at this table to support this work and to support our members.

In consultation with its members, the SFL also put forth recommendations regarding Labour Relations Board Amendment Regulations, put forth feedback on the Government of Saskatchewan's review of The Occupational Health and Safety Regulations, and worked with affiliates on the Minister's review of Parts 6, 7, & 8 of the *Saskatchewan Employment Act*. The SFL continues to advocate for issues affecting Saskatchewan residents, engaging in campaigns to elevate labour issues such as wages, health care, and universal health care. The SFL has also contributed to public campaigns encouraging voter engagement and worker focused policy and supporting labour friendly political movements.

Overall, the past year highlighted the SFL's continued role as a central advocate for workers in Saskatchewan, combining political action, member engagement, and public advocacy to influence policy and improve conditions for working people.

In solidarity,
Rob Procyk
ASPA President (2025-2026)

MEMBER SERVICES OFFICER REPORT

It is with great enthusiasm that I present my first report to the ASPA general membership. I was hired in July 2025 and have spent the past nine months dedicating myself to learning about ASPA and working on behalf of the membership. It has been an exciting and rewarding experience to step into the union's work. I have particularly enjoyed working alongside my dedicated colleague, Angeline. Without her, much of the organization's day to day functioning would grind to a halt. I have also appreciated the opportunity to work with your Executive, a hardworking and committed group of individuals who care deeply about ASPA and its members.

During my time here, I have seen many sides of employment relations, including interpersonal conflicts, layoffs, discipline, and accommodation challenges. With more than 1,600 members and thousands of other employees on campus, it is inevitable that a wide range of issues and disputes will arise. This is precisely why unions exist. Through collective action, ASPA members have negotiated a collective agreement that enhances employment rights, and through working together, those rights are defended. That advocacy happens in many ways, including members asserting their own rights, through the democratic process of electing an Executive, through committee work, and through the pooling of resources to employ staff to support the membership.

I want to emphasize that we are here for you. If you ever have a question or concern related to your work, please feel free to reach out to either Angeline or me. We are located in Kirk Hall, rooms 302 and 304, or you can contact email me at mso@aspasask.ca or you can call me at 306.966.7392.

At the same time, it is important to remember that ASPA is not a third-party service provider. It is you. My role is to support the membership, but ASPA's strength and capacity do not come from the third floor of Kirk Hall. They come from 1,600 members. Knowing your rights, exercising them, and supporting one another are the foundations of a strong union.

Grievances: Grievances are, in essence, a formal notice to the employer that ASPA believes the collective agreement or legislation has been breached. Many disputes are discussed and resolved without the need to formally file a grievance.

The following is an overview of the grievances I have been involved with since beginning in July 2025.

GR 2020 001: Wrongful Layoff

This grievance proceeded to arbitration in 2022, but a decision has not yet been issued. ASPA is currently revisiting the matter in an effort to bring it to resolution.

GR 2020 010: Distribution of Bargaining Unit Work (Online Facilitators)

This year, ASPA signed a Memorandum of Agreement with the University that brought Online Facilitators back under ASPA's bargaining unit.

GR 2025 001: Denial of Benefits Under Income Continuance

This matter was largely resolved through the grievance process in the member's favour. Some related issues were transferred to GR 2026 003.

GR 2025 002: Failure to Accommodate

This grievance was resolved through a settlement following Stage 2.

GR 2025 003: Denial of Benefits Under Income Continuance

This grievance completed Stage 2 and is currently in abeyance pending the resolution of GR 2026 003.

GR 2025 004, 006, and 007: End of Employment and Article 16

These grievances were related to the end of employment and the application of Article 16, which limits layoffs where the majority of a member's duties are assigned to another individual. While Article 16 is an important protection, it can be difficult to prove a breach. These grievances were ultimately withdrawn.

GR 2025 005: Flex Time

This grievance concerned a large accumulation of flex time and was resolved through a settlement after Stage 2.

GR 2026 001: Rescinding of Resignation

This grievance involved supporting a member seeking to rescind their resignation and was resolved through a settlement.

GR 2026 002: Probation Failure

This grievance involves a probationary employee whose probation was ended early. ASPA is challenging breaches of probation related articles, and the grievance is currently at Stage 1.

GR 2026 003: Attending Physician's Statement

This grievance arises from GR 2025 001 and challenges the level of detail being requested by ArcHealth on its Attending Physician's Statement. ASPA believes the information being sought is excessive and overly intrusive. The grievance is currently in abeyance but before an arbitrator. If discussions with the University do not result in a resolution, the matter will proceed to arbitration.

Unique Circumstances: ASPA's membership is diverse, and at times specific units or groups of workers require additional discussions or negotiations to apply the collective agreement to unforeseen situations or to resolve issues not explicitly addressed in the agreement.

Interpersonal Challenges: Supporting members through workplace conflict remains a key function of the union. This can range from helping members prepare for difficult conversations with colleagues or managers to supporting members in situations involving harassment.

Bargaining Unit Work: ASPA continues to engage with the University to ensure new positions are placed within the appropriate employee group and to monitor postings and existing positions that should properly fall within ASPA's bargaining unit.

Phase and Job Family Review: There was significant interest this year from members pursuing phase changes and job family reviews.

Clarity of Status: We addressed many questions related to the difference between a member's individual employment status and the status of the position they occupy. A member may be permanent or term, and a position may also be permanent or term. Importantly, layoff protections apply based on the member's status. If you are permanent, layoff protections apply even if the position you hold is term.

General Support and Advocacy: Throughout the year, ASPA provided education and training, advocated for members in areas where the collective agreement may be unclear, and responded to a wide range of questions, from holiday entitlements to the implications of resigning.

Collective Bargaining Support: I continue to support the Executive and the Bargaining Team in preparation for negotiating a new collective agreement. While the current agreement expires in April 2026, it will remain in force until a new agreement is reached.

Increasing Workload and Capacity Pressures: A recurring theme I have observed this year is increasing workload pressure across the university. Many members are being asked to take on additional responsibilities, adapt to restructuring, or cover vacancies, all within what often feels like an ever-shrinking pool of resources. There is a clear pressure to do more with less, and this is being felt widely across units.

While there are only limited ways that ASPA can directly address system wide resourcing decisions, this trend reinforces the importance of collective support. One of the most effective tools we have as a union is working together, supporting one another, sharing information, raising concerns early, and engaging collectively when workloads become unsustainable or unreasonable.

Union involvement can help members push back against inappropriate workload increases, support accommodation and prioritization discussions. While ASPA cannot solve every structural issue, our collective strength remains one of the most meaningful ways to respond to these pressures.

Things Members Should Know: Throughout the year, I encountered several recurring situations where members were unsure of their rights or hesitant to contact ASPA. A few highlights worth remembering are below.

- If you are wondering whether you can have union assistance on an issue, or representation at a meeting, ask ASPA. There is no downside to asking, and the employer's interpretation of your rights may be incorrect.
- You may be entitled to union representation at meetings involving discipline, performance concerns, accommodation, or significant employment consequences. If you are unsure, it is best to contact ASPA before attending.
- Members should know their employment status and not assume it. If you are unsure whether you are permanent or term, or if you do not know where to find that information, ask. Your status can have significant implications for your rights and protections.
- While having your people leader's support can be helpful, it is not required to pursue a phase change. Members are entitled to explore phase changes and seek union advice regardless of management support.
- ASPA can grieve the decisions of ArcHealth for Short Term Disability but cannot grieve the decision of SunLife on Long Term disability.

Conclusion and Looking Forward: As I reflect on the past year, I am continually struck by the good work I see happening every day. I see members supporting one another, representatives stepping up, and collective efforts that are improving ASPA. I am proud to work for this union and grateful for the trust members place in Angeline and me to support them through often complex and difficult situations. I am very much looking forward to continuing my career with ASPA and deepening my work with the membership. The upcoming round of collective bargaining presents an important opportunity, and I am excited to support the Executive, the Bargaining Team, and members as we work together toward a stronger collective agreement.

By staying engaged, informed, and supportive of one another, ASPA members play a critical role in building not only a stronger union, but a better university.

In solidarity,
Shayne Meggs
ASPA Member Services Officer