

**University of Saskatchewan**  
**ASPA Bargaining**  
**Employer's Offer to Settle**  
June 27 2008

The following represents a full and complete package offer in an effort to reach a tentative agreement. This offer includes:

- proposals agreed to date and;
- the Employer's proposal on all outstanding matters which includes unsocial hours premium, benefits re-alignment, pension adjustment, and compensation adjustments.

**PRINCIPLES**

This offer has been developed considering the University's core principles of fiscal responsibility, market based salary increases using national comparators, and competitiveness in all aspects of total compensation.

**TERM OF THE AGREEMENT**

The Employer has packaged this offer as a three-year agreement covering May 1, 2008 to April 30, 2011.

**OUTSTANDING ITEMS**

**Unsocial Hours Premium:**

The employer agrees to a Memorandum of Agreement to review the prevalence of unsocial hours and make recommendations on alternative scheduling arrangements through a joint committee. **(See attached proposed Memorandum of Agreement)**

**Benefits:**

**Principles**

The changes to benefits programs are being proposed to support the University's long-term, strategic priorities for benefits. Those priorities are:

- Sustainable long-term cost
- Focus on encouraging people to be healthy and at work
- Competitiveness
- Simplified benefits administration and reduction of bureaucratic complexity
- Employee satisfaction
- Sharing benefits costs with employees

Given the principles stated above and in response to your latest proposal the Employer proposes benefit changes as follows:

- **Increase eye exam coverage from \$65 - \$80 annually**

\*\*If the Association is interested in tabling additional changes to the group benefit plan design, the Employer is willing to consider those changes, taking into consideration the

financial health of the plans and the University's long-term strategic priorities for benefits.

### **Pension Contribution:**

**The Employer agrees to increase the allowable pension contribution (Employee and Employer) by an additional half percent (0.5%) effective the first of the month following the date of signing.**

### **Wage Adjustments:**

#### **Principles**

The changes to compensation programs are being proposed to support the University's long-term, strategic priorities for compensation. Those priorities are:

- Compensation strategy aligned with the strategic directions
- Supports a strategy to recruit, retain, and build capacity of staff to support the strategic directions
- An affordable and sustainable model
- Fair and equitable access to funding
- Move to decentralized decisions based on the compensation strategy and guidelines
- Movement within the compensation models based primarily on performance
- Ensure a total compensation approach

The Employer is proposing a compensation system that reflects the value of job duties and responsibilities, offers competitive pay, and provides opportunities for pay growth based on available resources and performance contributions. Our proposal focuses on **base salary adjustments. Base salary adjustments are designed to recognize growth in proficiency from experience and increases in the market over a given time span.**

**As was negotiated in the last round these base salary adjustments combined the old concepts of scale adjustments and regular increments into one predictable, across the board increase for all members recognizing growth and cost of living.**

#### **Market Adjustments - anchoring our compensation system and adjustments to market trends**

Our salary range structure will remain competitive as we review and adjust against market trends. Our goal is to maintain the broad band salary model to support a compensation system that attracts, motivates and retains exemplary staff without exhausting the University's limited resources. Anchoring our salary ranges in line with comparable organizations on a national basis ensures that our compensation system is competitive and aligned with our strategic goals.

In the salary offer below, the market target points of the ranges are anchored at the 50th percentile of national market data and salary ranges are adjusted over the life of the Collective Agreements to ensure that this relationship is maintained. This competitive pay policy sets a clear direction for how the University intends to pay members of ASPA

now and into the future. **The revised salary ranges being proposed have been adjusted by 4% in each year of the contract (see attached).**

**The Employer proposes individual base salary adjustments of 5.0% for 2008, 2009, and 2010 to eligible members up to the maximum of the new salary ranges. These adjustments will be paid only to members who are actively employed as a member of ASPA on the eligibility date (July 1<sup>st</sup> of each year).** These adjustment amounts are based on comparable salary settlements across the country and forecasted salary trends which combine the cost of living and inflation with the market value of jobs.

**The Employer also proposes a Memorandum of Agreement (MOA) on Salary Progression. The MOA would establish a joint committee to make recommendations on best practices for rewarding and compensating professional staff in a broadbanding approach. This would be done with the view to informing and assisting with the next round of bargaining.**

**The combined cost of the Employer’s proposal represents a cost of approximately 5.1% per year over three years.**

**SUMMARY OF OFFER TO SETTLE OVER THREE (3) YEARS**

| <b>Year</b> | <b>Salary, Pension &amp; Benefits Adjustments</b>   |
|-------------|---|
| 2008        | <p><u>Salary Ranges</u></p> <ul style="list-style-type: none"> <li>▪ 4.0% Adjustment to all salary ranges</li> </ul> <p><u>Salary Adjustments</u></p> <ul style="list-style-type: none"> <li>▪ Base Salary Adjustment – 5%</li> <li>▪ Merit Adjustments – Status Quo</li> </ul> <p><u>Pension &amp; Benefits</u></p> <ul style="list-style-type: none"> <li>▪ 0.5% Increase to Pension</li> <li>▪ 1FTE release time for association executive</li> <li>▪ Increase to annual eye exam coverage from \$65 to \$80</li> <li>▪ \$125,000 in retraining funds over the life of the contract</li> <li>▪ Payment of 2 week waiting period at 95% of earnings for those on parental/adoption/maternity leave</li> </ul> |
| 2009        | <p><u>Salary Ranges</u></p> <ul style="list-style-type: none"> <li>▪ 4% Adjustment to all salary ranges</li> </ul> <p><u>Salary Adjustments</u></p> <ul style="list-style-type: none"> <li>▪ Base Salary Adjustment – 5%</li> <li>▪ Merit Adjustments – Status Quo</li> </ul>   |
| 2010        | <p><u>Salary Ranges</u></p> <ul style="list-style-type: none"> <li>▪ 4% Adjustment to all salary ranges</li> </ul> <p><u>Salary Adjustments</u></p> <ul style="list-style-type: none"> <li>▪ Base Salary Adjustment – 5%</li> <li>▪ Merit Adjustments – Status Quo</li> </ul>   |

## Proposed Salary Ranges

### Date of Signing - April 30, 2009 Salary Ranges

| Family                     | Phase | Minimum   | Target Point | Maximum    |
|----------------------------|-------|-----------|--------------|------------|
| Instructional              | 1     | \$ 40,073 | \$ 50,092    | \$ 62,615  |
|                            | 2     | \$ 52,109 | \$ 65,136    | \$ 81,420  |
| Information Technology     | 1     | \$ 40,073 | \$ 50,092    | \$ 62,615  |
|                            | 2     | \$ 52,109 | \$ 65,136    | \$ 81,420  |
|                            | 3     | \$ 65,869 | \$ 82,337    | \$ 109,508 |
| Managerial                 | 1     | \$ 40,073 | \$ 50,092    | \$ 62,615  |
|                            | 2     | \$ 52,109 | \$ 65,136    | \$ 81,420  |
|                            | 3     | \$ 65,869 | \$ 82,337    | \$ 109,508 |
| Specialist Professional    | 1     | \$ 40,073 | \$ 50,092    | \$ 62,615  |
|                            | 2     | \$ 52,109 | \$ 65,136    | \$ 81,420  |
|                            | 3     | \$ 65,869 | \$ 82,337    | \$ 109,508 |
| Operational Administrative | 1     | \$ 34,885 | \$ 43,606    | \$ 55,380  |

### May 1, 2009- April 30, 2010 Salary Ranges

| Family                     | Phase | Minimum   | Target Point | Maximum    |
|----------------------------|-------|-----------|--------------|------------|
| Instructional              | 1     | \$ 41,676 | \$ 52,095    | \$ 65,119  |
|                            | 2     | \$ 54,193 | \$ 67,742    | \$ 84,677  |
| Information Technology     | 1     | \$ 41,676 | \$ 52,095    | \$ 65,119  |
|                            | 2     | \$ 54,193 | \$ 67,742    | \$ 84,677  |
|                            | 3     | \$ 68,504 | \$ 85,630    | \$ 113,888 |
| Managerial                 | 1     | \$ 41,676 | \$ 52,095    | \$ 65,119  |
|                            | 2     | \$ 54,193 | \$ 67,742    | \$ 84,677  |
|                            | 3     | \$ 68,504 | \$ 85,630    | \$ 113,888 |
| Specialist Professional    | 1     | \$ 41,676 | \$ 52,095    | \$ 65,119  |
|                            | 2     | \$ 54,193 | \$ 67,742    | \$ 84,677  |
|                            | 3     | \$ 68,504 | \$ 85,630    | \$ 113,888 |
| Operational Administrative | 1     | \$ 36,280 | \$ 45,350    | \$ 56,688  |

**May 1, 2010- April 30, 2011 Ranges**

| <b>Family</b>                     | <b>Phase</b> | <b>Minimum</b> | <b>Target Point</b> | <b>Maximum</b> |
|-----------------------------------|--------------|----------------|---------------------|----------------|
| <b>Instructional</b>              | 1            | \$ 43,343      | \$ 54,179           | \$ 67,724      |
|                                   | 2            | \$ 56,361      | \$ 70,451           | \$ 88,064      |
| <b>Information Technology</b>     | 1            | \$ 43,343      | \$ 54,179           | \$ 67,724      |
|                                   | 2            | \$ 56,361      | \$ 70,451           | \$ 88,064      |
|                                   | 3            | \$ 71,244      | \$ 89,055           | \$ 118,444     |
| <b>Managerial</b>                 | 1            | \$ 43,343      | \$ 54,179           | \$ 67,724      |
|                                   | 2            | \$ 56,361      | \$ 70,451           | \$ 88,064      |
|                                   | 3            | \$ 71,244      | \$ 89,055           | \$ 118,444     |
| <b>Specialist Professional</b>    | 1            | \$ 43,343      | \$ 54,179           | \$ 67,724      |
|                                   | 2            | \$ 56,361      | \$ 70,451           | \$ 88,064      |
|                                   | 3            | \$ 71,244      | \$ 89,055           | \$ 118,444     |
| <b>Operational Administrative</b> | 1            | \$ 37,732      | \$ 47,164           | \$ 59,899      |

Memorandum of Agreement  
Unsocial Hours

The Association and the University jointly recognize the need to establish a joint committee for the purpose of reviewing assignment of duties outside the core hours of the University.

The joint committee will have two objectives:

- 1) As soon as reasonably possible, review current practices and make recommendations to the Administrative Employees Consultative Committee (AECC) on initiatives to minimize the impact of unsocial hours.
- 2) Prior to the expiration of the contract expiring will collect data on current practices and occurrences of hours scheduled outside the core hours of the University. This data will be collected for the purpose of bargaining such that the parties may have an informed discussion at the table.

This Memorandum will expire on April 30, 2011 and will be removed from the Collective Agreement.

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On behalf of the Employer

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On behalf of ASPA

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On behalf of ASPA

**June 27 2008**  
**E&OE**