



## Highlights of the ASPA Collective Agreement

**May 1, 2008 – April 30, 2011**

The Collective Agreement between U of S and ASPA came into effect December 12, 2008 following ratification by the parties. Highlights of the agreement are as follows:

### **Monetary agreement:**

A three-year agreement from May 1, 2008 to April 30, 2011;

A 4% adjustment to salary ranges on May 1, 2008, 2009 and 2010;

A 4% market adjustment on May 1, 2008, 2009 and 2010 to individual salaries up to the maximum of the new salary ranges;

Effective May 1, 2008, and annually thereafter, a 2% adjustment up to target point of salary range for those whose salary is below the target point;

At date of signing, a \$1,000 signing bonus prorated based on FTE;

Effective May 1, 2009, an increase to merit funding from .35% to 1.0% of ASPA annual payroll for base salary merit awards and an increase from .45% to 1.0% of ASPA annual payroll for lump-sum merit awards.

### **Benefits Plans**

The following enhancements to group benefits plans, effective January 1, 2009:

- increase in eye exam coverage from \$65 to \$80 per person every two calendar years;
- change to the life-time maximum for child orthodontic services from \$1,500 to \$2,000;
- addition of dental implants as an acceptable treatment under the dental alternatives plan.

For information about the Benefits please see the following webpage:

[http://www.usask.ca/hrd/benefits/benefit\\_plans.php#aspa](http://www.usask.ca/hrd/benefits/benefit_plans.php#aspa)

### **Article 3.4.3.1 Term Employee to Permanent or Seasonal Employee Status**

Threshold for term employees becoming eligible for permanent or seasonal employee status has changed from three years to two years of continuous service in the same position in the same department. Employees will automatically have their employee status changed once they become eligible for permanent status. While the employee status changes, the employee remains in a term position that requires renewal on an ongoing basis.

Term employees who are replacing someone who is on an approved leave are exempt from the process. It is the responsibility of the manager and the employee to notify Human Resources if this is the case.

### **Clarifying eligibility of certain benefits under the Collective Agreement**

In an effort to have a consistent understanding of the eligibility of certain benefits, the parties have made changes to Table 12. This includes all the benefits under the Collective Agreement for ease of reference and provides eligibility criteria.

The language throughout the agreement now refers to “members eligible as defined by Table 12”. Articles that are impacted by this change include:

- Article 7.3.1 Education and Training Incentive
- Article 9.6 Members in Professional Association
- Article 12.4 Accountable Professional Development Account (APDA)
- Article 12.6 Development Investment Grant (DIG)
- Article 12.7 Housing Assistance
- Article 20.3.1 Leave, Education
- Article 20.10 Leave, Sick

### **Article 20.7.5 Supplemental Benefits Plan**

The parties agreed to an additional two-week top-up of 95% of their normal weekly earnings during the period of time an employee is normally without pay while awaiting Employment Insurance (EI) to begin. This change provides continuous income during the first weeks of leave.

Employees qualify for this benefit after twelve (12) months of continuous service, and must be eligible for leave under Article 20.7.1, 20.7.2, 20.7.3, or 20.7.4 and are in receipt of Employment Insurance (EI) benefits.

### **Article 20.7.7 Vacation**

During the paid portion of the maternity/parental/adoptive leave, employees will continue to accumulate vacation time and **pay**. During any unpaid portion of this leave the member will continue to accumulate vacation **time** for the purposes of taking an unpaid leave of absence for vacation purposes. If an employee chose to, they can take accumulated unpaid vacation time upon their return from leave.

### **Article 12.4 Accountable Professional Development Account**

Effective May 1, 2009 the cumulative APDA maximum has been increased from \$6,000 to \$7,500 of carry-over from year-to-year.

**Article 12.7 Housing Assistance**

The repayment period has been changed from three to five years. Payments are made in equal amounts over this period and the amount of the interest-free loan of \$12,000 remains unchanged. The change to the repayment period only applies to those who apply for the interest-free loan after December 12, 2008.

**Article 5.5.1 (new) Reimbursement for Association-Management Meetings**

The parties agreed to provide leave with pay of up to 1.0 FTE so that an officer, who is elected as President or appointed to Grievance Officer by ASPA, can have time away from their workplace to do the business of the Association. The leave is at the discretion of ASPA and will be taken by the Presidents and/or Grievance Officer in fractions ranging from 0.25 FTE to 1.0 FTE, sharing the total of 1.0 FTE leave between them. The leave will be taken in consultation with the member's department and the Association will provide the University with confirmation of the arrangements.

Definition of service:

**Service** refers to the time spent by a member performing the duties assigned by the Employer except when calculating the vacation accrual rate where service refers to all employment of the individual with the University. This change provides vacation credit to employees who have worked in other University employee groups.