



Collective Bargaining Update

March 2011

The University of Saskatchewan is committed to interest-based bargaining to reach principled, fair and equitable agreements that support the university's strategic directions. Over the past year, the university has reached collective agreements with the University of Saskatchewan Faculty Association (USFA) and the Canadian Union of Public Employees (CUPE Local 1975). Currently, the university is in the process of negotiating with Sessional Lecturers (CUPE Local 3287) and with the Professional Association of Internes and Residents (PAIRS). Our agreement with the Administration and Supervisory Personnel Association (ASPA) is set to expire in April of 2011.

➤ **University of Saskatchewan Faculty Association (USFA) – Agreement Ratified**

In June 2010, the bargaining teams for the university and USFA reached a tentative agreement on a three-year collective agreement for July 1, 2010 to June 30, 2013. Ratified by the Faculty Association in September 2010, this agreement applies to approximately 1,100 academic staff.

This Collective Agreement includes significant reform to the special increase (merit) process, general salary increases, and redesigned recruitment and appointment processes. These changes reflect the university's strategic priority to attract and retain outstanding faculty and to ensure we are positioned competitively among our peer institutions.

➤ **Canadian Union of Public Employees (CUPE Local 1975) – Agreement Ratified**

In March 2010, a three-year collective agreement was reached between the university and CUPE Local 1975 for January 1, 2010 to December 31, 2013. The agreement applies to approximately 2,200 support staff on campus.

The new agreement includes a wage adjustment in support of our long-term compensation strategy and an increase in the matching pension plan contributions.

➤ **Canadian Union of Public Employees (CUPE Local 3287) – Bargaining In Progress**

Bargaining began in the Fall of 2010. The university and the union continue to meet on a regular basis. Negotiations are progressing and we have reached agreement on many items. CUPE 3287 represents about 250 sessional lecturers across campus.

Employment agreements are available online at www.usask.ca/hrd





➤ Professional Association of Internes and Residents (PAIRS) – Bargaining in Progress

Collective bargaining between the university and PAIRS began in December 2008 and continues. The PAIRS membership includes approximately 330 medical residents at the university. Bargaining with PAIRS is complex because of the number of parties involved. The university is the employer of record while the Ministry of Health provides the financial mandate and funding. The parties have reached agreement in principle on all contract language issues and the only outstanding matter relates to wage increases over the term of the agreement.

➤ Administration and Supervisory Personnel Association (ASPA) – Contract Set to Expire April 30, 2011

The collective agreement between ASPA and the university covers approximately 1,250 management, professional and technical staff across campus. We continue to focus on building a positive working relationship with the association and hope to build on the bargaining themes from the last session.

➤ Jurisdiction Review

For the past several years the university and its unions have been working by agreement, to clarify jurisdiction, as it relates to who is in (or out of) scope of each union, and if in scope, then in which union. It has and continues to be important to all parties to address issues, provide clarity and to ensure compliance with the Trade Union Act. The university and its unions have been working in a number of areas of jurisdiction review including:

- In 2009, the university and USFA signed a memorandum of agreement (MOA) and worked together to bring approximately 30 positions into the bargaining unit.
- Issues of jurisdiction between CUPE and ASPA and the exempt group have been ongoing for a number of years. A series of applications to the Labour Relations Board began in 1997 the results of which, did not improve clarity of jurisdiction. After many such applications, the unions and the university signed a MOA to address these concerns. The parties have recently completed the first phase of this work with the assistance of a mediator. These efforts have brought increased clarity to the bargaining units and approximately 100 positions, which were moved into the appropriate employee group as of March 1.

Jurisdiction review efforts are ongoing. The university remains committed to collaboration with all of its bargaining units in ensuring clarity of jurisdiction and compliance with the Trade Union Act.

Future issues of Working at the U of S will keep you apprised of collective bargaining progress.

