



Highlights of the ASPA Tentative Agreement May 1, 2011 to April 30, 2014

The collective agreement between university and ASPA was ratified on December 9, 2011. The following terms and conditions are effective January 1, 2012 unless noted otherwise.

Compensation:

- maintain the current 2% increment up to the target point of the salary range to recognize growth in proficiency from experience and a satisfactory level of performance over a given time span
- market salary adjustments and scale salary adjustments of 1.5% (May 1, 2011), 2% (May 1, 2012), and 2% (May 1, 2013) up to the maximum of the new ranges, in support of university's compensation strategy to match the 50th percentile of local market data
- maintain the current merit funding level at 2% of payroll with an adjustment to the merit allocations, effective May 1, 2012 to 1.33% ASPA salary allocation to the base salary merit increases, and 0.67% for lump sum bonuses (20% for lump sum bonuses and 40% for base salary increases)

Benefits:

- eliminate the funding cap and move to a fully employer-paid health and dental plan, with the existing surplus of \$1.4M being recovered by the employer. increase the basic and major dental combined maximum from \$1,500 to \$2,000 per year per employee and from \$1,000 to \$2,000 per year per dependent
- decrease the service limit for major dental services from 80% to 50%
- increase the vision care maximum (eye glasses, contact lenses, and laser eye surgery) from \$200 to \$300 per employee and per dependent every two years
- increase the eye examinations coverage from \$80 to \$100 per employee and per dependent every two years
- change the eligibility period for the health, dental and life plan from 1 year to 6 months for term appointments.
- introduce a \$700 flexible spending program (effective May 1, 2012)

Pension:

- introduce optional employee-paid insurance coverage that will provide income guarantee
- replace the current early retirement provisions with a post-retirement spending account in the amount of \$1,000 per year for a two-year period following retirement

Article 3 Scope and Recognition

- add language that allows for a member replacing an absent employee due to disability to obtain permanent status after thirty (30) months of continuous service in the same position

Professional Development (Articles 7, 12, 16)

- consolidate the multiple development provisions to focus on ensuring plans are supporting development activities and reduce the administrative complexities including:
 - a \$100 increase to the annual allotment allowance
 - a \$1500 increase to the cap
 - a provision that allows the university to recover excess funding above the cap

Article 8 Probationary Period for Permanent and Seasonal Appointments

- add language that clarifies the treatment of term employees who are being dismissed for not being suitable for continued employment in the position

Article 16 - Layoff

- reduce the notice period to provide a meaningful transition to begin the alignment to common law provisions
- allow employees access to their benefits (health, dental, life) for a period equivalent to the combined notice and severance period, to a maximum of twelve (12) months
- allow employees access to their professional development funds for a period of 6 months from the date of layoff
- add language that clarifies the treatment for an employee who accepts pay in lieu of notice and severance and subsequently accepts another appointment with the university prior to the end of the combined notice and severance period, or equivalent time frame if taken as a monthly installment

Article 17 - Problem Resolution Process

- revise the grievance process to align with best practice to a process that follows a more traditional step approach:
 - step 1 - informal process
 - step 2 - stage one heard by the dean/administrative unit head or designate
 - step 3 - stage two heard by the senior university human resources officer or designate