

**AN UPDATE TO THE UNIVERSITY COMMUNITY  
ASPA BARGAINING  
May 18, 2007**

**Offer to settle – An effort to bring bargaining to conclusion.**

The University has provided the Union with two full and complete offers to settle.

One offer, tabled the morning of May 16, 2007, which covered two agreements over five years and, at the Union's suggestion, another offer, tabled the evening of May 16, 2007, which was one agreement over 3 years.

**The University is committed to bringing negotiations to a conclusion after close to 25 months of bargaining. The most recent three year agreement represents our best offer to settle. Having listened to the Union carefully, and with the long-term interests of the University and the ASPA members in mind, we are confident this is a generous and serious commitment that supports recruitment and retention efforts and recognizes the valuable contribution that ASPA members make to this institution.**

**Why is there no settlement?**

Despite agreement to the Employer's financial package presented in our three year offer to settle, the Union declined to accept the offer unless language surrounding the Memorandum of Agreement (MOA) on Joint Job Evaluation remained in the Collective Agreement. The University advised the Union that we believe the MOA on Joint Job Evaluation was fully executed and concluded in 2004 as part of the Joint Job Evaluation negotiations.

Negotiations ended at 11:30 pm Thursday, May 17 after an extensive discussion regarding the only outstanding issue. No resolution was reached, and bargaining will resume Friday, May 18 at 5:00 pm.

**What progress has been made?**

<b>Summary of Agreed to and Outstanding Compensation Matters</b>		
	Agreed to in principle	Outstanding
Regular Increments (2005 – 2006)	✓	
Broad band compensation system	✓	
Market salary ranges (May 1, 2005 to April 30, 2008)	✓	
Merit Adjustments and Funding (2005 - 2006)	✓	
Joint Merit Committee Terms of Reference	✓	
Article 9.3.1 Annual Performance Feedback of Permanent, Seasonal, and Eligible Term Employees	✓	
Article 9.1 Position Profile, Placement and Review of Positions (status quo)	✓	
Length of agreement	✓	
Base Pay Adjustment (2007)	✓	
Job Evaluation Maintenance (MOA: Joint Job Evaluation)		✓

**What are the outstanding issues?**

The Union’s only outstanding issue is keeping the Memorandum of Agreement on Joint Job Evaluation in the Collective Agreement.

The University’s proposal calls for the deletion of this Memorandum of Agreement. On April 16, 2007, the Employer proposed a solution to address the Union’s concerns over the placement of new positions, the review of existing positions, and the appeal of position reviews. It included extensive revisions to Article 9.1 which specifically addressed these matters. The union declined to accept this compromise.

**Why has the University taken the position that the Memorandum of Agreement on Joint Job Evaluation be deleted?**

The Memorandum of Agreement refers to the development, implementation, and maintenance processes of the Joint Job Evaluation Plan. It is the University’s position that all matters regarding Job Evaluation were concluded in 2004. The 2004 negotiations resulted in the implementation of an alternative system of

compensation – broad band salary ranges with families and phases. The job evaluation plan that is referred to in the Memorandum of Agreement is no longer in effect. The logical conclusion is that the Memorandum of Agreement be deleted.

The University has committed to a transparent process and has expressed a willingness to consult with ASPA with respect to the management of processes surrounding the compensation system.

### **What's Next?**

We remain committed to reaching a Tentative Agreement that is meaningful to all parties and is in the best interest of the University. We are hopeful that ASPA will reconsider its current position and conclude an agreement.

Please refer to the HR website for our complete proposals at [http://www.usask.ca/hrd/memos/bargaining\\_updates.php](http://www.usask.ca/hrd/memos/bargaining_updates.php)