

Collective Bargaining Update

April 2007

January to March of 2007 was an intense time for Collective Bargaining at the University of Saskatchewan - we are pleased that the hard work of the bargaining teams has paid off!

Below, the University describes the settlements with the Faculty Association and the Sessional Lecturers (CUPE Local 3287). We are confident that the remaining bargaining will be completed as soon as possible.

Faculty Association (USFA) – Tentative Agreements Reached!

On March 21, 2007, the University and the Faculty Association reached two tentative agreements for the periods covering July 1/05 to June 30/07, and July 1/07 to June 30/09. These agreements were reached following long, principle-based discussions and intense bargaining.

These agreements are grounded by the University's principles of:

- fiscal responsibility and economic rationale for salary increases;
- a lead-payer strategy based on reasonable comparators;
- reform of the salary grid to support the recruitment and retention of faculty competitiveness in all aspects of total compensation (benefits, leaves, etc.);
- a desire to treat all faculty members equitably as a result of compensation reform;
- a need to have flexible and expedient recruitment practices.

These agreements also reflect the Employer's commitment to the academic culture and traditions of individual input to academic planning, debate and discussion, which is fundamental to a University.

The financial cost to the University for salary, benefits and other increases average 3.62 percent, per year, over a total of 4 years. As there is significant cost associated with salary grid reform, it was important to spread the costs of the agreement over four years. The University and the Faculty Association are currently finalizing the Collective Agreement and implementation language. The HR website will be updated as soon as possible with the contract language and other relevant information.

Administrative and Supervisory Personnel Association (ASPA) – Bargaining Progressing Well

Representatives of the University of Saskatchewan continue to meet with ASPA on a weekly basis. Negotiations are progressing well, and we have reached agreement on many items including:

- additional funding for departments for joint union/management meetings for departments to support time away for ASPA executive to support our positive working relationship with the Association;
- addition of the newly declared statutory holiday (Family Day) as well as the maintenance of three (3) floater days for all ASPA staff;
- increased professional development (\$1000/member) to support training and career development;
- a tuition reimbursement fund (for spouses and dependants) to refund U of S tuition fees;
- expansion of tuition waiver entitlement to part-time staff;
- revised EAP language to support changes to health and wellness initiatives on campus.

The employer and the union have tabled their compensation interests and engaged in a discussion of the matter. We are looking forward to a more detailed discussion in the coming weeks.