



AN UPDATE TO THE UNIVERSITY COMMUNITY FACULTY BARGAINING

Offer to Settle – An Effort to Bring Bargaining to a Conclusion

Late Tuesday, March 6, the University provided the Union with a full and complete offer to settle.

The University has an obligation to bring negotiations to a conclusion after close to 20 months. This is the University's best offer to settle. Having listened to the Union carefully, and with the long-term interests of the University and the faculty in mind, we are confident this is a generous and serious commitment to faculty salaries, which will support recruitment and retention of faculty.

Why is there not yet a settlement?

At the meeting on Wednesday, despite a previous acceptance of the Employer's financial package, the Union tabled increased monetary demands and raised new issues. The University advised the Union that it does not believe there is anything to gain from continuing to bargain as all the outstanding issues have been thoroughly discussed and it is not appropriate to bring new issues into discussions at this stage. A stalemate was reached on the University's critical recruitment issue.

At the end of the day, the Employer suggested three options to conclude bargaining:

- reach a Tentative Agreement based on the Employer's offer to settle, or
- present the University's settlement offer to the membership for a vote, or
- clarify that a stalemate has been reached

The Union indicated it could not meet with its Executive until at least March 12 to receive further direction and would not be available to return to bargaining until at least March 13.

What progress has been made?

The parties have agreed in principle on salary grid reform to support recruitment and retention. This includes an adjustment of salaries to ensure the University is a lead-payer. The parties have also agreed to additional benefits and pension. Most of the significant items raised have been addressed through agreement or compromise.

What are the outstanding issues?

The Union's list of outstanding issues includes:

- reduction of the number of Special Increases allocated to PRC
- changes to the allocation of Specials by adding to Department Committees (new issue)
- increases which were dropped when the financial package was accepted
- the Union has agreed to separation of rank and salary for the purpose of salary grid reform, however wants to control starting salaries for newly recruited faculty through JCMA by approving all starting salaries

The University's proposals:

- require a separation of rank and salary to support recruitment and retention priorities
- changes to salaries for retention to support a lead-payer strategy
- changes to salaries for recruitment so that competitive salaries can be offered without placing new faculty into ranks for which they may not be qualified
- transparency and clarity, with full reporting to JCMA of the reasons and situations in which salaries exceed the normal CDI ranges
- an equitable approach to recruitment

What's Next?

It's important that we achieve some labour stability and set salary scales to facilitate recruitment and retention. While this offer has stretched the University's resources to the limit, we remain committed to reaching a Tentative Agreement – one that we can all feel proud has been achieved because we believe it meets the best interest of our Faculty and the long-term interests of the University. We are hopeful that the Faculty Association will reconsider its positions of March 7 and move to conclude an agreement.

See the full and complete package offer posted on this website

**Average cost per year to the Employer of total financial package: 3.62%
per year over 4 years**

Examples of Salary Increases:

Ranks	Current Average Salaries	Average Percentage Increase	Average Salaries July 1, 2008
Librarian III	\$ 74,819	18.9%	\$ 88,976
Librarian IV	\$ 92,474	14.7%	\$ 106,071
Assistant	\$ 69,757	23.3%	\$ 85,996
Associate	\$ 87,578	15.3%	\$ 100,977
Professor	\$ 116,202	10.07%	\$ 127,909

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