



TO: All ASPA Members, Senior Administration, Deans, Department Heads,
and Exempt Staff

FROM: Joint Merit Committee (JMC)

DATE: January 11, 2008

SUBJECT: Progress on the work of the JMC (ASPA)

As you may be aware, the new collective agreement between the University of Saskatchewan and ASPA ratified on June 29, 2007 included a Memorandum of Agreement on a process to jointly review the ASPA merit system with the objective to provide recommendations on redefining and improving the process. We (the Joint Review Committee) are pleased to provide you with the following summary of our progress.

What progress has been made by the JMC to date?

The JMC met 6 times from October through December. Significant progress was made at meetings in December. Activities of the past few months included research and discussion of University of Saskatchewan compensation strategies and compensation models as well as a review of the current merit systems. Discussion of common principles and interests, as well as research and discussion of roles and decision-making models for merit have also taken place.

A great deal of work occurred outside of JMC meetings, with committee members researching merit models at other institutions and organizations, and studying various resource materials. In addition, ASPA members of the JMC held 13 meetings to develop an understanding of the compensation model, contract provisions and the merit award system, and to discuss roles and decision-making models, and criteria for merit.

The past months of research, thought and discussion have provided a good foundation for the Committee's work, but have also further illuminated the complexity and variety of issues surrounding merit and the need for additional time to ensure a successful merit process. A progress update was presented to the Administrative Employees Consultative Committee (AECC) in December.

What is the expected timeline?

The original completion date was set for the end of January, 2008. However, with the time lost during the labour disruption, the Committee has jointly decided to an extension of the timeline to March, 2008. The extension will allow more adequate time to produce a comprehensive and viable merit recommendation strategy. The JMC expects to complete the Merit Process recommendation by early to mid March, with information sessions for ASPA members and their supervisors to be offered thereafter. This remains an aggressive schedule and we will keep you posted on our progress.

What will happen with merit for 2007-08?

The committee recognizes that it is not desirable for ASPA members or their supervisors to have the merit process continue in its existing form. Further discussions are taking place between ASPA and the University on the schedule for merit in 2008. Updates will be provided on these discussions if any change to timing is agreed.

How can ASPA members provide input or get more information?

ASPA members will be asked to provide input through a survey that will be conducted in the coming weeks. The JMC will also report in February 2008 regarding our progress.

For further information on the Joint Merit Committee Terms of Reference please refer to the Human Resources website at:

<http://www.usask.ca/hrd/manager/agreements.php> (under "ASPA" section).

The Joint Review Committee

*Cheryl Carver, Human Resources
Mike Grevers, College of Agriculture
James Johannesson, University Advancement*

*Tyler Salloum, Student & Enrolment Services
Sharon Scott, Student & Enrolment Services
Chris Sherban, Information Technology
Services*

*Bonnie Korthuis, Research Ethics
Annetta Gellner, ASPA Office*

*Raelin Zaporaniuk, Human Resources
Steve Laycock, Human Resources*

In December, Mike Grevers resigned from his position on the Committee due to other commitments. The Committee wishes to thank Mike for his guidance, expertise and contributions towards a new merit process.

In January, Steve Laycock joined the Committee from Human Resources to support the process and assist with any implementation.