

<p align="center"><b>Last Offer from the University</b> May 1, 2019-April 30, 2022 (3yr)</p>	<p align="center"><b>CUPE 1975 Tentative Agreement</b> January 1 2016-December 31 2020 (5yr)</p>	<p align="center"><b>USFA Tentative Agreement</b> July 1 2017-June 30 2022 (5yr)</p>
<p align="center"><b>Article 9.6 Merit</b></p> <ul style="list-style-type: none"> <li>- Merit pool decreases <b>from 2%</b> to 1.5% of ASPA Payroll</li> <li>- Any % of employees eligible to receive merit</li> <li>- Distribution will be .75% lump and .75% adds to base</li> <li>- Merit capped at \$7,500.00 for any 1 employee</li> <li>- <b>Effective May 1, 2021</b></li> </ul>	<p>Two percent (2%) increments up to the maximum of the wage range are provided annually (commencing January 1, 2007 and each January 1 thereafter) to recognize growth in proficiency from experience and a satisfactory level of performance to employees with greater than one (1) year of continuous service. Employees with less than one (1) year of continuous service will be eligible for a pro-rated increment on the basis of the number of days by which their employment precedes January 1</p>	<p>Changes to the Merit System (Special Increases), effective July 1, 2019 (2018/2019 review year):</p> <ul style="list-style-type: none"> <li>- Reduction of Special Increases from 610 to 300 per year (equivalent to 300 CDIs)</li> <li>- Reduction of maximum value of Special Increases per employee (by itself or through any combination of awards) to 2 times the value of a CDI in each year</li> <li>- Departments may award ½ or 1 times the value of a CDI to employees through the salary review process</li> <li>- Colleges may award ½, 1, 1 ½, or 2 times the value of a CDI to any employee, up to the overall maximum of 2</li> <li>- President’s Review Committee may (with or without awards by the department or college) ½, 1, 1 ½, or 2 times the value of a CDI to any employee recommended by the College, up to the overall maximum of 2</li> </ul>
<p align="center"><b>Article 9.11 Adjustments to Salary Ranges &amp; Salary</b> <b>Effective May 1, 2019</b></p> <ul style="list-style-type: none"> <li>- No adjustment to salary ranges</li> <li>- No negotiated salary increase</li> <li>- Merit and Increments have already been distributed</li> </ul> <p><b>Effective May 1, 2020</b></p> <ul style="list-style-type: none"> <li>- No adjustment to salary ranges</li> <li>- No negotiated salary increase</li> <li>- Merit and Increments are being distributed</li> </ul> <p><b>Effective May 1, 2021</b></p> <ul style="list-style-type: none"> <li>- 2% increase to salary range minimum, maximum, and target point</li> <li>- 1.5% adjustment to base salary up to the maximum of the salary range for all active and eligible employees</li> </ul> <p align="center"><b>1.5% increase in 3 years</b></p>	<p align="center"><b>Wage Adjustment</b></p> <ul style="list-style-type: none"> <li>- 0.0% - 2016</li> <li>- 0.0% - 2017</li> <li>- 1.5% - 2018</li> <li>- 2.0% - 2019 (2.0% adjustment to salary range)</li> <li>- 2.0% - 2020 (2.0% adjustment to salary range)</li> </ul> <p align="center"><b>5.5% increase in 5 years</b></p>	<p><b>Effective July 1, 2019:</b> 1.25% adjustment to salary scales; 1.25% adjustment to Career Development Increases (CDIs); 1.25% adjustment for all active employees</p> <p><b>Effective July 1, 2020:</b></p> <ul style="list-style-type: none"> <li>- 1.95% adjustment to salary scales; 1.95% adjustment to CDIs; 1.95% adjustment for all active employees</li> </ul> <p><b>Effective July 1, 2021:</b></p> <ul style="list-style-type: none"> <li>- 1.95% adjustment to salary scales; 1.95% adjustment to CDIs; 1.95% adjustment for all active employees</li> </ul> <p align="center"><b>5.15% increase in 5 years</b></p>



<p align="center"><b>Signing Bonus</b></p> <p>\$2500 signing bonus for all eligible active members (those on leave, temporary layoff, or seasonal layoff would receive the signing bonus upon their return to active status) at the time of signing a tentative agreement and still active in the pay cycle prior to the pay cycle in which the signing bonus will be paid, prorated by FTE (excludes casual appointments)</p> <ul style="list-style-type: none"> <li>- <b>\$1,000 payment by September 30, 2020</b></li> <li>- <b>\$1,500 payment by May 15, 2021</b></li> <li>-</li> </ul>	<p align="center"><b>Signing bonus</b></p> <p>\$4,000.00 lump sum per member active at the date of signing Pro-rated based on FTE, excluding casuals/recurring relief/FAPA</p>	<p align="center"><b>Signing Bonus</b></p> <p>\$3,000 <u>add to base salary</u> for all active employees (as of July 1, 2019)</p>
<p align="center"><b>Article 12.3 Pension</b></p> <p>Increase both employer and employee contribution rate from <b>6.82% to 7.00%</b></p> <ul style="list-style-type: none"> <li>- <i>Effective first day of the month following ratification</i></li> </ul>	<p align="center"><b>Pension</b></p> <p>Until December 31, 2020</p> <ul style="list-style-type: none"> <li>- Both employer and employee contribute <b>7.0%</b></li> </ul> <p>After January 1, 2021</p> <ul style="list-style-type: none"> <li>- Both employer and employee contribute <b>7.5%</b></li> </ul>	<p align="center"><b>Pension</b></p> <p>Employer and employee both contribute <b>8.5%</b> as of April 1, 2019</p>
<p align="center"><b>Article 12.5 Disability Plans</b></p> <p><b>Short Term Disability (STD)</b></p> <ul style="list-style-type: none"> <li>- Extend the Salary Continuance period from 90 calendar days to 112 calendar days</li> <li>- Extend current MOA, which allows eligible members between ages 65 to 67 years of age to access the salary continuance benefit</li> </ul> <p><b>Long Term Disability (LTD)</b></p> <ul style="list-style-type: none"> <li>- Extend the LTD elimination period from 90 calendar days to 112 calendar days</li> <li>- Extend disability payments to the end of the month in which death occurs</li> <li>- Change COLA from "CPI up to 3.0%" to "CPI up to 2.0%"</li> </ul>	<p>Accumulates sick leave credits at a rate of 1 ¼ days for each month, pro-rated for part-times to a max of 120 sick days.</p> <p><b>Short Term Disability</b></p> <p>After you have used up your Sick Leave credits (to a maximum of 90 calendar days for any one period of disability) or after you have been totally disabled for five working days, whichever is later receive a monthly benefit equal to 66 2/3% of your regular salary, payable for the balance of your first 112 calendar days of total disability. These benefits are subject to income tax.</p> <p><b>Long Term Disability</b></p> <p>Greater than 112 days at 60% salary to max of \$4000/month, not taxable COLA increase of CPI up to 2%</p>	<p>Extension of Short-Term Disability period (Salary Continuance Benefit/qualifying Long-Term Disability period) from 90 calendar days to 112 calendars days.</p> <p>Extension of qualifying period for Long-Term Disability (LTD) benefits from 90 calendar days to 112 calendar days.</p> <p>Extension of LTD disability payments to the of the month in which death occurs.</p>
<p align="center"><b>Article 12.7 Family Extended Health Care Plan</b></p> <ul style="list-style-type: none"> <li>- Increase annual maximum for Psychologists/Social Workers from \$350 to \$2,000 <ul style="list-style-type: none"> <li>o expand to include coverage for psychotherapists, marriage and family therapists, and clinical</li> </ul> </li> </ul>	<p>Eye exams -\$100 every two years Max for paramedical - \$350/year</p>	<p align="center"><b>Changes to Extended Health Care benefits:</b></p> <ul style="list-style-type: none"> <li>- Increase annual maximum coverage for Psychologists from \$500 to \$2,000</li> <li>- Increase eye exam coverage from \$100 to \$150 every two years</li> </ul>



<p>counsellors, all subject to a combined annual maximum of \$2,000 per person per year</p> <ul style="list-style-type: none"> <li>- Increase eye exam coverage from \$100 to \$150</li> </ul>		<ul style="list-style-type: none"> <li>- Increase covered moving expenses from \$6,000 to \$10,000 for any property or personal effects that are moved.</li> </ul>
<p><b>Article 12.13 Retirement Recognition Benefit</b></p> <ul style="list-style-type: none"> <li>- Delete article - 4 weeks additional vacation after 20 years of service and 6 weeks additional vacation after 25 years of service to be used when you retire.</li> <li>- however, employees who are currently eligible (ie: 20+ and 25+ years of service) as of date of signing will be grandfathered to receive the benefit. <ul style="list-style-type: none"> <li>o Employer will provide ASPA a list of those eligible employees effective the date of signing.</li> </ul> </li> </ul>		

