

<p align="center">Last Offer from ASPA (May 5, 2020) May 1 2019-April 30, 2022 (3yr) <i>Important to note that this proposal came from the employer's proposals to ASPA on Feb, 28, 2020 and April 15, 2020</i></p>	<p align="center">Last Offer from the Employer (May 7, 2020) May 1, 2019-April 30, 2022 (3yr)</p>
<p align="center">Article 9.5 Increment</p> <p>Effective May 1, 2021 Introduce a differential increment percentage dependent upon placement within range</p> <ul style="list-style-type: none"> - First quartile equals 2% increment - Second quartile equals 2% increment - Third quartile equals 1% increment - Fourth quartile equals 0% increment <p>Currently increments only exist for members below the target point at up to 2%.</p>	<p>The employer took increments related to the quartiles off the bargaining table; they were not included in their final offer but were part of their Feb 28th offer.</p> <p>It is crucial to note that the purpose of the bargaining team's compromising on other articles (e.g., Merit, Adjustments to Salary and Ranges, the Retirement Recognition) was to enable the Employer to 'afford' providing incremental increases back to our membership.</p> <ul style="list-style-type: none"> - Increments of 2% for those below target – this is status quo
<p align="center">Article 9.6 Merit</p> <ul style="list-style-type: none"> - Merit pool decreases to 1.25% of ASPA payroll; all funds will still be distributed each year - Remove restrictions around up to 60% of employees eligible to receive merit receiving merit; any percentage of employees eligible to receive merit - Distribution of merit pool will be .625% adds to base and .625% lump sum however; merit capped at no more than \$7500 per employee per merit year - Effective May 1, 2021 <p align="center">Currently, the merit pool is at 2%.</p>	<p align="center">Article 9.6 Merit</p> <ul style="list-style-type: none"> - Merit pool decreases to 1.5% of ASPA Payroll; all funds will still be distributed each year - Remove restrictions around up to 60% of employees eligible to receive merit receiving merit; Any % of employees eligible to receive merit - Distribution will be .75% lump and .75% adds to base <ul style="list-style-type: none"> o However, Merit capped at \$7,500.00 for any 1 employee - Effective May 1, 2021
<p align="center">Article 9.11 – Adjustment to Salary Ranges and Salary</p> <p>Effective May 1, 2019</p> <ul style="list-style-type: none"> - No adjustment to salary ranges - No negotiated salary increase - Merit and Increments have already been distributed <p>Effective May 1, 2020</p> <ul style="list-style-type: none"> - No adjustment to salary ranges - No negotiated salary increase <p>Effective May 1, 2021</p> <ul style="list-style-type: none"> - 2% increase to salary range minimum, maximum 	<p align="center">Article 9.11 Adjustments to Salary Ranges & Salary</p> <p>Effective May 1, 2019</p> <ul style="list-style-type: none"> - No adjustment to salary ranges - No negotiated salary increase - Merit and Increments have already been distributed <p>Effective May 1, 2020</p> <ul style="list-style-type: none"> - No adjustment to salary ranges - No negotiated salary increase - Merit and Increments are being distributed <p>Effective May 1, 2021</p>



<ul style="list-style-type: none"> - 1.5% adjustment to base salary up to the maximum of the salary range for all active and eligible employees 	<ul style="list-style-type: none"> - 2% increase to salary range minimum, maximum, and target point - 1.5% adjustment to base salary up to the maximum of the salary range for all active and eligible employees
<p style="text-align: center;">Signing Bonus</p> <p>\$2500 signing bonus in lieu of negotiated salary increase 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"> - \$1,000 payment by September 30, 2020 - \$1,500 payment by May 15, 2021 	<p style="text-align: center;">Signing Bonus</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"> - \$1,000 payment by September 30, 2020 - \$1,500 payment by May 15, 2021
<p style="text-align: center;">Article 12.3 Pension</p> <p>Increase both employer and employee contribution rate from 6.82% to 7.00%</p> <ul style="list-style-type: none"> - <i>Effective first day of the month following ratification</i> 	<p style="text-align: center;">Article 12.3 Pension</p> <p>Increase both employer and employee contribution rate from 6.82% to 7.00%</p> <ul style="list-style-type: none"> - <i>Effective first day of the month following ratification</i>
<p style="text-align: center;">Article 12.5 Disability Plans</p> <p>Short Term Disability (STD)</p> <ul style="list-style-type: none"> - Extend the Salary Continuance period from 90 calendar days to 112 calendar days - Extend current MOA, which allows eligible members between ages 65 to 67 years of age to access the salary continuance benefit <p>Long Term Disability (LTD)</p> <ul style="list-style-type: none"> - Extend the LTD elimination period from 90 calendar days to 112 calendar days - Extend disability payments to the end of the month in which death occurs - Change COLA from "CPI up to 3.0%" to "CPI up to 2.0%" <p><i>COLA: Cost of Living Adjustment</i> <i>CPI: Consumer Price Index</i></p>	<p style="text-align: center;">Article 12.5 Disability Plans</p> <p>Short Term Disability (STD)</p> <ul style="list-style-type: none"> - Extend the Salary Continuance period from 90 calendar days to 112 calendar days - Extend current MOA, which allows eligible members between ages 65 to 67 years of age to access the salary continuance benefit <p>Long Term Disability (LTD)</p> <ul style="list-style-type: none"> - Extend the LTD elimination period from 90 calendar days to 112 calendar days - Extend disability payments to the end of the month in which death occurs - Change COLA from "CPI up to 3.0%" to "CPI up to 2.0%" <p><i>COLA: Cost of Living Adjustment</i> <i>CPI: Consumer Price Index</i></p>
<p style="text-align: center;">Article 12.7 – Family Extended Health Care Plan</p> <ul style="list-style-type: none"> o Increase annual maximum for Psychologists/Social Workers from \$350 to \$2,000 o expand to include coverage for psychotherapists, marriage and family therapists, and clinical counsellors, all subject to a combined annual maximum of \$2,000 per person per year o Increase eye exam coverage from \$100 to \$150 	<p style="text-align: center;">Article 12.7 Family Extended Health Care Plan</p> <ul style="list-style-type: none"> - Increase annual maximum for Psychologists/Social Workers from \$350 to \$2,000 o expand to include coverage for psychotherapists, marriage and family therapists, and clinical counsellors, all subject to a combined annual maximum of \$2,000 per person per year - Increase eye exam coverage from \$100 to \$150



<p style="text-align: center;">Article 12.13 - Retirement Recognition Benefit</p> <ul style="list-style-type: none"> - Delete article; 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. - Employer will provide ASPA a list of those eligible employees effective the date of signing. 	<p style="text-align: center;">Article 12.13 Retirement Recognition Benefit</p> <ul style="list-style-type: none"> - Delete article; 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"> o Employer will provide ASPA a list of those eligible employees effective the date of signing.
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