

On June 5<sup>th</sup> the University of Saskatchewan sent you an infographic describing their bargaining offer to ASPA. That infographic is set out on the right-hand side of this document. Compare the infographic representation to the employer’s “final offer” (on the left-hand side of this document) that U of S is compelling you to vote on in the SLRB supervised balloting process.

<p style="text-align: center;"><b>Last Offer from the Employer</b> May 1, 2019-April 30, 2022 (3yr)</p>	<p style="text-align: center;"><b>Infographic Summary sent to ASPA Members on June 5<sup>th</sup> (Infographic)</b> Assume 3 years based on the years provided</p>
<p style="text-align: center;"><b>Article 9.6 Merit</b></p> <ul style="list-style-type: none"> <li>- Merit pool decreases 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 style="text-align: center;"><b>MERIT</b></p> <ul style="list-style-type: none"> <li>- The university is making changes to the current merit system to better reward high-performing employees. This will encourage a meaningful differentiation of awards with notably higher amounts to employees who make exceptional contributions to the university.</li> </ul> <p>Changes include:</p> <ul style="list-style-type: none"> <li>- Remove restrictions so any percentage of employees eligible to receive merit</li> <li>- Distribution of merit pool will be 0.75% as lump-sum payments and 0.75% adds to base salary with merit capped at \$7,500 per employee per merit year</li> </ul> <p style="background-color: yellow; text-align: center;"><b>It is important to note here that the merit pool will decrease from 2.0% to 1.5% though that is not clarified in the Final Offer or in the Infographic</b></p>
<p style="text-align: center;"><b>Article 9.11 Adjustments to Salary Ranges &amp; Salary</b></p> <p><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 style="text-align: center;"><b>Negotiated Increase and Signing Bonus</b></p> <p><b>2019</b></p> <ul style="list-style-type: none"> <li>- <b>Wage Increase - \$2,500.00 signing bonus</b></li> <li>- Increments - 2.0% increment (to those under target point) <b>(this is status quo)</b></li> <li>- Salary range adjustment – 0%</li> </ul> <p><b>2020</b></p> <ul style="list-style-type: none"> <li>- <b>Wage Increase - \$2,500.00 signing bonus</b></li> <li>- Increments - 2.0% increment (to those under target point) <b>(this is status quo)</b></li> <li>- Salary range adjustment – 0%</li> </ul> <p><b>2021</b></p> <ul style="list-style-type: none"> <li>- Wage Increase – 1.5%</li> <li>- Increments - 2.0% increment (to those under target point) <b>(this is status quo)</b></li> <li>- Salary range adjustment– 2%</li> </ul> <p style="background-color: yellow; text-align: center;"><b>The signing bonus total amount is \$2,500.00 and is paid over fiscal years 2020 and 2021</b></p>



	<p>A signing bonus is NOT a wage increase. What should be in this table is that there is a 0.00% wage increase for 2019 and for 2020. The signing bonus is explained in greater detail below.</p>
<p><b>Signing Bonus</b>  \$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>- \$1,000 payment by September 30, 2020</li> <li>- \$1,500 payment by May 15, 2021</li> </ul>	<p><b>Signing Bonus</b>  A \$2,500 signing bonus (prorated by FTE) is available to all eligible members at the time of signing a tentative agreement. Those on leave, temporary layoff, or seasonal layoff would receive the signing bonus upon their return to active status.</p> <p>In order to receive the full signing bonus of \$2,500.00 (prorated by FTE), it is required that the ASPA member is still a University employee as of May 15, 2021, and casuals would not be eligible to receive this. This is split over two fiscal years in Sept 2020 and in May 2021.</p>
<p><b>Article 12.3 Pension</b>  Increase both employer and employee contribution rate from 6.82% to 7.00%</p> <ul style="list-style-type: none"> <li>- Effective first day of the month following ratification</li> </ul>	<p><b>Pension Increase</b>  The university is increasing the employer and employee pension contribution rate to 7.0%.</p> <p>The increase is 0.18% from 6.82% to 7.00%. For reference;</p> <ul style="list-style-type: none"> <li>- CUPE 1975's pension contribution rate until December 31, 2020 is 7.0% and after January 1, 2021 it is 7.5%</li> <li>- USFA's pension contribution rate is 8.5% as of April 1, 2019</li> </ul> <p>For the average ASPA salary (80K) this means \$144 annual increase or \$12 a month, just to put this "increase" in perspective.</p>
<p><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><b>Disability Plans</b>  Extend short-term disability salary continuance period to 112 calendar days. Members would remain on 100% pay for an additional 22 days before transition to long-term disability</p> <p>There is no mention of the changes to long-term disability, which includes a decrease: Change COLA from "CPI up to 3.0%" to "CPI up to 2.0%" Both CUPE and USFA already have their STD extended to 112 days and their LTD start at 112 days.</p>
<p><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</li> </ul>	<p><b>Benefits</b>  2,000.00 year for psychologists/social workers (currently \$350/yr)  \$150 every two years for eye exams (currently \$100)</p>



<ul style="list-style-type: none"> <li>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</li> <li>- Increase eye exam coverage from \$100 to \$150</li> </ul>	<p style="background-color: yellow; padding: 5px;">These benefits are already part of the USFA agreement so the cost to extend this to another group of employees on campus would be minimal. This would be part of the package that the University negotiates with SunLife.</p>
<p style="text-align: center;"><b>Article 12.13 Retirement Recognition Benefit</b></p> <ul style="list-style-type: none"> <li>- 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.</li> <li>o Employer will provide ASPA a list of those eligible employees effective the date of signing.</li> </ul>	<p style="background-color: yellow; padding: 5px;">The deletion of this article was not included in the Infographic.</p>
	<p>When salary increase, signing bonuses and enhancements to benefits and pensions are considered in combination, the average USask employee in scope of ASPA will receive in excess of \$6,200 (or 7.5 per cent of salary) added to their current total rewards value.</p> <p style="background-color: yellow; padding: 5px;">What is not clear in this infographic is what the 'average USask employee in scope of ASPA' means; and it is not clear how the \$6,200.00 (7.5%) was calculated. What we do know is that the 7.5% is not reflected in your wages.</p>

