



ASPA ANNUAL REPORTS PRESENTED FOR THE AGM – APRIL 21, 2021

ASPA PRESIDENT'S REPORT

The ASPA AGM will be held on Wednesday April 21, 2021 at 1:00 p.m. via Zoom. Last year when I wrote my annual report to the membership the COVID-19 pandemic was still in the early stages and we certainly didn't know what we know today and I think many of us, myself included, felt we would be back at work in the fall of 2020. Little did we know that more than a year later most of us would continue to work remotely and many restrictions would still be in place. But we are seeing the light at the end of the tunnel, with vaccines being approved (4 so far) and an increasing number of vaccine shots available in the province. I know this has challenged all of us as we have had to deal with stress, anxiety, depression, and grief when we lost loved ones to the pandemic and were not able to grieve together. I encourage everyone to seek out help when you need it and encourage everyone to reach out to friends and family to keep those connections strong and support each other and when it is your turn to get the vaccine to sign up.

Our biggest news of 2020-21 was the ratification of the new ASPA collective agreement in September 2020. After working for more than two years the bargaining team was able to bring an agreement to the membership that restores increments to all members of ASPA and is hopefully something we can build on in future agreements. On behalf of all ASPA members I want to thank the members of the bargaining team for their dedication and hard work to get this agreement in what was a very tough round of bargaining with the employer. Dawn Giesbrecht as the co-lead, Milan Bogunovic, Colleen Cochran, Graham Wisser, Darcy Hryn-Bird, and our adviser and co-lead Hugh Wagner from the Grain Services Union who provided us with invaluable advice, direction, and many great stories.

While we don't have any details yet on what the fall term of 2021 will look like, it is becoming increasingly likely that more students will be returning to campus for in person classes and labs and with that, more faculty and staff will be returning as well. For some this will be welcome news while for others there may be some anxiety around returning to work and being in close proximity to others. ASPA is and will continue to work with administration and the other unions on campus to ensure all necessary safety protocols and supports for our members are in place before we return to campus in larger numbers. I encourage any of our members that have concerns about returning to work to stay up to date on the information the university sends out in regards to COVID19 in regards to the policies and procedures around what to do to stay safe and follow those instructions. The policies and procedures we have been using for the people that are currently working on campus have been effective in keeping us safe when everyone follows the safety protocols.

The university remains committed to allowing more people to continue to work from home after the university reopens through an application process that they will be rolling out once plans on the reopening are firmed up. Of course, this will be dependent on if your job can be done remotely in full or in part and there will be other challenges to sort out such as when do you need to attend a meeting in person, do we need to have regular in person check-ins with your manager, do you get a dedicated office/desk if you do most of your work remotely, etc. Other companies have done this successfully and the university has indicated they are not looking to reinvent the wheel and will be looking at what has been tried and proven on which to build their policies and procedures.

After such a challenging year we have just lived through, I want to give a big thank you to all the volunteers on our various committees. You continue to be engaged in providing our members with valuable services and representing us on various committees at the university level through online meetings, emails, chats, etc. Your dedication has not gone unnoticed, and the membership appreciates all that you do. Just a few of the highlights over the past year include:

- Your Social committee continued to hold online events that have had great participation so thank you to all the members of this committee for keeping all of us going during the pandemic and to the chair of this committee Henry Tan.
- Our Social Justice committee has continued to meet and while it is working on the committee's terms of reference has brought forward many questions and ideas that will have your ASPA executive and the membership as a whole, look more closely at how we view our world, ask questions like what does reconciliation mean, what does privilege look like, what can ASPA do to support social justice issues, etc.
- Our Communications and Research committees have both been very active over the past year keeping members informed and getting the pulse of the membership through a variety of surveys that have been invaluable to the executive and myself as president.
- Your representatives on the university OHC committee, Peter Krebs and Susan Cook, continue doing a great job representing our membership on this committee and keeping the ASPA executive informed of health and safety issues.

Our two ASPA staff members, Angeline Hainstock and Darcy Hryn-Bird, went home in the middle of March 2020 and have not returned to the office since then but they have continued to provide exemplary service to the membership while working remotely. I personally want to thank both Darcy and Angeline for the support they have provided to me and the ASPA executive this past year as it has been very challenging for both of them.

- As our Member Services Officer Darcy continues to provide our members with great support around issues to do with our collective agreement and you likely won't find another person that knows more about our CA than Darcy or how to deal with the issues that come her way. This past year has been more challenging than usual due to a high number of layoffs of ASPA members most due to the pandemic but for other reasons as well.

- Angeline had only been with ASPA just over 5 months before we all went home but has really grown into her position of Administrative Assistant and was able to successfully transition to working remotely. She continues to keep me and the vice presidents on track for the administrative work we need to pay attention to.

For your Executive members this has been a very different year with all of our meetings being online. Some of us have yet to meet in person but we have found a way to connect and become a cohesive team. I want to thank all of the executive members for the way you have stepped up and worked for the ASPA membership in a multitude of ways. I also want to send a special thank you to our treasurer Tamara Hominuke for taking on this role. You have done a great job under very challenging circumstances with no one to really show you how to do the role and for that we all are very appreciative.

Lastly, I want to thank all of you, our members for your feedback and comments through our surveys, online information sessions, brown bag lunch sessions, emails, etc. as those are important to the executive to hear. The executive needs to hear from all of you so that we can have a better understanding of what the membership feels are the important issues we need to be addressing. As a democratic institution, ASPA needs to have you as members be engaged if we are to represent you to the best of our ability.

I am stepping down as president at the end of April this year and stepping away from the executive as well after 3 years on the executive, bargaining team and as president. I wish the new executive and president well and look forward to seeing where we go post-pandemic.

Respectfully submitted by,
Curtis Larson, ASPA President

BARGAINING TEAM

To start this report with – what a year it has been – is the ultimate understatement. Since my last report for the AGM in 2020, we went into a complete lockdown because of a worldwide pandemic. A first for all of our lifetimes. For the issue of bargaining, this meant that everything moved completely online. As you can imagine, relations that were already strained were not entirely helped by the move to an online format.

The month of May brought with it a round of mediation that we held online which was a first for our mediator. While the mediator did his best to help us move our agenda forward, it was ultimately unsuccessful. Following this, the University decided to exercise their right to force the ASPA membership to vote on their ‘final’ offer. Our members participated in great numbers, which resulted in a resounding no! This helped us to get the two parties back to the (virtual) table and for ASPA to get some movement on items that our membership had indicated were priorities for them.

The ASPA membership ratified the latest collective agreement in October 2020 – so you may be asking why we don’t have a copy of the new collective agreement out. Well, we

are still working on the details of some specific language. Negotiations around even the smallest changes to language in the collective agreement have been a struggle with the labour relations team but we are plugging away at it. We have one piece left to work out and then we will have the new collective agreement available for everyone.

All that is to say, we have come a long way – to the conclusion (almost) of another round of bargaining. I want to once again, personally thank ASPA's bargaining team – Hugh Wagner, Colleen Cochrane, Graham Wisser, Milan Bogunovic, Curt Larson and Darcy Hryn-Bird. This round of bargaining was quite the journey with unprecedented twists and turns. I could not have done it without their hard work, perseverance, and great sense of humour. And most of all I want to thank you, the membership, for coming out and making your voices heard. Whether it was attending our online information sessions, or voting, it was fantastic to see you stepping up and doing your part to shape ASPA's future.

Respectfully submitted by,
Dawn Giesbrecht, ASPA Co-Lead of Bargaining Team

COMMUNICATIONS AND PUBLIC RELATIONS COMMITTEE

The ASPA Communications Committee was joined with the ASPA Public Relations Committee on August 1, 2019 and as such, it was renamed the ASPA Communications & Public Relations Committee. The C&PR Committee meets once a month to discuss ways of informing and educating our members. We also regularly approve items (e.g., news articles, member highlights, member interest articles) for the ASPA website and newsletter, and communications sent out by the ASPA Executive, through email via group consensus.

The members of the C&PR committee over the last year were:

Susan Cook
John Costa
Angeline Hainstock (Staff)
Darcy Hryn-Bird (Staff)
Peter Krebs
Karen Mosier (Chair)
Andrea Smida

Angeline Hainstock joined our C&PR committee in October 2019 and we thank her for her assistance with preparing the agenda, keeping the minutes and maintaining the ASPA website <https://aspasask.ca/>.

Our *Member Highlights* and *Member Interest Articles* written by Karen Mosier, and the *Did You Know?* columns written by Darcy Hryn-Bird are published monthly, or when able, and continue to inform members about their rights as well as relate the happenings in the life of current and past members.

The *Labour in the News* articles collected by Darcy Hryn-Bird are published regularly and these updates primarily inform members about bargaining action and issues from within our group as well as local, provincial and national labor organizations.

An integral part of our communication is our ASPA e-newsletter, compiled by Angeline Hainstock, that is published quarterly. This e-newsletter provides links to pull all the information posted on our website during the previous four months to update our membership.

We had two virtual Brown Bag Lunches in the last year, ASPA Pension and Investment Information Webinar (Oct 21, 2020) conducted by Sunlife and Getting to Know Your Collective Agreement (January 18, 2021) led by Darcy Hryn-Bird. If you have any thoughts about what type of Brown Bag lunches you would like to see going forward please contact Darcy or myself.

Thank you to all our volunteer committee members for their hard work this last year. It is greatly appreciated! We are always looking for more committee members, so if you are interested in joining our C&PR committee please let myself or Angeline know.

Respectfully submitted by
Karen E. Mosier, ASPA Communications and Public Relations Committee Chair

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM (EFAP)

The EFAP Board consists of representatives from the Employer and from the unions on campus of ASPA, USFA, CUPE 1975 and CUPE 3287. The Board meets quarterly and, in its meetings, provides oversight of the University's EFAP program.

All University of Saskatchewan employees and their family members or those living within the employee's household are eligible to use the EFAP program **free of charge**. In-person EFAP counselors are located at the U of S Saskatoon campus as well as in various locations across Saskatoon, Canada and the world. During the pandemic, all services are fully available but provided virtually.

<https://wellness.usask.ca/help/efap.php>

The EFAP services are provided by a third-party provider, ComPsych. The provider submits quarterly EFAP Utilization Reports to the EFAP Board. Additionally, ComPsych provides quarterly user satisfaction survey results that facilitate quality monitoring of the EFAP services provided. The University plans to conduct a comprehensive review of our EFAP provider later this year.

Respectfully submitted by,
Chris O'Grady, ASPA Vice-President

FINANCIAL REPORTS

The 2020-2021 Audited Financial Statements will be distributed electronically in advance of the meeting online.

JURISDICTIONAL REVIEW

Weekly jurisdictional review meetings

The Jurisdictional Review meetings are held weekly, and the purpose is to review new positions that are being created and posted at the University of Saskatchewan and ensure they are placed within the appropriate bargaining unit. Representatives from ASPA and CUPE 1975 meet with the SBAs from units across campus, as well as Human Resources to determine the jurisdiction for each position.

The issue of supervisors has been around for quite some time. For some background:

In May of 2016 a provision of The Saskatchewan Employment Act came into effect deeming that supervisors cannot be in the same bargaining unit as non-supervisors. A few employers put applications before the Labour Relations Board (LRB) to have the supervisors pulled out of their union. An initial test case of this interpretation was heard, and the ruling came down that the law does not 'apply retroactivity'. This means that existing certification orders, such as the one ASPA holds, remain intact and unchanged. Effectively, the law cannot go back in time and change things and supervisors should remain the bargaining unit that they are part of. The law would only apply to new or altered certification orders.

Fast forward to 2020 and the University decided to continue with their application to have supervisors removed from the ASPA bargaining unit. The LRB decided to bring this item to another full hearing because the board felt their own prior decision was not correctly made. The Hearing was initially scheduled for September 2020. The Board chair denied a couple of unions intervenor status at this hearing and so they went to judicial review. The judge at this hearing said they in fact could be intervenors and as such were at the LRB hearing when it took place. The LRB decision just came back, and it wasn't in our favour. The LRB is now saying that the Act does apply retroactively, so ASPA with the support of the Saskatchewan Federation of Labour and several unions throughout Saskatchewan, will be taking the LRB decision to Judicial Review. There are no timelines as to when this might happen.

In the meantime, the University appears to continue to get around this issue by trying to make supervisors exempt or out of scope and out of the ASPA Collective Bargaining unit.

Respectfully submitted jointly by:
LaVina Watts, ASPA Vice President
Darcy Hryn-Bird, Members Services Officer

MEMBER SERVICES

The position of the Member Services Officer was created in 2013. I have had the fortune of serving in this position since its inception. The primary purpose of the position is to: *“support the ASPA executive and the membership. Reporting directly to the executive and working closely with other ASPA staff, the Members Services Officer works in an advisory and advocacy capacity on labour relations issues, especially with respect to members’ individual and collective issues around collective agreement administration.”*

The MSO is responsible for all grievance handling including that of liaising with and assisting ASPA’s counsel at arbitration. Currently ASPA has fifteen (15) outstanding grievances. Of those fifteen (15), two (2) have been heard at arbitration and we await an award on one (1). Three (3) other grievances have arbitration dates set for later this year.

Over the last year ASPA has had to take a number of grievances to arbitration. Arbitrations are costly but are a necessary part of the grievance process. Last year of the three-arbitration awards that came down ASPA was successful at two of them. The employer has taken the termination grievance which ASPA was successful at the judicial review. This has been heard and we await the judge’s decision. The third arbitration did not have the outcome that we were hoping for, but it did provide us with some clarity around the language in the Collective Agreement with respect to an unpaid leave of absence. It was clear from the award that in order for the employer to deny a leave that the phrase “serious disruption” is more than an inconvenience and that the onus is on the employer to prove this.

The majority of grievances that ASPA currently has outstanding relate to wrongful layoff. The themes of the other grievances are termination, denial of tuition waiver, delay in responding to a harassment complaint, and failure to deduct association dues and salary continuance policy discriminatory.

Another duty of the MSO is to provide education to members and the executive. The MSO continues to provide a monthly orientation to new members. These sessions are well received by these members. In addition, this year, a “Getting to know your Collective Agreement” brown bag lunch was held, which we are hoping can become a more regular event.

The MSO responds to a number of enquiries from members, the general themes of these enquiries in no particular order are:

- Tuition Waiver
- Tuition Reimbursement
- Merit
- Salary Continuance (including Short- and Long-term Disability)
- Return to work
- Accommodation
- Hours of work

- Position Review
- Workplace conflict
- Harassment
- Leave of Absence
- Resignation
- Layoffs
- Performance issues

ASPA had fifty - three (53) layoffs in 2020 of which the MSO attends the majority of these meetings and is responsible to do any follow up necessary. This is almost double the amount we had in 2019.

What was also notable is that we saw far fewer new hires in 2020 than we did in 2019. In 2019 ASPA welcomed three hundred and three (303) new hires and in 2020 there was only one hundred and seventy-six (176).

The MSO also supports both the Bargaining and Communications Committees.

This last year has been interesting to say the least the pandemic and isolation has challenged us all and has forced us to look at how we work and live. For me it truly has given me a renewed perspective on what really matters and reaffirmed for me that ASPA members are resilient and continue to be passionate about the work that they do and all that they bring to the University.

As we move out of the pandemic over this next year and return to a more normal existence, we will no doubt continue to see changes to our work lives . We anticipate that the ability for members to work remotely will become a new topic to address and given our work lives for the last year and what we are hearing from some of you, many will be looking to work remotely completely or on at least a partial basis.

Looking forward to meeting with many ASPA members and working with the ASPA Executive in the year ahead. I also want to take this time to thank all of the Executive, and Committee members and Angeline for all the great work they do on behalf of ASPA and making my job a pleasure to come to each day. Take Care and stay safe.

Respectfully submitted by,
Darcy Hryn-Bird, ASPA Member Services Officer (MSO)

ACADEMIC DEFINED BENEFIT PLAN

This last year has been very challenging due to the COVID-19 pandemic, and that has led to swings in all of the markets at different times. So I will briefly summarize each quarter for the year.

Are valuation results from the 2019 calendar year:
Reduction in discount range from 5.15% in 2018 to 4.40% in 2019

Solvency Assumptions discounts have dropped, so higher liabilities
Valuation Results Assets 185, 619,000
Liabilities 173,208,000
Surplus 12,411,00 an increase of 2.18 million
With +5% liability for safety still have a small 3.86 million surplus, but with a +10% would be in deficit
2019 out performed expectations by 1.65 million
Solvency ratio is 90% so assets are 185,419,000 and liabilities is 205,477,000
Currently there is a freeze in removing your funds from the plan (you can get your pension, but not a lump sum removal) due to provincial gov't rules

Quarterly Investment Review ending March 31

Due to Covid, the numbers are poor, S&P benchmark dropped 20.9% in the quarter, S&P 500 is -12.1% in CDN \$, all other indexes dropped between 13.7-16.1%
Real Estate -0.4% first negative return since 2008
Long Bonds grew by 0.2%
The plan performed -6.4%, we underperformed by -0.4% according to benchmark
Some trigger points hit in the quarter causing some rebalancing of the investment mixture

Quarterly Investment Review ending June 30

Performance update until the end of June. Markets had rebounded strongly after the collapse in late February/March. Equity markets have regained their equity, with a slight pullback in September. In Q2 Canadian markets up, but in the year it is -7.5% . S&P 500 1.6 for year and 15.7 in Q2, strong rebound, but still – for the year in all markets besides S&P 500. Since the end of June all markets are up about .6% since June 30th, but they are dropping in September a little.

Real Estate, Q2 was poor and had negative returns for over a decade (since 2009) -2.1 YTD, and -1.4% YTD for institutional investors. Things have a little since June, retail properties are doing poorly. It has improved a little Greystone has reported that they are currently collecting 70% of rent. Office properties are also doing poorly due to people working remotely, so there is rethinking by businesses of their needs. Industrial and multi-residential properties are doing well.

Bonds market are returning well with double digit returns, but 30 year bonds are dropping, going forward it will be a challenge, 30yr bonds are barely over 1%, suggesting long periods of low interest rates. This will lead to people to take on more risk going forwards. We may have to relook at our allotments (the glide path) to see if we need to increase risk to increase income.

Quarterly Investment Review ending September 30

Raymond Aoki (Aon) report: Performance up to Sept 30 and an update since then. Quarterly return 1.2% net of fees, which is under performing. No rebalancing points

triggered. No changes in any of the strategies. After announcements of vaccines Jarislowsky Fraser (JF) has started to out perform in the recent few weeks. TD Greystone is -.08 due to volatility in real estate, BlackRock Canadian Long Bond Index is down -.3% and TDAM Epoch Global Equity Shareholder Yield is up 3% for the quarter. Total portfolio, has been underperforming the market in general (but that has been changing in the last couple of months), markets has been rewarding stocks we are not invested in, but since Sept 30th that seems to have been changing. JF has been increasing allocation to US, which has been helping add value. In Canadian Equities JF has diversified over the last year, US Equities increase in tech stocks and credit card companies as things have changed during the pandemic. JF on International Equities are beating benchmarks, main holdings are a number of safe Swiss Stocks. TDAM Epoch Global Equity very different stock choices than JF, invested in more international, broad based strategy, with a dividend focus, which has led to some under performance.

Quarterly Investment Review ending December 31

Performance review up to the end of December, 4th quarter of 2020 was very strong, mostly in the US. Real Estate market is still a challenge (commercial real estate were negative for the quarter and the year). Multi-residential and industrial properties though have performed well, unlike commercial. Bonds were quiet for the 4th quarter. Portfolio grew 3.3 in the quarter and 5.4 for the year, but underperformed the benchmark. Will be monitoring the situation with a series of retirements of key people at TD Greystone.

Total Fund Performance underperforming at least in part due to our defensive investment priorities. Portfolio basically ended up at the same value as it began the year. Jarislowsky Fraser (JF) underperformed for the year, but bounced back in the 4th quarter, over the last 10 years they have overperformed. Performance has been driven by non-North American Equity markets. In Canadian equities it outperformed this last quarter, banks have rebounded strongly. Global equities with JF a tiny bit below benchmark, but overperformed in Q1, in US equities they are overperforming. In US equities, it has been a movement to more growth equities (tech companies etc). TDAM Epoch has a number of tech companies as well and performed strongly late in the quarter, especially semiconductors. Going forward it appears the dividend yield is doubling the benchmark, so this should bode well for the future of this fund. We have applied to be moved to a new non-taxable fund, which is estimated to make approximately .25-.4% more.

TD Greystone Real Estate is underperforming due to increased bond yields and is thus not a concern.

Respectfully Submitted by,
Michael Cuggy, ASPA Rep Joint-Management Committee ADBPP

OCCUPATIONAL HEALTH COMMITTEE (OHC)

Members Peter Krebs and Susan Cook

The Ministry of Labour and Relations and Workplace Safety (MLRWS) in 2019 mandated a 25% reduction in Workman’s Compensation Board reportable incidents. This goal has been achieved, and the U of S has moved out of the MLRWS Compliance Program but will continue to strive towards fewer incidents.

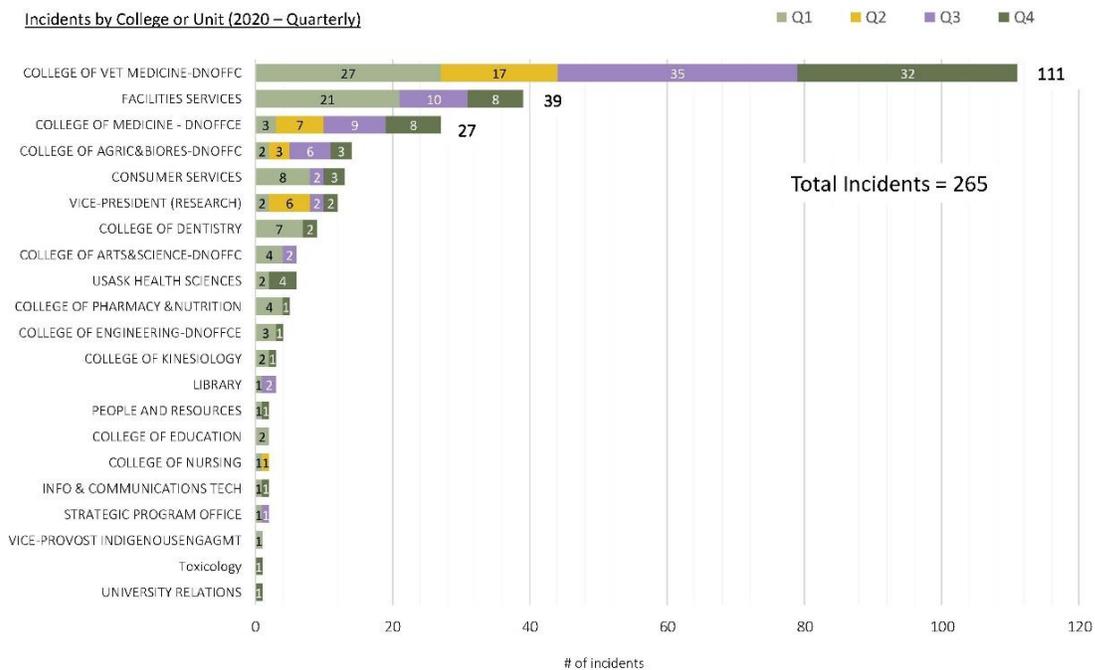
This 2020 academic year has been strongly affected by the covid-19 pandemic. Most classes transitioned quickly to virtual lectures in March, continuing with virtual teaching throughout the 2020-2021 academic year. In-person labs have been very limited, with strong usage of PPE, limiting numbers and physical distancing. Employees continue to be asked to work from home if possible.

In 2020 there were 263 incidents reported across campus, which is a significant decrease. There were 23 lost time and 72 no lost time incidents across campus. This, along with an enhanced return to work program has led to a cost decrease relating to WCB claims. Safety Resources continues to work with the top 4 colleges/departments contributing the highest number of incidents on campus. Trends are being identified and corrective actions put in place to mitigate the risk of additional incidents occurring.

Respectfully submitted by,
Susan Cook, ASPA Rep Joint-Management Committee OHC

2020 Incident Statistics for the University of Saskatchewan

Data from January 1 – December 31, 2020



There was one Dangerous Occurrence this year involving a small flash fire and first degree burns to the worker. Everyone should remember to always evaluate the risks and hazards of your work, ensure all hazard mitigations are in place, that all equipment is in good working order, double check that current is off if you need it to be off, and keep your mind clearly on the work at hand.

Safety Resources has a “Report a Hazard” button on the New [Safety Resources PAWS Channel](#). This notice goes directly to a Safety Resources member who can quickly mobilize staff to take care of the hazard. This is a preferred method to report icy roads and sidewalks, or other general hazards. There has also been a new [Safety Resources SharePoint Site](#). General repair and maintenance requests should continue to be directed to [Facilities Support Services](#). Incidents and near-misses should be reported only through the “[Report an Incident](#)” system.

RESEARCH COMMITTEE

The ASPA Research Committee consists of the following committee members:

I am grateful to all members of the Research Committee for the time and energy they give to make this a successful committee.

Sanjukta Choudhury, John Costa, Patrick Hauser, Peter Krebs, Stephanie Mulhall (on leave), Milan Neha (on leave), Chris O’Grady, Tanya Robertson-Frey, and Marla Rogers

ASPA staff support: Angeline Hainstock

The committee meets as needed, about every month, on average.

The role and function of the ASPA Research Committee is to develop and implement a member survey plan in support of the ASPA Executive, Bargaining Team, and other committees. The Research Committee will contribute to the education of the membership, while developing a more comprehensive understanding of our members and their views.

Between April 2020 and April 2021, the Research Committee discussed several survey topics, and initiated the following surveys. Thank you to all ASPA members who took the time to respond to the surveys.

- ASPA Brown Bag sessions
- Collective Agreement Post Bargaining Survey
- Working From Home Survey
- Online Meetings And Voting

Future anticipated surveys will focus on questions that emerge from the present Collective Agreement, on Equity, Diversity and Inclusion; an envisioned Zone Model of ASPA member representation; and others.

Respectfully submitted by,
Peter Krebs, ASPA Research Committee Chair

SASKATCHEWAN FEDERATION OF LABOUR (SFL)

The Executive Committee usually meets up to five times a year which includes each morning of the annual fall convention. The most recent Executive Council Meeting was to be held in December. As a result of the COVID-19 pandemic we've had fewer meetings than in the past but now that they are virtual we've oddly got more done and the attendance has gone up (and expenses down).

The SFL advocates the government on behalf of members across the province including ASPA and will advocate for us when we go to Judicial Review with respect to the Supervisors case. The SFL continues to urge the Minister of Labour Relations and Workplace Safety to provide presumptive workers compensation coverage for Saskatchewan workers who are exposed to COVID-19 on the job. These frontline individuals are putting themselves at risk to provide critical services to the people of Saskatchewan. They are asking the government to confirm that the Saskatchewan WCB will provide these individuals with compensation coverage during the course of their employment.

I sit on the SFL Education committee which usually meets twice per year however there have been no meeting yet in 2021. The education committee allows for the opportunity to hear what other unions and associations throughout the province are experiencing and what steps and measures are being done to create a larger voice to the government. We also have access to education and professional development opportunities and as such ASPA has created a new Education Committee to see how we might be able to utilize these for our membership. Below is some information on one of those PD opportunities.

The CFC/SFL is currently putting on a Virtual Spring School for 2021 that all ASPA members are eligible to register for.

Classes run from May 17 – May 20 9:00am – 5:00pm and registration is now open as of March 1, 2021.

Labour education builds solidarity and knowledge. It teaches the skills unions need to represent their members and defend their rights using proven methods that allow adults of all backgrounds to learn. If your union wants to train the next generation of local activists or expand the skills that today's leaders and activists already have, the CLC/SFL Virtual Spring School 2021 is here to help your union succeed. Unions know they need to reconnect with a new generation of working people. They can do this by being strong advocates for their members at work, as well as better political activists for everyone who works to support themselves and their families.

For more information, please click the link: [CLC/SFL Virtual Spring School 2021 – ASPA Advocate \(aspasask.ca\)](#)

ASPA itself is always looking for representatives from our younger workforce. If you or someone you know would be interested in participating on a committee, please let me know.

Respectfully submitted by,
LaVina Watts, ASPA Vice-President

SOCIAL COMMITTEE

Goals: to provide informal socials to ASPA members

Members: currently the social committee has 7 approved volunteering members. Henry Xu Tan (Chair), Dan Zhao, Carla Zorn, Heather Neufeld, Bassey Bassey, Gina DiPaolo McGuire, and Sydney Goldsmith

Activities:

- **2020 Activities (April – December):**
 - Due to COVID-19 outbreak, there isn't any physical event and activity, but we organized the following online social events to entertain our members:
 - 2020 ASPA Summer Photo Contest
 - 366 participants
 - 21 winners
 - 2020 ASPA Fall Hashtag Contest
 - 232 participants
 - 9 winners
 - 2020-2021 ASPA Share Your Happy Video Contest
 - Around 300 participants
 - 12 winners
- **2021 Activities (Jan-March)**
 - 2021 Tai Chi Exercise Session
 - Around 61 participants

2021 Plan:

There are 8 additional social events in the planing as described below:

1. **April AGM Social**
 - ✓ Status: no planning due to pandemic COVID 19
2. **April 9th Soft Skills and Professional Tips for the Office:**
 - Online presentation by Karen E. Mosier
 - ✓ Status: planned and approved
3. **August Book Reading Club**
 - ✓ Status: planned and approved, but not finalized
4. **Online Cooking Class**
 - ✓ Status: planned but not finalized

5. **Virtual Magic Show**
 - ✓ Status: planned but not finalized

6. **September Social: Pizza Social**
 - ✓ Condition: If we move back to campus and it's allowed by SHA
 - ✓ Status: not planned yet

7. **September/October Social: Prairie River Boat Networking Event**
 - ✓ Condition: If it's allowed by SHA
 - ✓ Status: not planned yet

8. **November Social: Pizza Social**
 - ✓ Condition: If we move back to campus and it's allowed by SHA
 - ✓ Status: not planned yet
 - ✓

Respectfully submitted by,
Henry Tan, ASPA Social Committee Chair

SOCIAL JUSTICE COMMITTEE

Due to the pandemic, and the layoff of the committee chair, the committee resumed meeting in September 2020. Erin Walling, from the ASPA executive, became the new committee chair at that time.

The Member of the Social Justice Committee over the last year were:

Calvert ChiefCalf (Chair)
Erin Walling (Chair)
Carlyn Seguin
Stryker Calvez
Candice Pete-Cardoso
Valerie Arnault-Pelletier
Erin Wolfson
Erin Prosser-Loose
Angeline Hainstock (admin)

The social justice committee is a new ASPA committee. This past year the committee focused on examining the terms of reference for this committee, specifically the scope and overall role of this committee within the context of a union. The committee has focused on looking more closely at the ASPA collective agreement and the orientation for new members to determine where gaps may exist for Indigenous colleagues. The committee plans to engage shortly with the Office of Indigenous Affairs to become better informed of the barriers faced by Indigenous ASPA members. The committee also plans to work with the research committee to develop a survey to members to gather the perspectives and experiences of members relating to social justice issues.

Respectfully submitted by,
Erin Walling, ASPA Social Justice Committee Chair

TUITION REIMBURSSMENT FUND

The ASPA Tuition Reimbursement Fund was established in 2008 and has been administered for twelve consecutive academic years: 2007-2008 to 2019-2020. Every year the ASPA member and the family member are each required to complete an application form which must be submitted by April 30.

Applicants

There were 128 applications received for the 2019-2020 academic year.

Undergraduate Applicants

Number of Undergraduate Applicants	114
Number of Ineligible Undergraduate Applicants	1
Total of Undergraduate Recipients	113

Graduate Applicants

Number of Grad Studies Applicants	14
Number of Ineligible Grad Studies Applicants	0
Total of Graduate Recipients	14

127 applicants were successful in receiving partial tuition reimbursement for at least one U of S course, completed between May 1, 2019 and April 30, 2020.

Funding

In the past, funding for the ASPA Tuition Reimbursement Fund came from the unexpended Accountable Professional Development Account (APDA) balances of ASPA members who have left University employment and 50% of the unassigned APDA funds over the individual account maximum of \$6,000. The annual allocation was at ASPA's discretion. This funding arrangement expired on April 30, 2011 with the previous Collective Agreement and the first allotment of the funding agreement was received on May 1, 2012.

According to Article 12.12 of the new Collective Agreement, "Effective May 1, the university will provide an annual allotment of \$180,000 to the TRF." \$181,576 was available for the 2019-2020 tuition reimbursement. Per the guidelines, the pool of applications was reviewed, and the eligible number of credit units was tallied. The annual contribution was then divided by the number of credit units' eligible applicants successfully completed during the academic year (May 1, 2019 – April 30, 2020). In the 2019-2020 academic year, applicants received \$54.50 per eligible credit unit for a total payout of \$182,469.00. Due to a late correction to two students' award values, the fund suffered a deficit of \$893 after 2019-2020 award values were paid out.

Scholarship Payments

Applicants were emailed regarding the status of their application. The ASPA Tuition Reimbursement was applied directly to the applicant's U of S student account. If the

student had a credit on their account, a refund cheque was mailed to the student by Student Accounts or directly deposited (if they had direct deposit set up with the U of S).

Taxation

In 2009, as a result of a Tax Court of Canada case, the taxation requirements for the ASPA Tuition Reimbursement Fund changed. The revised taxation requirement is that scholarship amount(s) paid to an employee's family member are taxable to the family member. Thus, any family members who received a scholarship (tuition reimbursement) for the 2019-2020 academic year will have received a T4A by February 28, 2021. Details on this taxation policy are available from the Canada Revenue Agency website (<http://www.cra-arc.gc.ca/tx/bsnss/tpcs/pyrll/bnfts/dctn/ttn-eng.html>).

2020-2021 ASPA Tuition Reimbursement Fund Application Form

The 2020-2021 ASPA Tuition Reimbursement Fund online application form will be made available March 3 2021 for students. The deadline to apply is April 30, 2021. The application form is in the Scholarships and Bursaries channel in PAWS. The application form must be completed by the student. Once the student applicant has completed the application, an automated email is sent to the identified ASPA family member, who confirms or denies the indicated relationship to the applicant in PAWS (through the ASPA/USFA Award Relationship Verification channel). Applicants can expect a notification email (sent to their university email address) by late August.

It is expected that, in accordance with the last Collective Agreement, the fund will receive a transfer of \$180,000 in May 2020 from the university. The \$180,000 less the small deficit mentioned above generated in 2020 results in \$179,107 available for the 2020-2021 ASPA Tuition Reimbursement Fund.

Respectfully submitted by,
Alex Beldan, ASPA Rep Joint Management Committee

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Eligibility Criteria and Scholarship Amount

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