



**ASPAA ANNUAL COMMITTEE REPORTS  
PRESENTED FOR THE AGM  
APRIL 20, 2022**

**ASPAA PRESIDENT'S REPORT**

**Hello everyone!** I am very excited to share that ASPAA and CUPE 1975 have joined together and approached The Canadian Mental Health Association to develop a partnership to support and create awareness for our members who have been struggling with mental health challenges the last number of months.

Our goal is to create awareness and acceptance at a higher level for those people who are battling mental health issues and promote the services available to our members and their families at the University of Saskatchewan as well as The Canadian Mental Health Association.

As part of this multiyear initiative, we will be selling bold green t-shirts with our logos on the shirt, for \$10 a shirt, with all the money going to the Canadian Mental Health Association, Saskatoon Branch. **The University offers many forms of help** thru EFAP and Lumino (SunLife), but the challenge for our Unions, along with People Resources, is to convince someone that they should access these services.

Our joint committee is very enthused and committed to making change. We all see the need for this. We have many thoughts and ideas to move this along. More details will be coming out soon so please watch your email and for us around campus very soon.

Be sure to take good care of yourselves and if you are having difficulties, please reach out to a family member, friend, co-worker, or access one of our benefit providers (EFAP, Lumino, etc.).

<https://wellness.usask.ca/resources.php> **We are all in this together.**

**ASPAA UPDATES**

Our Member Services Office, **Darcy Hryn-Bird**, has left her position as of April 1<sup>st</sup>. Darcy had been with us since 2013 as ASPAA's first Member Services Officer. She played an integral role in advocating for our members' rights. During her time with us Darcy provided immensely valuable support and guidance through our bargaining process. She provided much needed information to the membership on all aspects of the collect agreement and their rights by creating a series of Did You Know articles and provided information sessions, in addition to hundreds of one-on-one meetings. Her vast knowledge and passion for labour relations was evidenced by her ability to help advance ASPAA's objectives with the employer.

Please join me in wishing Darcy, (her husband and dog Gromit!), all the best.

We are currently conducting interviews for a new Member Services Office, however, in the meantime, please contact our general office and your request will go to one of the presidents. We will get back to you right away.

**General Office**

The physical ASPAA Office has re-opened and our Administrative Assistant, Angeline Hainstock, is on campus Monday – Friday, in Kirk Hall, room 304 (8:30am – 4:30pm). You can contact us any time on 306.966.2471 or by email at [aspa@aspasask.ca](mailto:aspa@aspasask.ca). Or if you are in the area, please feel to pop by to see where the office is and say hi!

## **ASPA Awards**

Some of the items we are working on are preparation for the AGM and the ASAP service awards. If you were a recipient of an award and have not had a chance to pick yours up yet, please contact Angeline directly at [angeline@aspasask.ca](mailto:angeline@aspasask.ca)

## **Membership**

Since my last report, the ASPA membership has not changed too much but we are 1400+ members strong. These numbers give us some good power as we go into the next round of bargaining. Of course, membership numbers do fluctuate over the course of the year with the hiring of seasonal and casual employees during the busier academic months but overall, our numbers have stayed strong.

### Overview of Membership Numbers

- September 2020: 1313 Members
- As of November 2021: 1401 Members
- As of March 1, 2022: 1445 Members

So far in 2022, we have only seen one layoff. This and the fact our numbers are so high may be directly related to the increasing number of us coming back in-person (on-campus) and getting back to 'normal' (whatever that is).

## **Upcoming Bargaining**

Our current Collective Bargaining Agreement (CBA) expires on April 30, 2022, and following the rules governing the timing of bargaining, ASPA notified the University in early February that we wish to negotiate a new agreement. Though we anticipate that it is very unlikely that the employer will meet with us before September, the Bargaining Team is already hard at work preparing for the bargaining sessions. This work includes compiling the results from the recent member surveys, which are a crucial tool for the team to understand what is important to the members and what items are priorities on which the team should focus.

The Bargaining Team has been established and I'm happy to share that the team will consist of the following individuals, in no particular order:

LaVina Watts (ASPA President), Alexis Dahl (Co-Team Lead), Hugh Wagner, (Co-Team Lead), Candice Pete, Ken Glover, Bethany Godhe-Knight, Kerry O'Shea, and the ASPA Member Services Officer.

ASPA held a couple of lunch and learns on Getting to Know Your Collective Agreement. The January 11th recording of the session has been posted on the website if you missed it. This session covered topics such as:

- What is the Collective Agreement
- Hours of Work and Scheduling
- Leave Entitlements
- Professional Fees
- Wages and Benefits

## **Standing Committee Updates**

### **Research Committee**

The role and function of the ASPA Research Committee is to develop and implement a member survey plan in support of the dynamic and changing needs of the ASPA Executive, Bargaining Team, and other committees as requested. Between April 2021 and April 2022, 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 Lunch and Learn Sessions
- ASPA Pension Survey
- Return to Work Survey
- Work Arrangements Survey
- Collective Agreement Pre-Bargaining Survey
- Collective Agreement Member Perspectives Survey

Future anticipated surveys will focus on questions that emerge from the present Collective Agreement and bargaining process; on Equity, Diversity, and Inclusion (EDI); on present and future work arrangements; and others.

### **Communications and Public Relations**

We conducted our regular review of the monthly ASPA Activities Calendar for planning purposes going forward e.g., November/ December/January. ASPA Presidents and other committee members will meet with representatives from CUPE 1975 to have an initial discussion on how our two unions can create joint campaign and message to promote Mental Health for all our members.

### **Education Committee**

The committee reviews and provides information to the ASPA membership regarding upcoming union related educational opportunities, such as conferences and workshops. The majority of these educational opportunities are provided through the Saskatchewan Federation of Labour (SFL). The committee has also been busy planning and coordinating the ASPA Lunch and Learn Sessions and are currently planning and organizing a Session on the Bargaining Process. The session topics are guided by what members have indicated they would like to learn more about through surveys.

### **Finance Committee – ASPA Standing Committee**

The committee continues to meet monthly and is working with the Auditor to finalizing the reports for the AGM. They are also focusing their attention on our financial investment strategy with respect to the upcoming bargaining.

### **Social Committee**

The purpose of the ASPA Social Committee is to plan and execute social events to help ASPA members build a community and promote a culture of belonging, engagement, and fun among all members. Between April 2021 and April 2022, the Social Committee hosted the following virtual events:

- Book Club and Book Read - Soft Skills and Professional Tips for the Office: One of ASPA's own talented members, Karen Mosier, introduced her writing experience and shared her expertise on how to build good working relationships with co-workers and colleagues. 35 people participated the event, and 4 won the prize draw.
- Summer Photo Contest: 40 ASPA members entered the contest. 10 were voted as winners.
- Book Club – Monkey Beach: 5 people attended the events and there were 4 prize draw winners.
- Virtual Magic Show: Nearly 50 ASPA members and their families and friends attended the event. There were 4 prize draw winners.
- Social Events Follow-up Survey: The Social Committee conducted 2 follow-up surveys between April 2021 and April 2022 to collect feedback and ideas for future social activities. 61 participants filled out the Virtual Tai Chi class follow-up survey, and 30 participants filled out the Virtual Magic Show follow-up survey.

### **Upcoming events:**

- Virtual Paint Night (April 9, 2022)
- Remai Modern Gallery Tour and Riverside Walk (May 2022)
- Summer Outdoor Movie at Kinsmen Park (June 25, 2022)
- Forest Farm Park BBQ (August 9, 2022)
- The Annual Photo Contest (Summer 2022)
- Cooking Video: Sharing Culture Through Food (Spring and Summer 2022)
- Prairie Lily Boat Ride (Fall Term 2022)
- Pizza Social (Fall Term 2022)

I want to take this opportunity to send out a huge thanks to our social committee volunteers and the ASPA staff support. The committee members take time out of their busy schedules to plan and organize all of the events. We could not do these events without them.

### **Social Justice Committee**

This past year the SJC worked with the research committee to create a pre-bargaining survey specific to racism, discrimination and harassment that was sent out in February. There was a general pre-bargaining survey that was sent to members in January, and this second survey was intended to dive deeper into member issues.

### **Employee and Family Assistance Program – ASPA has a representative on this joint committee.**

Typically, this group meets quarterly. At our meetings the University presents statistics about who is using the service (union breakdowns) and which services. In March we were told that the university was going to look at replacing the current provider with a new one. The RFP went to tender this summer and a new provider (LifeWorks) won the process.

### **Member Services**

We continue to have several outstanding grievances from 2020 & 2021 that we are awaiting arbitration decisions on. ASPA was recently successful at another wrongful layoff grievance. The arbitrator has ordered that our member be reinstated.

Respectfully submitted by,  
LaVina Watts, ASAP President (2021 – 2022)

## **COMMUNICATIONS & PUBLIC RELATIONS COMMITTEE**

The Communications and Public Relations (C&PR) Committee oversees the ASPA Advocate website ([aspasask.ca](http://aspasask.ca)) and ASPA newsletter. As a group, we find articles and create member-relevant content for our ASPA Advocate website. The ASPA newsletter, usually sent out four times a year, is a compilation of the most recent information posted on the website. The ASPA Executive also consults our C&PR committee on all communication to the membership. Our C&PR committee receives ongoing support from ASPA's two staff members, Darcy Hryn-Bird (ASPA Member Services Officer) and Angeline Hainstock (ASPA Administrative and Financial Assistant).

Due to the Covid-19 pandemic, we have not been able to meet in person for more than a year. Angeline returned to campus in early February. As the university gradually lifts the restrictions, and more and more of us are back working on campus, we are looking forward for the committee meeting in person once again.

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

- Karen Mosier (Chair)
- Andrea Smida
- Darcy Hryn-Bird
- Jane Onuma
- Niya Hurley
- Peter Krebs
- Susan Cook
- Angeline Hainstock (Admin Support)

Creating member-relevant content on the ASPA Advocate website is one of our primary goals. Angeline Hainstock posts this information on the website. Here is a snapshot of what we achieved over the last year:

- 2 ASPA updates
- 3 Award posts
- 5 Did You Know articles (Merit, Position Review, Salary Continuance, Returning to Work, Claiming Home Expenses on Your Tax Return)
- 14 Labour in the News articles
- 3 Lunch and Learn sessions
- 5 ASPA member highlight interviews
- 8 Member Interest articles (5 Workplace Wellness, 2 PD opportunities, 1 survey update)
- 2 President's messages
- 7 Uncategorized posts

An integral part of our communication to 1,435 ASPA members is our ASPA e-newsletter, compiled by Angeline Hainstock and published quarterly. Three editions were sent in the last year: August 2021, November 2021, and March 2022.

We want to be responsive to the needs of our members. Currently we are undertaking a website analysis to look at the statistics and article “hits” to get a better sense of which types of information are more valuable to our members. In addition, we have asked the research committee to do a website survey soon to find out what our fellow members would like to see on the website.

The C&PR committee is always open to fresh ideas and new ways of doing things. Just a few short months ago, we implemented a new project with the development of a communications calendar. This calendar will contain all holidays, festivals, and special days, to be inclusive of all campus community members, regardless of what part of the world they come from. This project is quite the undertaking and is under the direction of Jane Onuma. This tool will allow the C&PR committee to prepare months in advance additional communications to commemorate these special occasions. Our first such communication was an ASPA Member Highlight with Banjo Olaleye during Black History month.

The members of our C&PR committee are an enthusiastic and passionate group of people. We have been dwindling in numbers as Andrea recently took a position off campus and Susan will shortly retire. We are often “big on ideas” but short on “people power”. If you have ever thought, “I want to do something to give back to the campus community” or you want to be part of something bigger that “can make a difference” consider serving as a member on our C&PR committee. Alternatively, you may be thinking that you might want to join an ASPA committee, but you are not sure which committee to join. In that case, please contact the ASPA office at 306-966-2471 or email at [aspa@aspasask.ca](mailto:aspa@aspasask.ca). You can also check out our ASPA Advocate website ([aspasask.ca/volunteering](http://aspasask.ca/volunteering)) to find out more about how you might be able to contribute.

I am stepping down as the Chair of the C&PR committee effective April 30, 2022, and I would like to take this opportunity thank each one of our committee members for their contributions over the last year. I would especially like to thank Susan Cook for her proficient skills as a proof-reader reviewing articles and interviews prior to their publication on the ASPA website and Angeline Hainstock for preparing the meeting invites, doing up the meeting agendas, and typing up the minutes.

Respectfully submitted by,  
Karen E. Mosier, ASPA C&PR Committee Chair

## **EDUCATION COMMITTEE**

The purpose of the ASPA Education Committee is to share information regarding professional development opportunities relevant to the work in the scope of ASPA and to provide labour union and ASPA specific education opportunities to its members.

The members of the Education Committee are:

- Tracey Baliski (Chair)
- Alexis Dahl
- Darcy Hryn-Bird
- Lavina Watts
- Rana Mustafa
- Tamara Hominuke
- Angeline Hainstock (Admin Support)

The Education Committee meets once every two months. In the past year, the committee has organized and delivered three Lunch and Learn sessions to its members.

These sessions were:

- Education Benefits: October 13, 2021
- Getting to Know Your Collective Agreement: November 29, 2021, and January 11, 2022

The Education Committee also sent out information to our members regarding The Saskatchewan Federation of Labour (SFL) Conferences that were held in the last year, including the SFL Occupational Health & Safety Conference, the SFL Convention and the SFL Equity Conference. ASPA covered the tuition/registration fees for a total of 37 members who attended these conferences. The committee will continue to send out information regarding future SFL conferences to its membership such as the CLC/SFL Spring School 2022.

Respectfully submitted by,  
Tracey Baliski, ASPA Education Committee Chair

## **EMPLOYEE & FAMILY ASSISTANCE PROGRAM (EFAP)**

The EFAP Board consists of representatives from the Employer and the ASPA, USFA, CUPE 1975 and CUPE 3287 unions on campus. The Board meets quarterly and 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.

[wellness.usask.ca/help/efap.php](https://wellness.usask.ca/help/efap.php)

The EFAP services are provided by a newly selected third-party provider, Lifeworks. The provider submits quarterly EFAP Utilization Reports to the EFAP Board. Additionally, Lifeworks provides quarterly user satisfaction survey results that facilitate quality monitoring of the EFAP services provided.

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

## **FINANCE COMMITTEE**

The 2020-2021 Audited Financial Statements will be placed on the website and circulated electronically prior to the meeting.

## **JURISDICTION AND NEW POSITIONS COMMITTEE**

### *Weekly jurisdictional review meetings*

The Jurisdictional Review meetings are currently held on an as needed basis. The purpose is to review new positions that are being created and posted at the University of Saskatchewan and to ensure they are placed within the appropriate bargaining unit or to discuss the employer's request to have a position, whether new or encumbered, be exempt. Representatives from ASPA and CUPE 1975 meet with the SBAs from units across campus, as well as People and Resources to determine the jurisdiction for each position and whether we agree or disagree that a position is exempt.

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 retroactively'. 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 in 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 since the board felt their own prior decision was not correctly made. The LRB decision 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, is taking the LRB's decision to Judicial Review. We continue to wait for the Judicial Review to occur, but in the meantime, there were some amendments to the SEA which would now allow for supervisors to be in the same bargaining unit of those they supervise. Although this is a positive for ASPA and all unions, it is unclear at this point exactly where this puts us with this issue, and we continue to seek guidance from our legal counsel on the matter.

#### Research Positions

ASPA continues to monitor the posting board as we have seen several positions being placed in the "research" grouping which we believe would appropriately fall within the scope of ASPA. We continue to bring these positions to the employer's attention and have had some success at having a number of them brought into the scope of ASPA.

Respectfully submitted jointly by:  
Chris O'Grady, ASPA Vice-President  
Darcy Hryn-Bird, Members Services Officer

## **PENSION COMMITTEES**

### **Academic Defined Benefit Pension Plan**

This last year has been very challenging due to the Covid-19 pandemic which led to swings in all the markets at different times. One ongoing issue is there was rarely quorum since faculty engagement has been very poor. So, I will briefly summarize each quarter for the year.

#### Quarter 1

Ray: Aon is amid a potential merge which has been anticipated to be completed in 3rd quarter of 2021. This should not change things for Ray. The last quarter was negative due to bonds held that are approximately 50% long term bonds and 50% equities. Long term bonds returned -10% in the last quarter while leaving our equities intact. Despite all that, they could not overcome the negative bond yields. This is partly due to the US Reserve potentially allowing higher inflation rates causing the spike in the bond market. Overall, -2.8% for the quarter which beat the benchmark by .8% for the quarter but underperformed for the year by -3.1 % compared to the benchmark.

Due to this, we dropped below the minimum asset mix, so there was some rebalancing at the end of the quarter. Bonds decreased as equities increased, causing our value in bonds to fall below the minimum asset ratio. All equities and real estate are positive for the 1st quarter, from Canadian equities at 9.7%, to non-North American equity at 0.5 %.

#### TD Epoch report

The co-founder will be retiring at the end of June, but they are not involved in the business we are involved in. Strategy utilizing globally diversified companies with an emphasis on stability and dividends is especially good as a defensive strategy in down markets. Strong performance in Q1 as the economy rebounded from Covid lows has led to some headwinds with this strategy, however as we got to August this strategy started to get some tail winds after the earlier headwinds. Optimistic on the outlook for dividends as consumer confidence grows on the spread of vaccines and hopefully the retreat of COVID.

#### Quarter 2

Capital Markets have been strong and are reacting well to reopening, governments have held interests' rates low maintaining stimulus, however supply chains are still facing problems (e.g., computer chips) causing some inflation. The Canadian market has been strong. The fund slightly underperformed the market. TD Epoch has been below the benchmark; however, some of this is due to the low volatility of the

conservative investment plan we follow (which is expected in a pension group of our stage). TD Greystone has underperformed as well, partially due to being over weighted in retail.

Due to not enough people for quorum, we can't vote on plans for changes to the glide path.

### Quarter 3

The ongoing issue of poor faculty engagement needs to be discussed and handled. There was discussion of possibly getting to the point when the University takes over the entire plan.

Jeffrey King of Aon: Jeffrey and Daisy Xu are currently running the plan due to John dealing with an ill wife. A brief update, the last quarter has had moderation with things like bonds and emerging markets that are in the negative. There are pockets of bubbles in a variety of areas (manias). For example, currently in electric vehicles, Rivian has made 100 cars so far, but in its IPO last week it had a value higher than Volkswagen. The market moving to these mania stocks hurts some of our conservative investments, but it should help us when these stocks correct in the future. This quarter produced a return of .6% where 0.1 fund value were added. Our bonds are currently hurting us as they change but put us in a better wind-up position. We are near a rebalancing trigger to underweight bonds.

TDAM Greystone: Their (Real Estate) strategy in the short term has also not worked well, but it has over the long term. The big growth in this market was for managers biased in industrial real estate in Ontario and BC, which Greystone has, but not to the same extent. TDAM Epoch has not been performing well, since they invest largely in dividend companies, so they are strongly protected in down markets, but current markets are not playing to their strategy.

### Quarter 4

Equity and Bonds are up in quarter four and emerging market equities down, but we have a small exposure there. There is a hidden bear market seen in tech stocks in particular, ex Shopify is down 68% from its high. In 2022, bonds turned negative which is likely due to volatility. The bonds have recovered a tiny bit but are still down due to rising interest rates. Bond investors think high inflation will not last in the long term.

Assets in the last year are doing well and have outperformed expectations. They have value added in the positives for the last year, but not over the last few years. Rebalancing is needed in our bonds since we passed a target value and things have been very volatile. This will require up to date bond numbers. We will need to pull from equities to increase our bonds and stay in our target range. JF has not been performing very well, but better in Non-North American equities, there are questions on whether they should be replaced.

Our real estate has underperformed because it is overweight in retail and underweight in commercial property which has hurt the performance. The markets and term are likely to be poor this quarter as expected with to the political instability due the Russian invasion of Ukraine, although Canada is outperforming other markets (basically flat).

Respectfully submitted by,  
Michael Cuggy, ASPA Representative

## **Academic Money Purchase Plan (AMPP)**

The better part of our last 6 months of effort has been focused on the adoption and implementation (the slope and general characteristics) of the recently adopted Target Date Fund (TDF). The pension office is preparing an educational campaign to get members acquainted with the TDF in the coming weeks. Members will hear directly from the pension office. ASPA should actively encourage members to engage. For members unfamiliar with AMPP, I've provided a brief below.

Target Date Fund, previously referred to as Glide Path, is based on the concept that a majority of pension members fail to appropriately manage their pensions and more importantly, de-risk their portfolios as they approach retirement. Data suggested that most members set their investment philosophy (often at highest risk level) at the commencement of their careers and leave it in place until retirement. This poses

a non-trivial risk to members' pensions and the security of their retirement. AMPP, at the behest of Sunlife and best practices, would implement an automated de-risking approach to managing pensions. In this model, the level of risk is automatically reduced as members get close to retirement. The option to stay in the current unmanaged approach will remain for those choose this option. The make-up of the funds remains the same.

On a final note, our long-standing consultant, Ray Aoki with AON left for greener pastures, to be replaced by John Myrah, a Regina resident, and University of Regina graduate.

#### What is the AMPP?

The Academic Money Pension Plan is a USask, and member contributed pension plan started by the USFA in 2000. Shortly thereafter (2003?), ASPA requested and was granted access to the pension plan. The contribution rates differ between USFA and ASPA – 17% (8.5% employee + 8.5% employer) and 14.0% (7% employee + 7% employer) respectively. The AMPP is comprised of 44% ASPA members (41.4% faculty, 14.6% out of scope) and have 21% of the total holdings (\$.85B). ASPA represents the largest group of pension members.

Respectfully submitted by,  
John Costa, ASPA Representative

## **RESEARCH COMMITTEE**

The ASPA Research Committee consists of the following members:

- Brianna Groot (Chair)
- Chris O'Grady
- Christine Peng
- Erica Li-Humen
- John Costa
- Marla Rogers
- Patrick Hauser
- Peter Krebs
- Tanya Robertson-Frey
- Angeline Hainstock (Admin Support)

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

The role and function of the ASPA Research Committee is to develop and implement a member survey plan in support of the dynamic and changing needs of the ASPA Executive, Bargaining Team, and other committees as requested. The Research Committee will contribute to the education of the membership while developing a more comprehensive understanding of our members and their views. The committee meets as needed, about every one to two months, on average

Between April 2021 and April 2022, 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 Lunch and Learn Sessions
- ASPA Pension Survey
- Return to Work Survey
- Work Arrangements Survey
- Collective Agreement Pre-Bargaining Survey
- Collective Agreement Member Perspectives Survey

Future anticipated surveys will focus on questions that emerge from the present Collective Agreement and bargaining process; on Equity, Diversity, and Inclusion (EDI); on present and future work arrangements; and others.

Respectfully submitted by,  
Brianna Groot, ASPA Research Committee Chair

## SCHOLARSHIP COMMITTEE

The ASPA Tuition Reimbursement Fund was established in 2008 and has been administered for thirteen consecutive academic years: 2007-2008 to 2020-2021. 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 124 applications received for the 2020-2021 academic year.

#### **Undergraduate Applicants**

Number of Undergraduate Applicants	112
Number of Ineligible Undergraduate Applicants	6
<b>Total of Undergraduate Recipients</b>	<b>106</b>

#### **Graduate Applicants**

Number of Grad Studies Applicants	12
Number of Ineligible Grad Studies Applicants	1
<b>Total of Graduate Recipients</b>	<b>11</b>

117 applicants were successful in receiving partial tuition reimbursement for at least one U of S course, completed between May 1, 2020, and April 30, 2021.

### 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." Due to slightly overspending the previous year, \$179,107 was available for the 2020-2021 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, 2020 – April 30, 2021). In the 2020-2021 academic year, applicants received \$61.00 per eligible credit unit for a total payout of \$177,385.50.

### 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 and Treasury.

### Taxation

In 2009, because 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 2020-2021 academic year will have received a T4A by

February 28, 2022. 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>).

### 2021-2022 ASPA Tuition Reimbursement Fund Application Form

The 2021-2022 ASPA Tuition Reimbursement Fund online application form was made available March 15, 2022, for students. The deadline to apply is April 30, 2022. The application form is in the Scholarships and Bursaries channel in PAWS and must be completed by the student. Once the student 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 2022 from the university. The \$180,000 plus money leftover from 2021 results in \$181,721.50 available for the 2021-2022 ASPA Tuition Reimbursement Fund.

Respectfully submitted by,  
Alex Beldan, ASPA Representative

## **SOCIAL COMMITTEE**

The ASPA Social Committee consists of the following committee members:

- Dan Zhao (Chair)
- Basseyy Basseyy
- Cree Longjohn
- Gina DiPaolo McGuire
- Sydney Goldsmith
- Angeline Hainstock (Admin Support)

The purpose of the ASPA Social Committee is to plan and execute social events to help ASPA members build a community and promote a culture of belonging, engagement, and fun among all members. The committee members meet once a month to discuss potential activities and plan the upcoming events.

The pandemic has been tough on everyone. Due to COVID-19, the Social Committee had to move all social events online. Between April 2021 and April 2022, the Social Committee hosted the following virtual events:

- Book Club and Book Read - Soft Skills and Professional Tips for the Office: One of ASPA's own talented members, Karen Mosier, introduced her writing experience and shared her expertise on how to build good working relationships with co-workers and colleagues. 35 people participated the event, and 4 won the prize draw.
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- Remai Modern Gallery Tour and Riverside Walk (May 2022)
- Summer Outdoor Movie at Kinsmen Park (June 25, 2022)
- Forestry Farm Park BBQ (August 9, 2022)
- The Annual Photo Contest (Summer 2022)
- Cooking Video: Sharing Culture Through Food (Spring and Summer 2022)
- Prairie Lily Boat Ride (Fall Term 2022)

- Pizza Social (Fall Term 2022)

I want to take this opportunity to send out a huge thanks to our social committee volunteers and the ASPA staff support. The committee members take time out of their busy schedules to plan and organize all the events. We could not do these events without them.

Respectfully submitted by  
Dan Zhao, ASPA Social Committee Chair

## **SOCIAL JUSTICE COMMITTEE**

This past year the SJC focused on the workplace experiences of Indigenous members. We reviewed the finding and recommendations from the ***University of Saskatchewan Senior Leadership Consultations with Indigenous Faculty and Staff November – December 2020: Truth-telling*** report which summarizes focus group sessions with Indigenous staff and faculty and recommendations for change. Based on what we learned about the experiences of Indigenous staff, a survey was created and sent to all ASPA members to better gauge discrimination, harassment and racism being experienced by our members. The survey focused on capturing experienced and witnessed events, as well as recommendations for change. The information gathered will better inform ongoing conversations with the University, in particular the collective bargaining process that is now getting underway.

We need more ASPA members to join the Social Justice Committee to ensure we have diverse perspectives to inform our work. A call for members was sent out in late March by email. Anyone still interested in joining the committee can reach out to Erin Walling at [erin.walling@usask.ca](mailto:erin.walling@usask.ca).

Respectfully submitted by,  
Erin Walling, ASPA Social Justice Committee Chair & Vice-President