ASPA ANNUAL COMMITTEE REPORTS
PRESENTED FOR THE AGM
APRIL 19, 2023

ASPA PRESIDENT'S REPORT

Looking back over the last six (6) years on the Executive Committee it has been quite a ride. I was asked to fill a four-month term, which then turned into being elected as a vice-president only few short months after that. I hit the ground running and learned on my feet and have never regretted a moment. Not every day was glorious to be sure, however, but I knew what I, and the entire group of ASPA volunteers, were doing was meaningful and worthy, and yes, fun. I wouldn't change a thing. Personally, this experience has done so much for me, and I was able to learn so much. Professionally it has been incredible, and I now have a deeper understanding of the university and its functions and met so many people all around campus and beyond, and this has truly helped me in my position here.

Now with my six (6) years being complete, I will be stepping down and am grateful for all the new friends and colleagues I meet over the years. I strongly encourage you to volunteer for a committee or step forward to help ASPA with your expertise on a project. We are who we are, because of you.

Thank you all for your support and I am looking forward to seeing where the new executive committee leads us all.

General Office
Our Administrative Assistant, Angeline Hainstock, is on campus Monday – Thursday in Kirk Hall, room 304 (8:00am – 4:00pm) and can be reached virtually on Fridays. You can contact us any time on 306.966.2471 or by email at aspa@aspasask.ca or, if you are in the area, please feel to pop by the office and say hi!

ASPA Awards
If you were a recipient of an ASAP service awards and could not attend the AGM to pick it up, please contact Angeline directly at angeline@aspasask.ca to arrange a time to pick it up.

Member Services
We continue to have a few outstanding grievances from 2021-22 that are waiting for arbitration decisions. These decisions unfortunately do take a long time to be awarded, but we only bring these forward when we firmly believe that we have a strong case. We will also be going to Arbitration in June on a policy grievance from early 2022.

If you have any questions or would like information regarding what your union can do for you, please contact Glenn Billingsley. His office is in Kirk Hall room 302 and can be reached at glenn@aspasask.ca or 306.966.7392.

Respectfully submitted by,
LaVina Watts
ASPA President 2021 – 2023

BARGAINING TEAM

Our team met regularly with the employer from October 2022 – February 2023. Progress has been made, and we have narrowed the remaining issues, mostly related to compensation. No full meetings were held in March, but there some joint work was undertaken to collaborate on rewording an existing article. We anticipate a meeting in early April, at which we expect an updated offer from the employer.

We are working hard to pressure the employers' team to continue bargaining in a timely manner, and to achieve a fair collective agreement for our membership. We have made clear what we believe will be necessary for ratification and hope to have a fair agreement to bring you before much longer.

We appreciate your patience with this process, and your support as we work toward our shared goal. We thank everyone who filled out the surveys, participated in the Bargaining Town Hall, and have reached out with your support and concerns. We are in this together!

Sent on behalf of your ASPA bargaining team (Glenn Billingsley, Candice Pete-Cardoso, Alexis Dahl, Ken Glover, Kerry O'Shea, Hugh Wagner, LaVina Watts)

Respectfully submitted by,
Alexis Dahl
Co-Lead ASPA Bargaining Team

COMMUNICATIONS COMMITTEE

The Communications Committee underwent a review of its Terms of Reference to ensure critical operations were met while low membership affected its operation. Paige Larsen and Mariam Alaverdashvili were appointed as interim co-chairs to oversee the Communications Committee and manage essential functions until the 2023 Annual General Meeting (AGM). Additionally, volunteers to support this committee are encouraged.

Respectfully submitted by,
Brianna Groot
ASPA Communications Chair (2022)

EDUCATION COMMITTEE

The Education Committee consists of our ASPA Member Services Officer, ASPA Administrative and Financial Assistant, two (2) ASPA Executive Members, three (3) ASPA Members, and me. Throughout the year we were busy letting you know about Saskatchewan Federation of Labour (SFL) Conferences as well as other professional learning opportunities.

This past year ASPA covered six (6) members' attendance for the following conferences:

- SFL Spring School
- SFL Prairie School for Union Women
- SFL OH&S Conference

The SFL organizes these conferences on a yearly basis so we will keep informing you of these learning opportunities throughout the year. We also let you know about the following professional development opportunities and camps:

- SFL Summer Camp
- Wîcihitowin Indigenous Engagement Conference
- RDLC Annual Equity and Human Rights Conference

The Committee plans and organizes Lunch and Learn Sessions to provide you with information on items in the Collective Bargaining Agreement and services on campus. The Committee planned and organized the following virtual Lunch and Learn Session this past year:

- Discrimination and Harassment Prevention Services (January 12, 2023) 42 attended
- ASPA Lunch & Learn - Article 9: Assignment and Assessment of Duties (March 15, 2023) 110 attended

Upcoming Lunch and Learn Sessions:

- Lunch and Learn Session on Ergonomics (May 16, 2023)

We are excited to offer many more topics of interest for future Lunch and Learn Sessions, so please keep an eye on your email for future sessions. It is also important to note that all sessions are recorded and are available on the ASPA website: https://aspasask.ca/category/lunch-and-learn-sessions/

Respectfully submitted by,
Tracey Baliski
ASPA Education Chair (2022)

EMPLOYEE & 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 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.

EFAP services are provided by the third-party provider, Lifeworks, which submits quarterly 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 Audited Financial statements have been posted to the ASPA Website and are available for viewing.

JURISDICTION AND NEW POSITIONS COMMITTEE

The Jurisdictional Review meetings are currently being held as needed. The purpose of the committee is to review new positions that are being created and posted at the University of Saskatchewan's website to ensure they are placed within the appropriate bargaining unit and to discuss the employer's request to have a position new or encumbered to 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.

The issue of supervisors has been around for quite some time and here is 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.

The decision from the Saskatchewan Labour Relations Board could have far-reaching implications on collective bargaining units in Saskatchewan, particularly those where an irrevocable election is not in place.

In the University of Saskatchewan vs. Administrative and Supervisory Personnel Association (the "ASPA Supervisory Employees" decision), the Saskatchewan Labour Relations Board (the "Board") recently revisited the interpretation of the supervisory exclusion provisions in The Saskatchewan Employment Act (SEA). Specifically, the Board considered the prohibition in subsection 6-11(3) against supervisory employees belonging to the same bargaining unit as employees they supervise.
Provisions in the SEA with respect to supervisory employees came into force in 2014. Saskatoon Public Library Board vs. Canadian Union of Public Employees, Local No. 2669 (Saskatoon Public Library) 2017 CanLI 6026 (SK LRB) was the original test case where the Board considered an employer's application to have supervisory employees removed from an existing bargaining unit under the supervisory employee provisions in the SEA.

The Board held that the SEA's prohibition against supervisory employees being included in a bargaining unit with employees they supervise did not apply to bargaining units which existed prior to the legislative amendments becoming law. The Board noted that the prohibition is restricted to new applications made by a trade union for certification of a new bargaining unit, or in respect to applications made by a trade union to certify part of a current bargaining unit out of a larger bargaining unit. As a result, the Board dismissed the application of Saskatoon Public Library to remove those employees and this interpretation was utilized by employers and unions in Saskatchewan for several years.

The University of Saskatchewan subsequently applied to the Board in ASPA Supervisory Employees and asked the Board to have another look at these supervisory employee provisions.

In the ASPA Supervisory Employees decision, the Board reversed its previous interpretation of the supervisory employee provisions from Saskatoon Public Library. Prior to the release of the Saskatoon Public Library decision, the University filed an application to amend the ASPA bargaining unit for the purpose of removing those employees who supervise other members of the same bargaining unit contrary to subsection 6-11(3) of the SEA. The Board granted the University's application and held that the Board's interpretation of the supervisory provisions in Saskatoon Public Library was incorrect.
In finding that supervisors cannot properly be included in a bargaining unit with employees they supervise, the Board concluded that the grammatical and ordinary sense of the supervisory employee provisions of the SEA illustrate that supervisory employees should be excluded from all bargaining units and contemplate the removal of supervisory employees from existing bargaining units.

The Board proceeded to examine the purpose of the supervisory provisions and the intent of the legislature in enacting the provisions, including removing the conflict-of-interest created when a supervisory employee must discipline a member of their same bargaining unit. Ultimately, the Board concluded that the debates that occurred surrounding the amendments to the SEA, and which were recorded in Hansard made it "abundantly clear that the intention of the Legislature was that the supervisory employee provisions were to apply to existing bargaining units."

Therefore, the proper interpretation of the SEA's supervisory employee provisions is an equal application to all bargaining units regardless of when the bargaining unit was created. Supervisory employees can no longer be in the same bargaining unit as employees they supervise, unless the employer and union agreed to an irrevocable election that this could occur.
Upon application to amend an existing certification order, to remove supervisory employees from a bargaining unit that includes employees they supervise, the Board will now apply the supervisory provisions. This involves a determination of whether the employees are properly classified as "supervisory".

This decision will have broad implications for unionized workplaces in Saskatchewan where there are supervisors in the same bargaining unit as the employees they supervise. It means that where an existing bargaining unit has employees who supervise other bargaining unit employees, the employer can apply to the Board to remove the supervisors from the bargaining unit. Once removed, the supervisors are no longer unionized, though they may decide to apply for certification of their own bargaining unit. It is also important to note that if the employer and the union agree to leave supervisors in a bargaining unit, the employer and the union can enter an irrevocable election to permit the supervisors to remain in the bargaining unit. However, it should be noted that this decision is currently under judicial review through an application made by ASPA.

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 employers' attention and have had some success with a number of them brought into the scope of ASPA.

Respectfully submitted jointly by,
Chris O'Grady, ASPA Vice-President
Glenn Billingsley, Members Services Officer

PENSION COMMITTEES

Academic Defined Benefit Pension Plan

The 1999 Academic Pension Plan is a defined benefit pension plan for Faculty and ASPA staff at the U of S. it was closed to new members in 2000 and has approximately 30 active members left in it. At that point it was replaced by the Academic Money Purchase Pension Plan, a defined contribution plan. The 1999 Academic Pension Plan is run by a committee of Faculty Members, and ASPA is granted an observer position on the committee (non-voting). This last year has been very challenging due to the aftermath of the COVID-19 pandemic and the war in Ukraine. This has led to swings in all the markets at different times. One ongoing issue is there was rarely quorum due to faculty engagement. We will provide an overview of each fiscal quarter.

Quarter 1

There was a presentation by Nathan Conway and Brad Nehring from Aon about valuation results. Small changes were made to mortality table, assuming that future generations will live a little longer than previous. A change to the discount rate was made from 4.25% to 4.40% while bond rates are rising.

Assets increased by $2 Million, while liabilities are dropping as people are retiring. Since the plan is closed there are no new members. The plan has a surplus now of $18,674,000 or 111%.

Solvency Results
If the plan is terminated, rounded up, and everyone is paid out, the plan would be in a deficit of $10,153,000, which is a drop of $15.5 Million from last year. This is due to bond returns increasing.

Contribution Requirements
The Government requires a valuation every three (3) years. ADBP filed a year early and is not required till 2024 now. Our assets had a return of +7.1%, with a fairly stable asset base. There are currently two hundred seventy-eight (278) members in the plan and thirty-eight (38) are active.

This quarter ended March 31, 2022. Canadian returns were positive along with Real Estate, and for the last twelve (12) months, we are doing better. Foreign capital markets were all negative in the quarter.

Since yields were rising, this year our bonds were negative, and going into quarter two (2) will be a weak period.

We have underperformed the benchmark by 1% and did not meet our performance objectives. This means we will need to discuss Jarislowsky Fraser (JF) rebalancing and reducing some real estate.

JF has been greatly underperforming over the last quarter and the last few years. The biggest current drag is they have not owned energy stocks which are the biggest growers. In international markets, unlike Canada and USA, they have added value but still had zero (0) energy and over weighted in information technology that has hurt them. They favour stocks that are not cyclical and hopefully protect on the downside. They represent about 21% of our investments and we need to know if we are going to stay as we are with JF.

A search for a new manager will take six (6) months and cost $25,000. We can switch to a passive manager which has significantly lower fees as well. We currently have one with BlackRock and we are considering them in September to pitch if they are worth keeping.

Looking at the year end reports, the auditor reports inform us of no issues.

- Assets are in a surplus of $18.67 Million which is an increase of 2.3 million
- Total pension obligation was $168.7 Million

The prediction of expenses for 2022 – The Net Asset Value factors in expected increases for the years asset returns and can expect an increase of $8 Million in contributions. From here, we then estimate the number of retirements and deaths to find the actual cost of expenses. Fees for investment companies, staff, and for the pension office will reduce the charge per member from $11 to $8. Plan expenses are forecasted to be about 900,000 as it was last year.

Quarter 2

Don Olsen and Garret Gaetz from Aon presented a general overview of the capital market performance for this quarter. The returns from equities and bonds continued to be challenged. High inflation and supply chain issues continue to plague the markets, prompting rates to hike further by central banks. Energy stocks were the exception this quarter, seeing sharp increases in oil and gas prices due to Russia shutting off gas supplies to Europe.

Plan performance was negative in the quarter, being significantly impacted by the market volatility, and high weighting to bonds. While bonds experienced negative performance, the performance was consistent with benchmark. Equities have experienced a similar negative performance; however, the investment managers did exceed benchmark in most mandates, primarily the TD Epoch Global Low Vol mandate, which added significant value in the quarter, and year-to-date.

Chad Van Norman provided an overview of JF's investment strategy, their philosophy, and provided an update on their assets under management (AUM). JF's style is "Growth at a Reasonable Price (GARP)." Year-to-date, JF underperformed their benchmarks for all mandates (CAD, US, and Global), primarily due to the absence of energy stocks in their portfolios.

From grain to energy, the global supply shortages have resulted in a significant mismatch between supply and demand, resulting in sharp price increases. JF does not make speculative bets on one-off events occurring, and sticks with their proven philosophy, based on fundamentals. The recent environment has been one in which JF does not shine; however, they believe normalcy will be once again restored, and their style will come to favour. In looking at their history, JF has consistently protected in down-markets. They have done this by buying high quality, non-cyclical companies with higher barriers to entry and strong balance sheets.

Regarding the lack of energy in their portfolio, JF spoke of the forecasted declines in oil demand over the next 30 years. Electric vehicle demand is increasing at a dramatic pace, which will have a direct impact on oil price into the future. In their long-term models, JF projects normalized oil prices to be around $65/barrel, compared to the $120+/barrel that was seen in the first half of 2022. As of September, oil prices have already come down to around $80/barrel. JF does like the prospects of Canadian natural gas and is looking for opportunities in the sector.

Quarter 3

In the third quarter, Aon's review of capital markets is dominated by high inflation, market volatility, uncertainty, and high interest rates. There is less impact in this quarter than the previous ones with hopes by the fourth quarter, the markets will improve. Since the end of September 2022, the Canadian market is up 11% in growth and value. The consensus is there will be an economic slowdown in 2023 and possibly a large recession.

The executive summary for quarter three (3) shows a flat overall plan up 0.2%, but still down 12%. We underperformed markets by 0.7% this year, but that is still improving. JF has been terminated officially, due to constant underperforming. We have removed $3.5 million from real estate and moved it to long-term bonds due to it getting out of balance with our diversification. No other rebalancing is needed at this point, and we will review it again at the next meeting.

Quarter 4

Nathan Conway from Aon did a presentation March 29, 2023, on an Accredited Interest document and how it works. The contributors fund the plan, but they are not used to calculating how much of those funds are benefits. The interest is calculated with two (2) methods. The first is what the minimum interest rate is needed for a Pension Plan at a five (5) year fixed rate, currently at 3.5%. The second method is a more generous method with a rate of return of -1%, basically showing it can be higher or lower than the first method.

This is what Aon uses to test a members' benefits when they leave the plan. When a member retires, a final contribution is determined by the greater of Method 1 or Method 2 to determine if a member has excess contributions. If a member dies or is terminated before retirement, these values are used to determine the lump sum payments that are available. Pensions are calculated with this formula.
(2% x services x BAE4) – (0.4% x post-2005 services x FAYMPE3)

- Services = Pensionable services
- BAE4 = Best Average Earning based on highest 48 continuous months
- Post-2005 = Pensionable services earned after 2005
- FAYMPE3 = Average of the final three years of pensionable service

Early retirement is 3% for each year before the age of sixty (60) or the rule of eighty (80) (age + service = 80)., after this there is no reduction in your pension amount.

There is a new search for Global Equity Managers and here are the options for replacements discussed, that will be brought in for interviews. Arrowstreet Capital LP, Quantitative Management is very experienced, has deep roots in academia, and has been able to outperform the markets in a variety of environments. They are currently going through a generational succession, but their fees are average and have eighteen (18) Canadian clients. CGQ Partners LLC is the other option with 67% of the company being owned by Rajiv Jain. The main risk is it's heavily dependent on a single person, but they also have five (5) Canadian clients.

There are a couple of dominant themes for the fourth quarter including surging interest rates and inflation. This has been difficult for all investment types with cash and real estate doing well, while everything else was down. During this quarter, the bond market and equities have improved with Energy up to 30% and IT down 52% for example.

The Glide Path was triggered, and we had to make movements to rebalance. This increased bonds to 27.5% and decreased equities to 45%.

Respectfully submitted by,
Michael Cuggy
ASPA Representation on ADBPP

Academic Money Purchase Plan (AMPP)

ASPA appoints an observer to the Academic Money Purchase Plan Committee (AMPP), to report back to the Executive and membership. The committee has six (6) voting members; three (3) appointed by the University Board of Governors, and three (3) appointed by the University of Saskatchewan Faculty Association (USFA). The committee is supported by the Pensions office and AON Investment Consulting. At the beginning of the year, John Costa was the current representative. This year, Ken Glover has been appointed as the ASAP representative as of January 2023.

To be educated better in the world of pensions, Ken attended the Pensions and Benefits conference put on by the Saskatchewan Federation of Labour (SFL) on March 22 & 23 2023.

Among other things, the AMPP is responsible for selecting the mutual funds the pension fund invests in on behalf of the members. The big change this year is the move to Target Date Funds as the default option from the previous default Balanced fund. All these funds invest in a selection of underlying mutual funds invested in Canadian, US and International equity and one fund invested in bonds.

The Pension plan hosts an Annual General Meeting (AGM) and this year was held March 24th. A recording will be made available on the pension website at:
https://wellness.usask.ca/benefits/pensions/2000-academic-money-purchase-pension-plan.php

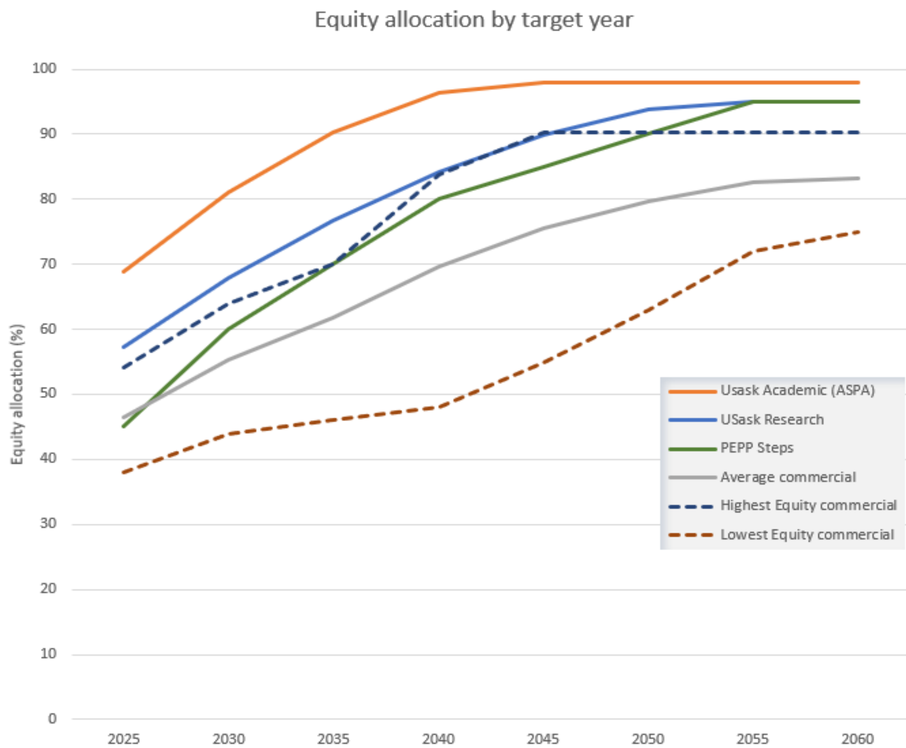
There is a lot of other useful information on the pension website above, including reports showing investment performance, retirement planning, investment policy, information about our Target Date Funds, etc. At the time of writing this report, some of the information has not yet been updated to reflect the change to Target Date Funds.

The following is provided to help ASPA members understand their pension plan and the options within it and is not professional investment advice. If you have questions or need help you can contact the Pensions office, Sun Life, or work with your financial planner or advisor.

With the recent change to Target Date Funds, it is a good time for all pension members to review their retirement savings and goals. Most of us were in the default option of the Balanced Life-Cycle Fund, which invested 60% of the money in stocks (equity), and the remaining 40% in bonds.
With target date funds, the asset mix changes each year as you approach (and pass) the target year. Existing members who were invested in a Life-Cycle fund have been automatically enrolled into the Target Date fund with a target year that is closest to our 65th birthdays. When I looked at the asset mix, I found the allocations to be quite a bit more aggressive than I was comfortable with (higher equity weighting). I also want to retire younger than sixty-five (65). Fortunately, we can change the fund we are in, and I have called Sunlife and done just that. Your biggest decision with the target date funds is selecting when you want to retire and choosing the target date fund that is most appropriate to support your goals. You can always change the fund if you change your plans.

I did a bit of research on target date funds and compared the equity allocation for the USask Academic plan, the USask Research plan, and five (5) commercial funds that I could easily get information on. I also looked at the Public Employees Pension plan (PEPP) (of Saskatchewan), Canada's largest Defined Contribution Pension Plan that has been operating since 1977.

As you can see in the graph below, the USask Academic plan is the most aggressive I have found. For example, for the 2035 target year, the USask Academic plan allocates 90% to equity; the USask Research allocates 77%, and PEPP allocates 70%. The most aggressive public fund allocates 70%, the average of the public funds is 62%, and the least aggressive allocates 46%.



The equity allocation matters because the expectation is that when stock values fall, bond values remain stable or gain in value, and vice-versa. Sometimes, such as in 2022, both fall at the same time. The more time you have before you are going to need your money, the more likely that a loss will be recovered before you need it. The closer you are to retirement, your investments should be more conservative (less equity, more bonds). Keep in mind that when you retire, you may still have 35+ years of life expectancy ahead of you. For more information on how target date funds work, see the website link: https://wellness.usask.ca/benefits/pensions/target-date.php

Respectfully submitted by,
Ken Glover
ASPA Observer to AMPPC

RESEARCH COMMITTEE

The Research Committee supported the Communications Committee in learning member communication preferences. While few surveys were conducted in 2022-2023, the Research Committee remains poised to support the changing needs of the ASPA Executive and standing committees.

Respectfully submitted by,
Brianna Groot
ASPA Research Chair

SCHOLARSHIP COMMITTEE

The ASPA Tuition Reimbursement Fund was established in 2008 and has been administered for fourteen (14) consecutive academic years: 2007-2008 to 2021-2022. Every year the ASPA members and their family members are required to complete an application form which must be submitted by April 30th. There were 120 applications received for the 2021-2022 academic year. 112 applicants were successful in receiving partial tuition reimbursement for at least one U of S course, completed between May 1, 2021, and April 30, 2022.

Undergraduate Applicants	
Number of Undergraduate Applicants	101
Number of Ineligible Undergraduate Applicants	4
Total of Undergraduate Recipients	**97**

Graduate Applicants	
Number of Grad Studies Applicants	19
Number of Ineligible Grad Studies Applicants	4
Total of Graduate Recipients	**15**

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 Collective Agreement 2019 – 2022, "Effective May 1, the University will provide an annual allotment of $180,000 to the TRF." $181,000 was available for the 2021-2022 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 2021-2022 academic year, applicants received $62.00 per eligible credit unit for a total payout of $177,766.00. 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.

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 2021-2022 academic year will have received a T4A by February 28, 2023. 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).

The 2022-2023 ASPA Tuition Reimbursement Fund online application form was made available March 6, 2023, for students. The deadline to apply is April 30, 2023. 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 2023 from the University. The $180,000 plus money leftover from 2022 results in $183,234 available for the 2022-2023 ASPA Tuition Reimbursement Fund.

Respectfully submitted by,
Alex Beldan
Awards Coordinator

SOCIAL COMMITTEE

This past year the Social Committee planned a mixture of in person and online events. We tried to plan a variety of events that will suit different preferences, family situations and locations in the province. Our in-person events this year included the Remai Modern art tour in May 2022, the Annual Summer Family BBQ on August 6th, and the Winter Social February 10th. While the committee had planned an outdoor movie night in June, the weather continuously rained the event out. This allowed us to use our deposit for Armed with Harmony at our Winter Social.

Virtual events were also a success that included a Paint Night, the Annual Summer Photo contest, and various cooking videos created by our members. Keep your eyes and ears open for the return of Pizza Lunches!

Respectfully submitted by,
Erin Walling
ASPA Social Chair

SOCIAL JUSTICE COMMITTEE

For the 2022-2023 year, the Social Justice Committee focused on the recruitment of members with the goal of building a diverse group of ASPA members to support the work of the committee. The work of the committee also included a review of the terms of reference to further refine the scope of the committee, an open dialogue session around Indigenous Land Acknowledgements, review of the Member Perspectives on Safe and Supportive Workspaces survey and discussion around how this report could support the development of Anti-Racism Training, and exploratory discussion related to Wise Practices for Social Justice in post-secondary institutions.

Respectfully submitted by,
Candice Pete-Cardoso
ASPA Social Justice Chair

MEMBER SERVICES

Since last June, I have worked to establish five (5) main goals

- Foster a foundation for membership success
- Cultivate a coalition of members and allies
- Build and preserve trust while working through challenges
- Maintain a clear definition of success and verify outcomes
- Recognize and celebrate milestones and progress

Over the last 11 months, both the association and ASPA strive for a relationship that is collaborative and built on a foundation of respect, fairness, open communication, and consultation.

This year ASPA has signed agreements on Supervisors that will see scope disputes between the University and ASPA through discussion or argued though an agreed to third party mediator/arbitrator, allowing us to avoid costly and lengthy arguments from of the Saskatchewan Labour Board, or even the courts.

ASPA stood for the rights of our members in two (2) major arbitrations. First, we saw a victory for a terminated employee though a King's Bench decision that saw the terminated individual reinstated after a four-year legal battle. Secondly, APSA has recently received the award for the Matter of an Arbitration Pursuant to a Collective Bargaining Agreement respecting a Policy Grievance on the Transferring of Bargaining Unit Work.

Current Grievance Files

Brian Gavlas
Athletics Volleyball Coach Brian Gavlas has retired from the university through a negotiated settlement and replaced by Sean McKay. Although there was a settlement, it only contained one-part of the two-part negotiation. ASPA continues to negotiate the first part consisting of the back pay from the date of termination to the date of retirement commonly referred to as “make whole.” The second part already agreed to only consists of what could be commonly referred to as “severance/retirement allowances.” The grievance will be closed pending implementation of final payment.

Supervisory Application SEA 6.11
ASPA continues to wait for hearing dates at Queen’s Bench. The specific Article in the Saskatchewan Employment Act (S.E.A) 6.11 was repealed in the fall of 2021 however since the university has filed their application prior to the repeal so it will be argued by the university that the application still has standing. Gary Bainbridge has been retained to defend ASPA. We fully expect this case to be heard as discussion on a possible settlement seems to have fallen to the side. The university clearly wants what they consider “managers” under the SEA to be removed from the bargaining unit. Obviously, ASPA disagrees and fully intends to defend our members’ right to remain in the bargaining unit and further argues the university is flawed in the interpretation and understanding of the language. The employer has proposed a MOA regarding all “supervisory” positions as per the LRB application be put forward for review by a third party for “managerial” scope. If the parties sign off on the MOA ASPA would then pull our judicial review application and the employer will pull their LRB application essentially eliminating the issue of “supervisory employees”

Supplemental Benefits 20.7.5
Arbitration dates have been set on the interpretation of the word “service” as it stands in the ASPA collective agreement. At the time of writing this report the employer holds the position that “service” is only for the aspects of employment notice and severance not supplemental benefits as per the CBA. The arbitration date was January 17th with the decision being released in a couple months.

Covid Policy
ASPA has recently agreed to an arbitrator and is setting dates for a hearing in the near future. The university continues to deny members the right to work from home during a period in January by denying them the right to work without providing mandatory vaccination proof. ASPA argues the university policy was unreasonable and restricted the members while failing to consult with the association when developing and implementing the policy.

2020- 010 Policy Grievance Improper Distribution of Bargaining Work
March 3, 2022, Arbitration was heard on December 13 & 14, 2022. Arbitrator Denysiuk provided a Fiat upholding the grievance on December 20, 2022. Colin has now emailed ASPA to inform of the Universities intention to seek Judicial Review. Currently to date, no application has been filed by the University.

Current Non-Grievance Files

Standard/Alternate Work Hours 9.3.1 & 9.3.2
ASPA has received calls and emails regarding the banking of hours (T.I.L) over the current threshold of 15/monthly. Some of the members have banked as many as three hundred hours through a local agreement with their direct and then requesting payout of the bank at time of resignation or retirement. The question I have raised is on overtime (OT), noting there is no language in the CBA regarding OT therefore the legal position turns to the SEA which only allows a maximum of hours of 40 to be worked, banked in lieu, or a combination without paying OT without having a workplace modified hour of work plan in place and only to a maximum of 4 weeks (160hrs). The University has agreed to have discussion about the issue and introduce language at the bargaining table.

Classification/Jurisdiction
Discussions on “like non-unionized” positions will be occurring in the Fall. Issues have been raised on jurisdiction where positions have been funded federally and through the University. ASPA will be looking into two (2) key issues and questions. Frist, we want to know where the jurisdiction lies. Are these employees’ provincial jurisdiction meaning they fall under the SEA and therefore ASPA or are these federally funded positions meaning they would fall under the Federal Jurisdiction and not likely to be eligible as a member of ASPA. If these employees fall under the SEA, do they belong to ASPA or are these employees under another union?

The office has seen an uptick in employees requiring information on the Leave provisions in the CBA. Members are questioning the status of their home positions when applying for an internal position at the university. My advice to all members is to inquire about requesting a Leave prior to considering resignation. Although we have a decision pending on Supplementary Benefits, we know at this point the University considers a resignation as a “break in service” possibly effecting the benefit by restarting the service clock regardless of the years previously spent in any bargaining unit including ASPA. March 15th, ASPA alongside the University of Saskatchewan, did a Lunch and Learn on this topic. Find out about how differences and how a Review of a Position, Job Family and/or Phase works, or a Salary Adjustment through a review is processed and when it can be established.

Respectfully submitted by,
Glenn Billingsley
ASPA Member Services Officer