APT Collective Agreement Negotiations Update

January 10, 2018
APT Bargaining Team

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APT Bargaining Timeline

- Member meetings held in Jan/Feb/Mar 2017 in Regina & Saskatoon
- Notice to bargain served by URFA to the Employer April 2017
- Members surveyed April/May 2017
- Contract expired June 30, 2017
- First bargaining session with Employer held October 2, 2017
- Bargaining sessions held in October, November and December, 2017
  - 4 full days and 3 half days of bargaining
- Academic staff contract expired June 30, 2017
- Notice to bargain academic staff also served by URFA to the Employer April 2017
- URFA proposed bargaining a common table
- Employer refused
- URFA proposed bargaining APT and Academic simultaneously
- Employer refused
- URFA proposed bargaining APT first
- Employer resisted and eventually agreed
- URFA was ready to bargain in May
- Employer was not ready to bargain until October
The Bargaining Process

- Each party had the right to choose which articles to open
- Once that decision was made, no other articles could be opened
- On first day of bargaining both parties exchanged all proposed language changes
- This differs from past practice which has helped both parties progress more quickly
- At a typical bargaining session, both parties present, discuss, and respond to proposals
- Eventually either agreement is reached or the parties are at impasse
- Collectively, 19 articles were opened
- Agreement has been reached on 10 articles and these cannot be reopened
- Of the 9 outstanding, there are 6 where the parties remain far apart
Employer’s Stated Bargaining Goals

- Employer chose to open their articles with the following goals in mind:
  - Management flexibility
  - Cost-cutting
- The employer proposed an expanded use of unposted terms and early termination of terms at their discretion.
- The employer proposed to eliminate or reduce existing benefits (e.g. deferred salary leave, vacation, educational leave, retirement bonus)
- The employer proposed NO increases to individual salaries, APEAs, and Flexible Spending Accounts for three years.
URFA’s Stated Bargaining Goals

Based on our pre-bargaining survey, we opened articles with the following goals in mind:

- Improve job security for term employees and maintain permanent positions
- Ensure the Employer has realistic expectations of our workloads
- Enhance benefit and pension provisions to align with comparable institutions
- Address and resolve concerns that have arisen with the interpretation and application of the collective agreement
19 Articles Opened

- Definitions (Employer)
- Article 5 - Association Activities (both)
- Article 8 - Appointments and Probation (both)
- Article 10 - Assignment and Performance of Duties (both)
- Article 15 - Retirement (Employer)
- Article 17 - Discontinuance of Permanent Employment (Employer)
- Article 21 - Annual Vacation (Employer)
- Article 22 - Educational Leave and Professional Development (Employer)
- Article 23 - Benefits Plans (both)
- Article 27 - Leave upon the birth or adoption of a child (both)
- Article 28 - Personal Leaves (Employer)
- Article 30 - Deferred Salary Leave Plan (Employer)
- Article 31 - Grievances (Employer)
- Article 37 - Duration and continuation of the agreement (both)
- Appendix A - including salary scales and APEA (both)
- Appendix D - MOA regarding hourly appointments (Employer)
- Appendix E - Transfer and reassignment (URFA)
- Appendix G - Contracting out (URFA)
- New MOA - concerning Academic and Administrative Benefits Plan (URFA)
10 Articles Agreed To

- Discontinuance (Article 17) only change is to reflect new bi-weekly pay period structure
- Deferred Salary Leave (Article 30, Appendix D) and Education Leave (Article 22) remain intact
- Personal Leaves (Article 28) reflect legislative amendments
- Assignment and Performance of Duties (Article 10) minor gains in how workload and TAD issues are communicated
- Association Activities (Article 5) remains intact
- Grievances (Article 31) some clarification on the process
- Appendix E updated dates
- Definitions updated terminology
3 Non-Contentious Open Articles

Although these articles are still open, the parties have agreed in principle on how to close them.

- Parental Leave (Article 27) need to reflect recent legislative amendments; no change to total compensation entitlement while on leave
- Contracting Out (Appendix G) need to adjust dates
- Duration of the Agreement (Article 37) likely a 3-year agreement
6 Contentious Open Articles

1. Retirement Bonus (Article 15.2)
2. Annual Vacation (Article 21.1)
3. Early Termination of a Term Appointment (Article 8.7.6)
4. Posted Term Appointments (Articles 8.2 & 8.7)
5. Non-Posted Term Appointments (Articles 8.4 & 8.7.1)
6. Compensation (Appendix A, Article 23, new MOA)
1. Retirement Bonus (Article 15)

- Currently members are eligible for a retirement bonus after 10 years of continuous service
- The Employer has proposed to discontinue the retirement bonus entirely
- Your Bargaining Committee has rejected this proposal once and the Employer re-proposed it
- We are now bringing it to your attention for your feedback on today’s survey
2. Annual Vacation (Article 21)

- Current APT members earn vacation credits monthly on the following basis:
  - less than five years of service - 1 2/3 days per month (twenty days per year)
  - five years of service or more but less than sixteen years of service - 2 1/12 days per month (twenty-five days per year)
  - sixteen years of service or more - 2 ½ days per month (thirty days per year)

- The Employer has proposed future APT members would earn between 16% and 25% fewer vacation days than current APT members. Current APT members’ vacation days would remain unchanged.

- Your Bargaining Committee has rejected this proposal once and the Employer re-proposed it.

- We are now bringing it to your attention for your feedback on today’s survey.
3. Early Termination of a Term Appointment (Article 8.7.6)

- Increasingly, the Employer is choosing to rely on APT term appointments to fill ongoing operational needs rather than creating or filling permanent positions.

- Currently the duration of a term appointment may only be reduced if the appointment was made to replace an APT member on leave.

- The Employer has proposed the following: “The duration of a term appointment may be reduced if the appointment was made to replace an APT member on leave and/or because of financial reasons or a reduction in or the elimination of an academic or administrative unit.”

- We are now bringing it to your attention for your feedback on today’s survey.
4. Posted Term Appointments (Articles 8.2 and 8.7)

- Currently there are no restrictions limiting the Employer’s ability to create and post term appointments.
- Your bargaining committee has proposed restrictions limiting the use of posted term appointments. The Employer has outright rejected any restrictions.
- We are now bringing it to your attention for your feedback on today’s survey.
5. Non-Posted Term Appointments (Articles 8.4 and 8.7.1)

- Currently there are no restrictions limiting the Employer’s ability to create a non-posted term appointment of four months or fewer.

- Your bargaining committee has proposed restrictions limiting the use of non-posted term appointments. The Employer has outright rejected any restrictions.

- We are now bringing it to your attention for your feedback on today’s survey.
6. Compensation

- The Employer has proposed **NO increases** to individual salaries for three years.
- The Employer has proposed **NO increases** to APEAs for three years.
- The Employer has proposed **NO increases** to Flexible Spending Accounts (Health Care and Wellness Spending Accounts) for three years.
- We are now bringing it to your attention for your feedback on today’s survey.
APT Bargaining Survey

- You will be sent a survey via email later today
- Your responses are crucial to inform our strategy moving forward
- It should take you about 10 minutes to complete the survey
- We ask that you respond by January 17