

APT Collective Agreement Negotiations Update

January 10, 2018

APT Bargaining Team

- ▶ Michael Kozdron, Chief Negotiator
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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 ³

- ▶ 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 $\frac{2}{3}$ days per month (twenty days per year)
 - ▶ five years of service or more but less than sixteen years of service - 2 $\frac{1}{12}$ days per month (twenty-five days per year)
 - ▶ sixteen years of service or more - 2 $\frac{1}{2}$ 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