



# APT Collective Agreement Negotiations Update

January 26, 2018

# APT Bargaining Team

- ▶ Michael Kozdron, Chief Negotiator
- ▶ Kirsten Hansen
- ▶ Jennifer Love Green
- ▶ Megan Milani
- ▶ Heather Ritenburg

## 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, December 2017, and January 2018
  - ▶ 6 full days and 3 half days of bargaining <sup>3</sup>

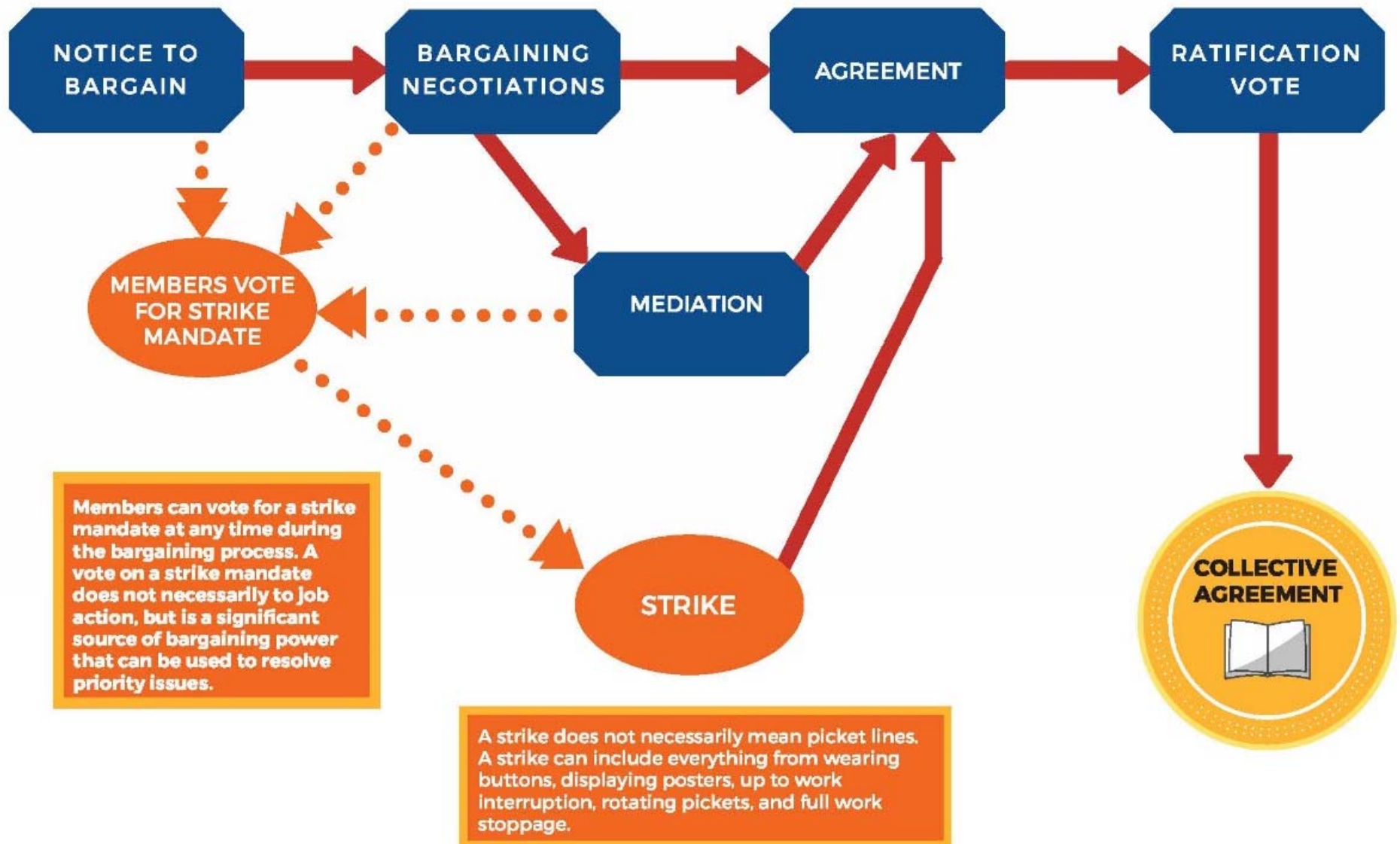


- ▶ Academic staff contract expired June 30, 2017
- ▶ Notice to bargain academic staff also served by URFA to the Employer April 2017
- ▶ URFA proposed bargaining a common table
- ▶ Employer refused
- ▶ URFA proposed bargaining APT and Academic simultaneously
- ▶ Employer refused
- ▶ URFA proposed bargaining 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 14 articles and these cannot be reopened
- ▶ There are 5 outstanding articles

# The Path Towards a Collective Agreement





# 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)

# 14 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
- ▶ 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
- ▶ Annual Vacation (Article 21) remains intact with no changes
- ▶ No new MOA on Benefits - current benefit levels remain unchanged



## Remaining Articles

There are 5 remaining open articles. The employer has proposed a package with all 5 articles together for us to consider.

We can either accept or reject this package in its entirety. We cannot pick and choose what we like and what we don't.

- ▶ Article 8 (Appointments and Probation)
- ▶ Article 15 (Retirement)
- ▶ Article 23 (Benefit Plans)
- ▶ Article 37 (Duration and Continuation of the Agreement)
- ▶ Appendix A - \$\$\$



## Article 8: Appointments and Probation

- ▶ reversion to original language; no changes from existing practice for hiring posted and unposted terms.
- ▶ No changes to existing practice for early termination of term appointments

## Article 15: Retirement

- ▶ Reversion to original language
- ▶ No changes to existing retirement bonus

## Article 23: Benefit Plans

- ▶ Flexible Spending Account: increase from \$900 to \$1,000 in 2019
- ▶ Family tuition scholarship fund: increase from \$500 per semester to \$1,000 (to a max. of \$2,000 per year)



## Article 37: Duration and Continuation of the Agreement

- ▶ Employer has proposed a 4 year agreement

# Appendix A - Salary and APEA

## Salary

2017/18 - 0%

2018/19 - 0% plus \$1400 lump sum not to base

2019/2020 - 1.25%

2020/2021 - 1.50% plus addition of one increment to top

## APEA

- Entitlement - one year continuous service

# What's Next?

- ▶ You will be sent a survey via email later today to solicit your opinion on the employer's offer. (turn-around is tight)
- ▶ Based on the results of this survey, we will signal to the employer on January 31 whether
  - ▶ i) we have an agreement in principle, or
  - ▶ ii) we do not.
- ▶ If we do not have an agreement in principle, we will need a strike mandate from the membership and signal impasse and proceed to mediation.