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On November 18, 2011 at about 5:30 p.m., the ASPA Negotiating Committee reached a tentative comprehensive agreement with the University of Saskatchewan. The following is an Executive Summary of the highlights of the tentative agreement. Further specifics on the language changes that form this tentative agreement are provided in a separate document, "Tentative Agreed-To Language" on the ASPA website at www.aspasask.ca

Term of the Agreement:

The tentative agreement covers a three year period of May 1, 2011 through April 30, 2014.

Salary Compensation:

- The tentative agreement provides for a retroactive adjustment (to May 1, 2011) to individual salaries and to the salary scales of 1.5%.
- Further adjustments to individual salaries and to the salary scales are 2% on May 1, 2012, and 2% on May 1, 2013.
- Regular increments are maintained at 2% of the target point of each range to members whose salaries are below the target point of their range.
- The Merit system is modified as follows:
 - Add-to-Base Merit awards will be allocated to 40% of members. Lump-Sum Merit awards will be allocated to 20% of members. (Previously, each award type was allocated to 30% of members.)
 - Merit funding is modified to provide 1.33% of total ASPA annual salary for Add-to-Base Merit awards, and 0.67% for Lump-Sum Merit awards. (Previously, each award type was funded at 1% of total ASPA annual salary.)

Benefits:

- Extended Health and Dental funding will now be provided in full by the Employer. Previously, this funding was capped, with ASPA being explicitly responsible for any funding shortfalls.
- Change the eligibility period for the extended health, dental and life insurance plan from 1 year to 6 months for term members.
- Increase the vision care maximum (eg. glasses, contacts, laser eye surgery) from \$200 to \$300 per member and per dependent every two years.
- Increase the eye examination coverage from \$80 to \$100 per member and per dependent every two years.
- Increase to the basic and major dental combined maximum for members from \$1,500 to \$2,000 per year.
- Increase to the basic and major dental combined maximum for dependents from \$1,000 to \$2,000 per year per dependent.
- Decrease the service limit for major dental services (eg. crowns, root canals) from 80% to 50%. The service limit for basic dental services (eg. fillings, cleanings) is unchanged at 100%.

Introduction of a Flexible Spending Program with an annual allotment of \$700 per member.

This Program provides additional health and wellness benefits through two separate spending accounts:

- **The Health Spending Account** provides reimbursement for qualifying health and dental expenses for members and their dependents for claims that have not been reimbursed by the existing extended health and dental plans. Reimbursements paid by this account are non-taxable. Examples include, but are not limited to, the coverage of dental expenses that exceed the \$2,000/year maximum, major dental expenses beyond the 50% service limit, paramedical expenses that exceed the \$350/year/practitioner maximum, prescription drug expenses that exceed the \$2,000/year maximum, etc. To apply the Health Spending Account to eligible expenses, members must first reach the max on their U of S benefit, and any other source of coverage, such as that available from a spousal plan.
 - **The Wellness Spending Account** provides reimbursement for eligible expenses that promote the wellness of employees through physical fitness activities. Reimbursements paid by this account are considered a taxable benefit. Examples include, but are not limited to, the purchase of running shoes, a treadmill or other home fitness equipment, or a gym membership other than University PAC membership. Note that the existing PAC membership fitness benefit remains unchanged.
- Each year, members will be provided the opportunity to choose how to allocate their \$700 between the two available spending accounts. Members will have full flexibility in making this allocation, and will do so in advance of the given year.
 - If there is a credit remaining in either account at the end of a given year, it can be carried forward to the next benefit year, but only to a maximum representing one year's allocation.
 - For administrative reasons, the first allotment of funds should be available to members in March or April of 2012. Subsequent allotments of funds would be provided on January 1 of each year, beginning in 2013.
 - Further details on this program will be provided as it is implemented.

Maternity, Parental and Adoption Leave:

The Supplemental Benefits Plan (Article 20.7.5), which provides a top-up of EI benefits to 95% of salary, is now 19 weeks plus the 2 week waiting period for parents of new children.

NOTE: this is a change only for adoptive parents and biological fathers as biological mothers were entitled to 21 weeks under the old Collective Agreement.

Retirement

- Introduction of an optional member-paid insurance coverage for employees aged 45-75 who are enrolled in the 2000 Academic Money Purchase Pension Plan. The coverage provides an annual income guarantee in retirement that will never decline because of market fluctuations, and allows the member to continue to benefit from investment returns that will grow their assets. It can be applied to all or a portion of the member's savings and is renewable every few years. Further details of this program will be made available to eligible members as it is implemented.
- Introduction of a post-retirement spending account in the amount of \$1,000 per year for a two-year period following retirement (for all members who are currently enrolled in the plan, who retire after age 55, and who have a minimum of 10 years of service). The spending account provides reimbursement of private health and dental insurance premiums only. This replaces the previous early-retirement program which provided only life and dental insurance to retirees between 55-67 years of age for a maximum of five years. Those retirees currently enrolled in the previous plan would be grandfathered and not affected.

Professional Development & Tuition Reimbursement

- Move to a fully and consistently employer-funded Tuition Reimbursement Fund (Article 12.5) for dependents at \$180,000 per year, which is an increase from previous variable funding levels.
- Reallocation of various PD funds to provide a more equitable PD benefit to all members. The following changes are cost-neutral:
 - Increase to the annual APDA allocation from \$1,000 to \$1,100 per member per year.
 - Increase to the APDA maximum from \$7,500 to \$9,000 per member.
 - Removal of the following programs which have demonstrated significant underuse and restrictive eligibility requirements:
 - Article 12.6 -Development Investment Grant (DIG)
 - Article 7.3.1 – Education and Training Incentive
 - Article 12.2 – Education and Retraining
 - Article 16.3 – Retraining
 - The Tuition Waiver for members remains unchanged.

Other:

- Several modifications to the Notice and Severance provisions (Article 16). Please see the document “Tentative Agreed-To Language” on the ASPA website for full details.
- Clarifications and revisions to the Position Review process (Article 9) to ensure a timelier process, and a better understanding of salary treatment upon a successful review.
- A new expedited Grievance and Arbitration process.

Further details, including comparisons between previous and new tentative language in affected sections of the Collective Agreement, are provided in the “Tentative Agreed-To Language” document on the ASPA website at www.aspasask.ca