



HIGHLIGHTS OF THE ASPA COLLECTIVE AGREEMENT

May 1, 2014 to April 30, 2019

Highlights from the five-year agreement covering May 1, 2014 to April 30, 2019 include:

Salary Adjustments

2014/2015

- 0% adjustment

2015/16

- One-time payment in the amount of \$2,200 (pro-rated based on FTE) provided to each employee who was active or on approved leave on February 4, 2016 (date of tentative agreement signing). The payment will be included with April payroll deposit.

2016/2017

- 1.5% adjustment for all active employees up to the maximum of each individual employee's salary range.

2017/2018

- 1.5% adjustment for all active employees up to the maximum of each individual employee's salary range.

2018/2019

- 1.5% adjustment for all active employees up to the maximum of each individual employee's salary range.

The current 2% increment up to the target point of the salary range will be maintained. This is to recognize growth in proficiency as a result of experience as well as a satisfactory level of performance.

The current merit pay funding level will be maintained at 2% of total ASPA payroll.

All current salary adjustments can be viewed by signing into [PAWS](#) and navigating to the Employee tab and selecting the My Employment link, followed by the Compensation History link.

Salary Range Adjustments

May 1, 2016

- Adjustments made across all salary ranges as part of the new contract. View [new salary ranges](#) on working.usask.ca.

May 1, 2017

- 2% adjustment to all minimums, maximums and target points.

May 1, 2018

- 2% adjustment to all minimums, maximums and target points.

Benefit Changes

The following points highlight the changes in the agreement. To fully understand the impact of these changes, please review the [benefits information document](#).

Effective May 1, 2016, unless otherwise stated:

- The Flexible Spending Program contribution amount will increase from \$700 to \$900.
- Addition of a [Pay-Direct Drug Card](#) and mandatory generic substitution.
- Coverage age for child orthodontics will be lowered to age 19 and under.
- Benefit coverage will increase for part-time employees who are not eligible under the regular benefit plan and work at least 390 hours in the initial 26-week qualifying period or at least 780 hours in a calendar year.
- Members who hold an appointment greater than or equal to 0.5 FTE and for a duration greater than six (6) months at the beginning of an eligible appointment must enroll in the university pension plan immediately.
- The post-retirement spending account will be removed.
- The housing assistance loan has been removed (effective February 4, 2016).
- Changes to the Long Term Disability (LTD) Plan will be effective May 1, 2016 for claims incurred on or after this date:
 - Definitions of total and partial disability will be consistent with those used by Sun Life.
 - The definition of “pre-disability earnings” will be determined as the last date of work before taking disability leave.
 - The benefit formula will be 66.67% of pre-disability earnings.
 - The maximum monthly benefit will be \$7,500 with no future indexing.
 - Cost of Living Adjustments (COLA) will be capped at a maximum of 3%.
 - LTD will be reduced if you receive Canadian Pension Plan (CPP) retirement benefits.
 - The benefit termination age will be 65.

Article 7 – Recruitment and Retention of Employees

- The ability to recruit terms of less than six (6) months without posting (no further extension).
- Term positions that are posted indicating “with possibility of extension” may be extended without reposting.
- The process of considering member applicants prior to external applicants has been revised.
- The ability for member applicants to request feedback for developmental purposes has been added.

Article 8 – Probationary Periods

- The probationary periods will be reduced from one (1) year to six (6) months. This applies to all members, including terms.

Article 9 – Assignment and Assessment of Duties

- The option of standard or alternate hour work plans is available.
- Established parameters around accrual of flex time for standard positions with a maximum of 15 hours accrued without prior approval must be reported to your supervisor on a monthly basis.

Article 16 - Layoff

- The definition of service for the purposes of notice and severance will include prior continuous service in-scope of any University of Saskatchewan bargaining unit and in Exempt positions (effective on date of ratification).

Effective May 1, 2017

- The notice period and severance will be reduced to align with common law provisions.
 - Members with permanent or seasonal status are entitled to notice and severance equivalent to one (1) month per year of service to a combined maximum of 24 months, based on completed years of continuous service.
 - Notice and severance shall be paid in a lump sum at the monthly salary rate at the time of layoff.
 - Members shall be paid out 50% of their existing APDA balance for the purpose of career adjustment and transition.
 - Members with service of two years or more will be allocated \$300 to assist with the cost of benefits conversion.