

Bargaining

Update

u s o f a

university of saskatchewan
faculty association

January 31, 2007 580 days without a new contract

This is a report on today's bargaining meeting with the employer.

9:00 a.m: Intended start time but employer requests caucus to print proposal. Bargaining is delayed 50 minutes.

9:50 or so: Bargaining begins. Employer explains principles behind its positions on workload, employment equity and openness of Board of Governor meetings.

11:30: Break.

11:45: Employer explains principles behind a new compensation proposal.

12:30: Employer hands across written proposal:

Workload: Nothing, even though the employer had promised a written proposal at previous bargaining meeting.

Employment equity: Employer rejects an externally conducted employment systems review.

University Governance: No to USFA observer at Board of Governors meetings

Benefits: \$400,000 would be allocated to benefits which could be used to improve benefits, pensions, and/ or sabbatical travel grants.

Sabbatical and other leaves: Nothing

Compensation: Employer proposes two collective agreements: The first would cover 2005-06: no salary increase, signing bonus (one-time money) in negotiated amount; pay equity settlement for female faculty. The second collective agreement would cover three years (2006-09). It would provide for salary grid reform in the first year to reduce to six increments per rank, separation of rank and salary, separate tracking of merit pay from this point forward, and place salaries at the 75th percentile of seven universities chosen by the employer. In the second year, all employees would receive one increment (\$2429) on scale. In the third year, all employees would receive two increments on scale. The employer has not provided grid proposals for Librarians, Extension Specialists, Instructors, or Lecturers. There would also be increases to Department Head stipends and to the special increase pool.

12:45: Adjourn.

Summary of meeting: Long morning, little progress.