

Bargaining

Update

u s o f a

university of saskatchewan
faculty association

February 8, 2007

587 days without a new contract

Bargaining resumed yesterday, but there was little movement on our priority issues. The Faculty Association made several proposals to deal with outstanding issues, but all of them were rejected by the employer.

Here is a summary of the February 7 meeting:

Salary and Salary Grid Reform:

Both parties agreed to reduce the number of increments in each rank to six in order to maximize lifetime earnings. That's positive.

The parties remain far apart on what is a reasonable salary scale. Our costing of their proposal is 3.88% over four years.

Our proposal is for a three year agreement (the maximum permitted by The Trade Union Act) and the same annual wage increases that senior administrators have been getting on average every year since 2000: 7.64%.

Probably due to the pressure from the USFA membership, the employer has increased the one-time signing bonus in their proposal for 2005-06. Their offer is now: \$1,000 for Instructors, Lecturers, Librarians I, II, and III; \$2,000 for Assistant and Associate Professors and Librarians IV; \$4,000 for full professors. Extension specialists are not mentioned.

Because signing bonuses are not applied to the salary scale, there is no benefit beyond that immediate year. Increases in the salary scale are the only way to improve lifetime earnings.

Our proposal:

Their response:

Workload:

Hire more faculty	No
Fill vacant positions immediately	No
Hire term faculty to backfill for sabbatical and other leaves	No
Support for major bureaucratic tasks such as Integrated Planning	No
Additional resources to backfill for reduced teaching and other duties for new faculty	No
Protected time for research	No

over

Pay Equity and Employment Equity/ Diversity:

New Memorandum of Agreement to deal with outstanding issues No

Collegial Governance:

Instead of an observer at Board of Governors, permit Faculty representative to communicate with USFA No

Retention and Recruitment

Payment of mandated professional fees No
Improvements to existing benefit plans No

For additional information about bargaining and to find answers to frequently asked questions, go to the USFA website at: <http://www.usaskfaculty.ca>



Notice of special membership meeting

The executive of the USFA has unanimously endorsed holding a special general membership meeting on Saturday, March 3, to take a strike vote. All members of the USFA are encouraged to attend this important meeting.

The executive made the decision to call the meeting on February 7, following a report on contract negotiations.

The strike vote will be conducted by secret ballot.

The meeting will be held in the Trade Centre at Prairieland Park, Hall E. This meeting replaces the meeting tentatively scheduled for February 24.

Registration will begin at 1:30 p.m. The meeting will start at 2:00 p.m. sharp. Child care will be provided. Please phone the USFA office at 966-5609 to register your child.

Further details will be announced.

Please mark your calendar and plan to attend.

