

COMMITTEE REPORTS

Salary and Benefits Committee Report

Bargaining 2019-2022

On December 13, 2021, following months of negotiation, mediation and arbitration, the APSA Salary and Benefits Negotiation Team received the arbitrated award from Arbitrator Jim Dorsey, who selected APSA's position of record. Because the Arbitrator awarded the decision and not a negotiated agreement, it did not require a ratification vote by members or approval by SFU's Board of Governors. The award included:

- General wage increases of 2% each year between July 1, 2019, through June 30, 2022, including retroactive pay from July 1, 2019, to the payout date of March 13, 2022
- Revisions to AD 10.08, Leaves With and Without Pay, improvements to temporary employee sick leave.
- Revisions to AD 10.11, Reimbursement of Professional Development Expenses, increased to \$1,100 per year, and \$5,500 maximum carry forward; temporary employees with one-year contracts eligible to receive \$550; retroactive payout for each eligible member for expenses that could not

be claimed for 2019 through the date of the arbitrated award in 2021.

During the 2019-2022 bargaining sessions, APSA and the University were unable to reach a common understanding of the scope of Article 8.1 in the Basic Agreement, Items for Negotiation and Statement of Intent. As a result, following the conclusion of the arbitration process, in early 2022, APSA initiated a discussion with the University regarding its position on items that could be included in future rounds of negotiations. After several failed attempts to engage with the University, APSA filed a Basic Agreement Grievance on this matter, which will be moving directly to arbitration in early 2023.

Following the conclusion of the retroactive payout for continuing and temporary employees in March 2022, APSA received complaints from several eligible temporary employees who did not receive their payout as per the Arbitrator's award. APSA has since filed a grievance on this matter, which is still pending.

Committee members

Current Committee Members:

Kris Nordgren (Chair) Cindy Li
Laura Gaaysiigad Jill Sutherland
Cuthbert Tess Williams
Jerome Frances Ellen Yap

Staff Support:

Andrew Boden
Tracey Ferris
Lakshmi Gosyne
Angela Vass

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Bargaining 2022

In June, the new Salary & Benefits Committee met for the first time. I am very pleased to introduce new members Laura Gaaysiigad Cuthbert, Jerome Francis, Cindy Li, and Tess Williams, who join returning members Jill Sutherland and Ellen Yap on the committee. The committee has met regularly since then, and we have developed a Member Survey to ask ASPA members to provide input into developing our 2022 to 2025 bargaining priorities. The survey has been sent to all APSA employees – please take the 20 minutes or so to complete the survey and help this team prepare for the next round.

While we must wait for the resolution to our outstanding grievances from the last round of negotiations in early 2023, we are watching other public sector negotiations with keen interest. The BCGEU and HEU have recently settled, and the Professional Employee Associate (PEA), representing our peers at UVIC, has reached a tentative agreement as of October 27.

Kris Nordgren

Chair, Salary and Benefits Committee

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