

Committee Reports

Total Compensation Review 2023

Committee members

Stephanie Stewart
David Harvey
(Previously) David Agosti

Staff Support:

Andrew Boden
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The Total Compensation Review Committee (TCRC) has been meeting as the APSA component of the Joint Compensation Review Committee (JCRC). The committee met monthly until July and met again in November 2023.

The JCRC was created as a result of the 2014 compensation negotiations. The Joint Compensation Review Committee met in January and July to discuss completing the Pekeles Mediated Settlement work and the committee's work as per the Colin Taylor arbitrated award: "to consider and make recommendation(s) towards the development and implementation of a total compensation package.

This joint committee is currently completing work on a Joint Job Evaluation Appeals Committee, updating out-of-date job descriptions and how to set the metrics of the 2018 market survey, which APSA paid a portion of.

The committee learned that the University has been working on a 2023 market survey without resolving the issues with the 2018 market survey as outlined in the Pekeles Mediated Settlement.

We are actively pursuing a resolution to the issues of the 2018 market survey and the 2014 arbitrated award.

Pekeles Agreement:

<https://apsacentral.ca/sites/default/files/2021-02/JCRC%20Mediation%20Agreement%2020210209%20executed.pdf>

Colin Taylor Award:

<https://apsacentral.ca/system/files/3376%20award.pdf>