



SIAST Professional Services Bargaining Unit Revised Offer to SIAST

September 1, 2011

All clauses that have been previously agreed to between the parties constitute a part of this offer. All others are hereby considered withdrawn.

Professional Services Monetary Position

Proposal #139

July 1, 2009-June 30, 2012 5.5%

2.0% Western Canada market supplement added to pay grid in the 3rd year.

Proposal #133

18.5 Public Employees Pension Plan (PEPP)

18.5.1 The employer's contribution for employees in this plan shall increase to ~~7%~~ **7.25%** effective ~~April 1, 2007~~ **July 1, 2009**

18.6 Public Service Superannuation Plan and Other Pension Plans Listed in Article 18.3

18.6.1 The employer's contribution to PEPP for employees in other pension plans shall be ~~2%~~ **2.25%** effective ~~April 1, 2007~~ **July 1, 2009**

ARTICLE 3 UNION SECURITY

3.11.2 **SIAST will allow direct email access service to campus and bargaining chairpersons to their personal or 3rd party mobile device(s).**

ARTICLE 4 APPOINTMENTS/SELECTION

4.8 (U-27) Relative Equality Senior Qualified

4.8.1 ~~Where the qualifications, skills, abilities and experience of two (2) or more applicants are relatively equal, seniority shall be the deciding factor. Candidates will be considered relatively equal if their final scores are within ten percent (10%) of each other.~~
Competitions will be filled by the senior qualified applicant.

10.14 (U 77) Market Supplement Stipends

10.14.1 ~~SIAST, in consultation with the union, may implement temporary stipends to address recruitment/retention issues. When temporary supplements are established the following shall apply:~~

- ~~1. They will be reviewed annually.~~
- ~~2. This stipend may be adjusted or terminated in accordance with market changes.~~
- ~~3. They will be treated as regular salary for all payroll purposes. General wage increases will be calculated on the regular base salary.~~

~~The stipend will apply to all employees in positions within a particular Job Information Questionnaire (JIQ).~~

10.14.2(U-78) When a temporary market stipend is removed the affected employee/employees will be red circled.

The union is open to a discussion to resolve the issues around market stipends.

ARTICLE 18 EMPLOYEE BENEFITS

Health and dental plan proposals in Article 18 are withdrawn in favour of the Flexible Spending Account (18.X)

18.X (U 81) Flexible Spending Account

18.X.1 Permanent full time and part time employees are eligible for this benefit effective July 1, 2011

18.X.2 The employer shall establish a flexible spending fund and allocate 1.5% of straight time ongoing payroll annually to this fund.

18.X.3 The flexible spending fund will be allocated based on the year end calculation of FTE's.

18.X.4 In April of each year, SIAST will send out an information package and benefit election form to each eligible employee.

18.X.5 The benefit may be allocated to the following options:

- (a) Voluntary contribution to the Public Employees Pension Plan (not matched by SIAST)**
- (b) Personal Registered Retirement Savings Plan**
- (c) Cash Payout**
- (d) Computer Purchase Plan**
- (e) Health Spending Account**
- (f) Wellness**
- (g) Dental**
- (h) Child or Elder Care**
- (i) Professional Development activities as governed by the jointly approved Professional Development guidelines.**

If required by CRA guidelines, allocations may be subject to appropriate source deductions.

- 18.X.6 It is the responsibility of the employee to ensure their selection of the flexible spending account option does not cause them to exceed their personal RRSP deduction limit as this selection is irrevocable.
- 18.X.7 In order to select from Options (a) through (i) from 18.X.5 above, employees must complete and return the "Benefit Allocation Form" to their local Human Resource office by June 15 of each year. If the Benefit Allocation Form is not received in Human Resources by June 15, the funds will be defaulted to an automatic cash payout less source deductions.
- 18.X.8 Once the deadline for the allocation of funds has passed, the allocation decision is irrevocable for the applicable calendar year.
- 18.X.9 The benefit will be pro-rated for those employees starting after July 1 based on a calculation of 1/12 for each calendar month worked.
- 18.X.10 Employees who terminate their employment or retire prior to June 30 of a given year will be subject to reconciliation of the flexible spending funds at a rate of 1/12 of the allocated benefit for each month or the portion of the year not worked.

ARTICLE 19 PROFESSIONAL DEVELOPMENT

- (U 81) Delete current Article 19 from the collective bargaining agreement. Effective July 1, 2011, professional development funds in the amount of 1.39% will be allocated to the flexible spending account in Article 18. Any unused individual allocation in the professional development fund as of June 30, 2011 will be paid out to the employee.

ARTICLE 29 DURATION OF THE AGREEMENT

- 29.1(U 138) This agreement between SIAST and the Professional Services Bargaining Unit shall be binding and remain in effect from **July 1, 2009 to June 30, 2012** and shall continue from year to year thereafter unless either party gives to the other party notice in writing to negotiate amendments at least thirty (30) days prior to the anniversary date.
- 29.2 Any changes deemed necessary in this agreement may be made by mutual agreement at any time during the existence of this agreement.

Retroactive Pay

All employees on staff during the term of this collective agreement shall receive full retroactive wage adjustments based on paid days.

Parking

All employees who have paid for assigned parking will receive total reimbursement of all parking fees paid. Effective upon signing date of collective agreement SIAST will discontinue charging employees for parking in SIAST parking lots.

Employment Security Language

In recognition of a lower monetary offer the union is requesting no further layoff of permanent employees for the life of the collective agreement.