

## SIAST ACADEMIC AND PROFESSIONAL SERVICES

September 2010

1440 Broadway Avenue,  
Regina, SK S4P 1E2  
(p) 522.8571  
1.800.667.5221  
(f) 352.1969

1114-22nd Street West,  
Saskatoon, SK S7M 0S5  
(p) 652.1811  
1.800.667.9791  
(f) 664.7134

33-11th Street West,  
Prince Albert, SK S6V 3A8  
(p) 764.5201  
1.800.667.9355  
(f) 763.4763

[www.sgeu.org](http://www.sgeu.org)

### The value of Public Education

A publicly-delivered system of education provides programs that are comprehensive, consistent and of high quality. The students in preparatory and post-secondary training programs become the skilled workforce of our province. Quality training is crucial to public safety -- the tradespeople, health care professionals, technologists, community service workers and business people who graduate from SIAST have been provided a high caliber of training and have met the required standards for their occupations.

As the skilled and experienced workforce within SIAST that delivers and supports this training, we take pride in our work. We are an important part of this high quality of training.

### Monetary

SIAST has said that they are "prepared to negotiate proposed reallocations within this monetary response, based on the union's monetary proposal and deferred monetary proposed items" within the total 4% over 3 years that they are offering.

Some of what SIAST calls the "deferred monetary proposed items" are items that are the cost of doing business – e.g. professional development and meal allowances.

### The Myth of 5.5%

(See additional sheet for compensation comparison of recent settlements).

The government has stated that there is no mandate and that we can bargain the best deal that we can for our members. A 5.5% total compensation mandate from the government does not exist.

## Parking Fees

SIAST is going to implement parking fees for staff beginning in January 2011. The salary increase that we negotiate will be partially clawed back in the form of parking fees. For example, a parking fee of \$50/month will cost between .5% and 1.5% of your **net** salary depending on where you are on the pay scale.

## Employer Takeaways

(See additional sheet for specific language tabled).

- The employer wants to narrow the scope of leave of absence by:
  - reducing the maximum time for definite leave from 2 years to 12 months;
  - denying the extension of indefinite leave unless there are additional incremental benefits to the employer;
  - tying return to industry leave to learning new tools or techniques, rather than refreshing current skills.
- The employer wants to limit access to severance (an example PS no longer would have access to severance on refusal of reassignment).
- The employer wants employees to work 200 days per year for the same amount of pay. (Academic)
- The employer wants to remove the right to refuse standby. (PS)
- The employer wants to remove the right to six consecutive weeks unassigned days including the months of July and/or August and replace it with four weeks in June, July, and/or August. (Academic)
- The employer wants to be able to schedule split shifts and have employees at the work site over a 12-hour period. (Academic)

## Outstanding Proposals

We have a number of outstanding non-monetary proposals in the following articles:

- Article 4 Appointments/Selection
- Article 9 Hours of Work
- Article 12 Vacation Entitlement and Designated Holidays (PS)/Unassigned Days (AC)
- Article 16 Leave of Absence
- Article 18 Benefits
- Article 19 Professional Development
- Faculty Certification Program (AC)

In solidarity,

SIAST Academic  
Negotiating Committee:

Jim Steele, Chair  
Dave Baldwin, Wascana Campus  
Peter Gattinger, Palliser Campus  
Garry Whitley, Woodland Campus  
Joyce Hobday, Kelsey Campus

SIAST Professional Services  
Negotiating Committee:

Tracey Kurtenbach, Chair  
Ken Weisgarber, Wascana Campus  
Shawna North, Palliser Campus  
Twila Johnson, Woodland Campus  
Joan Popadyne, Kelsey Campus

# COMMUNICATION

**SGEU**

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Saskatchewan Government and General Employees' Union

## Takeaway Language Tabled by the Employer

### Professional Services and Academic

September 2010

- 16.1.3** Neither definite nor indefinite leave will be granted for employment outside of SIAST except as indicated in article 6.4.
- 16.2** Definite Leave
- 16.2.1**  
**(16.1.3)** Definite leave is leave of a specified duration to a maximum of ~~two (2) years~~ **twelve (12) consecutive months**. Definite leave can be extended for an **twenty-four (24) additional years months** if the leave is for medical reasons.
- 16.1.4** ~~For the first three (3) months, employees shall be entitled to accrue vacation and sick leave.—(move to maternity leave section)~~
- 16.3** Indefinite Leave
- 16.3.1**  
**(16.1.2)** Indefinite leave is leave of an unspecified duration. Employees on indefinite leave of absence shall be required to apply for extensions annually giving proof that the original conditions under which the leave was granted still prevail **as per article 16.1.3 and the continuation of the leave provides an incremental benefit to SIAST as determined by the employer. Indefinite leave will not exceed a total of twenty-four (24) months except in the case of LTD or confirmed medical reasons.**
- 16.4**  
**(16.12)** Return to Industry Leave/Internationalization
- 16.4.1**  
**(16.12.1)** A leave may be granted for alternate employment only if the leave is a return to industry or if the employment is for internationalization. The employee may request up to a maximum of ~~two (2) years~~ **twelve (12) months of definite leave for this purpose. Criteria in article 16.1.3 will be used to assess requests. This does not refer to international assignments.**

**16.4.1****(16.12.1)**

**A leave may be granted for alternate employment only if the leave is a return to industry or if the employment is for internationalization. The employee may request up to a maximum of ~~two (2) years~~ **twelve (12) months** of definite leave for this purpose. Criteria in article 16.1.3 will be used to assess requests. This does not refer to international assignments.**

SIAST may request, or grant upon an employee's request, a return to industry leave **for purposes of learning new tools or techniques or for purposes of internationalization.** ~~Employees participating in this leave will retain their place on the seniority list. They will have the opportunity to return to their position at SIAST each year. However, after two (2) years, If the employee does not return to work the employee will be deemed to have resigned.~~

**Academic****7.6.3**

A full-time **permanent** employee who is appointed to a ~~part-time~~ position **with a definite term** as a result of a competition will not be eligible to resign and accept severance at the end of that position or subsequent ~~part-time~~ positions **with a definite term.**

**9.1.1**

All members of the academic unit will work on the basis of a ~~one hundred ninety nine (199)~~ **two hundred (200)** assigned day year.

**9.4.6.1**

**Special Work Patterns: An employee may be scheduled to work periods of time with a break of one (1) or more hours in a twelve (12) hour period. The daily period shall not start before 7:00 a.m. and not exceed twelve (12) hours. A daily period will have no more than two (2) tours of duty. Such work patterns will be agreed upon mutually by supervisor and employee.**

**12.1.2**

Full-time employees shall be entitled, in each year, to a minimum of **four (4)** ~~six (6)~~ consecutive weeks of unassigned days. The **four (4)** ~~six (6)~~ week period shall **occur during the months of June and/or July and/or August, and will be determined by operational requirements.** ~~include the month of July and/or August.~~ No employee shall be required to work for more than two hundred and ten (210) assigned days without these unassigned days.

~~**16.1.8**~~

~~Any employee granted an indefinite leave will be given seniority recognition for the days they normally would have been employed to a maximum of 60 assigned/working days.~~

**Professional Services****4.17.5.1**

**If the position is moved to a different program/department and there is significant change to the duties or responsibilities of the position and the employee chooses not to be reassigned, the employee will be laid-off and allowed to exercise rights under article 7.6.1(a), or (b) or (c).**

**11.15.1**

Definition - Standby duty shall mean a period during which an employee is not on regular duty but during which the employee is **assigned required** to be on call and immediately available to return to work. In no case shall such assignment be less than one (1) hour.



# Compensation Comparison

September 2010

			Cumulative Salary						
			2009	2010	2011	2012	Increase	Pension	Other
U of S	FACULTY	TENTATIVE	5.25%	4.50%	4.00%	4.00%	***See Below	1.18%	and \$300 on base/y
other: *** Increases in overload stipend from \$6900 to \$9900 and Career Development Increase \$200 brings cumulative increases between 14% and 21.5% Sabbatical leave stipends increase from 80% to 90% Flexible spending alloc increases from \$150 to \$500			Orthodontics to \$2000 Dental implants Parental leave top-up						
<a href="http://www.usaskfaculty.ca">http://www.usaskfaculty.ca</a>									
U of S	CUPE 1975			5.00%	2.00%	2.00%	9.24%	1%, 0.75%,0.25%	
other: Market pay bands Shift Premium increases Orthodontics to \$2000 Dental implants 0.25% for Benefits Purchased \$100/member/y Flex spending pgm from PD funds									
<a href="http://1975.cupe.ca">http://1975.cupe.ca</a>									
U of R	CUPE 1975			2.25%	2.25%	2.75%	7.43%	1.25%	
other: Parental leave top-up 25 wks Shift Premium increases Family tuition to \$1000/year Health spending account increase from \$150 to \$200/year									
<a href="http://www.cupe1975-01.ca/download">http://www.cupe1975-01.ca/download</a>									
SLGA				1.00%	3.00%	1.50%	5.59%	0.25%	
other: Adoption leave top up Eliminate casuals & provide work guarantees for part-time Weekend Premium \$2.20 Vacation increase in retirement year									
<a href="http://sgeu.org/sites/default/files/Report%20on%20Bargaining%20July%202010.pdf">http://sgeu.org/sites/default/files/Report%20on%20Bargaining%20July%202010.pdf</a>									
SGEU	SEIU-WEST CUPE HCC			2.00%	1.50%	2.00%	5.60%		
other: shift diff to \$2.10/h weekend premium to \$1.80/h Continued employer paid Enhanced dental									
<a href="http://sgeu.org/sites/default/files/Tentative%20Agreement%20Reached%20Sept.%202013.pdf">http://sgeu.org/sites/default/files/Tentative%20Agreement%20Reached%20Sept.%202013.pdf</a>									
RWDSU	Sask Gaming			1.75%	2.25%	2.00%	6.12%		
other: Wkend nightShift Prem from \$1.00 to \$1.75 Improved dental coverage									
PSAC - CASINO REGINA				1.50%	2.50%	3.00%	7.16%		
other: Wkday nightShift Prem from \$1.00 to \$1.80 1.17% for another 7 months New Family responsibility Leave with Pay Mat/Pat/adoption leave increased to 95% of reg rate Standby Premium inc by 0.5 h pay									
<a href="http://www.casinoregina.com/images/stories/pdfs/corporate">http://www.casinoregina.com/images/stories/pdfs/corporate</a>									
Information Services Corp				1.50%	3.00%	3.25%	7.94%	0.25%	
<a href="http://www.sgeu.org/sites/default/files/ISC%20SGEU%20CBA%202009-2012.pdf">http://www.sgeu.org/sites/default/files/ISC%20SGEU%20CBA%202009-2012.pdf</a>									
Red River CC & Assiniboine CC				0.00%	0.00%	5.90%	5.90%	1.00%	
other: Signing Bonus: 2% of 2009 annual Salary 1% parity adj 0.75% for Benefits RRCC Health Spending account up \$450 to \$850 ACC Health Spending accout up \$400 to \$775									
<a href="http://www.mgeu.mb.ca/news/article/1612">http://www.mgeu.mb.ca/news/article/1612</a>									