
EMPLOYER'S PROPOSAL
"E9A"

**Negotiations for a Collective Agreement
between**

**The Governors of the University of Alberta
and
The Association of the Academic Staff of the University of Alberta**

Tabled: January 27, 2021; 1:00pmMT (via email)

Notes:

Proposed amendments to the current collective agreement are denoted as follows:

- language the Employer proposes to add is in blue italics; e.g. *new language*
- language the AASUA proposes to add is in orange italics; e.g. *new language*
- new language that has been agreed is in green bold text; e.g. **new agreed language**
- language the Employer proposes to delete is in red strikethrough text; e.g. ~~deleted language~~
- language the AASUA proposes to delete is in orange strikethrough text; e.g. ~~deleted language~~
- language that the parties have agreed to delete is in green bold strikethrough text; e.g. ~~**agreed to delete**~~
- table notes are identified by "Note" and within square brackets; e.g. [Note: this is a note to AASUA and is not language that the Employer proposes to include in the collective agreement.]

Except as specifically amended herein, the Employer's position on all matters is as per the current collective agreement, except as may be modified by a subsequent proposal. The Employer reserves the right to amend or withdraw any proposal herein prior to its acceptance by AASUA, or to correct an error or omission.

Final agreement on all matters is subject to the Employer's ratification process as set out in its letter to AASUA of January 31, 2020.

Summary Table of E9A Changes Relative to Outstanding Employer Proposals

Recognizing the parties' agreed-upon principle that 'nothing is agreed until everything is agreed', the Employer provides the following definitions for clarity, as these terms are used in this E9A:

"Maintain" means the Employer maintains its proposal as most recently tabled prior to the Settlement Offer on November 25, 2021.

"Conditionally Withdrawn" means the Employer's withdrawal is deemed rescinded (and the proposal deemed reinstated) immediately following the commencement of a work stoppage.

To the extent of any discrepancy or inconsistency between the Summary Table below and the comprehensive collective agreement language which follows, the latter prevails.

Outstanding Employer Proposals (as of January 26, 2022)	E9A (tabled January 27, 2022)
-3% reduction to salaries effective date of ratification	Withdrawn (all Salary Scales)
ATB Y1: -3% Y2: 0% Y3: 0% Y4: 0%	Counter-Proposal: Y1: 0% Y2: 0% Y3: 0% Y4: 0% In light of the significant budget reductions, any additional costs to the agreement likely means loss of employment for non-tenured staff across the institution; which is untenable in an already thinly stretched workforce environment. That said, this proposal is not to be received as a "final offer"; virtually all elements of this E9A proposal are negotiable.
Changes to the benefits plan of \$2.5M	Withdrawn
Cessation of ABMC committee	Conditionally Withdrawn
Article 20.02.3 (ABMC Guide)	Conditionally Withdrawn
ABMC Terms of Reference (Appendix D)	Exploratory Discussion: while we are not making a specific proposal at this time, we invite AASUA to consider a revised conceptual model having elements set out below; if amenable to engaging in that discussion we would propose the parties ultimately enter into a Letter of Understanding committing the ABMC to reviewing and revising its TOR based on the concepts we agree upon at the bargaining table.

Phased Retirement Benefits Programs	Withdrawn
Furlough Days	Withdrawn
Intersession Teaching	Counter-proposal. See Appendix A.6.
ASRP	Maintain
Sabbatical/Professional Leaves	Partially Agreed: increase to 95% for Sabbatical and 100% for Prof Leaves (except 100% does not apply where of “primary benefit” to the Member per B4.03.2 and C4.03.2) *subject to Employer’s ASRP proposal
Update Dental Fee Guide	Agreed *subject to Employer’s ASRP proposal
Psychological Services	Agree to include in benefits plan within paramedical services, (\$1800 cap per , \$75 max per visit) *subject to Employer’s ASRP proposal
Faculty Evaluation A6/A8 (i.e. appealability, contested cases/process) and concomitant proposals in other schedules	Conditionally Withdrawn
Financial Emergency (all applicable schedules)	Conditionally Withdrawn
Faculty Promotion Transition Zone	Agree to eliminate effective July 1, 2023 [Note: for discussion: impact on Article A6.12.3 (i.e. promotion eligibility), whether transition language needed]
Faculty Salary Scale (Appendix A.6)	Counter Proposal: see summary table below
FSO Salary Scale	Withdrawn (i.e. the proposal to eliminate steps between min/max)
Lib Salary Scale	Withdrawn (i.e. the proposal to merge the Lib 1 increment values)
ATS Salary Scale	Withdrawn with the following two exceptions: <ul style="list-style-type: none"> • Effective July 1, 2023, and with effect for only those hired for the first time on or after that date, the salary rate at the Associate Lecturer and Full Lecturer ranks shall be capped at \$100,100. • new Note ix. “The Minimum Salary shall not apply to ATS Members in the position of Head Coach or Athletics Clinical Staff in the Office of the Dean of Students

	(formerly in KSR) who are hired after the date of ratification.”
Appendix D.10 (benefits schedule)	Withdrawn
E7.02.1 & E7.02.7 (language re unacceptable performance)	Withdrawn
F2 (evaluation of positions)	Withdrawn
F7 (except F7.02.8 re appealability)	Withdrawn (F7.02.8 Conditionally Withdrawn)
F10	Withdrawn
Appendix G.5	Withdrawn
Appendix G.6 (Salary Scales for Temporary Librarians)	Withdrawn
De-Designation Consultation process	Employer defers response until after AASUA's presentation

Re ABMC Revised Terms of Reference

The Employer invites AASUA to have exploratory discussions regarding a new model for ABMC. At a high level, the model we are contemplating would have the following elements:

- a reset of cumulative variance to zero prospectively
- per capita rate reset and adjusted for inflation each year prospectively (we resolve the outstanding dispute about whether the rate should revert to 2018, bridge from 2020 or some other rate)
- introduce a new +/- cumulative variance threshold
- if threshold is exceeded and we have a surplus; ABMC is required to improve the benefits plan
- if threshold is exceeded and we have a deficit; ABMC is required to implement cost reductions to the benefits plan
- new appeals mechanism for staff
- long runway - a commitment from both parties to live with the new model for an extended period (at least) - ABMC would be sole forum for benefits change not bargaining table

Faculty Salary Scale - Summary table

Item		Assistant Professor	Associate Professor	Professor
Salary Minimum	Current	\$78,458	\$97,751	\$121,193
	new	\$78,458	\$97,751	\$121,193
Salary Maximum	current	n/a	\$137,003	n/a
	new	n/a	\$141,795 ↑	n/a
Increment Value	current	\$2,552	\$3,271	\$3,847 \$3,271 \$2,552
	new	\$2,912 ↑	\$3,388 ↑	\$3,847 \$3,271 \$2,552* *50% applied to base, 50% paid via lump sum