

E1A: Employer's Opening Proposals (substantive and 'housekeeping' combined)	Tabled: 5 March 2024; 1pmMT
<u>Articles Included:</u> Common: 1, 2, 4, 5, 6, 7, 8, 10, 11, 18, 20, 21, 22, 23, App. A, B, C, D, App.D.1, F, MOU Non-Dis., Schedules: A1, A2, A3, A4, A6, A7, App.A.1, A.2, A.3, A.5, A.6, A.7, B4, B6, B7, App.B.2, B.3, B.4, C4, C7, App.C.2, C.4, D1, D2, D7, App.D.5, D.6, D.7, D.8, E2, E5, E6, E7, E9, App. E.4, E.5, F2, F3, F4, F7, F9, App. F.2, F.3, F.4, F.7, F.8, App. G.2, G.4, G.6, G.7	

Appendix A: Economic Agreement

1. Term

Four years: July 1, ~~2020~~ 2024 to and including June 30, ~~2024~~ 2028

The parties agree that:

- i. any new collective agreement language (i.e. changes) shall apply effective the date of ratification;
- ii. any collective agreement process that has started under the language of the ~~2018-2020~~ 2020-2024 collective agreement shall be concluded under that language; and
- iii. where the Parties have expressly agreed to an alternate effective date, the applicable language shall apply as at that date;

and, in any event, the Parties agree to resolve any transitional matters in good faith.

2. Across-The-Board (ATB) Increases

Across-the-board (ATB) salary increases as follows, which will be applied equally to all Constituency Groups (FAC, FSO, ATS, LIB, APO, TRAS and TLAPO), and applied to all salary scales, salary maxima and minima, and Increment values:

<i>Year</i>	<i>Effective Date*</i>	<i>ATB Amount</i>
<i>1</i>	<i>July 1, 2024</i>	<i>2%</i>
<i>2</i>	<i>July 1, 2025</i>	<i>2%</i>
<i>3</i>	<i>July 1, 2026</i>	<i>1.75%</i>
<i>4</i>	<i>July 1, 2027</i>	<i>1.75%</i>

** but in any event, no earlier than the date of ratification*

~~July 1, 2020: 0%~~
~~July 1, 2021: 0%~~
~~July 1, 2022: 0%~~
~~April 1, 2023: 1.25% (effective 1st day of 10th month of year three of the renewal collective agreement)~~
~~December 1, 2023: 1.5% (effective 1st day of 6th month of year four of the renewal collective agreement)~~

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~~An additional 0.5% ATB increase retroactive to December 1, 2023 (effective 1st day of 6th month of year four of the renewal collective agreement), payable in the February 2024 or March 2024 "pay cheque," subject to the following "Gain Sharing Formula."~~

~~○ Gain Sharing Formula: Alberta's 20-year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the "Average of all Private Forecasts for Alberta's Real GDP" for the 2023 Calendar year is at or above 2.7% as of February of 2024, then an additional 0.5% will be applied retroactively effective on the first day of the sixth (6th) month of Y4 (i.e. December 1, 2023):~~

~~○ "Average of all Private Forecasts for Alberta's Real GDP" for 2023 Calendar year would be a simple average of Alberta's Real GDP for 2023 across the following independent forecasting institutions:~~

- ~~● Conference Board of Canada~~
- ~~● Stokes Economics~~
- ~~● BMO Capital Markets~~
- ~~● GIBC World Markets~~
- ~~● Laurentian Bank~~
- ~~● National Bank~~
- ~~● RBC Royal Bank~~
- ~~● Scotiabank~~
- ~~● TD Bank~~

~~○ The most recent publicly available forecast for Alberta's Real GDP for 2023 would be sourced from each institution at the time the pay-out determination would be made in February 2024.~~

3. Merit Increments

Maintain existing formulae for determining the Merit Increments pools available to FEC (1.2 per eligible FAC and FSO, respectively), LIB (1.2 per eligible LIB), ATSEC (1.2 per eligible ATS), and APOs (1.1 per eligible APO).

4. Revised ATS Salary Scales [Note: we've left in this section given the timing of the application of the new grid - June 30, 2024]

A new salary grid will be created for those Lecturers hired for the first time under the ATS Schedule (and/or previously CAST) on or after June 30, 2024, which provides a salary maximum of \$100,100. This new grid would not apply to anyone previously hired under ATS or CAST agreement prior to June 30, 2024.

Note: there would be no application of the new grid to enhanced salary schedules per Appendix D.5 para viii

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June 30, 2024 ATS Salary Scales without 0.5% Gain Sharing			
Step/Rank	Assistant Lecturer	Associate Lecturer	Full Lecturer
1	\$64,901	\$78,014	\$94,822
2	\$67,524	\$81,376	\$98,480
3	\$70,147	\$84,738	\$100,100
4	\$72,770	\$88,100	
5	\$75,393	\$91,462	
6	\$78,016	\$94,824	
7	\$80,639	\$98,186	
8	\$83,262	\$100,100	
9	\$85,885		
10	\$88,508		
11	\$91,131		
12	\$93,754		
Increment value	\$2,623	\$3,362	\$3,658

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June 30, 2024 ATS Salary Scales with 0.5% Gain Sharing			
Step/Rank	Assistant Lecturer	Associate Lecturer	Full Lecturer
1	\$65,220	\$78,398	\$95,289
2	\$67,856	\$81,776	\$98,965
3	\$70,492	\$85,154	\$100,100
4	\$73,128	\$88,532	
5	\$75,764	\$91,910	
6	\$78,400	\$95,288	
7	\$81,036	\$98,666	
8	\$83,672	\$100,100	
9	\$86,308		
10	\$88,944		
11	\$91,580		
12	\$94,216		
Increment value	\$2,636	\$3,378	\$3,676

5. ~~Elimination of Promotion Transition Zones in the Academic Faculty and FSO Salary Scales~~
 [Note: already implemented]

~~Eliminate the Promotion Transition Zones in the FSO 2, 3, and 4, and Associate Professor and Professor salary scales that was created in the so-called "transitional" MoA entitled "Transitional and Consequent Matters Arising from the May 26, 2008 MoA on Compensation" as follows:~~

- ~~Effective July 1, 2022 the Promotion Transition Zone in the Associate Professor salary scale will be eliminated.~~

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- ~~The four one-half steps in the Promotion Transition Zone in the Professor salary scale will be eliminated over a two-year period as follows:~~
 - ~~On July 1, 2022, the existing lowest two one-half steps in the Promotion Transition Zone in the Professor salary scale will be eliminated.~~
 - ~~On July 1, 2023 the remaining two one-half steps in the Promotion Transition Zone in the Professor salary scale will be eliminated.~~
 - ~~Thus, effective July 1, 2023, there will no longer be any Promotion Transition Zone in the Professor salary scale.~~

- ~~The four one-half steps in the Promotion Transition Zones in the FSO 2, 3 and 4 salary scales will be eliminated over a two-year period as follows:~~
 - ~~On July 1, 2022, the existing lowest two one-half steps in the Promotion Transition Zones in the FSO 2, 3 and 4 salary scales will be eliminated.~~
 - ~~On July 1, 2023 the remaining two lowest one-half steps in the Promotion Transition Zones in the FSO 2, 3 and 4 salary scales will be eliminated.~~
 - ~~Thus, effective July 1, 2023, there will no longer be any Promotion Transition Zones in the FSO 2, 3 and 4 salary scales, respectively.~~

- ~~Effective July 1, 2022 and continuing thereafter, faculty that are Associate Professor or Professor whose base salary (salary not including any sort of supplement) is less than Step 1.0 in the Associate Professor or Professor salary scale, respectively, will have their base salary raised to Step 1.0 in the Associate Professor or Professor salary scale, respectively.~~

- ~~Effective July 1, 2022 and continuing thereafter, FSO that are FSO 2, 3 or 4 whose base salary (salary not including any sort of supplement) is less than Step 1.0 in the FSO 2, 3 or 4 salary scales, respectively, will have their base salary raised to Step 1.0 in the FSO 2, 3 or 4 salary scale, respectively.~~

6. Academic Benefits Plan

For the collective agreement expiring June 30, 2028, the ~~The~~ per capita funding of the Academic Benefits Plan shall be increased by the year over year percentage increase associated with the "Edmonton average annual Statistics Canada CPI index" as listed in

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1810000501&pickMembers%5B0%5D=1.24&cubeTimeFrame.startYear=2000&cubeTimeFrame.endYear=2021&referencePeriods=20000101%2C20210101>

~~starting from the last year (2019-20) of the immediate previous collective agreement. For example: The 2020 annual CPI index for Edmonton increased by 1.05% over the 2019 annual CPI index for Edmonton. Thus, the July 1, 2020 to June 30, 2021 per capita funding would be increased over the July 1, 2019 to June 30, 2020 per capita funding by the same percentage increase as the same percentage associated with 2020 CPI over the 2019 CPI Index, i.e., 1.05%. The 2021 annual CPI index for Edmonton increased by 2.97% over the 2020 annual CPI index for~~

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~~Edmonton. Thus, the July 1, 2021 to June 30, 2022 per capita funding would be increased over the July 1, 2020 to June 30, 2021 per capita funding by the same percentage increase as the same percentage associated with 2022 CPI over the 2021 CPI Index, i.e., 2.97%.~~

Year	CPI percentage increase formula	
	Per capita funding - Operating	Per capita funding Trust (Operating minus \$1,400)
2019-20 (base year)	\$12,466	\$11,066
2020-21	\$12,597 (1.05% increase over 2019-20)	\$11,197
2021-22	\$12,971 (2.97% increase over 2020-21)	\$11,571
2022-23	<i>\$13,789 (6.31% increase over 2021-22)</i>	<i>\$12,389</i>
2023-24	<i>\$14,181 (2.84% increase over 2022-23)</i>	<i>\$12,781</i>
<i>2024-25</i>	<i>TBD</i>	<i>TBD</i>
<i>2025-26</i>	<i>TBD</i>	<i>TBD</i>
<i>2026-27</i>	<i>TBD</i>	<i>TBD</i>
<i>2027-28</i>	<i>TBD</i>	<i>TBD</i>

The July 1, ~~2023~~ 2027 to June 30, ~~2024~~ 2028 per capita funding that has been set shall continue during the statutory bridging period in accordance with the Labour Relations Code.

~~7. ———~~ **Psychologist Services**

~~Psychologist Services shall be examined and considered by the Academic Benefits Management Committee within the Academic Benefits Plan.~~

~~8. ———~~ **Dental Fee Guide**

~~Effective the date of ratification, the dental fee guide shall be maintained at the most current year Alberta Dental Fee Guide going forward. [Note: already in effect]~~

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~~9. Compensation in lieu for Academic Staff not covered by Benefits Plan~~

~~Effective the date of ratification, compensation in lieu of benefits for Academic Staff not covered by the Academic Benefits Plan will be 4% of salary payable. [Note: already in effect]~~

~~10. Sabbaticals and Professional Leaves~~

~~[Note: imbedded in agreement proper]~~

~~Effective July 1, 2022:~~

- ~~• Sabbaticals for faculty will be at 90% of basic salary.~~
- ~~• Professional Leaves for FSO and LIB shall be at 100% of full salary except where the Professional Leave is of primary benefit to the Member in which case the Professional Leave will be at no less than 75% of full salary.~~
- ~~• Professional/Educational Leaves for APO will be at 100% of basic salary.~~

11. The Academic Supplementary Retirement Plan (ASRP) Salary Cap

~~With respect to the Academic Supplementary Retirement Plan (ASRP) salary cap, the collective agreement expiring June 30, 2020 provides:~~

- ~~• Increase the ASRP salary cap, as follows:

 - ~~○ Effective January 1, 2018: \$216,162~~
 - ~~○ Effective January 1, 2019: \$220,668~~~~

~~The parties have agreed that the ASRP salary cap will be "status quo" over the life of the agreement expiring June 30, 2024. The Union takes the position that "status quo" means that the ASRP salary cap should be increased annually by determining the sum of the current year Maximum Pensionable Salary associated with the Universities' Academic Pension Plan (UAPP) plus \$52,170 rounded off to the closest dollar which would result in the following:~~

~~Effective January 1, 2020: \$224,391~~

~~Effective January 1, 2021: \$232,928~~

~~Effective January 1, 2022: \$242,640~~

~~Effective January 1, 2023: determined by the sum of the current year Maximum Pensionable Salary associated with the Universities' Academic Pension Plan (UAPP) plus \$52,170 rounded off to the closest dollar~~

~~Effective January 1, 2024: determined by the sum of the current year Maximum Pensionable Salary associated with the UAPP plus \$52,170 rounded off to the closest dollar.~~

~~The Employer takes the position that "status quo" means no change to the negotiated value in the current contract which would result in the ASRP salary cap set as follows:~~

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~~Effective July 1, 2020: \$220,668~~

~~Effective January 1, 2021: \$220,668~~

~~Effective January 1, 2022: \$220,668~~

~~Effective January 1, 2023: \$220,668~~

Effective January 1, 2024: \$220,668

~~The dispute shall be submitted to binding arbitration before a single arbitrator who shall determine what "status quo" means, subject to the evidence and arguments before the arbitrator.~~