

# BARGAINING ACHIEVEMENTS IN THE SASKATCHEWAN EDUCATION SECTOR

Education Workers Annual Conference, November 17-18, 2009  
CUPE Research

# Provincial overview: wage settlements in 2008-2009

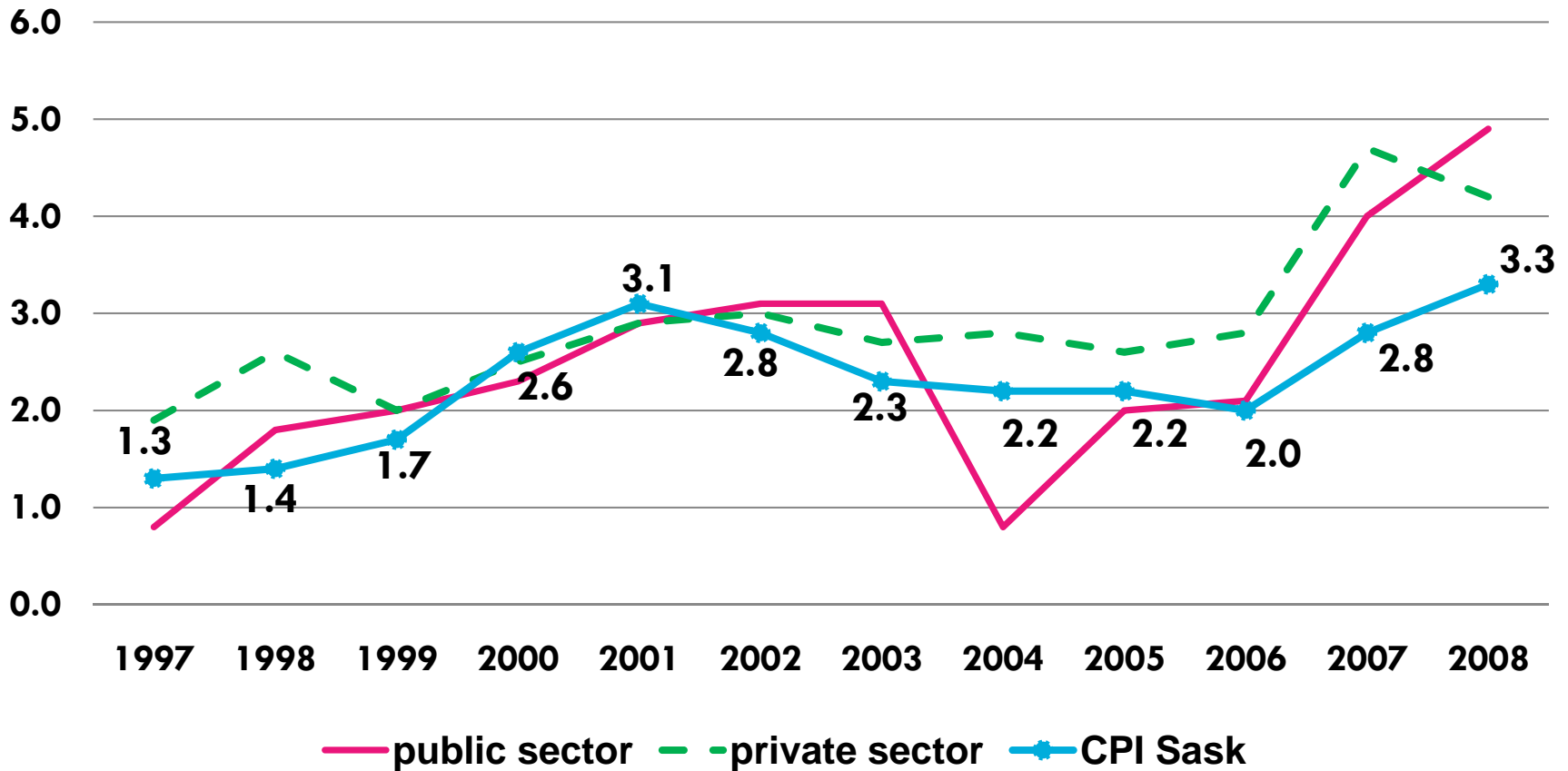
- Public sector increases were higher than private sector in 2008; lower in 2009. Private sector historically higher.
- **Table 1 – Saskatchewan wage settlements, 2008-2009**

Year	% increase per settlement			% increase per employee		
	Total	Public	Private	Total	Public	Private
2008	4.1	4.3	3.9	4.9	4.9	4.2
2009p	4.2	4.1	4.4	4.2	4.1	4.4

*Source: Ministry of Advanced Education, Employment and Labour, Wage Settlement Statistics, October 23, 2009*

**Chart 1**

**Average Annual Wage Settlements in Saskatchewan  
vs. Average Annual Change in Sask CPI, 1997-2008**



# Major public sector bargaining



- No major public sector settlements in 2009
- CUPE municipal locals average % wage increases of 4% in 2008 and 4.2% in 2009
- About 42,000 public sector workers currently in bargaining:
  - CUPE, SEIU, SGEU with SAHO – 25,000 workers
  - Health Sciences Association – 3,000 workers
  - SGEU/Public Service Commission – 11,000 workers
  - SGEU/SIAST – 2,000 workers
  - CUPE Locals 600-03, 600-05 – 650 workers

# Upcoming public sector bargaining



- CUPE Locals 1975, 1975-01 at the Universities of Saskatchewan and Regina – 2,500 workers. Agreement expires Dec 31 /09
- Saskatchewan Teachers Federation – 12,000 teachers. Agreement expires Aug 31, 2010.
- Education sector: 12 agreements covering 3,300 workers expiring 2010.
- Major municipal agreements expiring end of 2009 – 3,400 workers in Regina, Saskatoon, Estevan

# New bargaining climate



- Most of the public sector bargaining is restrained by the new *Public Service Essential Services Act*
- Health care, provincial government, Crowns, municipalities, universities and colleges are covered by this regressive legislation
- School board sector not covered by *Act* .... (so far)
- Provincial government is imposing an undisclosed wage mandate which may limit wage increases
- CPI for Saskatchewan has decreased. 2007: 2.8%, 2008: 3.3%. To date, 9 month average for 2009 is 1.0%.

# CUPE Education settlements from Nov 2008-October 2009

- There were 11 settlements in the education sector covering 1,780 support workers (see Appendix I)

**Table 2**

**Average wage increases, CUPE Education Sector, 2008-2009**

	2008	2009	2010
Average wage increase <i>per settlement</i>	3.7%	2.8%	3.68%
Average wage increase weighted <i>per employee</i>	3.9%	3.3%	3.8%

# Education settlements 2008-09



- 5 bargaining units of CUPE Local 4875 (Northeast SD) signed a one-year agreement for 2008. Negotiated a 3.75% wage increase for 2008. Local continues to pursue one collective agreement.
- Local 4802/Sun West SD merged 6 collective agreements into one. January 1, 2007 – 12% wage increase for all employees, 2% on Sept 1/08, 1.5% for Sept 1/09. Agreement expires Aug 31, 2010.



# Fewer collective agreements



- As of October 20, 2009, there were 32 collective agreements in education sector.
- In 2006, CUPE had 58 collective agreements in the education sector.
- After the merger of 2 agreements of L.4254/ Prairie Spirit SD and 5 agreements of L. 4875/ Northeast SD, CUPE will have 26 agreements in the education sector.

# Gains in education bargaining



- Merger of 6 collective agreements – Local 4802 and Sun West SD. Lowest paid classifications brought up to highest wage level effect. Jan 1 /07
- Local 2268 (St.Paul's RCSSD) – first 2 classification levels gained wage parity with Local 3370 (up to 13.53% increase).
- Local 4195/Sask Rivers SD – 10% increase to Social Worker wages; increased hours of work for secretaries, EAs, Social Workers

# Changes to Benefits



- L. 4195/Sask Rivers SD – changed from 100% employer-paid with cap to 80%/20% no cap. Had reached cap by April 1/09.
- L. 2268/St.Paul's RCSSD and L. 5506/Holy Trinity RCSSD both bargained increased \$ into benefits
- L. 4802/Sun West SD – Vision Care at 50/50 cost shared premiums added

# Other bargaining gains



- Two bus driver locals (L.4678/Riling Bus, L.832-4/Good Spirit SD) negotiated increased allowances for bus drivers.
- L.4195/SaskRivers SD bargained increased swimsuit allowance and safety boot allowance
- L. 2268/St.Paul's RCSSD increased SUB plan from 9 to 12 weeks
- L. 832-4/Good Spirit SD bargained addition of 6<sup>th</sup> week of vacation on 26<sup>th</sup> anniversary of employment

# Changes to SSBA Benefit Plan



- SSBA Benefit Plan increased costs of premiums and reduced coverage effective Sept 1, 2009
- EHC & vision care premiums – *increased 19%*
- Dental care premiums – *increased 17%*
- Group Life, Dependent Life – *increased 10.1%*
- LTD Plans A & C premiums – *increased 25%*

# SSBA Benefit Coverage Reduced

- Employee pays full cost of dispensing fee (was \$5)
- Professional services (chiropractor, podiatrist, massage therapist, physio, etc.) reduced from \$300 to \$150 per profession per calendar year
- Prescription drug coverage reduced from 80% to 75%
- 6-month preventative dental cleaning eliminated. Level I (diagnostic & preventative) reduced from 100% to 75%. Level II (minor restorative) reduced from 80% to 75%. Maximum dental coverage \$2,000/yr (from \$3,000).

# Benefit coverage in province



- CUPE education workers have made important gains in benefits
- *Extended health care*: 12 of 32 agreements, 52% members, have 100% employer-paid benefits
- *Dental plan*: 13 of 32 agreements, 52.3% of members, have 100% employer-paid benefits
- *Vision care*: 9 of 32 agreements, 44.4% of members, have 100% employer-paid benefits

(see *Benefit comparison document*)

# Upcoming bargaining in education



- **In bargaining:** 4 locals: L. 4799 (Horizon SD), L. 4875 (North East SD), L.4784 (Good Spirit SD), L. 5506 (Prairie South SD)
- **By end of 2009,** 4 more agreements expiring: L. 4607 (Ile a La Crosse SD), L. 4618 (Christ the Teacher RCSSD), L.4747 (Living Sky SK), L.4797 (Northwest SD)
- **In 2010,** 12 agreements covering 3,277 members will expire: 832-4, 4802, 4869, 650, 3766, 4643, 8443, 4754, 2913, 1125, 2268, 3730



# Closer to our goal



- CUPE education workers are closer to the goal of provincial bargaining
- In 1996, CUPE represented 2,500 education workers in 40% of the school divisions
- In 2009, CUPE represents 6,430 support staff in 75% of the school divisions.
- 70% of education workers in province are in CUPE.
- CUPE's education membership has increased by 157% since 1996, or by 83.7% since 2000.