

The left side of the slide features a decorative design consisting of several vertical bars of varying heights and widths, and a cluster of five orange circles of different sizes. The bars are in shades of light brown and tan, while the circles are a solid orange color. The circles are arranged in a roughly triangular pattern, with the largest one at the top left and smaller ones below and to the right.

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CUPE Education Workers' Annual Conference, Oct 13-15, 2011

CUPE Research

BARGAINING ACHIEVEMENTS IN THE EDUCATION SECTOR 2011

OUTLINE

- Wage settlement trends in Saskatchewan
 - Bargaining climate
 - Private vs. public sector
 - Wage settlements vs. CPI
- Major provincial public sector settlements
 - Saskatchewan Teachers Federation
 - Crown corporations
- CUPE settlements in Saskatchewan in 2011
- CUPE education settlements 2010-11



WAGE SETTLEMENT TRENDS - SASKATCHEWAN

- Saskatchewan has lowest unemployment rate in the country (5.3%)
- Economy expected to grow 3.8% in 2011, second highest after NFL
- Average weekly earnings rose 3.5% first half of 2011 (*SaskTrends Monitor*)
- Average annual negotiated wage settlement (private and public sector):
 - 2009: 4.2%
 - 2010: 2.9%
 - 2011: 3.1% (*to date*)



PRIVATE VS. PUBLIC SECTOR WAGE SETTLEMENTS

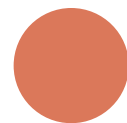
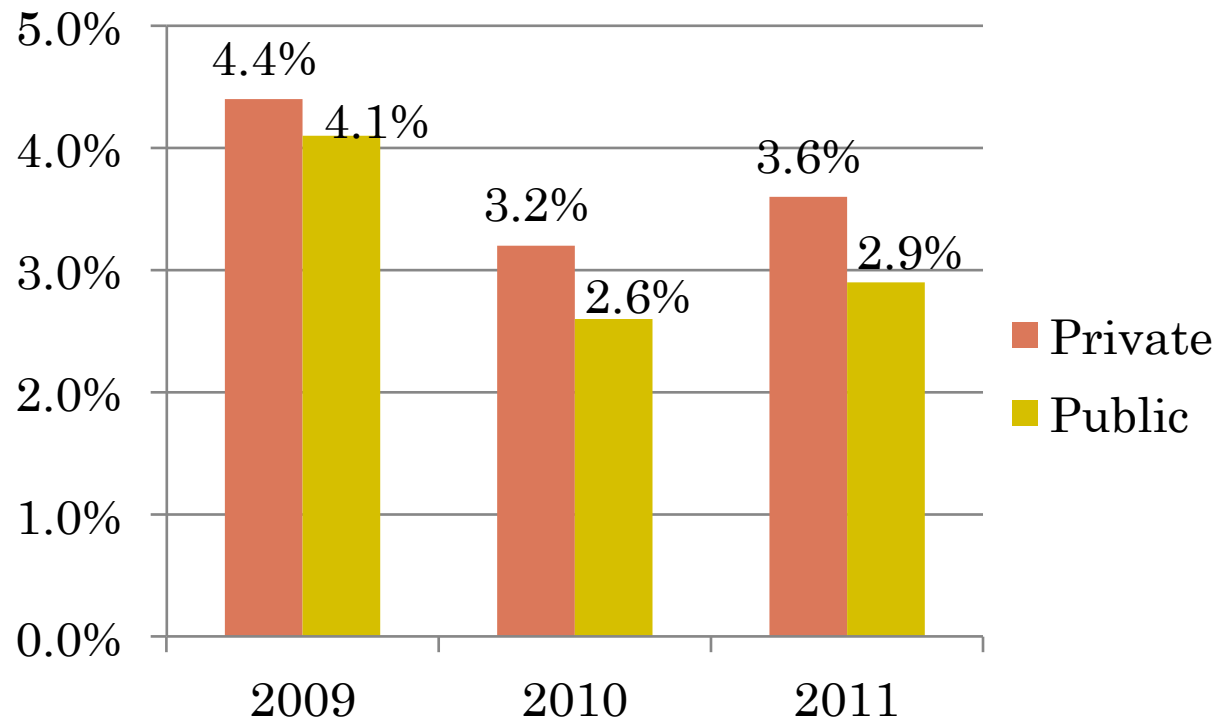
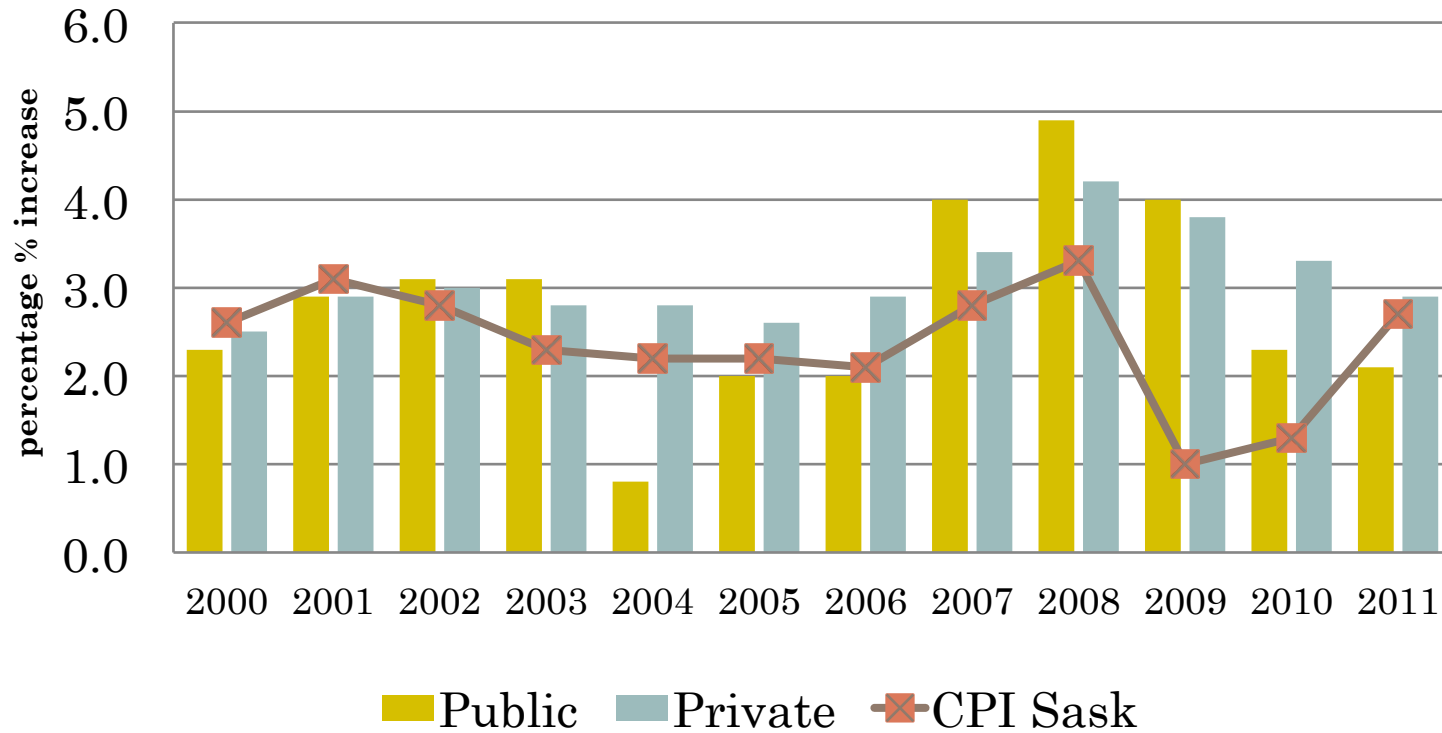


Chart 1

Saskatchewan average wage settlements compared to increases in CPI, 2000-2011



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source: Ministry of Labour Relations and Workplace Safety, September 2011; Statistics Canada CPI.



PUBLIC SECTOR BARGAINING IN SASKATCHEWAN

- Government wage mandate of 5.5% over 3 years
- Bargaining under *Public Services Essential Services Act*
- Most public sector settlements taking on average 18 months to complete
- Concessions, inflexible and intransigent employers
- Three unions took job action this year: HSAS, STF and SGEU (SIAST academic employees)



SASKATCHEWAN TEACHERS FEDERATION

- agreement expired August 31, 2010
- Teachers engaged in sanctions. Led to mediated settlement August 2011.
- New agreement: Sept 1, 2010 – Aug 31, 2013
- General wage increases: 1.5% (2010), 2% (2011), 2% (2012)
- Market adjustments based on class IV teachers salary – western Canadian average
- Over term of agreement, teachers' total increase ranges from 6.82% to 10.89%
- SEB plan: from 12 weeks to 17 weeks (95% salary)



OTHER PUBLIC SECTOR BARGAINING

- Health Sciences Association reached agreement in July of this year after 2 years + bargaining
- 7.5% over 4 year agreement (Apr 2009-Mar 2013) plus market adjustments
- **Crown Corporations:**
 - SGI/COPE: 7.5% over 4 year agreement
 - Sask Power/IBEW: 3.5% over 2 years
 - SaskPower/CEP: no details yet
 - Sask Energy/CEP: 5.5% over 3 years, plus 0.5% for pension and wages
 - Sask Tel/CEP: 5.5% over 3 years
 - WCB/SGEU: 5.5% over 3 years, plus pension, benefits



CUPE SETTLEMENTS IN SASKATCHEWAN

- 26 CUPE Locals concluded agreements in 2011
(as of end of September)
- On average, settlements above provincial wage mandate
- CBO Locals: 1.0% (2010), 1.5% (2011)
- Average wage increase per settlement:
 - 2010: 2.8%
 - 2011: 2.5%
 - 2012: 2.5%
 - 2013: 2.6%



CUPE EDUCATION SECTOR

- 24 CUPE education locals covering 6,688 members
- CUPE represents over 70% of all education workers in province
- 25 collective agreements with 20 school divisions and one private bus company
- In 2006 we had 58 collective agreements



CUPE EDUCATION SETTLEMENTS

- Nine (9) settlements reviewed for this report
- Settlements reached between November 2010 – September 30, 2011
- New agreements cover about 2,900 members
- Average wage settlement (*per settlement*):
 - 2010: 3.1%
 - 2011: 2.67%
 - 2012: 2.75%
 - 2013: 3.0%



ACHIEVEMENTS IN BARGAINING

- Average wage increases close to 3% per year
- some benefit improvements
 - 3730: eye glasses coverage \$350, benefit cap gone
 - 4802: employer pays 60% premiums (was 50%)
 - 8443: intro of prescription drug card
- Allowances (8443: new boot allowance)
- Some adjustments for certain classifications
 - 3730: \$2.50/hr for carpenters and painters
 - 4869: 9–25% adjustments for student counselors
 - 4784: major adjustments to four classifications



**READY FOR A
GOOD NEWS STORY?**



LOCAL 4784/GOOD SPIRIT SD

- Parties far apart on wages
- Local received strong strike mandate from membership in May
- Employer agrees to a provincial average for four classifications: caretaker/maintenance, administrative assistants, educational assistants, library technicians
- Wage increases in year 1 (2010) range from 3.69% to 11.84% for step 1 and 8.21% to 11.52% for step 5
- 2% for 2011, 2% for 2012



FUTURE BARGAINING

- Appendix II – 8 locals in bargaining (4797 and 1125 have tentative agreements)
- Appendix III – expiry dates
- Are we close to goal of a common expiry date?
- 9 locals have 2013 expiry date; 5 locals in bargaining likely to have 2013 as expiry date
- Total of 14 out of 25 agreements expire 2013 (covering 68% members)
- March 2012: new funding model will be revealed





QUESTIONS?

Thank you!
~ *End of Presentation* ~