

# Bargaining Achievements in Saskatchewan Education Sector

Education Workers' Steering  
Committee Annual Conference  
November 5-6, 2010



# Presentation Outline

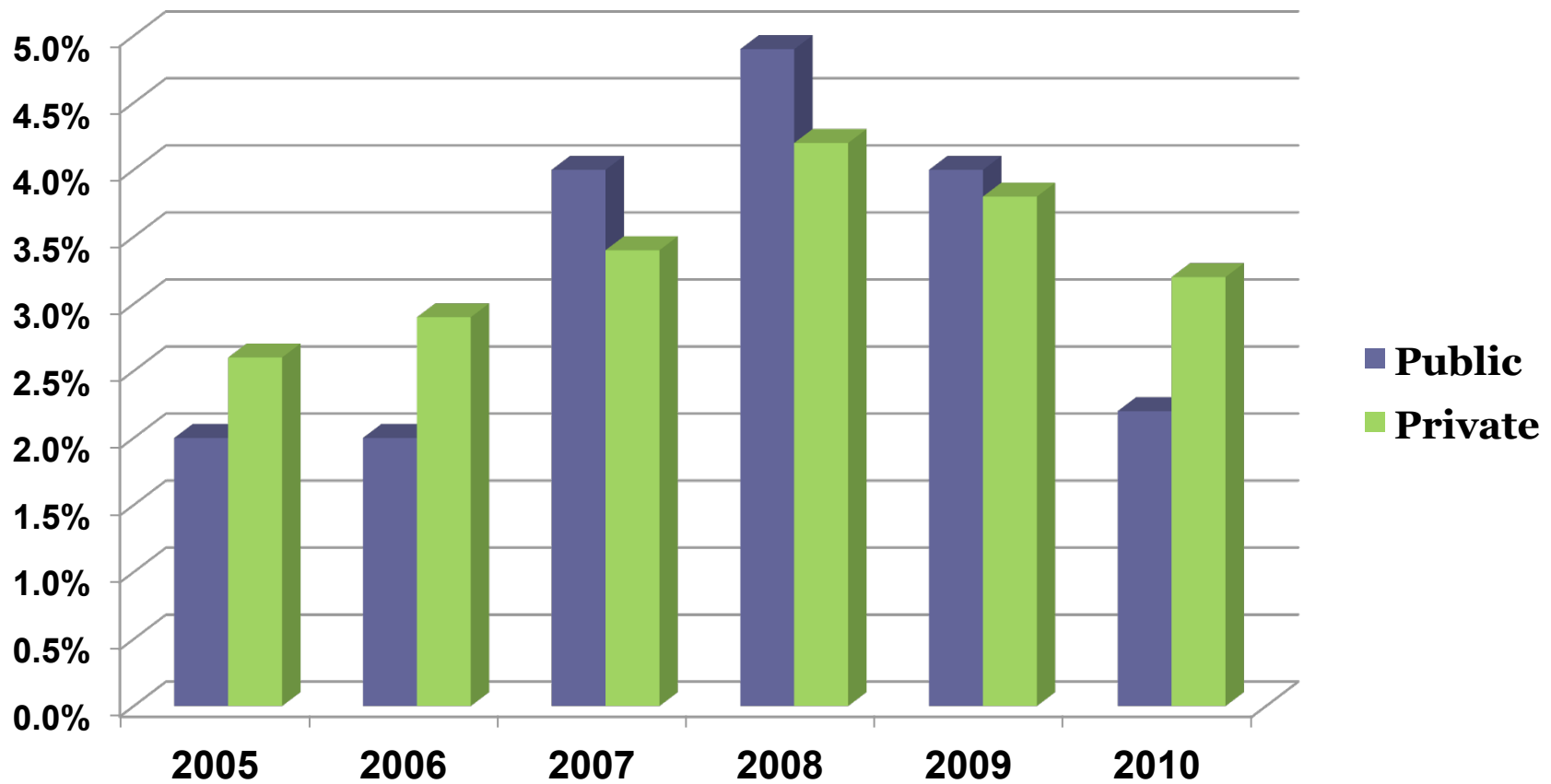
- Provincial Wage Settlement Trends 2009-10
  - Public sector settlements
  - Future public sector bargaining
- Education settlements in Saskatchewan
  - Overview of settlements
  - Key achievements in bargaining
- Expiry Dates of Education Locals



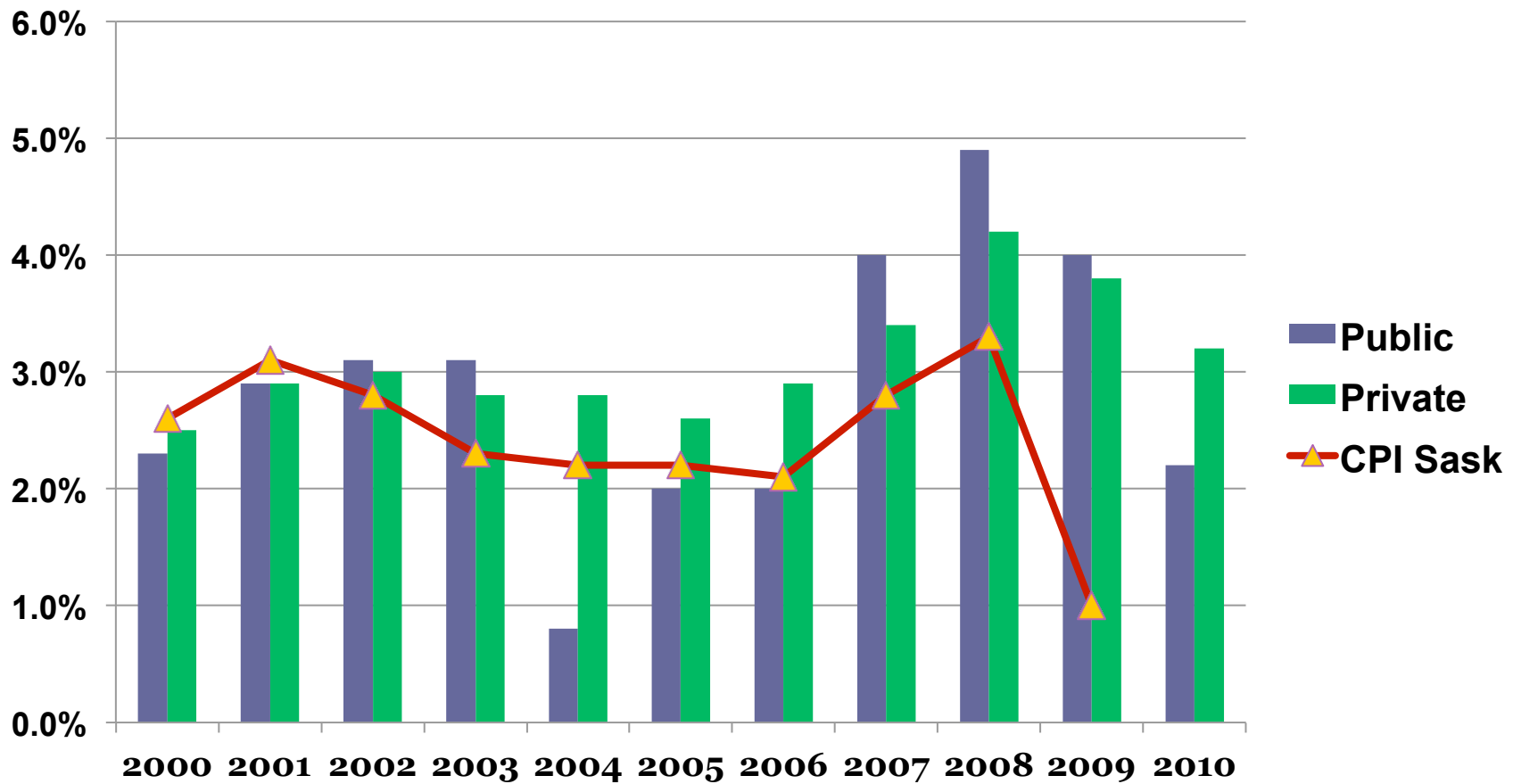
# Provincial Wage Settlements 2010

- 26 public and private settlements in 2010 to date in the province
- Average annual negotiated wage settlement for both public and private in 2010: **2.8%**
- Less than avg in 2009: **3.9%** and 2008: **4.1%**
- Average wage settlement *per employee* in 2010:
  - **Public sector: 2.7%**
  - **Private sector: 2.9%**

# Wage settlements trends



# Sask Wage settlements vs. CPI



# Major public settlements

- SGEU/Public Service Commission
  - October 1, 2009 – September 30, 2012
  - 1.5% (2009); 2.0% (2010); 2.0% (2011)
  - 10,000 provincial government workers
- CUPE L. 600/PSC
  - 1.5% (2009); 2.0% (2010); 2.0% (2011)



# Major public sector settlements

- Health Care Provider Unions (CUPE, SEIU, SGEU)
- Agreement reached August 13, 2010 (2 yrs)
- 25,000 health care workers (12,500 CUPE)
- Term: April 1, 2008 – March 31, 2012
- 4.0% (2008); 2.0% (2009); 1.5% (2010); 2.0% (2011)
- Increases to shift premium, weekend premium, plus market adjustments for some classifications



# Major public sector settlements

## **University sector**

- CUPE 1975 (University of Saskatchewan)
- January 1, 2010 – December 31, 2012
- Annual increases of 2% plus increases to salary ranges
- CUPE 1975-01 (University of Regina)
- January 1, 2010 – December 31, 2012
- 2.25% (2010); 2.25% (2011); 2.75% (2012)



# Future public sector bargaining

- Sask Federation of Teachers (12,000 teachers)
  - Agreement expired August 31, 2010
- CUPE municipal sector: City of Regina locals 7 & 21 just completed; City of Saskatoon locals in bargaining
- CUPE education sector:
  - 3,818 CUPE members in 15 bargaining units have agreements expire on or before December 31, 2010 (*Appendix III*)
  - 58% of bargaining units; 60% members

# Sask Education Settlements

LOCAL	SCHOOL DIVISION	TERM	WAGE INCREASES
4254	Prairie Spirit	Sept 1/09-Aug 31/10	3.5%
4784	Good Spirit	Aug 1/09-July 31/10	3.68%
4875	North East	Jan 1/09-Dec 31/11	4%, 2%, 1%
4607	Ile a la Crosse	Jan 1/10-Dec 31/12	3%, 2%, 2%
4747	Living Sky	Jan 1/10 – Aug 31/13	.65, .37, 56,.58/hr
4618	Christ the Teacher	Sep 1/09 – Aug 31/12	3.5%, 3.5%, STF increases 2011, 12
4799	Horizon	Sep 1/08 – Aug 31/13	2%, 3%, 3%, 3%,3%
885	Riling Bus Ltd.	July 1/08-Jun 30/11	\$3.30, \$2.50, \$2/day

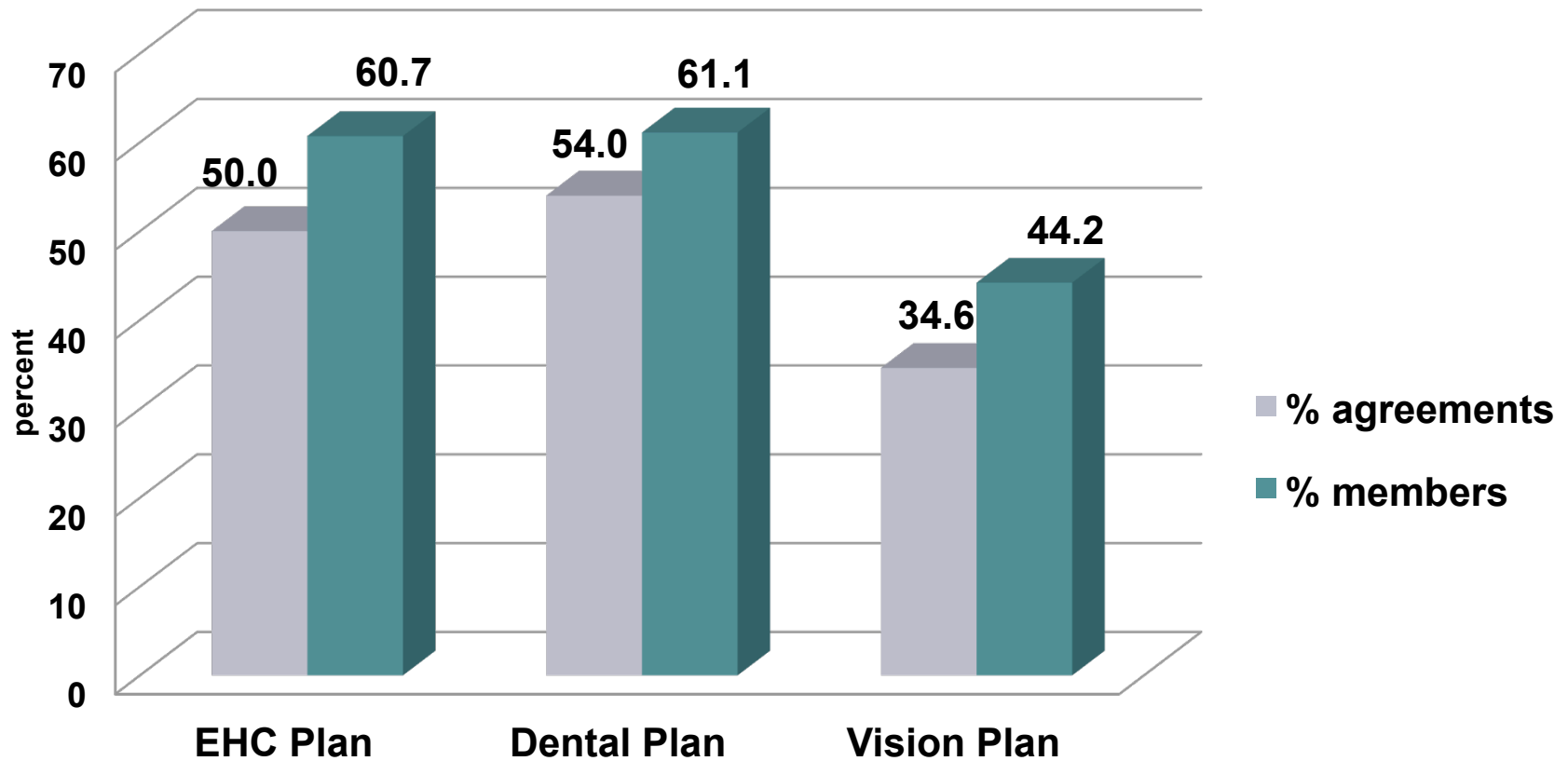
# Highlights of bargaining

- Final merger of legacy agreements:
  - 4254/Prairie Spirit (2); 4875/North East (6)
- Wage parity in merged agreements:
  - 4875 brought up lowest wages to highest rate
- Improvements to women's wages:
  - 4799 reduced steps from 6 to 4 in female jobs (bottom two steps)
  - 4747 bargained flat rate instead of % rate – brought up lowest paid jobs – all above \$15/hr

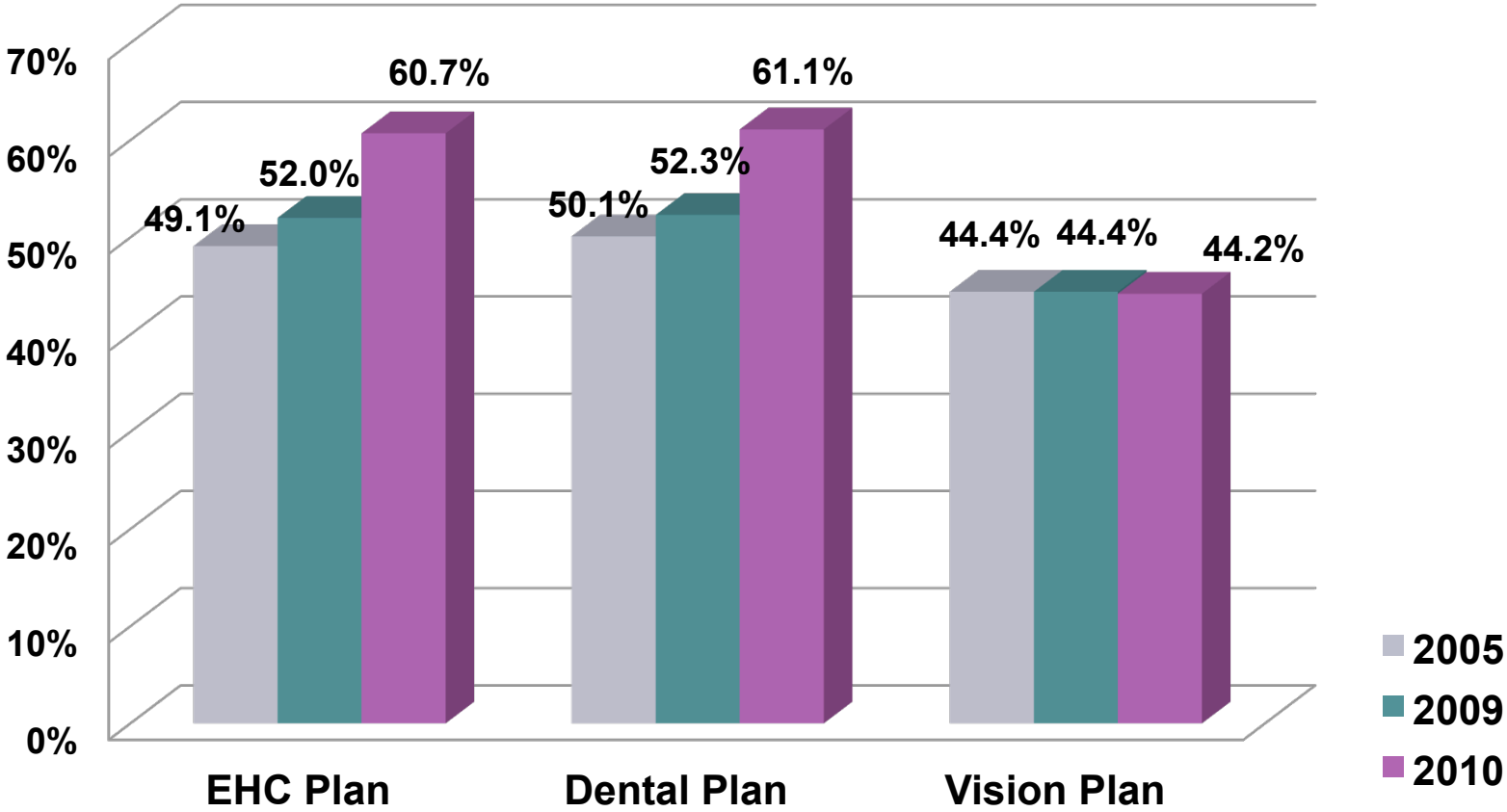
# Highlights of bargaining

- Improvements to benefits
  - Benefits extended to all members – some legacy agreements had no health benefits
  - 4747 achieved 100% employer-paid benefits (was 80% er-paid) and 100% employer-paid LTD premiums Sept 1, 2012 (was 100% employee-pd)
  - SUB plans – 4254 increased top up from 9 to 12 weeks @ 95% salary
  - 4784 achieved a SUB plan 6 weeks @ 95% salary
  - 49.4% of education members have SUB plan in CA

## Benefit Coverage, 100% Employer-paid, CUPE Education Sector 2010



# Change in Fully Funded Benefits, CUPE Education Membership, 2005-10





# Benefit Coverage education

Where employer pays the majority (60% to 100%) of premium costs:

- Extended Health Care: 79.4% of CUPE education members
- Dental plan: 79.7% of education members
- Vision plan: 57.3% of education members



## Lining up expiry dates

- **Goal of EWSC** – line up expiry dates of collective agreements in preparation for provincial bargaining
- 2009 – 1 agreement, 297 members
- **2010** – 15 agreements, 3,818 members
- 2011 – 5 agreements, 680 members
- 2012 – 3 agreements, 699 members
- **2013** – 2 agreements, 961 members





# Summary

- Education locals continue to make real progress on wage parity, raising the bottom wages up and greater benefit coverage
- 26 collective agreements in 2010, down from 58 in 2006
- *Congratulations* to everyone for their work!