



NOTES

Queen's University Staff Association TWO SALARY & BENEFITS MEETINGS TWO PROPOSALS AND VOTES QUESTIONS & ANSWERS

October 20 and November 3, 2011

1st VOTE ON COMPENSATION PROPOSAL 2010-2011

Thursday, October 20, 2011, 12:00-1:00pm and 1:00-2:00pm, Robert Sutherland Hall

- 1.25% scale increase, retroactive to July 1, 2010 to be applied on November's payroll
- Top-up Reserves in both the Tuition (\$20,000) and Childcare (\$10,000) will be applied by the University to any deficit balances from the 2010 payouts

81 members accepted the 2010 S&B proposal
11 members rejected the 2010 S&B proposal
0 ballots were spoiled

PASSED

2ND VOTE ON COMPENSATION PROPOSAL 2011-2014

Thursday, November 3, 2011, 12:00-1:00pm and 1:00-2:00pm, Robert Sutherland Hall

- 1.25% scale increase, retroactive to July 1, 2011
- a step increase, retroactive to July 1, 2011
- 1.25% scale increase, effective July 1, 2012
- a step increase, effective July 1, 2012
- 1.75% scale increase, effective July 1, 2013
- a step increase, effective July 1, 2012
- Top-up Reserve of \$20,000 for QUSA/non-union General Staff claims on Tuition Support Benefit Plan
- Top-up Reserve of \$10,000 for QUSA/non-union General Staff claims on Childcare Benefit Plan
- all employees remain in one Pension Plan with incremental increases in contribution rates bi-annually starting January 1, 2012 to January 1, 2014

62 members accepted the 2011 S&B proposal
23 members rejected the 2011 S&B proposal
0 ballots were spoiled

PASSED

QUESTIONS & ANSWERS

Q. What if the vote on the 2010-2011 proposal does not get accepted by QUSA members today?

A. If the vote is not accepted, there will be no retroactive pay applied in November to any General Staff, resulting in both QUSA and USW going back to the table. This compensation package is equivalent in value to other ratified employee groups but due to specific contracts, dollars may be distributed differently.

Q. If the University will not provide more money, how might the money be re-distributed?

A. If we were to re-distribute the money, we would only be affecting approximately one quarter of our membership because the rest of our members are still moving through the grid system and benefitting from childcare and tuition benefits. As a smaller scale increase is not palatable, the proposal as it stands provides the best benefit to the most people.

Q. How can we compare and be equitable with other employee groups?

A. It is not easily comparable as there is disparity. Other employee groups will be paying union dues.

Q. What did CUPE negotiate?

A. We do not have that information but know that they have a different step system. The same % was allocated to each employee group but the funds are distributed differently and the numbers of people vary within each group so, some will benefit more and some will benefit less.

Q. Even though HR indicates this compensation package is equivalent in value, is it?

A. Yes. Each employee group was given the same percentage increase applied to the overall value of their compensation package. For example, if the value of one employee groups' compensation proposal was a 5% increase on top of their current compensation cost, then all other employee groups' compensation proposal also get 5% of the total current compensation cost. Because of differing grids and salary calculations, the percentages applied to scale increases will vary. Each group divides the money up differently. It was clarified that the top-up reserves will be applied for the benefit of QUSA-represented general staff in Grades 2-9 going forward. Also, should the reserve funds in any year not be fully utilized in one Plan, the remaining unused funds may be transferred to the other Plan for the same year.

Q. Will the government's wage constraint ending in 2012, have any bearing on our negotiations?

A. There is a limit in scale but not step.

Q. When exactly will the pension changes take effect and is there more information on a website?

A. The changes were negotiated by both CUPE and QUSA. The Appendix 'A' handout was given to QUSA with the compensation proposal for information only and, therefore, is not meant to be voted on. The changes will begin January 1, 2012 with increased employee contribution rates as will the employer contribution rate of 7.5% on pensionable earnings above the YMPE.

Up to CPP YMPE = Up to **Canada Pension Plan, Year's Maximum Pensionable Earnings** (YMPE was \$48,200 in 2011)

For YMPE up to \$48,300, employee contributions will increase 5.0% as of January 1, 2012.
Any YMPE above \$48,300, employee contributions will increase 6.6% as of January 1, 2012

Q. I am not currently a QUSA member but I will not be part of the USW. Can I vote?

A. No. Only members in good standing, whose dues are paid in full in the preceding month,

may vote. If you are not currently a member but would like to vote on November 3, you can join QUSA. You must submit your application and dues (\$9.50) for the month of October to the QUSA office no later than 4pm on October 31, 2011.

Q. Can staff in disputed positions still vote on November 3rd?

A. Staff who have remained members of QUSA, but whose positions are in dispute, can vote. USW members cannot.

Q. How many staff are still in dispute?

A. It is believed approximately 80-100 are still in dispute.

Q. Will senior people at the top of their grid get the one-time lump sum payment as in the past?

A. No, this is not part of the current proposal but the staff at the top of their salary grade will receive the scale increase.

Q. How many QUSA staff are applying for tuition and/or childcare? Some members who do not partake are in fact subsidizing those who do.

A. We do not know the exact number of claims. We know that the funds do get depleted as the winter term for tuition is often pro-rated. The funds are available for all continuing, term, and RG&C staff. Only the reserve top-up has a bearing on our compensation package. If we were to redistribute the reserve top-up the net effect would average out at approximately \$30 per person for the year. It is a small portion of the overall compensation package and doesn't have much effect on the total payout. It has more effect where it is in the proposal now. If the proposal is accepted, the reserve will be applied to claims filed in 2011.

Q. Do we want to enter into a 3 year plan to 2014? Why not a 1-year agreement?

A. It is up to each member to decide what they feel is best but QUSA, as other employee groups, have generally negotiated a 3-year agreement in the past. Going back to the table annually is lengthy and volatile, particularly with limited resources. The QUSA Salary & Benefits committee recommends that this proposal be accepted.

Q. If we accept a 3 year proposal, what about potential changes to our pension?

A. Pension plan changes will not be negotiated by QUSA but all employees remain in one plan under the same terms.

Q. Next year, there are plans for a different cost and revenue model to be implemented at the University, so how might this affect us if we approve a 3-year contract?

A. Unclear about the details of this financial plan, we may or may not be affected.

Q. When will the Compensation Proposal 2011-2014 take effect?

A. If the vote on November 3 is to accept this 2nd Proposal, it is not expected to take effect until March, 2012 due to the new PeopleSoft system in HR. At that time, you would receive a lump sum back payment from July 1, 2011 to March, 2012.

Q. How have the changing demographics in QUSA been addressed?

A. We understand the past year has been difficult in determining which staff will be in the new USW union and who will remain under the umbrella of QUSA. We have tried to serve the best interests of our members who remain in QUSA.

Q. All non-union staff are represented by QUSA, so how does becoming a member provide benefit?

A. There are many benefits to joining QUSA. Voting rights are the biggest benefit as only QUSA members in good standing can vote on staff-related matters like compensation agreements that will affect all non-union staff. QUSA members also represent staff on many committees throughout the university. There is also a QUSA Academic Bursary worth approximately \$1,000 and only available to QUSA members and their families. Aside from the QUSA website, announcements, surveys and communications, like general and annual meeting dates, are sent through listserv messages to QUSA members only. As we begin to re-build QUSA, we would like to hear from more non-union staff across campus who wish to be represented by an employee group.