

Tentative compensation settlement reached

Early Saturday morning following four days of intense and focused bargaining with post-secondary education employers, the ten FPSE Faculty Associations participating at the template Bargaining Table reached a two-year deal on compensation.

“The proposed new agreement accomplishes two important things,” said Cindy Oliver, President of FPSE. “It ends the pattern of zero wage increases and aligns our collective agreements with what others in the post-secondary system have achieved. We are now able to set our sights on concluding local bargaining,” said Oliver.

“Our negotiators worked hard to get improvements in the provincial salary scale, and pushed back on the employers’ demands for concessions to pay for the needed wage increases,” Oliver added.

The template deal will be included in ratification packages once local bargaining is completed. The parties expect that the template settlement will be the pattern available to Locals whose employers did not sign on.

Highlights of the Proposed Settlement

- A two year agreement expiring March 31, 2014
- A 4% wage lift overall to the Provincial Salary Scale - 1% January 1, 2013, 1% April 1, 2013, 1% September 1, 2013 and 1% on January 1, 2014.
- All secondary scales and administrative stipends will be increased at the same rate and dates as the Provincial Salary Scale.
- Commitment of PSEA to assist FPSE in the collection of data needed to complete Sectoral Non-Regular Research Project. This project will provide clear information about non-regular faculty – who they are, where they work as well as trends.
- As part of the “Cooperative Gains” approach demanded by the Province, the parties agreed:
 - Any Common Faculty PD funds (0.6%) not spent at the end of a fiscal year will no longer roll over each year. Any funds accumulated at the end of the last fiscal year are exempt and will remain available to members.
 - Expedited arbitration hearing and mediation process.
 - Joint development of education and employee training (re: respectful working environment).