



## MEMORANDUM

**TO:** All NSGEU Local 88 Members  
**FROM:** Heather MacDougall, Director Human Resources  
**DATE:** July 20<sup>th</sup>, 2010  
**RE:** Current Labour Negotiations Update

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Good afternoon,

The University would like to provide you with an update on the current negotiations with the NSGEU Local #88. The figures and facts presented represent progress to date.

To date, the parties have agreed and/or signed-off on over 50% of all articles in the proposed collective agreement to include major benefit pieces such as: a new paid 10-week salary top-up period for all eligible parental/adoption leaves, a continuance of 100% employer paid premiums for health and dental plans, a continuance of pension plan contributions at 5% employee, 8% employer, the continuance of the performance evaluation process and other important issues.

The University has tabled a financial package and a proposal for the engagement of an external-consultant to provide job evaluation and salary administration project services in 2010. The University has also tabled a continuation process to ensure that job evaluation and salary administration plans are maintained into the future.

Other issues which have not been agreed but are still on the table include the NSGEU's requests for reduced work-week hours, increased annual holiday and vacation days, increased sick days and a financial package including a job evaluation process.

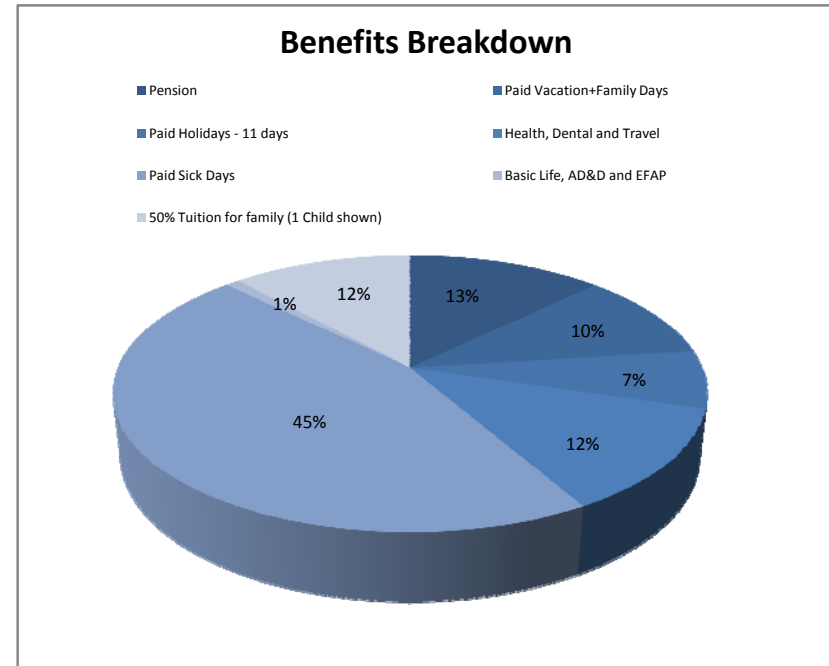
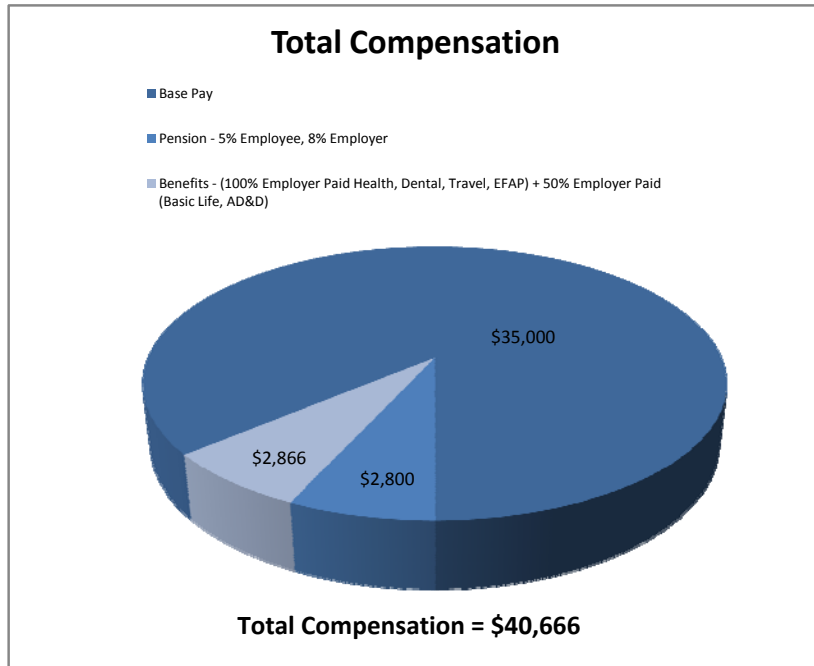
The University will request the services of a conciliator to facilitate the speed of negotiations and to assist the parties in gaining a better understanding of the priorities and trade-offs that will be a necessary part of reaching a timely negotiated agreement. Yesterday the University proposed that the parties jointly request conciliation, however, this morning the NSGEU notified the University that they rejected the proposal.

The University continues to believe in and support the positive and beneficial nature of the labour negotiations process and looks forward to ongoing discussions with the NSGEU aimed at reaching a reasonable, affordable and timely agreement.

Sincerely,

Heather A. MacDougall  
Director Human Resources

## Total Compensation and Benefits Breakdown - Based on StFX NSGEU Member at \$35,000 per year



### Other benefits of significant value that NSGEU members may be utilizing:

- ~ 50% Tuition for all Children + Spouse (equals \$2,592 per family member per year)
- ~ Employee 100% Tuition Waiver for up to 12 credits per year
- ~ 2 Family Emergency Days per year
- ~ 11 Paid Holidays per year
- ~ Up to 75 Paid Sick Days (accrued at 1.5 days per month)
- ~ 15 days Paid Vacation per year - New Hires eligible to use prorated amount *from date of hire*
- ~ Professional Development -100% Salary Continuance During Approved Study Leaves up to 1 year + Attending paid Conferences and/or training courses
- ~ Pregnancy Leave Pay - with 12 months service, top-up to 95% of salary for 17 wks
- ~ Pregnancy and Parental Leave Times - In accordance with NS Standard Code + *proposed 10 week top-up*
- ~ Paternity Leave - 1 paid day
- ~ Bereavement Leave - up to 5 working days
- ~ Unpaid Leave up to 12 months