

## **EMPLOYER'S SETTLEMENT OFFER**

**Negotiations for a Collective Agreement  
between**

**The Governors of the University of Alberta**

**and**

**The Association of the Academic Staff of the University of Alberta**

*Tabled: Nov 25, 2021; 4pmMT  
(via email)*

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### Notes:

This offer expires at 5pmMT on December 6, 2021 (the "Expiry"). Except as modified herein, all outstanding employer proposals as of Nov 25, 2021, shall be considered temporarily withdrawn until the Expiry, at which time, failing agreement by the parties, the proposals shall be reinstated.

Final agreement on all matters is subject to the Employer's ratification process as set out in its letter to AASUA of January 31, 2020.

# Settlement Offer

**Date/Time tabled:**  
November 25, 2021;  
4pmMT

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We believe it's in the best interests of both parties, students and all stakeholders, to achieve labour stability through a negotiated agreement. A negotiated agreement would reduce uncertainty associated with the many structural and organizational changes taking place across the U of A, ensure continuity of research, and generally support the well-being of our entire university community. The Offer detailed below strives to settle bargaining within our means given our continuing financial constraints while avoiding additional and unnecessary job loss that would result from increasing the total compensation cost of the agreement. We believe the Offer is fair under the circumstances and respects the valuable contributions of academic staff.

The Employer is prepared to renew the collective agreement on the following terms:

- 1) Revised and *status quo* language as set out in the attached "Working Renewal Collective Agreement"; this document generally incorporates all matters agreed to date and excludes all outstanding proposals in dispute. The parties agree, in good faith, to correct any errors or omissions, and/or to make necessary housekeeping amendments that reflect the parties' intentions;
- 2) The agreement shall be for a term of 4 years, expiring June 30, 2024;
- 3) 0% ATB over the life of the agreement; merit increases will continue to apply as usual in accordance with the agreement;
- 4) Any changes to the benefits plans shall be addressed by the ABMC pursuant to current language and process;
- 5) The parties agree to continue negotiations regarding the Employer's proposal to amend the faculty salary structure, designed to decelerate salary growth over the length of a faculty member's career. The Employer is prepared to accept a negotiated outcome that is savings/cost-neutral. The proposal currently on the table is withdrawn; the Employer will table a revised proposal in advance of continued negotiations on this item. If the parties fail to reach agreement on this item after a period of good faith negotiations not to extend beyond February 17, 2022, this Settlement Offer shall be null and void.
- 6) Effective the last day of the contract (June 30, 2024) and with effect for only those hired for the first time on or after that date, the salary rate at the Associate Lecturer and Full Lecturer ranks shall be capped at \$100,100, irrespective of the Step on Scale they attain.