

To: File

From: Resource Planning

Date: February 2023

Overview

Faculties and Portfolios are responsible for covering their full cost of employee salaries and wages. This memo provides information on the cost of “across-the-board” (ATB) increases to employee salaries and wages.

Background

No ATB increases occurred for University of Alberta (U of A) staff within the past several years. ATB increases in FY2024 are due to new collective agreements signed in 2022 with the two main U of A staff unions: **Association of Academic Staff of the University of Alberta (AASUA)** and the **Non-Academic Staff Association (NASA)**.

For a summary of scheduled salary increases per the most recent collective agreements, please see Appendix A (page 3).

ATB Increases in uPlan

The uPlan system applies the ATB rate evenly to all salaries in each salary account (see the rates for each account listed below). The ATB factor is applied to the sum of base salary and termination adjustment amounts before market supplements and stipends are added, since market supplements and stipends are not subject to ATB increases.

<u>uPlan Salary Account</u>	<u>Collective Agreement</u>	<u>uPlan FY24 ATB Increase</u>
500010 - Faculty - BL	AASUA	1.93%
500020 - Admin Professional Officers - BL	AASUA	1.93%
500024 - Faculty Service Officers - BL	AASUA	1.93%
500030 - Professional Librarians - BL	AASUA	1.93%
500310 - Support Staff - Continuing BL	NASA	1.17%
500330 - Temporary Support Staff-BL	NASA	1.17%
500320 - Excluded - BL	As NASA*	1.17%
500040 - Temporary Academic - BL	AASUA	1.93%
500044 - Other Academic Staff - BL	AASUA	1.93%
500060 - Graduate Salaries- BL	AASUA	1.93%

***Note:** No collective agreement covers Excluded staff. For the purposes of estimating salary increases, Resource Planning applies the NASA ATB increase rate to Excluded staff.

Calculation:

Rates reflect the effective fiscal year impact of the anticipated ATB salary increases (see Appendix A) on FY24:

AASUA increase = 1.93%. Resource Planning calculated the AASUA rate for uPlan as a compound average of the applicable salary increases over the months of FY24.

NASA increase = 1.17%. Resource Planning calculated the NASA rate for uPlan as a compound average of the applicable salary increases over the months of FY24. Please note that because the salary roster data was drawn from HCM on January 10th, 2023, the first salary increase (1.25% for NASA staff beginning on January 1st, 2023) is already factored into opening base salaries for FY24 and is therefore EXCLUDED from the compound average.

Appendix A – Summary of Scheduled Salary Increases per Collective Agreements

AASUA

Per the 4-year AASUA collective agreement spanning July 1, 2020 to June 30, 2024. Across-the-board (ATB) salary increases for AASUA staff are as follows:

- July 1, 2020: 0%;
- July 1, 2021: 0%;
- July 1, 2022: 0%;
- April 1, 2023: 1.25%;
- December 1, 2023: 1.5%;
- An additional 0.5% ATB increase retroactive to December 1, 2023 payable in the February 2024 or March 2024 “pay cheque”, subject to the following gain sharing formula:
 - Gain sharing formula: Alberta’s 20-year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the “Average of all Private Forecasts for Alberta’s Real GDP” for the 2023 Calendar year is at or above 2.7% as of February 2024, then an additional 0.5% will be applied retroactively effective December 1, 2023.
 - For planning purposes, the U of A’s Resource Planning department assumes that the additional 0.5% will be applied (i.e., that the gain sharing will occur).

NASA

Per the 4-year NASA collective agreement spanning April 1, 2019 to March 31, 2024. The parties agree there will be changes to the pay scales (ATB) as follows:

- Y1 (Apr 1, 2019- Mar 31, 2020): 0%;
- Y2 (Apr 1, 2020- Mar 31, 2021): 0%;
- Y3 (Apr 1, 2021- Mar 31, 2022): 0%;
- Y4 (Apr 1, 2022- Mar 31, 2023): 1.25%, effective the first day of the 10th month (i.e. Jan 1, 2023);
- Y5 (Apr 1, 2023- Mar 31, 2023): 1.5%, effective the first day of the 6th month (i.e. Sept 1, 2023), plus the potential for an additional 0.5% increase subject to the following gain sharing formula:
 - Gain sharing formula: Alberta's 20-year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the “Average of All Private Forecasts for Alberta's Real GDP” for 2023 Calendar Year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective on the first day of the sixth (6th) month Y5 (i.e. September 1, 2023).
 - For planning purposes, the U of A’s Resource Planning department assumes that the additional 0.5% will be applied (i.e., that the gain sharing will occur).