

PEA SMS Members' Meeting

Contract Extension (20 months) with
two 2% wage increases

April 7 & 8, 2021



Agenda

1. Background
2. Options
3. Committee
4. Membership Vote
5. Questions and Answers

SMS Extension - Background

- SMS PEA Bargaining Committee (Mike Keddy, Fanie Pigeon, Cory Steadman and Bev Waterfield with PEA staff) has been preparing for collective bargaining
- Collective Agreement expires June 30, 2021
- The school has proposed a collective agreement extension or rollover with wage increases

SMS Extension - Background

School's Extension Offer:

- A twenty-month extension - July 1, 2021 to February 28, 2023
- All members' wages increased by 2% on July 1, 2021 and another 2% on July 1, 2022
- No other changes to the collective agreement

SMS Extension - Background

Last Settlement (2016 to 2021) Highlights

- Increases to vacation accrual
- Improved benefits (vision, health spending account of \$500, drug card)
- 1% increase to employer pension contributions
- Increases to sick leave entitlement and carryover
- General wage increase of 7% over a five-year term
 - July 2016 – 0.5%
 - July 2017 – 1.0%
 - July 2018 – 1.0%
 - July 2019 – 2.0%
 - July 2020 – 2.5% (note implementation delayed due to COVID)

SMS Extension - Background

School's Position

- Will not provide 2% wage increases if the PEA pursues full scope bargaining – wage increases will be lower
- Willing to pay the 2% increases to avoid dedicating the management resources needed to address full scope bargaining and to have continuity in the current COVID context
- School's enrolment and revenues are down and COVID has required various operational changes
- *The school initially proposed a 24 month extension – SMS bargaining committee secured agreement to extension of 20 months*

SMS Extension Option 1 – Ratify (accept offer)

If PEA members vote YES to ratifying the extension, then the language of current collective agreement would be in place until February 28, 2023.

Wage increases for all members:

- 2% on July 1, 2021 and
- 2% on July 1, 2022.

SMS Extension Option 1 – Ratify (accept offer)

Pros (advantages) of Voting to Ratify Extension

- 2% wage increases in 2021 and 2022 are certain

Cons (disadvantages) of Voting to Ratify Extension

- Members' priorities will need to be addressed outside of bargaining (e.g. SMS PEA Union Management Committee, grievances, campaigns) or at the table in the next round of bargaining (i.e. February 2023).

SMS Extension Option 2 – Do Not Ratify (reject offer)

Pros (advantages) of Not Ratifying Extension

- Members priorities are reflected in bargaining proposals for 2020 negotiations

Cons (disadvantages) of Not Ratifying Extension

- School may not revise their position on lower wage increases
- SMS bargaining has been historically challenging and a strike vote may be needed to achieve fair outcomes

SMS Extension Final Comments from your Committee

Committee Final Comments:

- Thanks to members for their ongoing participation in the bargaining process
- Our recommendation to ratify the Extension is not the ideal outcome; however, certainty regarding the two, 2% wage increases over 20 months is significant and important enough for a member vote
- If PEA members decide to ratify, the PEA will continue to take action to fairly represent our members (e.g. dialogue with the employer and grievances where required)
- If members reject the extension, your bargaining committee will pursue the best possible agreement in full-scale bargaining this spring

SMS Extension Membership Vote

- Each SMS PEA member will receive an electronic ballot that will include a question on whether members support the proposed extension
- Members will be able to vote online between 2:00 p.m. on April 6, 2021, until 11:00 a.m. on April 16, 2021.
- Members will receive an email with their election credentials to their preferred email address on Tuesday, April 6, 2021. The email will contain a link to the voting site and your unique credential information (login and password).
- If you do not receive the email from Simply Voting, please check your junk mail folder. If it isn't there please contact the PEA via email at voting@pea.org OR by calling 1-800-779-7736 ext # 200. Adding pea@simplyvoting.com to your address book can facilitate the delivery of your voting credentials.

Discussion

Questions and Answers?