

Manager Information Session

PS/GE 2016-2022 Collective
Bargaining Agreement

Monetary Increases In-Scope

- October 1, 2016 - 0%
- October 1, 2017 - 0%
- October 1, 2018 - 1%
- October 1, 2019 - 1.3% to wages and 1.0% to pension
- October 1, 2020 - 2%
- October 1, 2021 - 2%

Monetary Increases Out-of-Scope

- April 1, 2017 – 0%
- April 1, 2018 – 0%
- April 1, 2019 – 1%
- April 1, 2020 - 1.3% to wages and 1.0% to pension
- April 1, 2021 – 2%
- April 1, 2022 – 2%

Retroactivity

- In-scope employees receive retroactive pay on February 7.
- Out-of-scope receive their retroactive pay in February.

Pension Contributions

Public Employees' Pension Plan - Increase to 8.6% for employees that currently have contribution rates of 7.6%.

Public Service Superannuation Plan - Employee and employer contributions increased to 3.6%.

Pension for the period of October 13, 2019 until January 18, 2020

- The employer contribution rate will be temporarily increased by 1% for seven pay periods - January 19 to April 25.
- Employee contributions will not be affected.

Pension Contributions

Labour Service employees

- A maximum contributory earnings for pension purposes of **\$55,000**, or regular salary if greater, per calendar year.

Staffing Posting Timelines

Permanent Full Time (other than Merit), Permanent Part-Time and Terms of 9 months or more - posted for a minimum of three 3 business days.

Merit-based staffing - all permanent full-time staffing actions, classification level 10 supervisors and all levels 11 to 14 must be posted for a minimum of 7 calendar days.

Seniority

- If an employee voluntarily resigns or retires and returns to government, their previous seniority will not be recognized.
- Start date seniority for increment purposes for Permanent Part-time, Term and Labour Service employees.

TAHD and Temporary Reclassification

- **Temporary Assignment of Higher Duties (TAHD)** - restricted to 30 days at a flat rate premium of 8%.
- **Temporary reclassification** – if over 30 days, the assignment will be considered a temporary reclassification and will be subject to the promotional formula.
- **TAHD and temporary reclassification** - negotiated within six months.

Re-Employment List Following Bumping

- **Permanent Part-Time employees** who have bumped to a lower classification shall be placed on a seniority unit re-employment list for 3 years.

Probation

Labour Service - all labour service probation periods will be limited to 104 days or two seasons to ensure they receive increments.

Diversity Staffing

Now redundant - Terms of Reference for the Joint Committees are contained in LOU 98-4.

In the interim - Language for Diversity Staffing to be reviewed and negotiated in the interim.

* Does not change our ability to identify positions for diversity posting.

Floating Holidays

2017 – Friday, August 4, 2017

2018 – Friday, August 3, 2018

2019 – Tuesday, July 2, 2019

2020 – Friday, July 31, 2020

2021 – Friday, July 2, 2021

2022 – Friday, July 29, 2022

Repayment

- Employees may now request to use entitlements (e.g., time-in-lieu, vacation leave, banked EDOs) to reduce a negative entitlement balance.

Rate Changes

Meals

	In <u>Province</u>	Out of <u>Province</u>
Per diem allowance	\$51	\$61
For partial days:		
Breakfast	\$10	\$13
Dinner	\$18	\$20
Supper	\$23	\$28

Rate Changes

Parking

- Metered parking is changed to \$8.00 per day without receipts.

Rate Changes

Kilometres

- Effective **October 1, 2019**
- Ordinary North of 54th Parallel
 45.52¢/ km **49.02¢/km**

Housekeeping

Hours of work - minimum time for coming in to work is now 3 hours paid.

Sick leave form – removed the employer requesting a form from a employee attesting to their sickness.

*Does not change our ability to ask for medical notes.

More Information

PS/GE 2016-2022 Collective Bargaining Agreement is available on **Taskroom**.

If you have questions, contact your HR Business Partner or the HR Service Centre.

Merit Staffing

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Merit Staffing (Relatively Equal)

- **Merit-Based (Relatively Equal)** - new staffing model for specific in-scope SGEU positions.
- Uses competencies education, experience and past work performance.
- Seniority then becomes a consideration after all assessments are complete.

Merit Staffing (Relatively Equal)

- Effective February 1, 2020
- SGEU level 10 supervisors and all level 11 – 14 positions.
- **Applies to:**
 - Permanent Full-Time, Permanent Part-Time, Permanent Labour Service, and Terms of 9 months or more.

Posting Requirements

- **Permanent Full-Time** - must be posted for a minimum of 7 calendar days
 - **Permanent Part-Time** - must be posted a minimum of 3 business days
 - **Terms of 9 months or more** - must be posted a minimum of 3 business days
- *Refer to the Posting Requirements grid on Taskroom.

How it Works

- Principle of merit - **Finding the best overall qualified candidate**
- Candidates are assessed against:
 - Competency requirements relevant to the role.
 - Other factors, education, experience and past work performance.
- Candidates are compared and ranked relative to others.
- Seniority is only applied after interim scores have been determined.

How it Works

- If there is no qualified candidate with seniority, selection is done on the basis of merit (top score).
- If highest-scoring candidate is most senior, they are selected.
- If highest-scoring candidate is not the most senior, select the most senior (qualified) candidate whose total score is the same as, or higher than, the “relatively equal” score (e.g., within 10% of the top score)

Tools, Training and Resources

- Tools, training and resources for Merit-Staffing (Relatively Equal) are available on Taskroom.
- Search “Hire an employee”.
- If you have questions, contact your HR Business Partner or the HR Service Centre at 1-877-852-5808 or 306-798-0000 or hrsc@gov.sk.ca.

saskatchewan.ca