

CONTRACT HIGHLIGHTS LOCAL 2010

Article 30 Compensation

UPP Contribution
Increases

Pension Off-set

Unreduced Early
Retirement – QPP

New Deferred Wage
Grid

MONETARY MATTERS

COMPENSATION details for USW Members

The *tentative agreement* negotiated between USW Local 2010 and Queen's regarding our Collective Agreement and Pension, includes a **comprehensive wage proposal** that covers-off all the *different scenarios* as it relates to ratifying the *tentative agreement*.

This document summarizes our wage proposals and the difference scenarios, and will assist you with the upcoming vote.

Wage Proposal highlights include:

- **Article 30 – Compensation**
- **Employee Pension (UPP) Contribution Increases**
- **Pension Off-set**
- **Unreduced early retirement in Queen's Pension Plan**
- **Step and Scale (Year 1 & Year 2)**

- **Wage Proposal Scenarios (Step and Scale Year 3):**
 - 1) **Collective Agreement and Pension are rejected** (*unsuccessful vote*)
 - 2) **Collective Agreement and Pension are accepted** (*successful vote*), and the UPP Accrual Date is confirmed for July 1, 2021
 - 3) **Collective Agreement and Pension are accepted** (*successful vote*), but the UPP Accrual Date (*targeted for July 1, 2021*), is delayed

As previously mentioned, both mandates (Collective Agreement and Pension) must be considered in unison, as we are voting on them as a single package. A 3-day online ratification vote is being scheduled in early February. You will be asked to consent to convert the Queen's Pension Plan (QPP) to the University Pension Plan (UPP) in 2021 and to accept proposed changes to the USW Collective Agreement.

We, your Bargaining Committee, trust that each of you will take the time to determine whether or not it is a reasonable and fair offer on both our Collective Agreement and Pension.

In solidarity,

Bargaining Committee:

Briana Broderick | Elizabeth Agostino | Liza Cote | Cheryl Power | Susanne Cliff-Jungling | Cathy Nelson | Sarah Bunting | Jessica Hogan
Kelly Orser, President and Chair
John Goldthorp, USW Staff Representative and Chief Spokesperson

USW Local 2010

www.usw2010.ca | contact@usw2010.ca

Tel: 613.533.2693

Representing Queen's University Staff and Academic Assistants



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The particulars contained herewith represent proposed changes related to our Collective Agreement and Pension Conversion. Articles, Appendices, Letters of Understanding, etc., that are not listed remain status quo.

E. & O.E.

Throughout this proposal, the term “**UPP Accrual Date**” means the later of the date that the Superintendent of *Financial Services Commission of Ontario* approves a transfer of the assets from the QPP to the UPP, currently targeted for July 1, 2021 (or such other date on which the transfer may be approved or the parties may agree).

ARTICLE 30 COMPENSATION

Article 30.02

The Employer agrees to include a copy of the applicable salary grid as an Appendix in the Collective Agreement.

Article 30.03

The starting wage on initial appointment of a new employee will be not less than Step 1 of the applicable pay grade. To recognize previous relevant experience Human Resources may set a new employee’s starting salary, at a maximum, up to ~~Step 3~~ **the maximum Step** of the applicable **Grade on the Salary Grid** pay grid.

EMPLOYEE PENSION CONTRIBUTION INCREASES (QPP to UPP)

Pension Contribution Rates

	Below YMPE (yearly maximum pensionable earnings) 2019: \$57,400	Above YMPE (yearly maximum pensionable earnings) 2019: \$57,400
Current Employee rate	7.00	9.00
Current Employer rate	6.00	7.50
Employee/Employer rates on UPP Accrual Date (currently anticipated to be July 1, 2021)	9.20* [2.2% increase for Employees]	11.50* [2.5% increase for Employees]

*The UPP employee/employer co-contribution is equally shared (50/50) and it is anticipated that the contribution rate on the **UPP Accrual Date** will be 9.20% below YMPE and 11.5% above YMPE. Differential YMPE rates still apply (e.g. 2.2% increase on portion of earnings up to \$57,400; then 2.5% on remaining portion of earnings above \$57,400).

Effective July 1, 2021 (**or UPP Accrual Date**), an increase of **1.5%** will be applied to the maxima and minima salaries and to each salary referenced at each step on the current salary grid to account for the increased pension contributions of 2.2% and 2.5% respectively.

In determining the amount of **salary increase** to account for the **increase in pension contributions** (“off-set”), we had discussions with our pension advisors and the consulting actuaries. It was determined that for every 1% **increase in pension contributions**, Members would require an off-set of approximately .7% in **salary increase**.

In terms of real costs to our Members, the off-set of 1.5% in **salary increases** which is taxable, is balanced by the fact that the **increased contribution** of 2.2% is tax deductible. By calculating in the cost of the increased taxes payable on the 1.5% **salary increase**, less the tax deduction realized for the 2.2% **increased contribution rate**, we arrive at an *approximate* net-zero cost to our Members.

Members should not see a *significant change* in their take-home pay as a result of the **increased pension contributions**. Another factor that was heavily considered by your Bargaining Committee, was the increased **pension entitlements** that our Members will earn under the new UPP benefit formula which has increased from 1.4%/1.8% to 1.6%/2.0%.

Overall, the **increased contributions**, coupled with increased **pension entitlements** will see Members realize a 12.5% increase in the **UPP pension benefit**.

In other words, going from 1.4% to 1.6% in **pension entitlement**, equates to a 12.5% increase in **UPP pension benefit** for our Members. [$1.6 - 1.4 = .2 \div 1.6 \times 100\% = 12.5\%$]

Given the political climate in the province and the potential for an intervention by the Government of Ontario into public sector finances that would have detrimental effects on the viability of University budgets, as can be seen in the initial reduction of tuition fees, your Bargaining Committee believes our course of action in converting to the UPP, to be a responsible and proactive approach. All in all, the negotiated salary off-set and enhanced pension benefits outweigh the increased contributions, and provides for a defined benefit pension plan that we have co-sponsorship and control of, that is more sustainable long-term and yields a greater return for our Members.

UNREDUCED EARLY RETIREMENT IN QUEEN’S PENSION PLAN (QPP)

Queen’s will amend the QPP terms effective for retirements *on and after* the **UPP Accrual Date** (*currently anticipated to be July 1, 2021*), to include an unreduced early retirement factor applicable to the **Minimum Guarantee Benefit** (*not Money Purchase component*). This unreduced pension benefit factor would be the same as the University Pension Plan (UPP), age 60, 80 factor (*after 20 years of service*). The service would include years of continuous service in both the QPP and UPP.

PROPOSED WAGES & SALARY GRIDS – Scenario #1 (unsuccessful vote, no conversion to the UPP)

In the event that it is known on July 1, 2021 that there will be *no conversion to the UPP*, the following will apply:

Article 30.09 Effective July 1, 2019:

- (a) A scale increase of 1.25% will be applied to the maxima and minima salaries and to each salary referenced at each step on the current salary grid.
- (b) Each employee, except an employee whose salary at June 30, 2019 was at or above the maximum for their grade, will be moved up to the next step within their grade.

Article 30.10 Effective July 1, 2020:

- (a) A scale increase of 1.25% will be applied to the maxima and minima salaries and to each salary referenced at each step on the current salary grid.
- (b) Each employee, except an employee whose salary at June 30, 2020 was at or above the maximum for their grade, will be moved up to the next step within their grade.

Article 30.11 Effective July 1, 2021:

- (a) **A scale increase of 1.5% will be applied to the maxima and minima salaries and to each salary referenced at each step on the current salary grid.**
- (b) **Each employee, except an employee whose salary at June 30, 2021 was at or above the maximum for their grade, will be moved up to the next step within their grade.**

✚ See next page for Proposed Salary Grids – Scenario #1 (*unsuccessful vote, no conversion to the UPP*)

Proposed Salary Grids – Scenario #1 (unsuccessful vote, no conversion to the UPP):

UNITED STEELWORKERS LOCAL 2010 SALARY GRID - GRADES 2 TO 9													
EFFECTIVE JULY 1, 2018													
GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
002	33,028	33,910	34,819	35,748	36,706								
003	36,797	37,779	38,787	39,824	40,889								
004	38,720	39,782	40,878	42,000	43,150	44,336	45,550						
005	40,587	41,605	42,650	43,720	44,817	45,942	47,093	48,276	49,488	50,734			
006	46,026	47,178	48,364	49,579	50,825	52,099	53,406	54,749	56,121	57,533			
007	52,189	53,501	54,845	56,223	57,634	59,078	60,563	62,079	63,646	65,237			
008	59,185	60,672	62,196	63,752	65,353	66,994	68,677	70,400	72,165	73,981			
009	62,922	64,448	66,011	67,611	69,252	70,932	72,654	74,415	76,220	78,073	79,966	81,905	83,894

EFFECTIVE JULY 1, 2019 - 1.25% ATB													
GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
002	33,441	34,334	35,254	36,195	37,165								
003	37,257	38,251	39,272	40,322	41,400								
004	39,204	40,279	41,389	42,525	43,689	44,890	46,119						
005	41,094	42,125	43,183	44,267	45,377	46,516	47,682	48,879	50,107	51,368			
006	46,601	47,768	48,969	50,199	51,460	52,750	54,074	55,433	56,823	58,252			
007	52,841	54,170	55,531	56,926	58,354	59,816	61,320	62,855	64,442	66,052			
008	59,925	61,430	62,973	64,549	66,170	67,831	69,535	71,280	73,067	74,906			
009	63,709	65,254	66,836	68,456	70,118	71,819	73,562	75,345	77,173	79,049	80,966	82,929	84,943

EFFECTIVE JULY 1, 2020 - 1.25% ATB													
GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
002	33,859	34,763	35,695	36,647	37,630								
003	37,723	38,729	39,763	40,826	41,918								
004	39,694	40,782	41,906	43,057	44,235	45,451	46,695						
005	41,608	42,652	43,723	44,820	45,944	47,097	48,278	49,490	50,733	52,010			
006	47,184	48,365	49,581	50,826	52,103	53,409	54,750	56,126	57,533	58,980			
007	53,502	54,847	56,225	57,638	59,083	60,564	62,087	63,641	65,248	66,878			
008	60,674	62,198	63,760	65,356	66,997	68,679	70,404	72,171	73,980	75,842			
009	64,505	66,070	67,671	69,312	70,994	72,717	74,482	76,287	78,138	80,037	81,978	83,966	86,005

GRADE	vs Prev	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
2		2.7%	2.7%	2.7%	2.7%								
3		2.7%	2.7%	2.7%	2.7%								
4		2.7%	2.8%	2.7%	2.7%	2.7%	2.7%						
5		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%			
6		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%			
7		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%			
8		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%			
9		2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%

Percentage of increase between Steps

EFFECTIVE JULY 1, 2021 - 1.5%													
GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
002	34,367	35,284	36,230	37,197	38,194								
003	38,289	39,310	40,359	41,438	42,547								
004	40,289	41,394	42,535	43,703	44,899	46,133	47,395						
005	42,232	43,292	44,379	45,492	46,633	47,803	49,002	50,232	51,494	52,790			
006	47,892	49,090	50,325	51,588	52,885	54,210	55,571	56,968	58,396	59,865			
007	54,305	55,670	57,068	58,503	59,969	61,472	63,018	64,596	66,227	67,881			
008	61,584	63,131	64,716	66,336	68,002	69,709	71,460	73,254	75,090	76,980			
009	65,473	67,061	68,686	70,352	72,059	73,808	75,599	77,431	79,310	81,238	83,208	85,225	87,295

PROPOSED WAGES & SALARY GRIDS – Scenario #2 (successful vote, and UPP Accrual Date is confirmed as July 1, 2021)

In the event that USW Local 2010 gives its consent to convert from the QPP to the UPP and it is confirmed that the new UPP will commence on July 1, 2021, the following will apply:

Article 30.09 Effective July 1, 2019:

- (a) A scale increase of 1.25% will be applied to the maxima and minima salaries and to each salary referenced at each step on the current salary grid.
- (b) Each employee, except an employee whose salary at June 30, 2019 was at or above the maximum for their grade, will be moved up to the next step within their grade.

Article 30.10 Effective July 1, 2020:

- (a) A scale increase of 1.25% will be applied to the maxima and minima salaries and to each salary referenced at each step on the current salary grid.
- (b) Each employee, except an employee whose salary at June 30, 2020 was at or above the maximum for their grade, will be moved up to the next step within their grade.

Article 30.11 Effective July 1, 2021:

(a) The July 1, 2020 Salary Grid will be modified as follows:

- The July 1, 2020 **Salary Grid** will first be modified by adding a **1.5%** off-set adjustment to all steps in the **Salary Grid**. The adjusted **Salary Grid** will be referred to as the **“Interim Grid”**.
- For Grades 2 through 8, the first step of the **Interim Grid** will be removed making the current step 2s the new step 1s.
- For Grade 9, the first three steps of the **Interim Grid** will be removed making the current step 4 the new step 1.
- The maximum for each Grade on the **Interim Grid** will be maintained.
- Grades 2 and 3 in the new Salary Grid (**“the UPP Grid”**) will have a total of four steps.
- Grade 4 in the **UPP Grid** will have a total of six steps.
- Grades 5 to 8 in the **UPP Grid** will have a total of eight steps.
- Grade 9 in the **UPP Grid** will have a total of nine steps.
- The steps between the maxima and minima in each Grade will be evenly distributed on a percentage basis between the maxima and minima.

MAPPING PROCESS:

(b) The steps in the **Interim Grid** will be mapped to the steps in the **UPP Grid** as follows:

- The dollar amount of each step within each Grade in the **Interim Grid** will be mapped onto the same Grade in the **UPP Grid**.
- Where the dollar amount of the step in the **Interim Grid** is mapped between two steps in the **UPP Grid**, the mapping will be made to the higher step.
- The maximum step in each Grade of the **Interim Grid** will map to the maximum step in each Grade of the **UPP Grid**.

Once the **UPP Grid** is created, and all the old steps are mapped to the **UPP Grid**, each employee who is not at the maximum step in their Grade will be moved up to the next step within their Grade.

(c) Employees at the maximum of their Grade on June 30, 2021 on the **Interim Grid** will receive a one-time lump sum payment equivalent to **1.8%** of their base salary (*approximate figures shown below*).

EFFECTIVE JULY 1, 2021 – 1.5% Pension Offset (Interim Grid)		
GRADE	MAXMIMUM GRADE AMOUNT	~1.8% LUMP SUM PAYMENT
002	38,194	\$ 687
003	42,547	\$ 766
004	47,395	\$ 853
005	52,790	\$ 950
006	59,865	\$ 1,078
007	67,881	\$ 1,222
008	76,980	\$ 1,386
009	87,295	\$ 1,571

✚ See next page for Proposed Salary Grids – Scenario #2 (*successful vote, and UPP Accrual Date is confirmed as July 1, 2021*)

Proposed Salary Grids – Scenario #2 (successful vote, and UPP Accrual Date is confirmed as July 1, 2021):

EFFECTIVE JULY 1, 2020 - 1.25% ATB													
GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
002	33,859	34,763	35,695	36,647	37,630								
003	37,723	38,729	39,763	40,826	41,918								
004	39,694	40,782	41,906	43,057	44,235	45,451	46,695						
005	41,608	42,652	43,723	44,820	45,944	47,097	48,278	49,490	50,733	52,010			
006	47,184	48,365	49,581	50,826	52,103	53,409	54,750	56,126	57,533	58,980			
007	53,502	54,847	56,225	57,638	59,083	60,564	62,087	63,641	65,248	66,878			
008	60,674	62,198	63,760	65,356	66,997	68,679	70,404	72,171	73,980	75,842			
009	64,505	66,070	67,671	69,312	70,994	72,717	74,482	76,287	78,138	80,037	81,978	83,966	86,005
GRADE	vs Prev	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
2		2.7%	2.7%	2.7%	2.7%								
3		2.7%	2.7%	2.7%	2.7%								
4		2.7%	2.8%	2.7%	2.7%	2.7%	2.7%						
5		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%			
6		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%			
7		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%			
8		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%			
9		2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%

EFFECTIVE JULY 1, 2021 - 1.5% Pension Offset (interim grid)

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
002	34,367	35,284	36,230	37,197	38,194								
003	38,289	39,310	40,359	41,438	42,547								
004	40,289	41,394	42,535	43,703	44,899	46,133	47,395						
005	42,232	43,292	44,379	45,492	46,633	47,803	49,002	50,232	51,494	52,790			
006	47,892	49,090	50,325	51,588	52,885	54,210	55,571	56,968	58,396	59,865			
007	54,305	55,670	57,068	58,503	59,969	61,472	63,018	64,596	66,227	67,881			
008	61,584	63,131	64,716	66,336	68,002	69,709	71,460	73,254	75,090	76,980			
009	65,473	67,061	68,686	70,352	72,059	73,808	75,599	77,431	79,310	81,238	83,208	85,225	87,295

EFFECTIVE JULY 1, 2021 - UPP Grid

Start at current step 2, step 4 for grade 9; reduce number of steps in grades 2-9 keeping same maximum

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
002	35,284	36,230	37,197	38,194									
003	39,310	40,359	41,438	42,547									
004	41,394	42,535	43,703	44,899	46,133	47,395							
005	43,292	44,536	45,816	47,133	48,488	49,882	51,316	52,790					
006	49,090	50,502	51,954	53,448	54,985	56,566	58,192	59,865					
007	55,670	57,270	58,916	60,609	62,351	64,143	65,986	67,881					
008	63,131	64,945	66,811	68,731	70,706	72,738	74,828	76,980					
009	70,352	72,275	74,251	76,281	78,367	80,510	82,711	84,972	87,295				

GRADE	vs Prev	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
002		2.68%	2.67%	2.68%									
003		2.67%	2.67%	2.68%									
004		2.76%	2.75%	2.74%	2.75%	2.74%							
005		2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%					
006		2.88%	2.88%	2.88%	2.88%	2.88%	2.87%	2.87%					
007		2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%					
008		2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.88%					
009		2.73%	2.73%	2.73%	2.73%	2.73%	2.73%	2.73%	2.73%				

EXAMPLES - MOVING FROM THE INTERIM GRID TO THE UPP GRID (Scenario #2)

Note: July 1, 2021 Interim Grid will already have the 1.5% Pension Off-set included

Examples of moving from the July 1, 2021 **Interim Grid** to the July 1, 2021 **UPP Grid** are as follows:

- 1) **SAME WAGE MAPPING:** Grade 4 step 3 in the July 1, 2021 **Interim Grid** is \$42,535. This maps to the **UPP Grid** as a grade 4 step 2 and is the same wage of \$42,535. A move of one (1) step would then be applied moving the incumbent to grade 4 step 3, so the final salary would be \$43,703. *[1.5% pension off-set + 2.75% new compressed step = 4.25% total increase]*
- 2) **SAME WAGE MAPPING:** Grade 5 step 2 in the July 1, 2020 **Interim Grid** is \$43,292. This maps to the **UPP Grid** as a grade 5 step 1 and is the same wage of \$43,292. A move of one (1) step would then be applied moving the incumbent to grade 5 step 2, so the final salary would be \$44,536. *[1.5% pension off-set + 2.87% new compressed step = 4.37% total increase]*
- 3) **BETWEEN STEPS MAPPING:** Grade 7 step 5 in the July 1, 2021 **Interim Grid** is \$59,969. This maps to the **UPP Grid** as a grade 7 between two steps (3 and 4), therefore the mapping will be made to the higher step resulting in grade 7 step 4 at \$60,609. A move of one (1) step would then be applied moving the incumbent to grade 7 step 5, so the final salary would be \$62,351. *[1.5% pension off-set + 3.97% new compressed step = 5.47% total increase]*
- 4) **BETWEEN STEPS & MOVES TO MAXIMUM IN GRADE MAPPING:** Grade 8 step 9 in the July 1, 2021 **Interim Grid** is \$75,090. This maps to the **UPP Grid** as a grade 8 between two steps (7 and 8), therefore the mapping will be made to the higher step, which is the maximum step resulting in grade 8 step 8 at \$76,980. Since this is the maximum of the grade, no additional step would occur. The final salary would be \$76,980. *[1.5% pension off-set + 2.52% new compressed step = 4.02% total increase]*
- 5) **BETWEEN STEPS MAPPING:** Grade 9 step 10 in the July 1, 2021 **Interim Grid** is \$81,238. This maps to the **UPP Grid** as a grade 9 between two steps (6 and 7), therefore the mapping will be made to the higher step resulting in grade 9 step 7 at \$82,711. A move of one (1) step would then be applied moving the incumbent to grade 9 step 8, so the final salary would be \$84,972. *[1.5% pension off-set + 4.60% new compressed step = 6.10% total increase]*
- 6) **MAPPING:** Grade 9 step 2 in the July 1, 2021 **Interim Grid** is \$67,061. This maps to the **UPP Grid** as a grade 9 step 1 which is \$70,352. A move of one (1) step would then be applied moving the incumbent to grade 9 step 2, so the final salary would be \$72,275. *[1.5% pension off-set + 7.78% new compressed step = 9.28% total increase]*

PROPOSED WAGES & SALARY GRIDS – Scenario #3 (successful vote, but UPP Accrual Date is after July 1, 2021 and before December 31, 2021)

In the event that USW Local 2010 gives its consent to convert from the QPP to the UPP, but the UPP Accrual Date is after July 1, 2021 and before December 31, 2021, then the following will apply:

Article 30.09 Effective July 1, 2019:

- (a) A scale increase of 1.25% will be applied to the maxima and minima salaries and to each salary referenced at each step on the current salary grid.
- (b) Each employee, except an employee whose salary at June 30, 2019 was at or above the maximum for their grade, will be moved up to the next step within their grade.

Article 30.10 Effective July 1, 2020:

- (a) A scale increase of 1.25% will be applied to the maxima and minima salaries and to each salary referenced at each step on the current salary grid.
- (b) Each employee, except an employee whose salary at June 30, 2020 was at or above the maximum for their grade, will be moved up to the next step within their grade.

Article 30.11 Effective July 1, 2021:

- (a) A scale increase of **1.5%** will be applied to the maxima and minima salaries and to each salary referenced at each step on the current **Salary Grid**. This adjusted **Salary Grid** will be referred to as the **“Interim Grid”**.
- (b) If the **UPP Accrual date** falls between July 1, 2021 and the expiry of the Collective Agreement (December 31, 2021), the **Interim Grid** will be mapped to the **UPP Grid** using the mapping process outlined below, and it shall come into effect on the **UPP Accrual Date**.

MAPPING PROCESS:

- (c) The steps in the **Interim Grid** will be mapped to the steps in the **UPP Grid** as follows:
 - The dollar amount of each step within each Grade in the **Interim Grid** will be mapped onto the same Grade in the **UPP Grid**.
 - Where the dollar amount of the step in the **Interim Grid** is mapped between two steps in the **UPP Grid**, the mapping will be made to the higher step.
 - The maximum step in each Grade of the **Interim Grid** will map to the maximum step in each Grade of the **UPP Grid**.

Once the **UPP Grid** is created, and all the old steps are mapped to the **UPP Grid**, each employee who is not at the maximum step in their Grade will be moved up to the next step within their Grade.

(d) Employees at the maximum of their Grade on June 30, 2021 on the **Interim Grid** will receive a one-time lump sum payment equivalent to **1.8%** of their base salary (*approximate figures shown below*).

EFFECTIVE JULY 1, 2021 – 1.5% Pension Offset (Interim Grid)		
GRADE	MAXIMUM GRADE AMOUNT	~1.8% LUMP SUM PAYMENT
002	38,194	\$ 687
003	42,547	\$ 766
004	47,395	\$ 853
005	52,790	\$ 950
006	59,865	\$ 1,078
007	67,881	\$ 1,222
008	76,980	\$ 1,386
009	87,295	\$ 1,571

Proposed Salary Grids below – Scenario #3 (*successful vote but UPP Accrual Date is after July 1, 2021 and before December 31, 2021*):

EFFECTIVE UPP ACCRUAL DATE - INTERIM GRID
1.5% Pension Offset

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
002	34,367	35,284	36,230	37,197	38,194								
003	38,289	39,310	40,359	41,438	42,547								
004	40,289	41,394	42,535	43,703	44,899	46,133	47,395						
005	42,232	43,292	44,379	45,492	46,633	47,803	49,002	50,232	51,494	52,790			
006	47,892	49,090	50,325	51,588	52,885	54,210	55,571	56,968	58,396	59,865			
007	54,305	55,670	57,068	58,503	59,969	61,472	63,018	64,596	66,227	67,881			
008	61,584	63,131	64,716	66,336	68,002	69,709	71,460	73,254	75,090	76,980			
009	65,473	67,061	68,686	70,352	72,059	73,808	75,599	77,431	79,310	81,238	83,208	85,225	87,295

EFFECTIVE UPP ACCRUAL DATE - UPP SALARY GRID

Start at current step 2, step 4 for grade 9; reduce number of steps in grades 2-9 keeping same maximum

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
002	35,284	36,230	37,197	38,194									
003	39,310	40,359	41,438	42,547									
004	41,394	42,535	43,703	44,899	46,133	47,395							
005	43,292	44,536	45,816	47,133	48,488	49,882	51,316	52,790					
006	49,090	50,502	51,954	53,448	54,985	56,566	58,192	59,865					
007	55,670	57,270	58,916	60,609	62,351	64,143	65,986	67,881					
008	63,131	64,945	66,811	68,731	70,706	72,738	74,828	76,980					
009	70,352	72,275	74,251	76,281	78,367	80,510	82,711	84,972	87,295				

PROPOSED WAGES & SALARY GRIDS – Scenario #4 (successful vote, but UPP Accrual Date is after December 31, 2021)

In the event that USW Local 2010 gives its consent to convert from the QPP to the UPP, but the UPP Accrual Date is after December 31, 2021, then the following will apply:

Article 30.09 Effective July 1, 2019:

- (a) A scale increase of 1.25% will be applied to the maxima and minima salaries and to each salary referenced at each step on the current salary grid.
- (b) Each employee, except an employee whose salary at June 30, 2019 was at or above the maximum for their grade, will be moved up to the next step within their grade.

Article 30.10 Effective July 1, 2020:

- (a) A scale increase of 1.25% will be applied to the maxima and minima salaries and to each salary referenced at each step on the current salary grid.
- (b) Each employee, except an employee whose salary at June 30, 2020 was at or above the maximum for their grade, will be moved up to the next step within their grade.

Article 30.11 Effective July 1, 2021:

- (a) A scale increase of 1.5% will be applied to the maxima and minima salaries and to each salary referenced at each step on the current salary grid.
- (b) Each employee, except an employee whose salary at June 30, 2021 was at or above the maximum for their grade, will be moved up to the next step within their grade.

- (c) **The Salary Grid in effect January 1, 2022 (same as July 1, 2021 grid), will be used to map to the UPP Grid as follows:**

MAPPING PROCESS:

The steps in the **Salary Grid** will be mapped to the steps in the **UPP Grid** as follows:

- The dollar amount of each step within each Grade in the **Salary Grid** will be mapped onto the same Grade in the **UPP Grid**.
- Where the dollar amount of the step in the **Salary Grid** is mapped between two steps in the **UPP Grid**, the mapping will be made to the higher step.
- The maximum step in each Grade of the **Salary Grid** will map to the new maximum steps in each Grade of the **UPP Grid**.

- (d) In addition, effective upon the **UPP Accrual Date**, bargaining unit members who were at the maximum of their Grade on June 30, 2021 will receive a one-time lump sum payment equivalent to **1.8%** of their base salary as at the **UPP Accrual Date**.

Proposed Salary Grids below – Scenario #4 (successful vote, but UPP Accrual Date is after December 31, 2021):

Salary Grid*

In effect January 1, 2022 (same as July 1, 2021 grid)

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
002	34,367	35,284	36,230	37,197	38,194								
003	38,289	39,310	40,359	41,438	42,547								
004	40,289	41,394	42,535	43,703	44,899	46,133	47,395						
005	42,232	43,292	44,379	45,492	46,633	47,803	49,002	50,232	51,494	52,790			
006	47,892	49,090	50,325	51,588	52,885	54,210	55,571	56,968	58,396	59,865			
007	54,305	55,670	57,068	58,503	59,969	61,472	63,018	64,596	66,227	67,881			
008	61,584	63,131	64,716	66,336	68,002	69,709	71,460	73,254	75,090	76,980			
009	65,473	67,061	68,686	70,352	72,059	73,808	75,599	77,431	79,310	81,238	83,208	85,225	87,295

EFFECTIVE UPP ACCRUAL DATE - UPP SALARY GRID

Start at current step 2, step 4 for grade 9; reduce number of steps in grades 2-9 keeping same maximum

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
002	35,284	36,230	37,197	38,194									
003	39,310	40,359	41,438	42,547									
004	41,394	42,535	43,703	44,899	46,133	47,395							
005	43,292	44,536	45,816	47,133	48,488	49,882	51,316	52,790					
006	49,090	50,502	51,954	53,448	54,985	56,566	58,192	59,865					
007	55,670	57,270	58,916	60,609	62,351	64,143	65,986	67,881					
008	63,131	64,945	66,811	68,731	70,706	72,738	74,828	76,980					
009	70,352	72,275	74,251	76,281	78,367	80,510	82,711	84,972	87,295				

AT A GLANCE

Basic Features of the QPP and the UPP

This handy table compares some of the major features of the Queen’s Pension Plan (QPP) vs. the University Pension Plan (UPP)

	Queen’s Pension Plan (QPP)	University Pension Plan (UPP)
Plan design	Hybrid/minimum guarantee	defined benefit, multi-employer
Governance (sponsor)	employer	employer and employees 50-50
Accrual below / above YMPE¹	1.4% / 1.8%	1.6% / 2.0%
Employee contribution	7% / 9%	9.2% / 11.5%
Employer contribution	6% / 7.5%	9.2% / 11.5%
Normal retirement date	last day of the month you attain age 65	month of your 65th birthday
Unreduced pension with early retirement	none	age 60, 80 factor (after 20 years of service)
Normal form of pension with spouse	10 years with spousal 60%	10 years with spousal 50%
Pension indexation	conditional on investment returns >6%	funded conditional, 75% of CPI ²

Other changes

Taking pension without retiring	allowed	not allowed
Commuted value	anytime up to 71 years old	phased-in restriction if over 55 years old

¹YMPE refers to the yearly maximum pensionable earnings for the Canada Pension Plan (\$57,400). It will increase by 14% in 2025.

²CPI refers to the Consumer Price Index. Indexing is conditional on the capacity of the plan to pay and is calculated on the CPI.

Notes from Town Hall Meeting:
