

# **We question how the University says they value us but fail to make each of us feel VALUED!**

Thank you to everyone who attended the March 11, 2019 Special Membership Meeting. We were fortunate to have Mark Janson, our pension analyst in attendance to do a presentation and Ann Iwanchuk our national servicing representative to give us an update on the issues at the labour board.

Mark's presentation began with an overview on the University's wage offer. He described with the use of charts and graphs the effect of accepting a signing offer of either amount compared to a negotiated wage increase. Not only would many of our members be in a worse position financially at the end of this proposed five-year contract, but the effect would go on for your entire working career at the University. He illustrated how the members that could work here for another ten to twenty years would be potentially sacrificing tens of thousands of dollars. The effect of these 'lost wages' would also affect your pension earnings in retirement. The less you make, the less you pay into your pension and the less benefit you would receive in retirement.

**Mark had some other interesting research to share with us also.** Many of you have been feeling like you are being asked to do more and more work each year. Well, guess what, you are! In the last 20 years the **student population has increased approx. 18 per cent**, and the floor space we are asked to maintain has increased approx. 10 per cent. Although some areas of labour such as **senior management has almost doubled, our CUPE 1975 membership has only increased by 1%.**

Another interesting fact that our members heard on March 11th was **that our Defined Benefit pension plan that our employer has labelled as being unsustainable, is the lowest costing pension plan to the employer on campus.** The projected average ongoing cost to the employer for our DB plan, is approximately \$5450, while the defined contribution plans on campus for higher-paid faculty, admin and exempt staff will cost the employer on average about \$8300. How can this be? The people enrolled in the defined contributions pension plans make more money than what our CUPE members do and so the university contributes more into the pension plan for them. Even in the year ending 2018 when the university was paying additional special payments to our DB plan, the average cost per person the university was contributing to your plan was less than the other plans at approximately \$6200 dollars.

In Ann Iwanchuk's report on the issues before the labour board, she shared that the University is lobbying the labour board to declare as many of you as possible as essential services. This means that in the university's eyes we are ``ESSENTIAL JUST NOT VALUED``.

**What does this all mean to our members? With what the University is proposing we "WORK LONGER, FOR LESS MONEY NOW, AND LESS MONEY IN RETIREMENT". We question how the University says they value us but fail to make each of us feel VALUED!**

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