

**Step Up!**  
**Securing the future of  
CUPE members**

An overview of Wages,  
Pensions, Benefits and  
Contracting-out Provisions in  
CUPE Agreements in  
Saskatchewan – Jan 2009

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**Strategic Directions Program**

Policy passed at CUPE National convention  
October 2007. Two key themes:

- Fightback Campaign against Privatization
- Strengthening our Bargaining Power and Achieving Equality:
  - Pension plan for all CUPE members by 2013
  - Extended health benefits for all members by 2013
  - Minimum \$15 an hour for all members by 2013

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**Saskatchewan Plan**

- CUPE Saskatchewan developing Campaign against Privatization
- Audit of collective agreements to assess:
  - CUPE members earning less than \$15/hour
  - CUPE members with a pension plan
  - CUPE members with extended health benefits
  - Strength of contracting-out provisions

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### Results of the audit - Wages

- 540 classifications in Sask agreements earning less than \$15 an hour. 404 classifications below \$15 at expiry of CA.
- 177 (46%) of all classifications paid less than \$15/hour are in the municipal sector
- 21% of jobs paid less than \$15 an hour were in the Community Based Organizations (CBO) sector

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### Results of the audit - Wages

- 2,191 employees identified in 252 of the 540 classifications
- Of those 2,191 employees, 1,483 (67.7%) were women
- Estimate that about 10%-15% of CUPE members in the province earn less than \$15/hour

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### Results of audit - Wages

STRATEGIC DIRECTIONS BARGAINING GOALS - SASKATCHEWAN WAGES				
Wage target: -		\$15.00		
SECTOR	# classifications	Median wage	Gap in \$	% increase needed
Pre-K-12	55	\$14.05	-\$0.95	6.99%
Municipal	177	\$12.54	-\$2.46	16.40%
Library	25	\$12.84	-\$2.16	14.49%
CBO	98	\$12.84	-\$2.16	14.49%
Universities	22	\$11.16	-\$3.84	25.60%
Health	27	\$11.74	-\$3.26	21.79%

CUPE RESEARCH, November 2006

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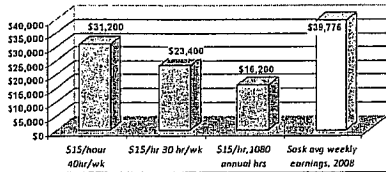
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## Is \$15 an hour a Living Wage?

Chart 1  
Annual salary based on \$16 an hour, at various annual hours of work, compared to Average Weekly Earnings in Saskatchewan




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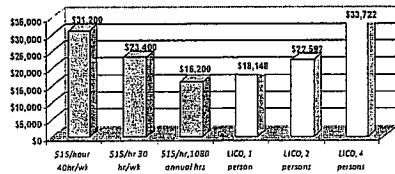
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## \$15/hour compared to Poverty Line

Chart 2  
Annual salary based on \$16 an hour, at various annual hours of work, compared to Low Income Cut Off Line (2006)




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## Results of audit: Pensions

- Of 168 bargaining units, 11 (6.5%) have no pension plan.
- 53% of our bargaining units are in Defined Benefit Pension Plans
- 14.3% are in a Defined Contribution plan
- 11.3% have RRSP contributions instead of registered pension plan

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## Results of audit: Pensions

- Analysis of pension coverage by CUPE membership shows different story!
- Of 28,978 members, only 2% are not in a workplace with a pension plan
- 88.6% are in workplaces with Defined Benefit Plan
- 4.9% in Defined Contribution plan; 1.5% with RRSP
- Enrolment of members in pension plan varies – 86.8% enrolment in 5 health care regions. Lower in other sectors (55% in one library).

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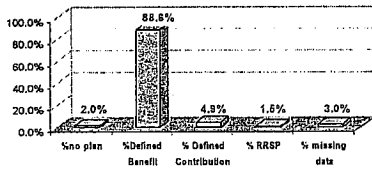
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## Type of Pension Plan - Membership

Chart 3 - Percentage of CUPE Sask Membership in workplaces with Pension Plans, by Type of Plan, 2008




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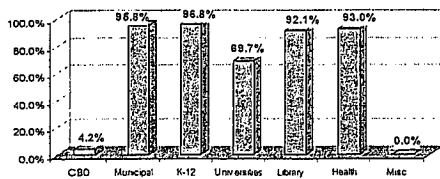
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## Members in Defined Benefit Pension

Chart 4 - Percentage of CUPE Sask Membership in workplaces with Defined Benefit Plans, by sector, 2008




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## Results of audit: Benefits

- Of 178 bargaining units, 17.4% had no benefit coverage of any kind
- CUPE locals most likely to have Group Life (78.1%), Long-Term Disability (73%), AD&D and Dental (68.5%)
- 58.4% of CUPE bargaining units in Saskatchewan have extended health plan
- need to extend to 74 (41.6%) bargaining units by 2013 to meet Strategic Directions goal

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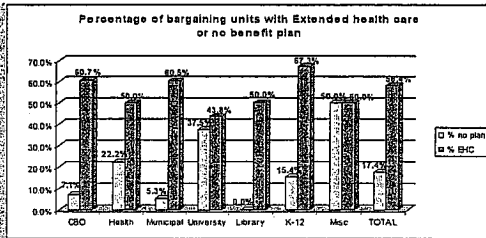
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## Results of audit: Benefits




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## Who pays for benefits?

- On average, premium costs shared by employers and employees
- Those with vision plan most likely to have premiums paid by employer (except municipal sector; only 37.5% ER paid)
- 51% of EHC plans have premium costs paid by employer – 100% in health care (9/9).
- LTD premiums *least likely* to be paid by employer (only 19.2%)

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### CAIS Classification System for Provisions Restricting Contracting Out

1. Complete restriction on contracting out any work presently performed by the bargaining unit.
2. No contracting out if bargaining unit members are able to perform work.
3. Employer may contract out but must guarantee the jobs of all present bargaining unit members.
4. Employer may contract out but must guarantee the jobs of some employees (i.e. permanent employees or those with a certain length of service).

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### CAIS Classification System for Provisions Restricting Contracting Out

5. Employer may contract out but will endeavour to find alternate work for employees who will be displaced.
6. Employer will consult with the union prior to contracting out.
7. Employer will notify the union prior to contracting-out.
8. Employer may contract out work but must require subcontractor to provide a certain level of pay and benefits.
9. Other
10. No provision in the contract.

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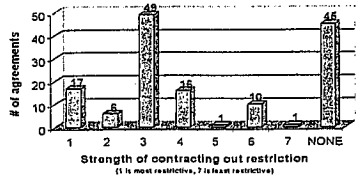
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### Provisions restricting contracting-out

Chart 6 - Provisions restricting contracting out in Saskatchewan collective agreements




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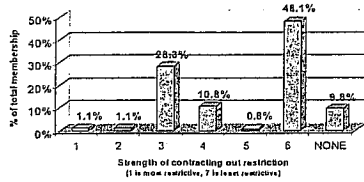
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## Membership with protection

Chart 6 - % of Sask. CUPE membership with protection against contracting out




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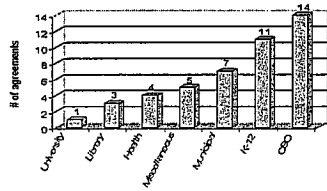
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## Number of agreements without provision restricting contracting-out

Chart 7 - Collective agreements without provision restricting contracting out, by sector




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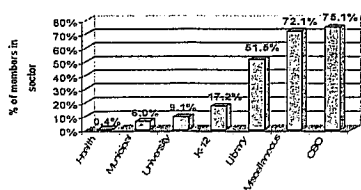
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## Members not covered by contracting-out provision

Chart 8 - % of members not covered by contracting out provision, by sector




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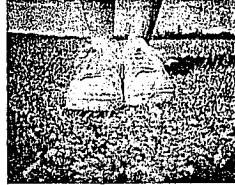
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### This is where we are....

- We have provided a snapshot of where we are
- The next steps are to plan where we want to go...



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### Step Up!

- What steps can we take to move forward on wages, pensions, benefits, no contracting-out?
- The steps may be big steps or baby steps...



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