

Respected, Greg Fowler, Vice-President Finance and Resources

**Subject:** Student Wages Discrepany across USask Campus

We are all aware of the pressures inflation has had on the economy. Students have been hit especially hard between rising tuition, personal expenses, and the possibility of needing more loans to pay for the same degree.

For that reason, increasing student wages on campus is needed now more than ever. A living wage allows students to meet their basic needs and will enable students to focus on their studies and not make difficult choices between food and rent or studying and multiple jobs.

Currently, USask employs 544 student employees and serves as the biggest employer in the province. We believe it is our responsibility to address the student wage discrepancy across the USask campus.

(<https://leadership.usask.ca/priorities/reports/employee-reporting.php>)

## Non-Union Employees

EFFECTIVE MAY 1, 2021

	Minimum	Target Point	Maximum
1	\$12.54	\$14.75	\$16.96
2	\$15.09	\$17.75	\$20.41

Figure 1: Screenshot taken before October 2022

EFFECTIVE OCTOBER 1, 2022

	Minimum	Target Point	Maximum
1	\$13.00	\$14.75	\$16.96
2	\$15.09	\$17.75	\$20.41

Figure 2: The screenshot was taken after October 2022

<https://careers.usask.ca/agreements/compensation/salary-ranges.php#Exempt>

Considering figure 1, USask's band 1 was 5.9% (\$0.73) higher than the minimum wage of the province of Saskatchewan, which was \$11.81. But after the increase in the minimum wage in the province of Saskatchewan by \$13, USask's band 1 was still kept at \$13 with a zero percent increase. Additionally, the maximum salary in band 1 in both figure 1 and figure 2 was kept at the same dollar value of \$16.96 and band 2, respectively. These dollar values need to be a proper reflection of the increase in the minimum wage of the province.

In the upcoming year province of Saskatchewan is planning to increase its minimum wage respectively,

Effective October 1, 2022, the minimum wage is \$13.00 per hour.

Effective October 1, 2023, the minimum wage will be \$14.00 per hour.

Effective October 1, 2024, the minimum wage will be \$15.00 per hour.

(<https://www.saskatchewan.ca/business/employment-standards/payment-of-wages-and-payroll-administration/minimum-wage-and-reporting-for-duty-pay#:~:text=Effective%20October%201%2C%202022%2C%20the.will%20be%20%2415.00%20per%20hour.>)

With the upcoming changes in wages, the USSU would like the university to make equitable salary bands that can reflect inflation and the rising cost of education (academic and non-academic needs).

Recommendations:

1. Student representation in the wages negotiation committee for student employees.
2. Conducting a cross-jurisdictional comparison of other university undergrad rates.
3. Add in the section that clarifies that the hiring manager has the authority to place within salary band 3 if the student is from a professional college or holds other education and experience that is required.

4. Creating transparent communication channels between USask employees and students regarding hiring practices, HR policies, and employee malpractices reporting portal.

The USSU is always looking for constructive discussion around student concerns with university administration to make the University of Saskatchewan a better place to learn, work and live and to contribute towards the universities mission of being the “University the World Needs.”

Please contact me for further questions, and I look forward to our conversation.

Sincerely,

**Abhineet Goswami**

**President**

University of Saskatchewan Students' Union