

## Policy Number: 1.2.5 Staff Compensation and Benefits

### Relevant Statutory / Regulatory Linkages:

<u>Ontario Employment Standards Act</u>
<u>Funder Agreements</u>
<u>Pay Equity Act</u>
<u>Employee Group Contracts and Terms of Employment</u>

### Policy Statement (Intent and Scope)

King's University College (King's) will ensure compensation for employees, as well as appropriate employee benefits are within the parameters of the applicable collective bargaining agreement and the resources available to the organization.

1. The Employee Relations Committee (ERC) Negotiation Committee will prepare for negotiations on a timely basis, and ahead of any negotiations receive direction from the Board or its designate committee on offers and / or amendments to the existing labour contract or contracts.
2. The ERC's Negotiation's Committee will undertake and lead labour negotiations supported by the Board and external resources as required.
3. All negotiated labour agreements will be signed by the President after approval by the Board of Directors before implementation. No amendments to such contracts can be undertaken without Board approval.
4. The President or designate will keep the ERC apprised / informed of the key factors and influences on labour agreement settlements, the progress of negotiations, offers and counter-offers, etc.

### Monitoring Report Requirements (Frequency, Content, etc.)

The ERC will report to the Board:

1. Annually that all staff compensation and benefits paid are consistent with all staff labour contracts or the non-union staff compensation program.
2. The ERC will report every three years to the Board on the market comparison of KING'S non- unionized staff compensation and benefits for Board assessment and direction, as well as labour contract negotiations as per negotiating cycles.

<b>Original Approval Date:</b>	February 2019
<b>Effective Date:</b>	February 2019
<b>Revised:</b>	May 2021
<b>Next Review:</b>	2023-24