

Key elements of the new offer

- The university has not implemented a wage freeze. The increases reflected in this table include the 2% increase that members of CUPE 1975—those who have not reached the top of their salary band—already receive. As a result, employees have the potential of receiving up to **14%** increase and a **\$3,000** signing bonus from 2016-20.

WAGE INCREASE	2016	2017	2018	2019	2020	TOTAL
INCREMENT	2%	2%	2%	2%	2%	10%
INCREASE	\$3,000 Signing Bonus (<i>pro-rated FTE</i>)			2%	2%	4% + \$3,000

= **14%** wage increase
\$3,000 signing bonus

- As per CUPE 1975's request, the university has **removed** the proposed changes to the salary model, which maintains a full 2% regular increment for eligible employees.
- Over the past decade, the university has worked in good faith with CUPE 1975 in an attempt to find solutions to the financial issues related to the current Defined Benefit Pension Plan, offering over 10 proposed solutions. It is clear that on the pension issue both parties have reached an impasse. As a result, the university will not include pension in future negotiations. The university remains committed to ensuring that all of its employees receive a fair and reasonable pension that is both competitive and financially sustainable for the university.

Offer Highlights



2% RAISE in 2019 and 2020

in addition to the 10% increase eligible employees will receive through increments



\$3,000 SIGNING BONUS for eligible employees, pro-rated for FTE to be paid after deal is ratified



\$400 FLEXIBLE SPENDING BENEFIT

Currently eligible employees receive \$200. Employees can put into either their personal or health spending account



PAID TIME OFF AT CHRISTMAS

Employees no longer have to use vacation or banked time



25 VACATION DAYS after 14 years (currently 17 years)

30 VACATION DAYS after 22 years (currently 23 years)