

**Canadian Union of Public Employees, Local 1975 – University of Saskatchewan  
Collective Bargaining (Mediation)  
Employer's Offer to Settle  
January 23, 2019**

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This financial proposal document is provided by the Employer and represents a comprehensive package (which includes all agreed-to language to date) to reach a tentative agreement.

This offer has been developed considering ongoing financial challenges, our core principles of fiscal responsibility and sustainability, market-based salary increases, and competitiveness in all aspects of total rewards.

**Term of the Agreement**

A five-year agreement covering January 1, 2016 to December 31, 2020.

**Wage Adjustments/Compensation (Appendix 1)**

- 2016, 2017, 2018: in lieu of retroactive wage adjustments, a \$3,000 lump-sum payment per member active at the date of signing, pro-rated based on FTE (excluding casuals/recurring relief/FAPA students); this lump-sum payment represents the equivalent of 6% of salary (based on the average salary of all 1.0FTE staff in-scope of CUPE 1975); this \$3,000 lump-sum payment is proposed with the acceptance of Pension Option #1;

**OR**

2016, 2017, 2018: in lieu of retroactive wage adjustments, a \$1,500 lump-sum payment per member active at the date of signing, pro-rated based on FTE (excluding casuals/recurring relief/FAPA students); this lump-sum payment represents the equivalent of 3% of salary (based on the average salary of all 1.0FTE staff in-scope of CUPE 1975); this \$1,500 lump-sum payment is proposed with the acceptance of Pension Option #2;

- 2019: 2.00% wage adjustment for all active employees up to the maximum of the salary range;
- 2020: 2.00% wage adjustment for all active employees up to the maximum of the salary range;
- Effective January 1, 2020, new compensation model to replace Appendix 1:
  - Adjustments to salary scale addressed in the new compensation model (see attached)
  - Revised language in Article 11 to reflect the change to the new compensation model (see attached)
  - Under the new compensation model:
    - No employee's salary will be reduced;

- The university would look at comparable jobs in both the public and private sector to determine market rates;
- Employees may request a review of their placement decision once annually;
- The university will provide CUPE with a report of all market placement decisions on an annual basis;
- FAPA rates to be included and rates in Schedule B to be revised accordingly.

### **Article 11.3 – Regular Increment**

The Employer proposes a 2% increment for employees below midpoint, up to a 2% increment for those between midpoint and 2% above midpoint, and a 1% increment for employees who salary is greater than 2% above the midpoint of the new salary range.

### **Article 17.1 – Rate of Accumulation (Vacation)**

Tentatively agreed as per the Employer’s February 22, 2018 proposal (attached). Reduced the number of years of service required to increase vacation entitlements.

### **Article 23 – Hours of Work (Days off at Christmas)**

Tentatively agreed as per the Employer’s February 22, 2018 proposal (attached). Providing time off with pay between December 25 and January 1 without the need to work the time in advance and/or use entitlements (vacation time, banked EDO’s, time in lieu of OT, etc.).

### **Benefits**

#### **Flexible Spending Program**

- Tentatively agreed as per the Employer’s November 1, 2018 proposal.
- Effective January 1 following the date of ratification, increase the annual allocation to \$400 in accordance with the terms of plan.

### **Pension**

The interest of the Employer is in exploring strategies to seek predictable and manageable costs related to employee pension benefits. Given the University’s current financial situation and the nature of its revenue sources, the contribution volatility associated with Defined Benefit pension plans is a significant obstacle in our ability to create a financially sustainable university, which includes addressing both short-term and long-term financial obligations with the Non-Academic Pension Plan.

The Employer proposes two options to amend the Pension plan (see Pension Option #1 and Pension Option #2 as per attached).

The parties hereby agree that the foregoing provisions constitute a tentative agreement. The parties agree to recommend the tentative agreement to their principals and to attend to ratification thereof as soon as possible. The parties acknowledge that, unless otherwise stated, the foregoing provisions are applicable on the first day of the month following the date of ratification of this collective agreement.

**For the Employer:**

**For the Union:**

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Colin Weimer, Manager, Labour & Faculty Relations

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Craig Hannah, President, CUPE 1975

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David Stack, QC, McKercher LLP

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Ann Iwanchuk, National Representative, CUPE

**Attachments:**

- Article 11 – Compensation
- Article 17.1 – Rate of Accumulation (Vacation)
- Article 23 – Hours of Work (Days off at Christmas)
- Appendix 1 – Wage Ranges (New Compensation Model)
- Pension Option #1
- Pension Option #2

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*Note: grey indicates where the parties have reached tentative agreement on language.*

<b>UNION PROPOSAL</b>	<b>EMPLOYER PROPOSAL</b>
<p><b><u>Article 11 – Compensation</u></b></p> <p><u>11.1 – Wage Ranges:</u></p> <p>No Change</p> <p><u>11.2 – Placement and Review of Positions:</u></p> <p>No Change</p> <p><u>11.2.1 New Positions:</u></p> <p style="padding-left: 40px;">New positions within the scope of CUPE 1975 will be placed in a Family and Phase by the Human Resources compensation team based on the market rate for the position. Any employee who believes the position has been inappropriately placed may request an interview in accordance with Article 11.2.2.</p> <p><u>11.2.2 Review of Position Job Family and/or Phase</u></p> <p style="padding-left: 40px;">Any employee and/or supervisor/manger, Dean, Administrative Head or designate, who believes a position has significantly changed and the current placement no longer accurately reflects the position, may request a review of the market match for the position. A formal submission for review can occur only once per twelve (12) month period and will be conducted by the Human Resources compensation team and the results will be</p>	<p><b><u>Article 11 – Compensation</u></b></p> <p><u>11.1 – Wage Ranges:</u></p> <p><b>Additional language:</b></p> <p><b>Effective January 1, 2020, it is understood that <del>the top of each phase will increase</del> adjust at the same rate as negotiated wage adjustments <del>increases</del>.</b></p> <p><u>11.2 – Placement and Review of Positions:</u></p> <p>No Change</p> <p><u>11.2.1 New Positions:</u></p> <p style="padding-left: 40px;">New positions within the scope of CUPE 1975 will be placed in a Family and Phase by the Human Resources compensation team based on the market rate for the position. Any employee who believes the position has been inappropriately placed may request an interview in accordance with Article 11.2.2.</p> <p><u>11.2.2 Review of Position Job Family and/or Phase</u></p> <p style="padding-left: 40px;">Any employee and/or supervisor/manger, Dean, Administrative Head or designate, who believes a position has significantly changed and the current placement no longer accurately reflects the position, may request a review of the market match for the position. A formal submission for review can occur only once per twelve (12) month period and will be conducted by the Human Resources compensation team. <del>and the results will be shared with the applicant within sixty (60)</del></p>

shared with the applicant within sixty (60) days of receipt of the review request. In order to allow the applicant to prepare for the review, the Employer The supervisor/manager, Dean, Administrative Head or designate and Human Resources will sign-off the formal submission and submit to the Human Resources Compensation Team within ten (10) seven (7) business days of request otherwise the appeal will go straight to the Human Resources compensation team. The results of the review will be shared with the applicant within sixty (60) days of receipt of the Employer signing the formal submission for review request.

Any wage adjustments will be retroactive to the first of the month closest to the date the request for review was received by Human Resources. In the result of a successful review to another phase, the minimum increase will be six (6) percent. Notwithstanding the above, no employee will have a reduction in base wage as a result of this process.

There is no appeal process for market rate reviews. Any disputes over the market rate reviews are subject to the grievance procedure.

### 11.2.3 Salary Adjustments through Transfer, Promotion, or Review

If employees transfer into a different position, their wages will be placed within the phase for that new position. If employees' positions are promoted or reclassified into a different phase, their wages will be placed within the phase for the new position.

Any wage adjustments resulting from a formal submission for review will be retroactive to the first of the month closest to the date it was signed by the Employer. In the result of a successful review to another phase, the minimum increase will be six (6) percent. Notwithstanding the above, no employee will

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~~If an employee's current wage is above the new phase maximum, the wage will remain red-circled.~~

Employees will be informed of any changes through written notification.

#### 11.2.4 Appeal of Position Review Decisions

Either party may request an appeal within thirty (30) calendar days of receipt of the written decision by Human Resources. The Joint Appeal Committee (consisting of two (2) CUPE and two (2) management representatives appointed by the parties) will review these requests and render a decision. ~~Market survey data and other all~~ Information (market survey and benchmarking data) that was considered must be provided to the applicant and to the Union. Positions may be challenged based on disputes arising from ~~by either inaccurate~~ the job profile (including job duties and responsibilities) and/or ~~inaccurate~~ market survey and benchmarking data that is not reflective of the position. All appeal decisions are final and must be signed off by the Joint Appeal Committee, and are not subject to the grievance procedure. The Joint Appeal Committee will review these requests and render a decision within sixty (60) days of receipt of the request.

In the event the Joint Appeal Committee does not reach consensus, the parties will seek the assistance of a mutually agreed-to and paid for third party expert whose decision shall be final and binding. A position which has been the subject of an appeal may not be the subject of another review (and appeal) until twelve (12) months have elapsed since the appeal decision was rendered.

~~Notwithstanding the above,~~ No employee will have a reduction in base wage as a result of the review process.

~~If an employee's current wage is above the new phase maximum, the wage will remain red-circled.~~

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Any wage adjustment resulting from a successful appeal will be retroactive to the first of the month closest to the date the formal submission for review was signed by the Employer ~~the request for review was received by Human Resources~~. In the result of a successful appeal and/or third party review to another phase, the minimum increase will be six (6) percent. Notwithstanding the above, no employee will have a reduction in base wage as a result of this process.

11.3 Regular Increment

11.3.1

- Current language stays in Collective Agreement.

Two percent (2%) increments up to the maximum of the wage range are provided annually (commencing January 1, 2007 and each January 1 thereafter) to recognize growth in proficiency from experience and a satisfactory level of performance to employees with greater than one (1) year of continuous service. Employees with less than one (1) year of continuous service will be eligible for a pro-rated increment on the basis of the number of days by which their employment precedes January 1.

With respect to the increment, the Union agrees to modify Article 11.3.1 from January 1 – December 31, 2020 as follows: ~~As a Memorandum of Agreement that becomes effective on the date of implementation of the new compensation model and that expires December 31, 2020:~~

Eligible employees will receive a regular increment on an annual basis as follows:

- Employees who are below midpoint will receive a 2% increment.
- Employees who are between midpoint and 2% above midpoint will receive an increment to bring them to a minimum of 2% above midpoint and in no case will they receive less than a 1% increment.

Any wage adjustment resulting from a successful appeal will be retroactive to the first of the month closest to the date the formal submission for review was signed by the Employer ~~the request for review was received by Human Resources~~. In the result of a successful appeal and/or third party review to another phase, the minimum increase will be six (6) percent. ~~Notwithstanding the above,~~ ~~no~~ No employee will have a reduction in base wage as a result of this process.

11.3 Regular Increment

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Eligible employees will receive a regular increment on an annual basis as follows:

- Employees who are below midpoint will receive a 2% increment.
- Employees who are between midpoint and 2% above midpoint will receive an increment to bring them to a minimum of 2% above midpoint and in no case will they receive less than a 1% increment.

- Employees whose salary is greater than 2% above the midpoint of the new salary range will receive a 1% increment.

The current language in Article 11.3 shall remain in effect until implementation of the new compensation model.

To be clear, effective January 1, 2021, the current language in Article 11.3 stands.

11.3.2

Agree with Employer’s proposal of November 1, 2018.

11.3.3

Where an employee has had an increment withheld in the preceding year for unsatisfactory performance and where the employee is eligible for and receives an increment in the following year, then the withheld two (2) percent increment will be added to the following year’s increment forward, but not paid retroactively for the year it was withheld, subject to the range maximums.

11.3.4

Agree with Employer’s proposal of November 1, 2018.

11.4 Market Adjustments-Supplement:

Current Language replace “adjustment” with “supplement” with the following addition:

It is agreed that any employees who are currently receiving a market supplement will have that supplement rolled into their base wage during transition into the new compensation model.

- Employees whose salary is greater than 2% above the midpoint of the new salary range will receive a 1% increment.

The current language in Article 11.3 shall remain in effect until implementation of the new compensation model.

To be clear, effective January 1, 2021, the current language in Article 11.3 stands.

11.3.2

Agreed as per Employer’s proposal of November 1, 2018.

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~~Where an employee has had an increment withheld in the preceding year for unsatisfactory performance and where the employee is eligible for and receives an increment in the following year, then the withheld two (2) percent increment will be added to the following year’s increment forward, but not paid retroactively for the year it was withheld, subject to the range maximums.~~

11.3.4

Agreed as per Employer’s proposal of November 1, 2018.

11.4 Market Adjustments-Supplement:

~~Current Language replace “adjustment” with “supplement” with the following addition:~~

**The following language will not form part of the collective agreement language, but be added to the intent document:**

**It is agreed that any employees who are currently receiving a market supplement will have that supplement rolled into their base**



<p><u>11.5 Temporary Performance of Duties</u></p> <p>Agree with Employer’s proposal of November 1, 2018.</p> <p><u>11.6 Student Compensation:</u></p> <p><u>11.6.1</u></p> <p>Agree with the Employer’s proposal of November 1, 2018</p> <p><u>11.6.2</u></p> <p>Note – this language may require amendment based on the inclusion of FAPA into the compensation model.</p>	<p><b>wage during transition into the new compensation model.</b></p> <p><u>11.5 Temporary Performance of Duties</u></p> <p>Agreed as per the Employer’s proposal of November 1, 2018.</p> <p><u>11.6 Student Compensation:</u></p> <p><u>11.6.1</u></p> <p>Agree with the Employer’s proposal of November 1, 2018</p> <p><u>11.6.2</u></p> <p>Notwithstanding Article 11.6.1, the employer may establish new student positions within the Scope of CUPE 1975. Accordingly, new positions will be placed within the <b>appropriate salary range of the market based compensation model</b> <del>current range of established FAPA rates by Human Resources and CUPE 1975 based on</del> <b>after</b> a review of the position profile developed by the Employer.</p>
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<b>CURRENT LANGUAGE</b>	<b>EMPLOYER PROPOSAL</b>
<p data-bbox="159 499 472 533">17.1 Rate of Accumulation</p> <p data-bbox="250 573 784 1136">For the purposes of vacation accumulation only, service is defined as all employment with the university. During the first five (5) years of service, an employee will accumulate fifteen (15) days vacation for every year of service. At the end of five (5) years of service, an employee will commence earning vacation leave at the rate of twenty (20) days per year. At the end of seventeen (17) years of service, an employee will commence earning vacation at the rate of twenty-five (25) days per year. At the end of twenty-three (23) years of service, an employee will commence earning vacation at the rate of thirty (30) days per year.</p> <p data-bbox="250 1178 699 1276">Full-time employees will accumulate vacation on an hours per month basis equivalent to the following:</p>	<p data-bbox="813 499 1127 533">17.1 Rate of Accumulation</p> <p data-bbox="904 573 1468 1100">For the purposes of vacation accumulation only, service is defined as all employment with the university. During the first five (5) years of service, an employee will accumulate fifteen (15) days vacation for every year of service. At the end of five (5) years of service, an employee will commence earning vacation leave at the rate of twenty (20) days per year. At the end of <del>seventeen (17)</del> <b>fourteen (14)</b> years of service, an employee will commence earning vacation at the rate of twenty-five (25) days per year. At the end of <del>twenty-three (23)</del> <b>twenty-two (22)</b> years of service, an employee will commence earning vacation at the rate of thirty (30) days per year.</p> <p data-bbox="904 1142 1463 1241"><del>Full-time employees will accumulate vacation on an hours per month basis equivalent to the following:</del></p> <p data-bbox="904 1283 1468 1419"><b>Full-time employees will accumulate vacation semi-monthly and accrual amounts will vary based on the hours worked within the pay period.</b></p> <p data-bbox="904 1461 1458 1528">Part-time employees will accumulate vacation on a pro-rate basis.</p>

Where regular Weekly Hours Are	Hours per Month Based On:				Where regular Weekly Hours Are	Hours per Month Based On:			
	15 days per year	20 days per year	25 days per year	30 days per year		15 days per year	20 days per year	25 days per year	30 days per year
35	8.75 hrs	11.67 hrs	14.58 hrs	17.50 hrs	35	8.75 hrs	11.67 hrs	14.58 hrs	17.50 hrs
38	9.50 hrs	12.67 hrs	15.83 hrs	19.00 hrs	38	9.50 hrs	12.67 hrs	15.83 hrs	19.00 hrs

  

Part-time employees will accumulate vacation on a pro-rate basis:

Where an employee commences employment on other than the first day of the month or terminates employment on other than the last day of the month, the employee's vacation accrual shall be pro-rated based upon the hours worked in the month.

~~Where an employee commences employment on other than the first day of the month or terminates employment on other than the last day of the month, the employee's vacation accrual shall be pro-rated based upon the hours worked in the month.~~

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CURRENT LANGUAGE	PROPOSED LANGUAGE
<p><b>ARTICLE 23 – HOURS OF WORK AND SPECIAL PAY PROVISIONS</b></p> <p>23.1 The following regular hours of work are in effect:</p> <p>Group A Clerical Group: five (5) days, thirty-five (35) hours per week, seven (7) hours per day.</p> <p style="padding-left: 40px;">Library: thirty-five (35) hours per week, seven (7) hours per day.</p> <p>Group B Duplicating and Printing Services: five (5) days, thirty-five (35) hours per week, seven (7) hours per day.</p> <p>Group C Animal and Poultry Science (Farm): thirty-eight (38) hours per week which may be balance over a two (2) week period with a maximum of forty-five (45) hours in any one week.</p> <p style="padding-left: 40px;">Horticulture: thirty-eight (38) hours per week, 7.6 hours per day.</p> <p style="padding-left: 40px;"><b>Culinary Services:</b> thirty-eight (38) hours per week, 7.6 hours per day, five (5) consecutive days unless otherwise mutually agreed.</p> <p style="padding-left: 40px;">Maintenance and Trades: five (5) days, thirty-eight (38) hours per week, 7.6 hours per day.</p> <p style="padding-left: 40px;">Caretakers: thirty-eight (38) hours per week, 7.6 hours per day, five (5)</p>	<p><b>ARTICLE 23 – HOURS OF WORK <del>AND SPECIAL PAY</del> PROVISIONS</b></p> <p>23.1 The following regular hours of work are in effect:</p> <p>Group A Clerical and Library Group: <del>five (5) days,</del> thirty-five (35) hours <b>paid</b> per week, seven (7) hours <b>paid</b> per day.</p> <p style="padding-left: 40px;"><del>Library: thirty-five (35) hours <b>paid</b> per week, seven (7) hours <b>paid</b> per day.</del></p> <p><del>Group B Duplicating and Printing Services: five (5) days, thirty-five (35) hours per week, seven (7) hours per day.</del></p> <p>Group <b>BC</b></p> <p style="padding-left: 40px;"><b>Animal and Poultry Science (Farm):</b> thirty-eight (38) hours <b>paid</b> per week which may be <b>balanced</b> over a two (2) week period with a maximum of forty-five (45) hours <b>paid</b> in any one week.</p> <p style="padding-left: 40px;"><b>Horticulture:</b> thirty-eight (38) hours <b>paid</b> per week, 7.6 hours <b>paid</b> per day.</p> <p style="padding-left: 40px;"><b>Culinary Services, Maintenance and Trades, Caretakers, Technical:</b> thirty-eight (38) hours <b>paid</b> per week, 7.6 hours <b>paid</b> per day, five (5) consecutive days unless otherwise mutually agreed <b>(Technician IV working hours by mutual agreement with Dean, Administrative Head or designate).</b></p>

<p>consecutive days unless otherwise mutually agreed.</p> <p>Technical Staff: five (5) consecutive days thirty-eight (38) hours per week, 7.6 hours per day; (Technician IV: working hours by mutual agreement with Dean, Administrative Head or designate).</p> <p>Group D Steam Plant: thirty-eight (38) hours per week, 7.6 hours per day. Notwithstanding this, employees shall work an eight (8) hour shift (except as provided for in Article 23.1.1) which will not constitute overtime, and hours of work will be balanced over a period of time.</p> <p>Security: thirty-eight (38) hours per week, 7.6 hours per day. Notwithstanding this, employees shall work an eight (8) hour shift (except as provided for in (Article 23.1.1) which will not constitute overtime, and hours of work will be balanced over a period of time.</p>	<p><del>Maintenance and Trades: five (5) days, thirty-eight (38) hours per week, 7.6 hours per day.</del></p> <p><del>Caretakers: thirty-eight (38) hours per week, 7.6 hours per day, five (5) consecutive days unless otherwise mutually agreed.</del></p> <p><del>Technical Staff: five (5) consecutive days thirty-eight (38) hours per week, 7.6 hours per day; (Technician IV: working hours by mutual agreement with Dean, Administrative Head or designate).</del></p> <p>Group C D</p> <p><b>Steam Plant and Security:</b> thirty-eight (38) hours <b>paid</b> per week, 7.6 hours <b>paid</b> per day. <del>Notwithstanding this, employees shall work an eight (8) hour shift (except as provided for in Article 23.1.1) which will not constitute overtime, and hours of work will be balanced over a period of time.</del> <b>Alternatively, employees in Group C may be required to work modified schedules (10 or 12 hours).</b></p> <p><del>Security: thirty-eight (38) hours per week, 7.6 hours per day. Notwithstanding this, employees shall work an eight (8) hour shift (except as provided for in (Article 23.1.1) which will not constitute overtime, and hours of work will be balanced over a period of time.</del></p> <p><b>23.2 Employees who work full days will be permitted two (2) paid fifteen (15) minute coffee breaks or one (1) half (1/2) hour paid coffee break per day, as distances warrant. Employees who work half days are entitled to one (1) paid fifteen (15) minute coffee break. Unused coffee breaks may not be</b></p>
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<p>23.1.1 Alternate Hours of Work</p> <p>In order to provide meaningful time off, full-time permanent and term employees in Groups A, B, C, and D will have the right to work altered schedules provided levels of service and productivity can be maintained without additional cost. As a result of discussion between the Dean, Administrative Head or designate and the employees alternate work schedules may be developed. Employees who disagree with their work schedule may appeal in writing to the next appropriate level of authority. All altered schedule arrangements will be subject to the general provisions listed below:</p> <p>Group A It is understood that an appropriately longer working day may provide one (1) day off for every fourteen (14) days worked. However, this may not be suitable in every work area in which case alternative work schedules may be developed.</p> <p>Group B It is understood that an appropriately longer working day may provide one (1) day off for every fourteen (14) days worked. However, this may not be suitable in every work area in which case alternative work schedules may be developed.</p> <p>Group C It is understood that an appropriately longer working day may provide one (1)</p>	<p>used to alter hours of work in any day. Breaks will be arranged to maintain at least minimal service in any area.</p> <p><b>23.3 Alternate Hours of Work Earned Days Off</b></p> <p><del>In order to provide meaningful time off, full-time permanent and term employees in Groups A, B, C, and D will have the right to work altered schedules provided levels of service and productivity can be maintained without additional cost. As a result of discussion between the Dean, Administrative Head or designate and the employees alternate work schedules may be developed. Employees who disagree with their work schedule may appeal in writing to the next appropriate level of authority. All altered schedule arrangements will be subject to the general provisions listed below:</del></p> <p><b>a) Employees will have the right to earned days off (EDO) provided levels of service and productivity can be maintained without additional costs. Employees who disagree with their EDO schedule may appeal in writing to the next appropriate level of authority.</b></p> <p>Group A <del>It is understood that an appropriately longer working day may provide one (1) day off for every fourteen (14) days worked.</del> <b>Eligible employees currently working a thirty-five (35) hour paid work week will be required to work fourteen (14) days at seven and a half (7.5) hours per day to earn one (1) day off. After completing fourteen (14) work days at seven and a half (7.5) hours per day, employees will accumulate an earned day off (EDO) at seven (7) hours paid as designated by a rotational schedule established by the</b></p>
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<p>day off for every nineteen (19) days worked. However, this may not be suitable in every work area in which case alternative work schedules may be developed.</p> <p>Group D</p> <p>An experiment with varied hours of work may be developed, in accordance with a memorandum of agreement outlining the experiment and voting procedures regarding its implementation.</p> <p>Part-time employees may be considered for Earned Day Off (EDO) eligibility on a case by case basis where in the opinion of the Employer it would be operationally feasible to do so.</p>	<p><b>department.</b> However, this may not be suitable in every work area in which case alternative work schedules may be developed.</p> <p>Group B</p> <p><del>It is understood that an appropriately longer working day may provide one (1) day off for every fourteen (14) days worked. However, this may not be suitable in every work area in which case alternative work schedules may be developed.</del></p> <p>Group B and C</p> <p><del>It is understood that an appropriately longer working day may provide one (1) day off for every nineteen (19) days worked.</del></p> <p><b>Eligible employees currently working a thirty-eight (38) hour paid work week will be required to work nineteen (19) days at eight (8) hours per day to earn one (1) day off. After completing nineteen (19) work days at eight (8) hours per day, employees will be eligible for an earned day off (EDO) at 7.6 hours paid as designated by a rotational schedule established by the department. If modified work schedules are in place, an EDO schedule may be considered provided levels of service and productivity can be maintained without additional cost.</b> However, this may not be suitable in every work area in which case alternative work EDO schedules may be developed.</p> <p>Group D</p> <p><del>An experiment with varied hours of work may be developed, in accordance with a memorandum of agreement outlining the</del></p>
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<p>General Provisions Regarding Altered Hours of Work</p> <ol style="list-style-type: none"> <li>1. Schedules under this alternative may vary, but as general principles: <ol style="list-style-type: none"> <li>(a) Hours of work will be altered in a way which will permit those participating to take full days off.</li> <li>(b) Wherever possible, time off will be given in conjunction with normal days of rest, vacation, or in blocks of time.</li> <li>(c) Schedules may be modified from time to time to meet special needs of work units, but schedules will not be altered unreasonably.</li> <li>(d) Accumulated time will be taken within a year of being earned.</li> </ol> </li> <li>2. Unless otherwise indicated, days off are treated as normal days of rest.</li> <li>3. Sick leave and vacation utilization is recorded consistent with Articles 17 and 18. However, for Group D a day will be considered to be eight (8) hours, and twelve (12) hours will be considered to be a day and one-half.</li> <li>4. Additional time worked in order to accumulate time off shall not constitute</li> </ol>	<p style="text-align: center;"><del>experiment and voting procedures regarding its implementation.</del></p> <ol style="list-style-type: none"> <li><b>b)</b> Part-time employees may be considered for Earned Day Off (EDO) eligibility on a case by case basis where in the opinion of the Employer it would be operationally feasible to do so.</li> <li><b>c)</b> General Provisions Regarding <del>Altered Hours of Work</del> <b>Earned Days Off</b> <ol style="list-style-type: none"> <li>1. Schedules under this alternative may vary, but as general principles: <ol style="list-style-type: none"> <li><b>(i)</b> Hours of work will be altered in a way which will permit those participating to take full days off.</li> <li><b>(ii)</b> Wherever possible, time off will be given in conjunction with normal days of rest, vacation, or in blocks of time.</li> <li><b>(iii)</b> Schedules may be modified from time to time to meet special needs of work units, but schedules will not be altered unreasonably.</li> <li><b>(iv)</b> Accumulated time will be taken within a year of being earned.</li> </ol> </li> <li>2. Unless otherwise indicated, days off are treated as normal days of rest.</li> <li>3. Sick leave and vacation utilization is recorded consistent with Articles 17 and 18 <b>and is based on actual hours absent to the maximum hours of work for the position.</b> <del>However, for Group D a day will be considered to be eight (8) hours, and twelve (12) hours will be considered to be a day and one-half.</del></li> </ol> </li> </ol>
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<p>overtime, nor shall it result in any additional premium pay.</p> <p>5. For the purpose of accumulating the earned day off, sick, vacation, <b>and banked</b> time will be counted based on the appropriate longer working day.</p> <p>23.1.2 Hours of Work Over Christmas Season</p> <p>Given that the University is closed between December 25 and January 1, there will be no option for employees to work during this time except where the Employer declares it is not possible to allow certain employees the time off during the Christmas season. The effect on all employee groups as per Article 23.1 is as follows:</p> <p><u>Group A and Group B: Clerical, Library, Duplicating and Printing Services</u></p> <p>Additional hours, equivalent to three (3) days, must be worked in each calendar year. These days will be taken during the Christmas season on dates designated by the employer.</p> <p><u>Group C and D: Animal and Poultry Sciences, Horticulture, Culinary Services, Maintenance, Caretakers, Technical Staff, Steam Plant and Security</u></p> <p>Full-time permanent employees working a forty (40) and thirty-eight (38) hour work week be allowed two (2) additional days off (regular hours) with pay per calendar year. If the needs of the department permit, these days will be taken during the Christmas season on dates designated by the Employer.</p> <p>Employees in Group C and D may be required to make up one (1) additional day</p>	<p>4. Additional time worked in order to accumulate time off shall not constitute overtime, nor shall it result in any additional premium pay.</p> <p>5. For the purpose of accumulating the earned day off, sick, vacation, and banked time will be counted based on the appropriate longer working day.</p> <p>23.4 Hours of Work Over Christmas Season</p> <p><b>Delete current language and replace with the following:</b></p> <p><b>Given that the University is closed from December 25 to January 1 inclusive, there will be no option for employees to work during this time except where the Employer declares it is not possible to allow certain employees the time off during this period.</b></p> <p><b>Full-time permanent, term, active seasonal, and part-time employees shall receive time off with pay consistent with their regular scheduled hours of work during this period in which the University is closed.</b></p> <p><b>Where the Employer declares it is not possible to allow certain employees time off during this period in which the university is closed, employees will be granted time off in lieu of the equivalent time worked. This time in lieu will be determined by mutual agreement between the employee and Dean, Administrative Head or designate.</b></p> <p>23.5 The Employer agrees that where possible and subject to the safe and efficient operation of the Employer, shift scheduling will be kept to a minimum of</p>
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<p>during this period depending upon whether they are scheduled to work.</p> <p>Where the Employer declares it is not possible to allow certain employees time off during the Christmas season, the employees in Group C and D will be allowed two (2) days off with pay at an alternate time to be determined by mutual agreement between the employee and the Dean, Administrative Head or designate.</p> <p>23.1.2.1 Where employees are required to make up additional days as per Article 23.1.2, the Dean, Administrative Head or designate in consultation with employees will develop a schedule whereby an employee may cover the time by use of any one of the following:</p> <ul style="list-style-type: none"> <li>(a) Banked time or existing overtime</li> <li>(b) Unused earned day(s) off</li> <li>(c) Vacation time</li> <li>(d) Leave of absence without pay</li> </ul> <p>Extra time worked to bank time for these days would be determined by the needs of the department but in no instance would the total work day (regular time plus extra time) exceed eight (8) hours per day. No overtime premium is payable for this extra time.</p> <p>23.1.2.2 New employees who have not been given an opportunity to accrue the additional hours as per Article 23.1.2 prior to Christmas will be given the option of taking the day(s) off without pay or working the additional make up time early in the new year on a schedule provided by the Dean, Administrative Head or designate.</p> <p>23.1.2.3 Part-time permanent employees may make similar arrangements as outlined</p>	<p><b>persons required on holidays, Saturdays and Sundays.</b></p>
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in Article 23.1.2.1, but on a pro-rated basis.

23.1.2.4 Seasonal or term employees who are not laid off over the Christmas period may, by mutual agreement with the Dean, Administrative Head or designate, arrange a schedule that enables them to accumulate the time necessary to take the day(s) off with pay. Time worked for this purpose will not constitute overtime nor shall it result in any additional premium pay.

## Appendix 1

### Salary Ranges

Effective January 1, 2020 – transition to new model replacing Appendix 1

New Phase	New Phase Min	New Phase Midpoint	New Phase Max
1	\$ 12.33	\$ 14.61	\$ 16.88
2	\$ 15.76	\$ 17.34	\$ 18.92
3	\$ 17.14	\$ 18.85	\$ 20.56
4	\$ 18.63	\$ 20.92	\$ 23.22
5	\$ 20.25	\$ 22.62	\$ 24.99
6	\$ 21.52	\$ 24.21	\$ 26.90
7	\$ 23.39	\$ 26.48	\$ 29.58
8	\$ 25.43	\$ 29.29	\$ 33.15
9	\$ 27.64	\$ 32.21	\$ 36.77
10	\$ 29.39	\$ 34.84	\$ 40.29
11	\$ 31.95	\$ 37.39	\$ 42.84
12	\$ 34.72	\$ 39.93	\$ 45.15
13	\$ 37.75	\$ 43.41	\$ 49.07

**Canadian Union of Public Employees, Local 1975 – University of Saskatchewan  
Collective Bargaining (Mediation)  
Employer’s Offer to Settle  
January 23, 2019**

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**Pension Option #1 – Target Date Defined Contribution Plan**

The university’s primary interest is to ensure sustainability and practice effective stewardship of institutional resources, the existing defined benefit (DB) plan does not support this philosophy. The university needs to eliminate the future financial risks associated with the current DB plan to secure its long-term sustainability.

The university’s objectives are to contain costs, support the financial stability of the institution, address and mitigate the risks and extraordinary financial costs associated with the current plan’s deficit, to maintain market competitiveness and workplace stability and provide alignment amongst the employee groups on campus consistent with our one employer model.

We propose the following in order to meet the university’s objectives:

- 1. The Employer is proposing a “Soft Freeze” on the plan effective July 1, 2019. This will include the following:**
  - Accrued service would be frozen on effective date of change;
  - Future salary increases and future service for early retirement eligibility would continue to be recognized until members leave the Plan (termination, retirement or death);
  - Retired members and deferred members would continue to receive benefits from the Plan;
  - The University would guarantee the maintenance of accrued benefits, including pensions in pay, deferred pensions and past service benefits for active members;
  - The University would assume full responsibility for the funding requirements of the current Plan, including all investment and funding risks in the future; and
  - The University would assume full control of the governance of the current Plan.
  
- 2. The introduction of a target date defined contribution provision to the Non Academic Pension Plan effective July 1, 2019. This will include the following:**
  - Current active members and all new entrants on or after the effective date would join a new target date defined contribution provision for future service;
  - Members would contribute 6.82% of pensionable earnings toward the plan;
  - University would match contributions at 6.82% of pensionable earnings;
  - Contributions are deposited in a defined contribution account in the employee’s name;
  - Contributions are invested automatically in a target date fund based on the employee’s planned retirement age;
    - Target date fund contributions are invested and re-balanced automatically based on the employee’s age to reduce risk as a plan member gets closer to retirement.
    - The fund is managed by an external investment management firm
  - New employees who hold an appointment of greater than or equal to 0.5 FTE and greater than six (6) months shall be enrolled in the pension plan and vested immediately.

NOTE: Revise Article 19, as appropriate, to reflect the above and to alter the Employer’s ability to make substantive changes to the plan.

**Canadian Union of Public Employees, Local 1975 – University of Saskatchewan**  
**Collective Bargaining (Mediation)**  
**Employer’s Offer to Settle**  
**January 23, 2019**

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**Pension Option #2 – Target Benefit Plan**

The university’s primary interest is to ensure sustainability and practice effective stewardship of institutional resources, the existing defined benefit (DB) plan does not support this philosophy. The university needs to eliminate the future financial risks associated with the current DB plan to secure its long-term sustainability.

The university’s objectives are to contain costs, support the financial stability of the institution, address and mitigate the risks and extraordinary financial costs associated with the current plan’s deficit, to maintain market competitiveness and workplace stability and provide alignment amongst the employee groups on campus consistent with our one employer model.

We propose the following in order to meet the university’s objectives:

1. The Employer is proposing a “Soft Freeze” on the current Plan effective July 1, 2019. This will include the following:
  - Accrued service would be frozen on effective date of change;
  - Future salary increases and future service for early retirement eligibility would continue to be recognized until members leave the Plan (termination, retirement or death);
  - Retired members and deferred members would continue to receive benefits from the Plan;
  - The University would guarantee the maintenance of accrued benefits, including pensions in pay, deferred pensions and past service benefits for active members;
  - The University would assume full responsibility for the funding requirements of the current Plan, including all investment and funding risks in the future; and
  - The University would assume full control of the governance of the current Plan.
  
2. The introduction of a new Target Benefit Plan effective July 1, 2019. This will include the following:
  - Current active members and all new entrants on or after the effective date would join a new Target Benefit Plan for future service;
  - Members would contribute 7.5% of pensionable earnings toward the plan;
  - University contributions would be permanently fixed at 7.5% of pensionable earnings;
  - Accrual rate of 1.75%;
  - Best average earnings would be calculated over a 20-year period;
  - Unreduced retirement at age 65, with a 3% reduction per year prior to age 65;
  - Post-retirement cost-of-living adjustments (COLA) equal to 40% of inflation;
  - Rules for retirement eligibility would be the same as the current plan;
  - Adjustments to pension benefits, both downward and upward, would be based on a set of pre-determined benefit levers (additional information on following page); and
  - Governance would be overseen by a joint University-CUPE committee (additional information on following page).

## Target Benefit Plan – Governance

The proposal includes the creation of a joint committee of trustees, who would become the legal Plan Administrator. This would give greater control of the plan to CUPE through its representatives on the committee. The composition of this committee would be as follows:

- Three University-appointed Trustees;
- Three CUPE-appointed Trustees:
  - For the first 5 years of the plan’s existence, all three would be active members of the plan;
  - After 5 years, two would be active members and one would be a retiree of the plan;
- One independent Trustee appointed by the remaining six trustees:
  - This trustee would serve as chair of the joint committee; and
  - Would not have a vote, except to break a tie among the remaining six trustees.

## Target Benefit Plan – Benefit Adjustments

Due to the fixed nature of contributions to the Target Benefit Plan, there must be the possibility to adjust benefits in order to maintain the funded status of the plan. The intent is to operate the plan in a fully funded status (110% - 135% funded ratio) on a long term basis to reduce the likelihood of benefit adjustments both upward or downward.

The following adjustments would be built into the governance structure of the plan, to provide a framework within which the joint governance committee can operate.

Whether the benefits are adjusted up or down, such adjustments would only be made up to the point that the plan’s funded ratio would return to the “Benefit Sustainability Zone”, which is a funded ratio between 110% and 135%.

1. When the plan’s funded ratio at any particular date exceeds the upper threshold of 135%, the following list outlines the order of benefit improvements that would be contemplated:
  - i. Increase post-retirement COLA to 75% of inflation;
  - ii. Increase earnings base (i.e. shorten earnings averaging period) for service after such date;
  - iii. Increase early retirement benefits for service after such date;
  - iv. Increase post-retirement COLA to 100% of inflation; and
  - v. Increase past service benefits for actives and/or retirees, as determined by the University and CUPE, and as recommended by the joint committee.
2. When the plan’s funded ratio at any particular date falls short of the lower threshold of 110%, the following list outlines the order of benefit reductions that would be contemplated:
  - i. Reduce post-retirement COLA to 25% of inflation;
  - ii. Reduce earnings base (i.e. lengthen earnings averaging period) for service after such date;
  - iii. Reduce early retirement benefits (i.e. increase early retirement reduction) for service after such date;
  - iv. Reduce post-retirement COLA to 0%;
  - v. Reduce earnings base for service before such date (i.e. past service);
  - vi. Reduce early retirement benefits for service before such date (i.e. past service);
  - vii. Reduce accrual rate for service after such date;
  - viii. Reduce accrual rate for service before such date (i.e. past service); and
  - ix. Reduce accrued benefits, including pensions in pay, as determined by the University and CUPE, and as recommended by the joint committee.

NOTE: Revise Article 19, as appropriate, to reflect the above and to alter the Employer’s ability to make substantive changes to the plan.