

The CUPE 1975 bargaining team and the University of Saskatchewan are pleased to announce that they reached a tentative agreement on a new contract on June 10, 2022. The tentative agreement was approved by the Board on June 21 and is still subject to ratification by the CUPE 1975 membership (voting process scheduled for June 28).

Highlights from the agreement covering January 1, 2021 to December 31, 2024 include:

Compensation



\$1,600 Lump sum payment

to eligible employees

Pro-rated based on full time equivalent (FTE).
Will appear on August 15, 2022 pay.



Additional lump sum payments

- **Jan 1, 2023:** lump sum payment of 2% of salary
- **Jan 1, 2024:** lump sum payment of 2% of salary

Note: Employees will need to continue their employment with USask to receive future lump-sum payments.



2.0% annual service increment

up to maximum of salary ranges.

Total of **8%** over the four-year contract. Most current employees have already received 4% salary increase for the first two years of the contract.



Salary range increase

Increases to the minimum and maximums of the salary ranges in 2022 and 2023 plus creation of one larger salary range for all trade family positions.



Shift premium

Increase shift premium from \$1.00 to \$1.25

Benefits (effective August 1, 2022)



\$500/year Flexible Spending Benefit

currently \$400 and can be put into either your personal or health spending account.

Effective January 1 following the date of ratification.



\$2,000/year professional mental health supports

Currently \$350 for psychologists and social workers with expanded coverage to include psychotherapists, marriage and family therapists, and clinical counsellors. Combined annual maximum of \$2,000 per person per year.



\$150 for eye exam coverage

Currently \$100.



Expanded sick leave usage

Expand limit for usage of paid sick leave on each occasion of disability from 90 to **112** calendar days

FOR MORE INFORMATION

careers.usask.ca/agreements/labour-updates/cupe-1975.php