

**Canadian Union of Public Employees, Local 1975 – University of Saskatchewan
Collective Bargaining
Employer's Offer to Settle
September 14, 2018**

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.

Article 11.3 – Regular Increment

The Employer proposes 2% increment for employees below the mid-point of the new salary range and 1% increment for employees above the mid-point of the new salary range, effective January 1, 2019.

Article 17.1 – Rate of Accumulation (Vacation)

Tentatively agreed as per the Employer's February 22, 2018 proposal.

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

Tentatively agreed as per the Employer's February 22, 2018 proposal.

Article 23. 2 – Overtime

The Employer withdraws proposal.

Benefits

- **Flexible Spending Program**
 - Effective January 1 following the date of ratification, increase the annual allocation to \$400 in accordance with the terms of plan.

- **Sick Leave**
 - The Employer withdraws proposal.

- **Short Term Disability**
 - The Employer withdraws proposal.

- **Long Term Disability**
 - The Employer withdraws the proposal to assume the Long-Term Disability Plan.

Wage Adjustments/Compensation (Appendix 1)

- 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)
- 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;
- New compensation model to replace Appendix 1
 - Adjustments to salary scale addressed in the new compensation model (see attached);
 - Review and revise language in Article 11, as appropriate, to reflect the change to the new compensation model.

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:

Colin Weimer, Manager, Labour & Faculty Relations

Craig Hannah, President, CUPE 1975

David Stack, QC, McKercher LLP

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)