

**MEMORANDUM OF AGREEMENT – IMPLEMENTATION**

**between**  
**THE UNIVERSITY OF SASKATCHEWAN (the Employer)**  
**and**  
**PUBLIC SERVICE ALLIANCE OF CANADA (the Union)**

At the time of ratification, any provisions which are more favourable to an employee than those contained in this Agreement shall remain in effect for the duration of the employee's existing appointment and in accordance with the terms and conditions of such appointment. Any extension(s) to the employee's appointment shall also be covered by this clause.

It is acknowledged that some employees may have salary increases included within the terms of their existing appointments. In those situations, the employee shall receive either the salary increase identified within this agreement or the increase provided within their existing appointment, whichever is greater.

If an employee receives a wage increase on November 1, 2018, due to the minimum salary increasing to \$36,000, the employee shall not receive the 1.5% wage increase otherwise payable on November 1, 2018.

The terms of this agreement will be implemented within 60 days of ratification, unless otherwise stated.

Dated \_\_\_\_\_, 2019

For the Union:

For the Employer:

\_\_\_\_\_  
Seth Sazant

\_\_\_\_\_  
David Stack, Q.C.