

**Canadian Union of Public Employees, Local 1975 – University of Saskatchewan
Collective Bargaining
Employer's Offer to Settle
April 18, 2019**

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)
- 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;

Employer withdraws its proposal for a market-based compensation model

Article 11.3 – Regular Increment

Employer withdraws proposal

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

Employer withdraws pension proposal (i.e. both pension plan options)

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 17.1 – Rate of Accumulation (Vacation)
- Article 23 – Hours of Work (Days off at Christmas)

**Canadian Union of Public Employees Local 1975 (CUPE 1975) and
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| CURRENT LANGUAGE | EMPLOYER PROPOSAL |
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| <p data-bbox="159 499 472 529">17.1 Rate of Accumulation</p> <p data-bbox="250 571 786 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 529">17.1 Rate of Accumulation</p> <p data-bbox="904 571 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 seventeen (17) fourteen (14) 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) twenty-two (22) 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">Full-time employees will accumulate vacation on an hours per month basis equivalent to the following:</p> <p data-bbox="904 1283 1468 1419">Full-time employees will accumulate vacation semi-monthly and accrual amounts will vary based on the hours worked within the pay period.</p> <p data-bbox="904 1461 1463 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.

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

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| <p>Caretakers: thirty-eight (38) hours per week, 7.6 hours per day, five (5) 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>Maintenance and Trades: five (5) days, thirty-eight (38) hours per week, 7.6 hours per day.</p> <p>Caretakers: thirty-eight (38) hours per week, 7.6 hours per day, five (5) 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 C D</p> <p>Steam Plant and Security: thirty-eight (38) hours paid per week, 7.6 hours paid 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. Alternatively, employees in Group C may be required to work modified schedules (10 or 12 hours).</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>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</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</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>23.3 Alternate Hours of Work Earned Days Off</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>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.</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. 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</p> |
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| <p>It is understood that an appropriately longer working day may provide one (1) 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>department. 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>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 and C</p> <p>It is understood that an appropriately longer working day may provide one (1) day off for every nineteen (19) days worked.</p> <p>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. 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>An experiment with varied hours of work may be developed, in accordance with a memorandum of agreement outlining the</p> |
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| <p>General Provisions Regarding Altered Hours of Work</p> <ol style="list-style-type: none"> 1. Schedules under this alternative may vary, but as general principles: <ol style="list-style-type: none"> (a) Hours of work will be altered in a way which will permit those participating to take full days off. (b) Wherever possible, time off will be given in conjunction with normal days of rest, vacation, or in blocks of time. (c) Schedules may be modified from time to time to meet special needs of work units, but schedules will not be altered unreasonably. (d) Accumulated time will be taken within a year of being earned. 2. Unless otherwise indicated, days off are treated as normal days of rest. 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. | <p>experiment and voting procedures regarding its implementation.</p> <ol style="list-style-type: none"> 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. c) General Provisions Regarding Altered Hours of Work Earned Days Off <ol style="list-style-type: none"> 1. Schedules under this alternative may vary, but as general principles: <ol style="list-style-type: none"> (i) Hours of work will be altered in a way which will permit those participating to take full days off. (ii) Wherever possible, time off will be given in conjunction with normal days of rest, vacation, or in blocks of time. (iii) Schedules may be modified from time to time to meet special needs of work units, but schedules will not be altered unreasonably. (iv) Accumulated time will be taken within a year of being earned. 2. Unless otherwise indicated, days off are treated as normal days of rest. 3. Sick leave and vacation utilization is recorded consistent with Articles 17 and 18 and is based on actual hours absent to the maximum hours of work for the position. 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. |
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| <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>23.1.2 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>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>Delete current language and replace with the following:</p> <p>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.</p> <p>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.</p> <p>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.</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>Employees in Group C and D may be required to make up one (1) additional day 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">(a) Banked time or existing overtime(b) Unused earned day(s) off(c) Vacation time(d) Leave of absence without pay <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>persons required on holidays, Saturdays and Sundays.</p> |
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| <p>23.1.2.3 Part-time permanent employees may make similar arrangements as outlined in Article 23.1.2.1, but on a pro-rated basis.</p> <p>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.</p> | |
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