

Highlights of the CUPE 3287 (Sessional Lecturer's Union) Agreement

(note: these highlights are intended to advise of significant changes to the agreement, but may not include all the changes in the agreement)

Together, we were able to negotiate an agreement that benefits the U of S, our employees and our community. We are convinced the outcome will help contribute to the future success of the University.

The principal features of the Agreement include:

- Two collective agreements spanning five years. A three-year agreement (September 1, 2005 to August 31, 2008) and a subsequent two-year agreement (September 1, 2008 to August 31, 2010).
- This new agreement adds flat increases to the stipend in each of the last three years as indicated below. There will be no retroactive adjustments for 2005 and 2006.

	Level 1	Level 2	Level 3
September 1, 2007	\$1,201	\$1,321	\$1,441
September 1, 2008	\$750	\$750	\$750
September 1, 2009	\$344	\$344	\$344

- The changes to the stipend values align the amounts of the stipends with the floor of the Instructor category of the new Faculty Agreement (using a full course load of 4 full classes to compare the Level 3 Sessional stipends to the annual salary at the floor of Instructors). The cost of this agreement (including stipend and benefits changes) represents an average annual cost of 5.5%.
- A pay in lieu program offering 6% to eligible members on Sessional earnings for members to invest in retirement savings at their own volition (replacing the current pension plan of 5%).
- An increased investment of \$14,000.00 annually to the Sessional Academic Participation/Professional Development Fund bringing the total amount in the fund to \$30,000.00 annually.
- Introduction of a new fund in the amount of \$2,000.00 annually to compensate Sessional members who participate on committees of Academic Council.
- An increase to the fund to support Sessional Lecturer executive members who participate in Joint Union/Management Committee meetings.