

MEMORANDUM OF AGREEMENT

BETWEEN
THE UNIVERSITY OF SASKATCHEWAN
AND
THE UNIVERSITY EMPLOYEES' UNION, CUPE 1975

On the basis of the recommendations of the Joint Consultative Committee, CUPE, Local 1975 and the University of Saskatchewan jointly agree to make the following changes to Article 19.7.4 in the 2010-2012 Collective Agreement effective January 1, 2011:

Article 19.7.4 Group Insurance, Dental Plan, Long-Term Disability Plan, Extended Health Plan
If the leave is for less than thirty-one (31) days, the employee will continue to be covered. An employee receiving the fifteen (15) weeks of Supplementary Employment Insurance Benefits (article 15.8.3) will also be covered and normal Employer/employee deductions apply.

For other leaves in excess of thirty (30) calendar days, an employee may elect to continue dental plan coverage and extended health care plan coverage providing they make prior arrangements to pay the premiums required for continuance of the plans.

~~Group insurance and Long-Term Disability Plan coverage will be provided on the following basis: If the leave is for thirty one (31) days to six (6) months, or on the completion of the fifteen (15) weeks of Supplementary Employment Insurance (EI) Benefits (Article 15.8.3), the employee is required to prepay the premiums or make arrangements for payment.~~

~~If the leave exceeds six (6) months, the employee has the option of dropping coverage beyond six (6) months (and being subject to the waiting period upon return) or continuing coverage beyond six (6) months by paying both the employee's and the Employer's premium cost.~~

~~In any case, all coverage will terminate after a full twelve (12) month period of leave of absence.~~

If an employee is on leave without pay and is covered by the Long-Term Disability Plan, the employee is insured, but no benefit is payable until the employee is scheduled to return from leave.

REPLACE WITH: Article 19.7.4 Group **Life** Insurance, Dental Plan, Long-Term Disability Plan, **Short-Term Disability Plan**, Extended Health Plan

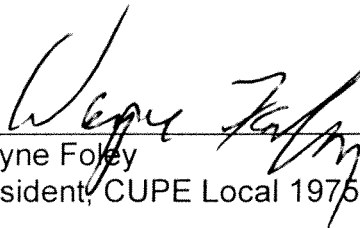
If the leave is for less than thirty-one (31) days, the employee will continue to be covered. An employee receiving the fifteen (15) weeks of Supplementary Employment Insurance Benefits (article 15.8.3) will also be covered and normal Employer/employee deductions apply.

For other leaves in excess of thirty (30) calendar days, an employee may elect to continue **group life insurance coverage**, dental plan coverage, **long-term disability plan coverage**, **short-term disability plan coverage** and extended health care plan coverage providing they make prior arrangements to pay the premiums required for continuance of the plans.

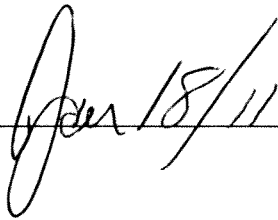
W.F.
AA
WR
RB CE

If an employee is on leave without pay and is covered by the Long-Term Disability Plan, the employee is insured, but no benefit is payable until the employee is scheduled to return from leave.

In witness thereof, the parties have executed the Agreement.

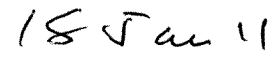



Wayne Foley
President, CUPE Local 1975

Date 

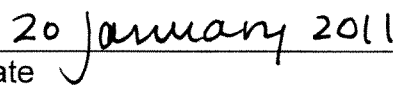



Cheryl Carver
Director, Human Resources
University of Saskatchewan

Date 




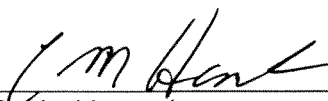
Laura C. Sommerville
Director, Human Resources
University of Saskatchewan

Date 



Linda Reiber
1st Vice President, CUPE Local 1975

Date 



Craig Hannah
2nd Vice President, CUPE Local 1975

Date 