



Human Resources

MEMORANDUM

TO: Employees who are members of CUPE 1975, Deans, Department Heads, and Department Contacts

FROM: Cheryl Carver
Director

DATE: May 19, 2010

SUBJECT: **CUPE 1975 Salary, Benefits, and Pension Adjustments**

The recently negotiated collective agreement has been ratified by CUPE 1975 and the University of Saskatchewan Board of Governors. This memo summarizes salary, benefits, and pension adjustments that are being processed for employees who are members of CUPE 1975.

Salary Adjustments

Salary adjustments and retro-active payments are currently being processed. These payments are paid to those employees who are active or on approved leave as of May 12, 2010 (date of signing). The following outlines the schedule of payments as well as eligibility requirements:

- a market adjustment of 2% (to the maximum of the new ranges) will be applied effective January 1, 2010 and the new pay rates will be paid beginning on the June 2010 pay
- retro-active pay for the period of January 1, 2010 to May 31, 2010 will be paid to all employees who are active or on approved leave, on the July 2010 pay

Employees can view their individual adjustments by signing in to PAWS and navigating to "My Pay Information", then "View Compensation History". All salary adjustments will appear on pay statements as per the previously mentioned time frames, viewable on PAWS (<https://paws.usask.ca>).

In addition, the following special pay provisions will take effect June 1, 2010:

- the shift premium for hours outside of 8:00 a.m. to 6:00 p.m., increases from \$0.90 per hour to \$1.00 per hour
- all shift differentials increase to \$80/month
- a standby (on-call) premium for employees required to be on standby outside of regularly scheduled work hours

Benefits

The following changes have been made to the benefits:

Dental Plan

- an increase in the lifetime maximum for child orthodontic services from \$1500 to \$2000
- the addition of dental implants as an acceptable treatment under the dental alternatives clause

Short-term Disability Plan (Long-term Disability Qualifying Period)

- a change to the short-term disability benefit period/long-term disability qualifying period from six (6) months to ninety (90) calendar days

Flexible Spending Program

A new Flexible Spending Program has been introduced effective July 1, 2010. This program provides eligible employees with an allotment of \$100 per year which can be used through two separate accounts:

1. A Health Spending Account provides reimbursement for qualifying health and dental expenses for eligible employees and their dependents for claims that have not been reimbursed by the extended health or dental plans. Benefits paid by the Health Spending Account are considered non-taxable.

and/or

2. A Wellness Spending Account provides reimbursement for eligible expenses including fitness equipment, various program or class fees that promote the wellness of employees through physical fitness activities. Benefits paid by the Wellness Spending Account are considered taxable.

A separate communication will be provided to eligible employees regarding the Flexible Spending Program along with detailed information about eligibility, credit allocation, credit accrual, eligible expenses, taxation, and claim procedures.

Detailed information regarding all the above changes is also provided in the plan summaries on Human Resources' website at the following link:

http://www.usask.ca/hrd/benefits/benefit_plans.php#cupe

Pension Adjustments

The following changes have been made to the Non-Academic Pension Plan:

- the inclusion of market adjustments as pensionable earnings effective June 1, 2010
- the discontinuation of options to withdraw lump sum amounts upon retirement from the defined benefit pension plan, effective October 1, 2010
- the increase to allowable matching pension contributions effective January 1, 2010 to 7.5%, and January 1, 2011 to 8.25%, and January 1, 2012 to 8.5%

If you have any questions regarding the CUPE 1975 compensation model, please contact Steve Laycock at 966-1677 or at steve.laycock@usask.ca.

If you have any questions regarding CUPE 1975 benefits, please contact Sherry Kohlen at 966-2220 or at sherry.kohlen@usask.ca.

If you have questions regarding the Non-Academic Pension Plan please contact Heather Fortosky at 966-6276 or at heather.fortosky@usask.ca.

For a full list of language changes made to the collective agreement at this round of negotiations please refer to the following link:

http://www.usask.ca/hrd/docs/CUPE1975_Agreed_to_Language_May_2010.pdf

For additional information on the 2010-2012 CUPE 1975 collective agreement, please refer to the frequently asked questions and answers on Human Resources' website at the following link:

http://www.usask.ca/hrd/faqs/faq_CUPECA_2006.php

To view the 2010 – 2012 CUPE 1975 and FAPA salary ranges please refer to the following links:

<http://www.usask.ca/hrd/docs/CUPE%201975%20Wage%20Ranges.pdf>

<http://www.usask.ca/hrd/docs/FAPA%20Wage%20Ranges.pdf>

Please distribute this memo to employees who may not have regular access to email, and the appropriate person(s) within your unit or college.

Sincerely,



Cheryl Carver
Director

CC/sgl