



Human Resources

MEMORANDUM

TO: Deans, Department Heads, Department Contacts, and
CUPE 1975 Members

FROM: Cheryl Carver, Director, Human Resources

DATE: January 27, 2009

SUBJECT: CUPE 1975 Salary Adjustments

Please be advised that salary adjustments for CUPE 1975 members are being processed for the negotiated January 1, 2009 market adjustments, as well as for the increments, as per Article 11.3 of the Collective Agreement.

Details of the January 1, 2009 adjustments are as follows:

1. Market adjustment: a 3% market adjustment to the maximum of the January 1, 2009 wage ranges
2. Increment: a 2% increment to the maximum of the January 1, 2009 wage ranges is to recognize growth in proficiency from experience and a satisfactory level of performance for employees with one year of continuous service. If an employees' performance is rated unsatisfactory, the 2% increment may be withheld. For more detailed information please refer to the Memorandum of Agreement between the University of Saskatchewan and CUPE 1975, signed on November 18, 2008 (http://www.usask.ca/hrd/memos/docs/cupe_moa_11_3.pdf)
3. One-time payments:
 - Employees whose salaries are at or above the maximum of the January 1, 2009 wage ranges before the market and increment adjustment is applied will receive a 5% lump sum payment
 - Employees who reached the maximum of the January 1, 2009 wage range with less than a 5% combined market and adjustment will receive the balance as a lump sum payment

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

For additional information on salary adjustments, please refer to the questions and answers (FAQ) on the Human Resources Website under "New From HR", then "Frequently Asked Questions: re: CUPE 1975 January 1, 2009 Salary Increases": http://www.usask.ca/hrd/faqs/comp_faq_cupeincrement.php

Please distribute this memo to CUPE 1975 members who may not have regular access to email, and the appropriate person(s) within your unit or college who supervise CUPE 1975 members.

If you have any questions regarding the above, please contact Elaine Gunderson, HR Business Analyst, at elaine.gunderson@usask.ca (966-1891), or Sylvia Rempel, Compensation and Benefits Specialist, at sylvia.rempel@usask.ca (966-7892).

Sincerely,



Cheryl Carver
Director

CC/mdb