

Collective Bargaining Update



Human Resources Update – September 2007

Since the last Collective Bargaining Update, the University continues negotiations with CUPE 1975 representing approximately 1200 clerical, trades and support staff across campus. Throughout the course of bargaining the University has worked toward achieving a balance between the needs and expectations of employees and the goals of the University. Financial responsibility in all areas is important as we follow the strategic plan and invest in our future, building on our current successes.

CUPE 1975 – University Tables “Best Offer”

Since opening negotiations with CUPE 1975 in March of this year the University has taken a problem-solving approach and tabled a list of themes and interests for discussion. In an effort to move discussions forward, on September 11, 2007 the University tabled a “best offer” to achieve a new collective agreement.

The major components of our offer included:

- An immediate 12% wage increase for student employees covered by the FAPA memorandum at the U of S.
- Adjustments to the top of all ranges in 2007, 2008, 2009.
- 2% increment and an additional 2.5% salary adjustment in 2007, 2008, 2009 to the maximum of the new salary ranges.
- Major increases to pension plans (employee matched).
- Increased Employer funding of employee benefit plans including Employer funded long-term disability (a savings for covered CUPE members of several hundred dollars per year).
- Near elimination of red-circling of jobs by 2009 and 3.5% one-time payments for red-circled employees in 2007, 2008, and 2009.
- Improvements to vacation, designated holidays and shift premium (unsocial hours)
- Best candidate selection language for additional phases within CUPE
- A proposal to change several time off and scheduling provisions in an effort to improve productivity, including but not limited to changes to EDO's in consumer driven operations.

The union studied our offer for several hours and indicated that they were unwilling to accept a number of the terms which were part of our offer and that they required more economic/financial increases than the Universities had offered.

Discussions are scheduled to resume in Regina on October 2, 2007. The University is committed to reaching an agreement in the near future.

Please continue to check the Human Resources website for the most current information on Collective Bargaining.