

**Memorandum of Tentative Agreement
between
University of Saskatchewan and
Administrative and Supervisory Personnel Association**

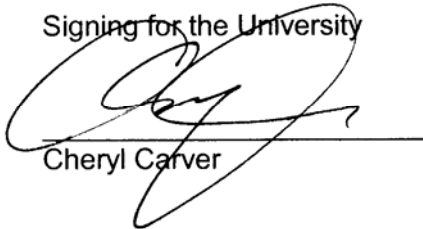
May 18, 2007

The parties hereby reach a tentative agreement on the following terms and conditions:

1. All Articles agreed to and signed off as of May 16, 2007
2. A three year collective agreement as of May 1, 2005 to April 30, 2008
3. Financial package as agreed to as of May 16, 2007 with adjustments as follows:
 - In 2005: across-the-board (ATB) increase of 3% to all members including those above the salary range retroactive to July 1, 2005
 - In 2005: all increments and merit allocations awarded would remain
 - In 2006: ATB increase of 3% to all members including those above the salary range retroactive to July 1, 2006
 - Retroactive adjustments will apply only to active ASPA members, including those on Article 20 leaves, on the date of signing
 - In 2006: all increments and merit allocations awarded would remain
 - In 2007: 5.5% Base Salary Adjustment (BSA) to all members to be allocated as an ATB adjustment to the maximum of the new salary ranges effective July 1, 2007
 - There will be no provision to withhold all or any portion of a BSA
 - Future BSA, beyond July 1, 2007 will form the substance of future collective bargaining and will not carry past the life of the agreement (replacing regular increments and scale adjustment which will expire on June 30, 2007)
 - In 2007: new salary ranges as proposed by the Employer on May 16, 2007 (see attached)
 - The suspension of all merit allocations and submissions in 2007 (to be reinstatement in 2008)
 - A Joint Merit Committee (JMC) that will undertake to execute the intent of the current MOA re: JMC based on the attached terms of reference. The work of the committee would be expected to conclude by January 31, 2008 in order to facilitate implementation of recommendations for the 2008 merit process. The JMC will not negotiate issues beyond the scope of the terms of reference, including such items as standards for awarding merit. The standards or criteria for awarding merit will not form part of the collective agreement and must be developed at an institutional leadership level to ensure alignment with strategic directions and to be responsive to changing business needs.
 - The Memorandum of Agreement re: JMC would expire when the Committee's work is completed.

- Status quo language on Article 9.1 Position Profile, Placement and Review of Positions
 - Agreement to Article 9.3.1.1 Annual Performance Feedback for Permanent, Seasonal, and Eligible Term Employees (see attached)
4. The parties agree to a joint communication announcing a tentative agreement with details to follow
 5. The parties agree to recommend ratification to their respective principals as soon as is reasonably possible.

Signing for the University



Cheryl Carver

May 18, 2007
May 18, 2007

Signing for ASPA



Ruth Thompson

May 18, 2007
May 18, 2007