

AGREED LANGUAGE DOCUMENT		
As of October 3, 2007		
Prepared by U of S/U of R		
Presented to CUPE 1975		
October 3, 2007		
Article	Date	Language
	Aug. 16/06	Agree to the consistent use of the phrase, "Dean, Administrative Head or Designate" throughout the agreement in the follow articles: 8.9.6, 11.2.2, 11.5, 14.6.1, 14.6.2, 14.6.3, 15.2.1, 15.2.2, 15.4.2, 15.4.3 (U of R), 15.4.4, 15.5, 18.4, 20.4.3, 23.11, General Provisions 7 and 8 (U of R), 23.2.2, 23.2.5.2.
1.4.2(b) and MOA	Aug. 9/07	MEMORANDUM OF AGREEMENT Transitional Process for Recurring Relief Designation
		1. An effective date for Recurring Relief positions (RR) will be determined within ninety (90) days of signing of this collective agreement.
		1. 2. A 'snapshot' of the employment status of all persons in the CUPE bargaining unit will be taken within ninety (90) days of signing of this collective agreement. That date will become the new effective date. Persons holding Full and Part Time permanent positions (inclusive of Seasonal) and posted term positions will be separated out for this purpose.
		2. 3. The status of all remaining employees will be reviewed by the Employer and, where appropriate, employees will be designated as Recurring Relief (RR). This information will be reported to staff as soon as possible, but in any event, prior to the effective date.
		3.4. Employees may appeal their Recurring Relief (RR) designation, or the lack thereof, for a period of forty-five (45) calendar days following the effective date.
		4.5. The Employer will review and respond to appeals in the order they are received, as soon as possible. An employee not satisfied with the disposition of the appeal may commence a grievance against the designation within 30 days of receipt of the decision. No grievance will be accepted unless an appeal has preceded same.
		5.6. In an effort to expedite the transition process referenced herein, The Employer agrees to review the status of all casual appointments, by work unit, at six, twelve and eighteen month intervals after the new effective date. recurring relief employment type is implemented. Results of these reviews will be discussed with the Union E & OE
1.4.2 (c)	July 17/07	1.4.2 (c) A casual employee is an employee who is appointed to work that, due to its nature, cannot be scheduled, anticipated or projected, or is work of a limited duration. Payment of casual employees will be on an hourly basis.
		Upon presentation of proof that a casual employee has worked more than 55 65 hours in a department in two consecutive months, and continues to do so, the employer will change that review that employee's status in to determine compliance with the definitions in this article.
3.2	Aug. 9/07	Status quo language per existing agreement.
4.8	Aug. 9/07	Status quo language per existing agreement.

AGREED LANGUAGE DOCUMENT		
As of October 3, 2007		
Prepared by U of S/U of R		
Presented to CUPE 1975		
October 3, 2007		
Article	Date	Language
6.3	Aug. 9/07	The Employer shall provide union bulletin boards as follows:
		U of S U of R
		Administration Building Library
		Marquis Hall College Avenue Campus
		Arts Building Education
		Maintenance Building College West
		Kinesiology Building Classroom
		Williams Building Language Building
		Health Sciences Building
		Science Complex
		Veterinary Medicine
		Engineering Building
		Education Building
		The union shall have the right to post notices of meetings and such other notices as may be of interest to its members. The union will not otherwise post any notices on the Employer's premises without prior written permission from the Dean/Administrative Head or Designate.
7.1	Aug. 16/07	There shall be no discrimination with respect to any employee as provided in the <i>Saskatchewan Human Rights Code (including gender identity)</i> or the <i>Trade Union Act</i> .
8.8	Aug. 9/07	Move to new Article 9.3.
9	Aug. 9/07	Change title to "Probationary and Assessment Period".
9.1.3	July 17/07	Term employees who successfully bid into the same position on a permanent basis must complete the balance of their probationary period.
9.1.4	July 17/07	When employees are reappointed to the same position after a break in service of 60 days or less, the Employer may agree to waive some or all of the probationary period.
9.3	Aug. 9/07	Delete and move language from Article 8.8 to this article and change references from 'provisional' to 'assessment'.
9.4	Aug. 9/07	Renumber current Article 9.3 to 9.4 Employee Medical Examinations.

AGREED LANGUAGE DOCUMENT		
As of October 3, 2007		
Prepared by U of S/U of R		
Presented to CUPE 1975		
October 3, 2007		
Article	Date	Language
11.2.4	Aug. 9/07	Appeal of Position Review Decisions
		Either party may request an appeal within 30 calendar days of receipt of the written decision by Human Resources. The Joint Appeal Committee (consisting of two CUPE and two Management representatives appointed by the parties) will review these requests and render a decision. All appeal decisions are final and not subject to the grievance procedure. In the event the Joint Appeal Committee does not reach consensus, the parties will seek the assistance of a mutually agreed-to and paid for third party expert whose decision shall be final and binding . A position which has been the subject of an appeal may not be the subject of another review (and appeal) until twelve months have elapsed since the appeal decision was rendered.
		Any wage adjustment will be retroactive to the first of the month closest to the date the request for review was received by Human Resources. Notwithstanding the above, no employee will have a reduction in base wage as a result of this process.
12.1.2.1	Oct. 3/07	Assisted Early Retirement (U of R)
		Delete "normal" revise to read, "...or until the member becomes eligible to receive unreduced OAS/CPP payments." Revise to read, "In addition, the Employer will maintain the basic group life insurance of \$25,000 and the dental plan for the employee during this period. "
12.1.3	Aug. 16/07	Termination and Severance Pay
		Within fourteen calendar days of a written notice of Permanent (not term) position being eliminated, an employee who signs an agreement to terminate employment will be entitled to severance pay of two weeks' pay at the employee's current rate of pay for every year or partial year of service for a maximum of fifteen months' pay. The payment will be calculated to the date the employee leaves the Permanent position and made on the date the employee leaves the Permanent position or a succeeding term position, whichever is later. This fourteen day period may be extended by the Employer for good and sufficient reason.

AGREED LANGUAGE DOCUMENT		
As of October 3, 2007		
Prepared by U of S/U of R		
Presented to CUPE 1975		
October 3, 2007		
Article	Date	Language
15.4.3	Aug. 9/07	University of Regina Employee Development
		Fourth paragraph is revised as follows:
		A permanent employee who has completed one year of service shall be entitled to have the tuition fee waived for three credit courses (maximum of three credit hours per course) per academic year at the University or, with prior approval, the equivalent dollar amount for tuition for University of Regina non-credit classes that are related to a natural career progression. The maximum number of courses that an employee may be enrolled in per academic term (semester) is two. If the employee is unsuccessful in completing the course(s) or leaves the employ of the University during the term of the semester, the Employer will deduct the amount of tuition from any monies owed the employee. (Under certain circumstances the employee may make submission to the Dean / Administrative Head or Designate for consideration of full or partial refund for technical school classes or other appropriate upgrading classes). Permanent part-time employees will be eligible for this benefit on a pro-rata basis.
15.4.6.2	Aug. 16/07	Status quo language.
15.4.6.6	Aug. 9/07	Supplementary Employment Benefits (SEB)
		Provided they are in receipt Human Resources Development Canada of federal Employment Insurance benefits (EI), apprentices on education leave to attend necessary training will receive payments from a Supplementary Employment Benefit (SEB) Plan established by the Employer such that the gross amount of the employee's EI benefit from this employment plus the SEB payment will equal 95% of the employee's normal weekly earnings. This SEB payment will be made for a maximum of 12 weeks.
		The employee's accumulated sick leave and vacation leave at the time the leave commences shall be retained to the employee's credit. Benefits during the leave period will be in accordance with Article 19.
15.10	July 17/07	Move language from Article 20.8 to Article 15.10.
		A pregnant employee whose pregnancy is at risk will have the following options.
		(1) to be temporarily assigned other duties if this is possible without disruption to the department;
		(2) to commence her maternity leave after presenting a medical certificate attesting to her pregnancy, and to maintain the right for up to six weeks after date of delivery to return to her former position, and salary subject to any general increases;
		(3) to relinquish her position and elect to exercise her rights under the Layoff and Recall Article, clauses 12.1. to 12.1.14, inclusive.

AGREED LANGUAGE DOCUMENT		
As of October 3, 2007		
Prepared by U of S/U of R		
Presented to CUPE 1975		
October 3, 2007		
Article	Date	Language
15.11	Oct. 3/07	Deferred Salary Leave Plan
		Permanent Employees who have a minimum of one year continuous service in the bargaining unit, and are not currently serving an provisional assessment period, may apply to Human Resources for approval of a Deferred Salary Leave.
		The plan is administered in accordance with the terms of the plan, and benefits are in accordance with the terms of the plan.
17.4	Aug. 9/07	Status quo language per existing agreement.
18.1	Aug. 16/07	Sick Leave Defined
		Sick leave means the period of time an employee is absent from work with full pay by virtue of being sick or disabled, under quarantined by a duly authorized medical person , under examination or treatment by a physician or other licensed medical practitioner including donation of organs, chiropractor, or dentist, donating blood, donation of organs or blood , or because of an accident for which compensation is not payable under The Workers' Compensation Act.
18.1.1	Aug. 16/07	Two Week Waiting Period
		Subject to the availability of sick leave credits, sick leave may be used to offset the two week waiting period for eligibility of receipt of federal employment insurance maternity leave benefits from Human Resources-Development Canada for the birth mother or primary caregiver (see Article 15.8.3).
18.2	Aug. 9/07	(U of S) Full time employees, other than casual, recurring relief and students, will accumulate sick leave and other disability credits on the regular hours stated ... (rest of language status quo).
18.10	Aug. 16/07	Move the first sentence of Article 18.10 to become the first sentence of Article 20.5 and delete the balance of the Article.
18.13	Aug. 9/07	Mandatory Retirement: deletion of Article 18.13 (Sick Leave Beyond Retirement Age) effective Nov. 17/07.
18.14	Aug. 16/07	Sick Leave Credits Exhausted: Renumber this Article.
19.6	July 17/07	(U of R) Joint Union-Management Rehabilitation Committee: Delete entirety of Article 19.6.
19.15	July 17/07	(U of S) Joint Union-Management Rehabilitation Committee: Delete entirety of Article 19.15.
20	July 17/07	Change all references to Occupational Health and Safety Department to: U of S - Department of Health Safety and Environment; U of R - Health and Safety.
20.5	Aug. 16/07	Safety and Health Reports, Records and Data
		(First sentence of Art. 18.10 inserted as first sentence of Art. 20.5.) The Occupational Health and Safety Committee members shall be notified of serious accidents or injuries and the scene shall be investigated as soon as possible. Reports of every accident or occurrence of an occupational disease at the work site will be provided to the appropriate Occupational Health and Safety Committee. The Committee members may request any pertinent health and safety records held by the Employer, which are not confidential.
20.8	July 17/07	Move to Article 15.10.
22.7.2	Aug. 9/07	Status quo language per existing agreement.

AGREED LANGUAGE DOCUMENT		
As of October 3, 2007		
Prepared by U of S/U of R		
Presented to CUPE 1975		
October 3, 2007		
Article	Date	Language
23.2.4	Aug. 16/07	If an employee has left the place of work and is not aware of being required to work overtime and is called back for overtime work, the employee shall be paid a minimum of two hours at overtime rates. An employee required to return to work for brief periods of previously scheduled overtime work will be compensated on the basis of a minimum of one hour's work at overtime rates. Where a call back occurs after 0230 hours, that employee will have the option of either reporting for work as scheduled, utilizing accumulated banked time, or deferring the start and end times of the immediate following shift, creating no eligibility for overtime as a result thereof. Where a call back occurs after 0430 hours, the employee will have the option of starting their regular shift immediately following completion of the call out work.
24.1	Aug. 9/07	Term of agreement: 3 years.
MOA	Aug. 9/07	MEMORANDUM OF AGREEMENT
		University of Saskatchewan
		Salary Reimbursement for Union-Management Meetings
		The University of Saskatchewan will provide reimbursement, up to a combined total of \$13,000 \$20,000 annually , to Departments, as designated by the union, for employees who are required to attend joint Union-Management meetings. The Union will advise the Employer, in writing, of the amount of the payments and the Departments to which they should be directed. Reference Article 15.1.1 for the types of joint business that would be covered by this Memorandum of Agreement.
MOA	Aug. 9/07	U of S - Employee Assistance Program - delete current MOA and replace with the 'Joint Stakeholder Agreement for the University of Saskatchewan Employee Assistance Program' as agreed and signed in March 2007.