

October 25, 2007

**Conciliation**

Clarification of EDO language 4:35 pm

Article 23.1.1 (U of S) – Alternative Hours of Work

**Memorandum of Understanding**

**Re: Utilization of Earned Days Off**

- During the life of this agreement, the University of Saskatchewan and CUPE 1975 will, on a case by case basis, determine methods by which earned days off (EDO) can be provided in work units while not compromising operational efficiency or increasing loss of productivity or service to the public.
- This protocol is agreed notwithstanding previous arbitral or court decisions regarding the interpretation or application of Article 23.01 of this Agreement. The parties consider this protocol to indicate a return to the original spirit and intent of Article 23.01.
- Should a dispute occur pursuant to the MOU, the parties agree to submit same to mediation by an agreed to and paid-for neutral third party. Should no agreement result, Article 23.01 shall govern.

Add the following to Article 23:

Apply to both Universities:

- Part-time employees may be considered for EDO eligibility on a case by case basis where in the opinion of the employer it would be operationally feasible to do so.
- Remove one grievance (Part-times to get EDO's)