



Human Resources
MEMORANDUM

Confidential

TO: University Employees in Scope of CUPE 1975

FROM: Barb Daigle, Associate Vice-President (Human Resources)

DATE: October 29, 2007

SUBJECT: Negotiations between the University and CUPE 1975

As a member of CUPE 1975, the University views you first and foremost as an employee. We value and respect you and acknowledge the importance of your contributions to the University. We also respect your legal right to participate in job action and share your desire for a negotiated collective agreement.

Through the course of the bargaining and conciliation process, the University has carefully listened to the Union, and with the long-term interests of the University and CUPE staff in mind, has proposed a competitive settlement. While we were optimistic about our ability to work towards an agreement, unfortunately, the conciliation process ended when the parties could not reach an agreement on the two outstanding issues of benefits funding and increments for non-performers.

The University has reviewed the material being communicated by CUPE 1975 to its membership and is concerned that the material does not accurately describe the outcome of the conciliation process, nor the University's position at the bargaining table.

To assist you in being fully and accurately informed of the University's position on outstanding and agreed to matters, we have attached the following:

- The University's latest Bargaining Update
- The University of Saskatchewan/University of Regina Settlement Proposal (dated October 25, 2007)
- The Agreed Language Document
- CUPE's Conciliation Counter-Proposal (dated October 25, 2007 at 3:30 pm)
- CUPE's Conciliation Clarification of EDO language (dated October 25, 2007 at 4:35 pm)
- The University of Saskatchewan/University of Regina Offer to Settle (dated October 25, 2007 at 5:30 pm)

We will continue to work with CUPE in an effort to conclude bargaining and will provide updates on the HR website.

A handwritten signature in black ink that reads "B Daigle".

Barb Daigle
Associate Vice-President (Human Resources)

BD/la

Attachments: 6