

DATE: October 25, 2007 at 5:30 p.m.
TO: CUPE 1975 Negotiating Team
FROM: University of Saskatchewan and Regina Negotiation Team
SUBJECT: Offer to Settle

In an effort to salvage the conciliation process, the Employers are prepared to conclude an agreement today with the following revisions to our offer made earlier this date:

- 1) Red-Circled Employees: one-time payments of 5% in each year of a 3 year term.
- 2) Market Supplement: will not be considered for calculation of wage adjustments (no change in Employers positions).
- 3) Article 10.3.6: There was no agreement to expand the break in service to 60 days. Notwithstanding this, we will agree to so expand it.
- 4) EDO's:

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 23.1.1 of this Agreement. The parties consider this protocol to indicate a return to the original spirit and intent of Article 23.1.1.
- 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 23.1.1 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.
- Article 1.4.3 (chart) – Revised chart reflect new language; union to withdraw all grievance(s) regarding the chart (eg. Unsocial hours, EDO's, etc.)

- 5) Increment: No change in Employers counter-proposal. Please note, however, that a successful grievance will address not only a withheld increment but also inaccurate information which led to or formed the basis of the decision.
- 6) Employee Benefits: To date the union has offered no evidence whatsoever that there is a fiscal problem with benefits. The Employer proposal would provide new resources (wage increase makes % funding grow). The U of R is at break even on pre-2007 funding. The U of S is in surplus (over \$100,000) on 2007 funding.

The Employers have directed available financial resources to wage-related issues. There is no more to spend. Therefore, the Employer proposal stands as made today.

Discussion on benefit realignment as we have proposed could address a fiscal problem should one develop by 2009 at either University.

On behalf of CUPE 1975

On behalf of CUPE 1975-01

On behalf of the University of Saskatchewan

On behalf of the University of Regina