

MEMORANDUM OF AGREEMENT

BETWEEN

THE UNIVERSITY OF SASKATCHEWAN
AND
CUPE LOCAL 1975

Article 11.3

The University of Saskatchewan and CUPE Local 1975 accept the recommendation of mediator Andrew Sims, Q.C. and agree that, effective upon the date of the signing of this Memorandum of Agreement, Article 11.3 of the collective agreement is amended to read:

11.3.1 Increment

Two percent (2%) increments up to a maximum of the wage range are provided annually (commencing January 1, 2007 and each January 1 thereafter) to recognize growth in proficiency from experience and a satisfactory level of performance to employees with greater than one year of continuous service. Employees with less than one year of continuous service will be eligible for a prorated increment on the basis of the number of days by which their employment precedes January 1.

11.3.2

If an employee's performance is rated unsatisfactory the 2% increment may be withheld. An employee's performance may only be rated as unsatisfactory if the employee fails to meet communicated performance expectations. A disciplinary record, where a penalty has already been imposed, will not itself be a basis for an unsatisfactory performance rating.

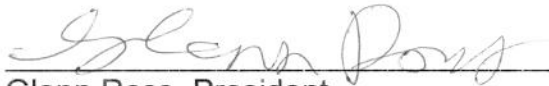
11.3.3

Where an employee has had an increment withheld in the preceding year for unsatisfactory performance and where the employee is eligible for and receives an increment in the following year, then the withheld 2% increment will be added to the following year's increment and paid from the date of that following year's increment forward, but not paid retroactively for the year it was withheld, subject to the range maximums.



11.3.4

An employee, within 30 days of being notified by the Human Resources that their increment is being withheld, may appeal the withholding of their increment on the basis of unsatisfactory performance. The Joint Appeal Committee (consisting of two CUPE and two Management representatives appointed by the parties) will review these appeals and render a decision within 60 days or such longer time as the committee may agree. 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 who, if unable to bring about a consensus, may render a final and binding decision.



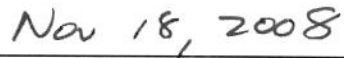
Glenn Ross, President
CUPE Local 1975



Date



Cheryl Carver, Director, Human Resources
University of Saskatchewan



Date