

MEMORANDUM OF AGREEMENT

BETWEEN

**THE UNIVERSITY OF SASKATCHEWAN
AND
CUPE LOCAL 1975**

BENEFITS

1. Amendments to Group Benefit Plans

The parties agree that the University of Saskatchewan shall arrange for the following **bolded** amendments to the Group Benefit Plans to be effective December 1, 2008:

Benefit	Plan Provisions
Extended Health Plan	Prescription Drug Benefits Reimbursement: 100% Maximum: \$2,000 per person per calendar year Vision Care: The Vision Care plan will cover eye examinations, including eye refractions, performed by a licensed optometrist or ophthalmologist for insured persons who live in a province where eye examinations are not covered by a provincial or government plan. The maximum is \$80 per person every two calendar years.
Dental Plan	Dental: The Dental Plan will reimburse 100% of basic dental services and 50% of major dental services to a maximum of \$2,000 per person per calendar year for Basic and Major Services combined. The Plan has no deductible.

The details of the Group Benefit Plans for members of CUPE Local 1975 are posted at www.usask.ca/hrd/benefits/benefit_plans.php#cupe. It is only the amendments expressly stated above in bold that are being made to the Group Benefit Plans, and this MOA does not result in any other amendments, implicit or otherwise, to the Group Benefits Plans.



2. Sick Days

Cap sick leave accumulation at hours equivalent to 120 days, with no further accumulation occurring until an employee falls below the cap. Employees employed as of January 1, 2007 will have their current (as of December 1, 2008) sick leave accumulation grandfathered so that they retain their current accrual, but they will not further accumulate unless and until they fall below the cap.

3. Amendments to Collective Agreement Language

The parties agree to the following **bolded** amendments to the current collective agreement language effective December 1, 2008:

Article 18.2 Rate of Accumulation

University of Saskatchewan

Full-time employees, other than casual, recurring relief and students, will accumulate sick leave **up to a maximum of 120 days** on the regular hours stated for that classification on an hours per month basis as follows:

Where Regular Weekly Hours Are:	Hours per Month Accumulated	Maximum Accumulated Hours (Cap)
35	8.75	840
38	9.50	912

Part-time employees will accumulate credits on a pro-rata basis.

Where an employee commences employment on other than the first day of the month, sick leave accrual shall be prorated based upon the hours worked in the month.

Article 18.3 Accumulation of Sick Leave

All unused portions of sick leave will be cumulative **to a maximum of 120 days. No further accumulation will occur until an employee falls below the cap.**

Article 10.2 Transfer of Employment

An employee from the bargaining unit at one University who obtains a position in the bargaining unit at the other University within thirty days of leaving the previous bargaining unit shall, at the date of commencing the latter employment, be credited with the total seniority with which the employee was credited in the previous bargaining unit. (The employee also shall have the right upon written request, to have transferred accumulated vacation leave, providing that it has not already been paid out, and sick leave credits **to the maximum identified in Articles 18.2 and 18.3**).

Article 1.4.3 Eligibility Chart

<i>Types of Employees</i>	Permanent Employees/ Seasonal Employees (Full ** and Part Time)	Term Employees (Full and Part Time)	Recurring Relief Employees	Casual Employees	Student Employees
Determination of Job Status	Appointment to permanent position (posted)	Defined term > than 4 months (posted)	Up to full-time but no specified term (posted)	Up to full-time (unanticipated) (not posted)	Up to 80 hrs/month avg + summer emp. (not posted)
Access to Restricted Competition	General seniority (start date)	General seniority (start date)	General seniority (start date)	***General seniority (start date)	***University student only
Benefit Entitlement	Full benefits pkg (.5 or more) Pro-rate for part-Time	Full benefits pkg if eligible; *LSA default Pro-rate for part-Time	*LSA benefits Pro-rate for part-time	*LSA benefits Pro-rate for part-time	n/a
Employment Security	Employment commitment & layoff rights	*LSA notice requirement	*LSA call-in and notice Requirement	*LSA call-in	*LSA call-in and notice requirement
Probation Period	4 month	4 month	4 month or equiv. hours	n/a	n/a
Assessment Period	3 month assessment period on trans/promo	3 month assessment period on trans/promo	3 month assessment period. on trans/promo	n/a	n/a
Worked Hours	Scheduled	Scheduled	Scheduled/flexible	Unscheduled	Sched/unsched.
Pay Method	Monthly	Monthly	Hourly	Hourly	Hourly/monthly
Sick Leave	Accum. sick leave****	Accum. sick leave****	No Accum. sick leave	No Accum. Sick leave	n/a
EDO	*Yes for F/T *Consideration for P/T	*Yes for F/T Posted Terms *Consideration for P/T	No	No	n/a
Vacation Entitlement	Vacation Accumulated (except some Seasonals)	Vacation paid out or accumulated	Vacation paid out	Vacation paid out	Vacation paid out
Shift Premium (Article 23.4)	Yes	Yes	Yes	Yes	No
Work Location	Per posting	Per posting	Same job title/family & phase in same College or Admin unit	n/a	n/a

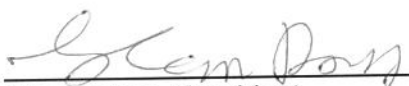
* LSA equals Labour Standards Act

**2 days @ Xmas U of S 38 hr/wk Full Time [per Article 1.4.1(a)]

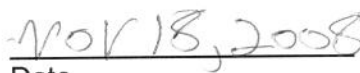
***Subject to Article 8.2

****Subject to Articles 18.2 and 18.3

It is only the amendments expressly stated above in bold that are being made to the Collective Agreement, and this MOA does not result in any other amendments, implicit or otherwise, to the Collective Agreement.



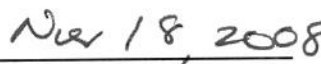
Glenn Ross, President
CUPE Local 1975



Date



Cheryl Carver, Director, Human Resources
University of Saskatchewan



Date