



## SUMMARY OF THE CHANGES TO THE COLLECTIVE AGREEMENT CUPE LOCAL 1975

*January 1, 2013 to December 31, 2015*

### Compensation (Appendix 1 – Wage Ranges)

#### Salary Increases - Market based salary adjustments (up to the maximum of the new ranges)

- ✓ 1% (effective and retroactive to January 1, 2013)
- ✓ 1.5% (effective and retroactive to January 1, 2014)
- ✓ 2% (January 1, 2015)

#### Salary Ranges – 2013

- Increase Phases 1 and 2 (min. and max.) by 4%
- Increase Phase 4 (min. and max.) by 0.50%

#### Salary Ranges – 2014 and 2015

- Increase all Phases (min. and max.) by 2%

### Temporary Performance of Supervisory or Higher Phase Duties (Articles 11.5.1 and 11.5.2) and Special Pay Provisions (Article 23.7, 23.8, 23.11)

- Higher Phase Duties: Increase premium from 6% to 10%
- Supervisory Duties: Increase from max. 6% to max. 10%
- Shift differential increase from \$80 to \$100 per month
- Radiation pay premium increase from \$50 to \$80
- Asbestos pay premium increase from \$0.75 to \$1.50
- Rescue team premium for confined space team captains \$200 per month
- High voltage arc flash premium from \$100 to \$120 per month
- Blaster certificate premium from \$100 to \$120
- Spray painting differential from \$0.36 per hour to \$1.00 per hour

### FAPA Rates of Pay (Schedule B – FAPA Rates of Pay)

#### Market based salary adjustment

- 4% effective January 1 in each year of this agreement
- New extra step included (effective January 1, 2013)

### Student Employment (New Article 11.6)

- Option to establish student positions within the scope of CUPE 1975 following the established FAPA rates of pay

## Benefits (Article 19 and Benefit Plans)

### Eligibility Plan Changes for Term Appointments

- a) 0.5 FTE  $\geq$  2 Year Term Appointment eligible for all benefits: Life, Health, Dental, FSP, Disability (STD and LTD)
- b) 0.5 FTE  $\geq$  6 Months  $\leq$  2 Year Term appointment eligible for Life, Health, Dental, and FSP

### Plan Design Changes

#### A. Extended Health

- direct pay drug card with mandatory generic control
- Increase eye exam from \$80 to \$100 every 2 years
- Increase maximum for glasses from \$200 to \$300

#### B. Non-Academic LTD

- Increase maximum disability monthly benefit from \$3,000 to \$4,000

#### C. Other plan design changes

- Increase to FSP from \$100 to \$200 annually
- Increase to Part Time Benefits for employees who work 15 hours per week as follows:
  - Life coverage from 1x to 2x annual earnings and max. from \$250,000 to \$500,000
  - Business Travel Insurance max. from \$50,000 to \$100,000
  - Basic Dental (single coverage) from 50% to 100% and max. from \$1,000 to \$2,000
  - Drug coverage coinsurance from 50% to 100% and max. from \$1,000 to \$2,000

### Plan Funding Changes

- Elimination of funding cap (5.75%) and moving to a fully employer-paid health, dental, and STD plans

## Employee Development (Article 15.4.2)

- Release of fund in 2 allocations of \$30,000 (May 1<sup>st</sup> and Nov. 1<sup>st</sup>)
- Option to submit pre-approved applications with reimbursement conditional upon successful completion
- Tuition waiver fund of \$20,000 per fiscal year for courses taken at the UofS with an individual max. of 6 credits units per fiscal year

## Alternate Hours of Work (Article 23.1.1, MOA Hours of Work)

- MOA to facilitate ability to negotiate and implement alternative practices to current EDO schedules
- Introduction of guidelines for banked time usage with respect to EDO accumulation

- Options available only to permanent employees in permanent positions
- 14 calendar day election period, with possibility of extension by the Employer and default option of termination and severance if employee fails to make an election within prescribed time-line
- Severance amount based on length of service (Up to a max. of 15 months' pay)
  - ✓ 0 to 19 years – 2 weeks' pay/per year
  - ✓ 20 years or over – 3 weeks' pay/per year
  - ✓ Limitation to seek, gain employment or accept funds from the university during period covered by severance and pay in lieu of notice
- Placement
  - ✓ Leave of absence without pay for a period of up to 6 months and Employer paid benefits for up to 3 months, with option to revert to a reduced severance at any time
  - ✓ Unlimited opportunities for placement and consideration to any vacant position (to be filled in accordance with Art. 8.4 and 9.3)
- Bumping
  - ✓ Employer to identify positions to be bumped within 14 days of election and report status of process on a weekly basis

**Other changes to be incorporated into the agreement:**

- Automatic change of status for casual employees (**Article 1.4.2**)
- Union's access to the "usask" electronic mail system (**Article 6.4**)
- Posting of vacant positions on the university job posting website (**Article 8.1**)
- Seniority rosters to be provided to union on an annual basis (**Article 10.5 and 10.6**)
- Moving the concept/process of coaching out of the discipline article (**New Article 8.9**)
- Changes to the Apprenticeship Program (**Article 15.4.5**):
  - ✓ Requirement to retain standing status with the provincial apprenticeship program through the course of the employment
  - ✓ Positions to be posted as up to one year term with possibility of extension and subject to an assessment period of 6 months
  - ✓ Supplementary Employment Benefit payment for a max. of 12 weeks per session
- Elimination of advance pay for employees on vacation on regular pay day (**Article 17.8**)
- Ability to request proof of illness at any time (**Article 18.6**)
- Elimination of Joint Stakeholder Agreement for EAP, and inclusion of the provision of EAP services in the agreement (**Article 19.9**)
- **MOA – CUPE 1975 President Compensation** – university to facilitate full payment of salary and benefits to the President via the regular payment service process
- **MOA – Scope** – agreement to await implementation of the new legislation with regards of changes in scope pending outcome of the jurisdictional review project