

**MEMORANDUM OF SETTLEMENT**  
**BETWEEN**  
**UNIVERSITY OF REGINA AND CUPE LOCAL 5791**

**Settlement Summary**

CUPE and the University reached a tentative agreement on Wednesday, March 15, 2017. What follows is a summary of the amendments in the memorandum of settlement. Housekeeping amendments are not included. For a complete copy of the memorandum, please contact the Local 5791 office.

**Term of the Agreement:** 2 years (January 1, 2016 to December 31, 2017)

Unless otherwise stated, all changes will take effect the 1<sup>st</sup> of the month following ratification of the agreement by the parties. Retroactive economic adjustments will be provided to all active employees including those on disability and approved leave and those who have retired since January 1, 2016.

**Appendix A: Economic Increase**

Individual salaries, along with salary ranges and increments are increased:

January 1, 2016:	1.5%
January 1, 2017:	0% - One time lump sum payment (not on base and not on wage ranges) of \$750. Lump sum payments must be paid to eligible employees* on or before March 31, 2017.

\*Eligible employees are defined as those whose status with the University as of the eligibility date (March 31, 2017) is one of the following:

- Active with seniority
- On layoff and recall status
- On disability, maternity, parental or adoption leave
- On approved leave of absence not more that 90 days prior to the eligibility date

**Other amendments to the contract:**

**Article 4.3**

The employer agrees to provide the union twice annually with the home mailing address and phone number of each employee in the bargaining unit subject to the union executive complying with a Confidentiality, Disclosure and Restricted Use agreement.

**Article 8.5 Reversion Rights in a Term Position**

Employees who are awarded a term position will need to apply for a leave of absence from their permanent position. The request will be assessed taking into consideration the operational needs of the unit. Requests for leave will not be unreasonably denied.

### **Article 9.1 Probationary Period**

Probation period is increased from 4 months to 6 months.

### **Article 9.2 Assessment Period**

Assessment period is increased from 3 to 6 months.

### **Article 11.2.2 Review of Position Job Family and/or Phase**

Human Resources will provide a written decision within 30 calendar days of a request by an employee of a review of their position.

### **Article 11.2.3 Adjustment Through Promotion, Transfer or Review**

When employees are reclassified or promoted to a higher phase or their position review places them in a higher phase their base wage will be increased by no less than 8% (increased from 6%).

### **Article 11.5 Temporary Performance of Duties of a Higher Phase**

Higher duty pay increased from 6% to 8%.

### **Article 15.2.2 Special leave of Absence Without Pay**

Employees may be granted a leave of absence for good and sufficient reason. Application will take into consideration the operational needs of the department. Requests will not be unreasonable denied.

### **Article 15.4.2 Employee Development**

Tuition fee waiver for 4 credit courses (maximum 3 credit hours per course) per academic year. An increase from 3 credit courses.

Or, with prior approval, the equivalent dollar amount of 3 three-credit hour courses of undergraduate Faculty of Arts tuition for non-credit courses per academic year.

### **Article 15.8.3 Supplementary Employment Benefits**

Increase in benefits period from 25 to 26 weeks.

### **Article 18.1 Sick Leave**

Language reorganized for better clarity with no change to application.

### **Article 18.2 Waiting Period**

Reduced from two weeks to comply with EI legislation (one week waiting period.)

### **Article 18.2 Rate of Accumulation**

Language reorganized for better clarity with no change to application.

### **Article 18.6 Proof of Illness**

Added the statement: The employer will not unreasonably request a proof of illness from an employee.

**Article 19.6.4 Group Insurance, Dental Plan, Long Term Disability, Extended Health Plan**

Employees will no longer be subject to a waiting period when they return from any leave of over 31 days.

**Article 19.6.3 Pension Plan**

Regular employee and employer pension contributions will continue during the SEB period.

**Employee and Family Assistance Plan**

Number of sessions through EFAP increased from 5 to 8.