

Memorandum of Settlement
between
University of Regina (the “University”)
and
CUPE Local 5791 (“CUPE”)

This memorandum of settlement will be taken by both parties to their respective principals for ratification.

The University and CUPE hereby agree to the following four-year settlement in accordance with Article 24.

Unless otherwise stated, all changes take effect the 1st 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 1 January 2018. Resigned and terminated employees will not be eligible.

Salary – Appendix 1

All individual salaries along with salary ranges and increments are increased:

0% effective 1 January 2018

One-time lump sum payment (not on base and not on wage ranges) of \$800. Lump sum payments must be paid to eligible employees* the first pay period following 1 July 2018.

0% effective 1 January 2019

1.25% effective 1 January 2020

1.5% effective 1 January 2021

*Eligible employees are defined as those whose status with the University as of the eligibility date (1 July 2018) is one of the following:

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

Duration and Continuation of the Agreement – Article 24

Four-year agreement effective 1 January 2018 to and including 31 December 2021

Articles:

1. Article 11.3.5 Language removed
2. Article 15.2 Language change
3. Article 19.3.10 Change from Health Spending Account to Flexible Spending Account and the credit increase from \$500 to \$800 are effective 1 January 2019
4. Article 19.3.11 The Family Tuition Scholarship increased from \$500 to \$1,000 and the maximum payment per family member increased from \$1,000 to \$2,000 per year
5. Article 23.8 Language change for biweekly pay (housekeeping)
6. Article 23.12 Language change for biweekly pay (housekeeping)

Other Articles Agreed Upon (prior to 22 March 2018):

1. Article 1.4.2 Language change for biweekly pay (housekeeping)
2. Article 1.4.3 Language change for biweekly pay (housekeeping)
3. Article 11.5 Language change for biweekly pay (housekeeping)
4. Article 12 Language change
5. Article 15.5 Language change
6. Article 15.8.2 Federal Legislation Change
7. Article 15.8.3 Language change
8. Article 16.4 Language change for biweekly pay (housekeeping)
9. Article 16.5 Language change for biweekly pay (housekeeping)
10. Article 16.6 Language change for biweekly pay (housekeeping)
11. Article 17.1 Language change for biweekly pay (housekeeping)
12. Article 18.2 Language change for biweekly pay (housekeeping)

13. Article 18.9 Language change for biweekly pay (housekeeping)
14. Article 19.3.3 Language change for biweekly pay (housekeeping)
15. Article 20.7 Elimination of Article
16. Article 23.1.1 Language change for biweekly pay (housekeeping)
17. Article 23.3 Language change for biweekly pay (housekeeping)
18. Article 23.5 Elimination of Article
19. Article 23.6 Language change for biweekly pay (housekeeping)
20. Article 23.7 Language change for biweekly pay (housekeeping)

Central Heating Plant Ticket Premium MOA – Language change for biweekly pay (housekeeping)

Supplementary Employment Benefits MOA – Addition Language (reflect change in Federal Legislation on Parental Benefits)