

## **Bargaining Units Who Took Job Action**

### **Crop Insurance Corp. reach tentative agreement June 24, 2011**

The current collective agreement expired September 30, 2009. The new three-year agreement will be retroactive to October 1, 2009, and expire on September 30, 2012. This deal is subject to SCIC and SGEU approval processes.

The terms of the proposed deal include a 5.5 per cent general wage increase over three years and:

- an additional 0.25 per cent general wage increase in the third year in consideration of negotiated efficiencies;
- an employer contribution of 0.2 per cent toward the employee-enhanced Dental Plan;
- an overnight allowance of \$25 per night for employees who travel away from home for more than three consecutive days, commencing after the third day;
- an increase in the designated holiday pay for casual, temporary employees and adjusters from 4.5 to 5.4 per cent;
- an increase in the employee and employer contributions to the Public Employees' Pension Plan from a total of 7.0 to 7.25 per cent of gross regular salary for employees;
- joint agreement to reassert SCIC and SGEU commitment to the Joint Classification plan; and
- agreement to reconsider the retroactive application of seniority for employees who previously were not given seniority after being away on maternity leave.

### **Health Sciences Association Tentative Agreement**

<http://www.hsa-sk.com/assets/files/strike/Memorandum%20of%20Agreement%20July%208%202011.pdf>

#### **1. Wages**

April 1, 2009 – 2%

April 1, 2010 – 1.5%

April 1, 2011 – 2%

April 1, 2012 – 2%

This unit agreed to allow continued market supplements to ensure that by the end of the agreement they would be paid comparable to their counterparts in Alberta. As of April 2012, of the 77 classes of employees in this unit, 74 of the classes will be receiving market supplements.

### **Saskatchewan Teacher's Federation**

<http://www.ckom.com/sites/default/files/portal.pdf>

The teacher's have a tentative agreement that has not been voted on yet.

Depending on years of service and class of teacher this agreement provides everyone in the bargaining unit with increases from 6.82% to 10.89%.

Effective Sept. 1, 2012 plan benefits are to include coverage for up to 50% of adult orthodontics to a lifetime maximum of \$2000 per teacher.

## **Saskatchewan Government Insurance**

<http://cope397.sasktelwebhosting.com/Collective/pdf/Bargaining%20Bulletin%20-%20Tentative%20Agreement%20-%20August%202011.pdf>

### **1. TERM OF THE AGREEMENT: January 1, 2010 — December 31, 2013**

### **2. WAGES AND OTHER MONETARY ITEMS:**

- ☐ 1% Wage increase retroactive to January 1, 2010
- ☐ 3% Wage increase effective January 1, 2011
- ☐ 1.5% Wage increase effective January 1, 2012
- ☐ 2% Wage increase effective January 1, 2013
- ☐ Full retroactivity to January 1, 2010
- ☐ **Flex Spending Account (FSA)**
  - October 2011 An additional \$175 = \$1,425
  - October 2012 = \$1,425
  - October 2013 An additional \$175 = \$1,600
- ☐ Additional option of cash payout (*taxed at source*) effective October 2011
- ☐ **NOTE:** The FSA, as always, includes \$250 Wellness
  
- ☐ **Employee Service Allowance Program (ESAP)**
  - 24 hours at hourly rate of pay paid out annually to ALL permanent Employees actively employed on September 30 each year, starting October 1, 2012
  - As with Flex Spending people have options, those are:
    - ☐ Capital Pension (*income tax protected*)
    - ☐ RRSP (*income tax protected*)
    - ☐ Health Care Spending Account (*income tax protected*)
    - ☐ Cash payout (*taxed in the same manner as wages are taxed*)
  
- ☐ **Pension Contributions**
  - Employer contribution increases by .25% to 5.75% effective January 1, 2012; Employee contributions remain at 5.5%

The employer will maintain health and dental benefits throughout the life of the contract.

A letter from the employer guaranteeing no layoffs for the life of the collective agreement.

*This is only a small portion of each of these agreements. Please use the links provided to review the entire contents of the Memorandums of Agreement.*

## **Bargaining Units That Did Not Have to Take Job Action**

### **SaskEnergy**

Three year agreement – February 1, 2010 – January 31, 2013

#### **WAGE SCHEDULES**

1 ½ - 2 ¼ – 2 ¼

Effective February 1, 2012 the employee contribution will be based on 5.75% of their pensionable earnings; the Company contributions will be 6.25%.

### **SaskPower**

#### Highlights of the Memorandum:

- General wage increase of 1.5% - 2% over the two year term
- Retro for active members on the date of ratification from Jan 1, 2010 and retirees will receive a cash payout of non-pensionable wages.
- Shift differential increase 1% effective Jan 1, 2011
- Increase \$25.00 (non-office), \$35.00 (line) boot allowance effective January 1, 2011
- Provisions that required Apprentices to pay back monetary training amounts when they chose to leave the Company has been deleted.
- Establish project employee rights and terms in separate appendix
- Vacation Overtime Cap of 120 hours per year is removed from the Memorandum
- A commitment to do a Western Canadian Market review immediately that will be effective August 1, 2011 upon completion of the review.
- For situations involving degenerative or potentially life threatening conditions for a family member, Leave for Serious Illness will apply as per new Article 6.16.