

January 19 ,2011

Final offer to resolve all outstanding items and reach a collective agreement

The Employer respectfully requests this offer be submitted to the SGEU Professional Services Bargaining unit membership for ratification

Memorandum of Agreement

Between

Saskatchewan Government and General Employees' Union
Professional Services Bargaining Unit

And

Saskatchewan Institute of Applied Science and Technology

The parties agree to this Memorandum of Agreement which constitutes full and final settlement of the terms of the Collective Agreement for the period July 1, 2009 to June 30, 2012 as negotiated by the parties.

The undersigned representatives of the parties agree unanimously to support and recommend acceptance of all terms of the Memorandum of Agreement to their respective principals and conduct the ratification process involving the said collective agreement no later than thirty (30) calendar days following the signing of this Memorandum of Agreement.

The parties agree that the said collective agreement shall include:

- Unless otherwise agreed to, all articles shall remain as in effect from the previous Collective Agreement between the parties as expired June 30, 2009.
- Any articles agreed to as of January 7, 2011 shall be included in the July 1, 2009 to June 30, 2012 agreement.

Any outstanding proposals not agreed to as of January 7, 2011 are hereby withdrawn by the parties, with the exception of the following:

Monetary Offer

Economic increases in each of the three years of the agreement:

- Effective July 1, 2009, a 1.5% increase to the Appendix A salary tables
- Effective July 1, 2010, a 2.0% increase to the Appendix A salary tables
- Effective July 1, 2011, a 2.0% increase to the Appendix A salary tables

Retroactivity

All employees on staff as of the date of signing of the Collective Agreement are eligible for retroactive wage adjustments based on paid days during the term of the Collective Agreement.

To that end, if a collective agreement is not ratified by February 18, 2011, retroactive pay for employees will cease to accrue effective February 19, 2011; however retroactive pay accrued up to and including February 18, 2011 will continue to be part of the offer.

Article 16 Leave of Absence

Maintain current language except with agreed to amendments and the Employer’s final offer amendments to Article 16.1.1.1 and 16.10.1.1 as follows:

16.1 Definite Leave

16.1.1.1 Definite leave will not be granted for employment outside of SIAST.

16.10 Indefinite Leave

16.10.1.1 Indefinite leave will not be granted for employment outside of SIAST.

Conditions of Acceptance of this agreement:

- Unless stated otherwise, the terms and conditions of the said Collective Agreement become effective the date of signing of the Collective Agreement.
- All proposals in this Memorandum of Agreement are conditional upon acceptance of this package in its entirety.

IN WITNESS WHEREOF the parties have hereunto cause these presents to be executed effective as from and after the _____ day of _____, 2011.

Signed on behalf of SIAST:

Signed on behalf of SGEU:

NAME

NAME

NAME

NAME

NAME

NAME

NAME

NAME