

Professional Services Bargaining Unit

1011 Devonshire Drive North
Regina, SK S4X 2X4
(p) 522.8571
1.800.667.5221
(f) 352.1969

1114-22nd Street West
Saskatoon, SK S7M 0S5
(p) 652.1811
1.800.667.9791
(f) 664.7134

33-11th Street West
Prince Albert, SK S6V 3A8
(p) 764.5201
1.800.667.9355
(f) 763.4763

www.sgeu.org

As you have been made aware your bargaining committee concluded bargaining on December 6th and will be bringing, you the members the changes to the New Collective Bargaining Agreement out for ratification early in the new year. Dates, times and locations will follow in an update when the final details are confirmed.

Attached is a highlight document of the changes that the parties made during this rather lengthy round of bargaining. The bargaining committee appreciates the support and patience, you the members have given us and wish all a healthy and a safe well deserved break for the holidays to spend time with family and friends.

We look forward to seeing all of you in the new year at the ratification meetings.

In solidarity,

Deb Zawada-Wiebe, PSBU Vice Chair
Jon Burke, Campus Chair, Regina Campus
Derrick Gagnon, Campus Vice-Chair, Saskatoon Campus and Administrative Offices
Twila Johnson, Campus Vice Chair, Prince Albert Campus
Ellen Lehman, Bargaining Representative, Moose Jaw Campus
Bonnie Bond, PSBU Bargaining Chair

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MEMORANDUM OF AGREEMENT

Between
SASKATCHEWAN POLYTECHNIC

And

**THE SASKATCHEWAN POLYTECHNIC PROFESSIONAL SERVICES
BARGAINING UNIT**

Represented by
**SASKATCHEWAN GOVERNMENT AND
GENERAL EMPLOYEES' UNION**

The parties agree to this Memorandum of Agreement including all appendices which constitutes full and final settlement of the terms of the Collective Agreement for the period July 1, 2016 to June 30, 2022 as negotiated by the parties.

The undersigned representatives of the parties agree to present this Memorandum of Agreement to their respective principals and conduct the ratification process involving the said collective agreement following the signing of this Memorandum of Agreement.

Within the said collective agreement, the parties agree to the following:

Unless otherwise agreed to, all articles and appendices shall remain as in effect from the previous Collective Bargaining Agreement between the parties as expired June 30, 2016.

General economic increase:

- 0% wage increase effective July 1, 2016
- 0% wage increase effective July 1, 2017
- 1% wage increase effective July 1, 2018
- 2% wage increase effective July 1, 2019
- 2% wage increase effective July 1, 2020
- 2% wage increase effective July 1, 2021

Employees on staff effective date of signing of this collective agreement and those employees who have left the employment of Saskatchewan Polytechnic for any reason, other than just-cause termination, are eligible for retroactive pay to July 1, 2018. Such former employee must apply within sixty (60) days from the date of signing the CBA in writing to Saskatchewan Polytechnic with electronic banking information and indicating their current address. The retroactivity application should be directed to: HR_Admin.Offices@saskpolytech.ca

Details of the agreement include:

- **Annual Increments**
 - Will be effective after days worked instead of April 1st static day
- **Pay on Demotion**
 - Will be adjusted to the lower step
- **Temporary Market Stipends**
 - Job Information Questionnaires (JIQ) to be up to date prior to implementation of Market Stipends
- **Maternity/Parental/Adoption Leave**
 - Dates for leave and top-up amended to reflect legislative changes
- **Meal Rates**
 - Increase in meal and per diem rates
- **Safety Footwear**
 - Expanded to include all safety footwear
 - Increased up to \$200 every two years
- **Job Evaluation System**
 - Letter of Understanding re reviewing merits of current job evaluation system
 - Letter of Understanding re a pilot job evaluation challenge process
- **Extended Sick Leave**
 - New language encouraging employees to apply for Long Term Disability (LTD) in a timely manner
- **Personal Leave**
 - New self-declaration language
- **Interpersonal Violence Leave**
 - Leave of absence with pay for 5 days; additional 5 days, if needed, to be drawn from sick leave credits
- **Flex Spending Account**
 - Change in notification and allocation dates
- **Revised LOU Indigenous Representative Workforce**
 - Parties commitment with a time frame to meet and identify priorities