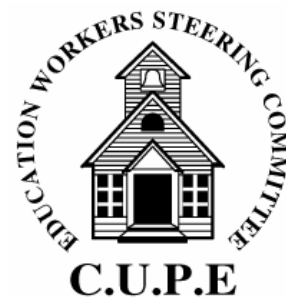


**Bargaining Achievements**  
**in the**  
**Saskatchewan School Board Sector**

**Prepared for the**  
**Education Workers' Steering Committee**  
**Annual Conference, November 4-5, 2008**



CUPE Research  
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## **Introduction**

In Saskatchewan, CUPE represents approximately 6,400 workers in the K-12 (Kindergarten to Grade 12) sector. CUPE members work in a variety of jobs in Saskatchewan schools such as educational or teaching assistants, secretaries, library assistants and technicians, caretakers, bus drivers, computer technicians, social workers, community school coordinators, speech assistants, workers in various trades, and other classifications.

As of October 20, 2008, CUPE has 37 collective agreements in the K-12 sector, down from 58 collective agreements in 2006. The number of agreements in this sector has steadily declined in the last two years as a result of school division amalgamations that came into effect January 2006. Since then, CUPE locals have been merging into one local per new school division and bargaining one collective agreement with each employer.

This is the tenth consecutive year that CUPE Research has produced this summary of bargaining achievements in the Saskatchewan school board sector. Given the large number of bargaining units and contracts in this sector, the Education Workers' Steering Committee requested a report to help track bargaining trends and successes on an annual basis.

This year's report summarizes 15 settlements in the school board sector that were ratified between August 29, 2007 and October 20, 2008.

The information presented in this report is based on the contract settlement reports completed by the CUPE staff representative for each education local. CUPE's Research Representative compiled the information from these settlement reports, and supplemented the information where necessary by reviewing collective agreements and follow-up discussions with the staff representatives.

The first section of this report provides a provincial overview of bargaining and major contract settlements in Saskatchewan over the past year. The second section focuses on CUPE settlements in the school board sector, summarizing the major trends and bargaining achievements. The third section highlights specific gains in premium pay and allowances, pensions and benefits, vacation and paid holidays, leaves and other language.

The appendices at the end of this report list the locals whose settlements are reviewed in this report, a list of locals currently in bargaining, a list of locals whose collective agreement expire 2008, 2009 or 2010; and an historical table showing annual average increases in the Consumer Price Index (CPI) for Saskatchewan.

## I - Provincial Overview: Wage Settlements in 2007-2008

The Policy and Planning Branch of the Ministry of Advanced Education, Employment and Labour monitors both public and private sector wage settlements in the province of Saskatchewan. The branch provided information on 54 settlements in 2007 and only 18 settlements to date in 2008. The settlement data is based on voluntarily submitted reports from January to September. The 2008 data is considered preliminary since the provincial average of percentage wage increases will change as more settlements are reported.

Table 1 shows that the average annual negotiated wage settlement in Saskatchewan was 3.6% in 2007 and 4.0% for 2008 (preliminary data). There has been a significant increase in public sector wage settlements over the last two years, from an average of 2.6% in 2006 to 3.7% in 2007 and preliminary average wage increase of 4.0% for 2008. By comparison, private sector wage settlements averaged 3.0% in 2006, 3.6% in 2007 and 4.1% in 2008.

The settlement data includes the recent Saskatchewan Union of Nurses settlement in 2008 but does not include the settlement of the Saskatchewan Teachers Federation reached in 2007.

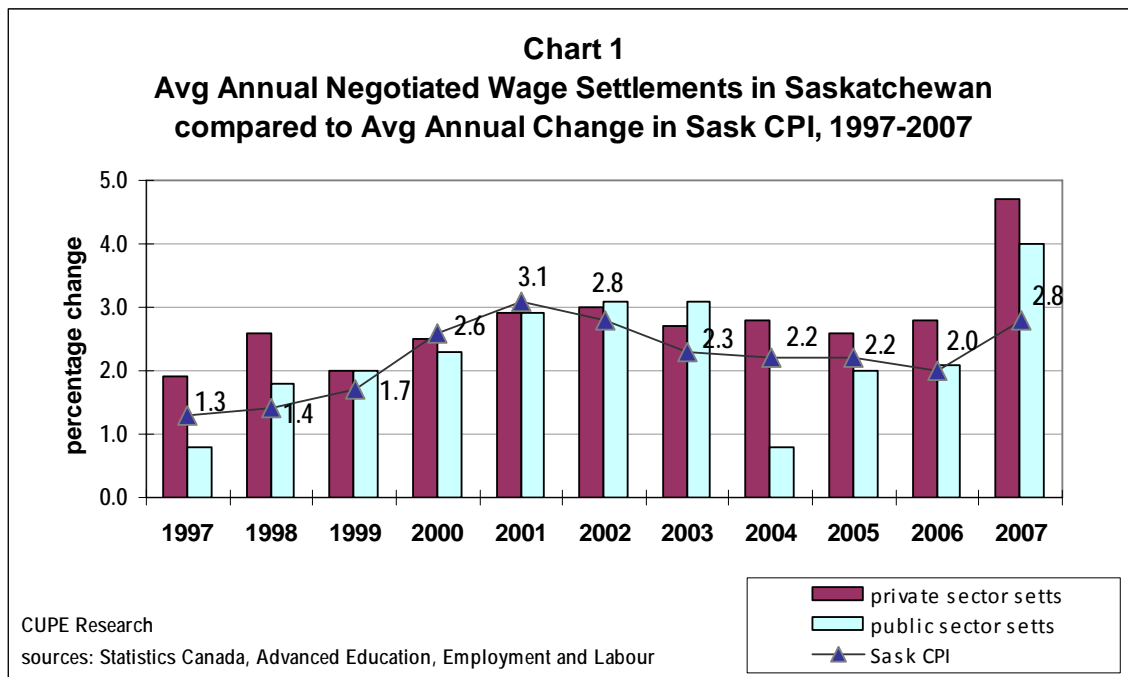
**Table 1 – Average Annual % Wage Settlements in Saskatchewan  
1992 – 2008**

Year	Total Number of Settlements	% Increase per Settlement			% Increase per Employee		
		Total	Public	Private	Total	Public	Private
1992	114	2.4	2.6	2.3	2.7	2.7	2.7
1993	121	1.1	0.9	1.5	0.9	0.8	1.9
1994	101	1.1	0.9	1.3	0.9	0.8	1.1
1995	110	1.2	0.8	1.5	0.7	0.4	1.9
1996	87	1.2	1.1	1.5	1.0	0.9	2.2
1997	71	1.7	1.4	2.1	1.0	0.8	1.9
1998	41	2.1	1.8	2.4	2.0	1.8	2.6
1999	61	2.1	2.1	2.2	2.0	2.0	2.0
2000	52	2.4	2.2	2.4	2.6	2.3	2.5
2001	72	2.9	2.9	3.0	2.9	2.9	2.9
2002	63	3.2	3.4	3.0	3.1	3.1	3.0
2003	45	3.0	3.2	2.9	3.0	3.1	2.8
2004	42	2.5	2.4	2.6	1.2	0.8	2.8
2005	69	2.4	2.3	2.5	2.0	2.0	2.6
2006	48	2.8	2.6	3.0	2.1	2.0	2.9
2007	54	3.6	3.7	3.6	4.0	4.0	3.4
2008 P	18	4.0	4.0	4.1	4.9	4.9	4.7

P= preliminary data. Please use 2008 data with caution as it is based on a small sample of 18 settlements.  
Source: Saskatchewan Labour, Wage Settlement Statistics, September 22, 2008

Table 1 also shows the average annual wage settlement per employee, a calculation in which the larger bargaining units carry more weight. The average annual wage settlement per employee in Saskatchewan was 2.1% in 2006 and 4.0% in 2007. The preliminary data for 2008 shows an average 4.9% wage increase per employee. It is important to stress that this average is based on only 18 settlements in the province, of which one major settlement was the Saskatchewan Union of Nurses covering 8,550 members. The nurse's agreement represents over 87% of total employees covered by the 18 settlements.

In recent years, average annual wage settlements per public sector employee had barely kept up with increases in the cost of living, but this began to change in 2007. The annual average Consumer Price Index (CPI) for Saskatchewan increased by 2.1% in 2007 compared to average wage increases of 4.0% for public sector workers. Public sector workers, after experiencing an erosion in their purchasing power following the imposition of the provincial government's zero, one and one percent wage mandate in 2004, are finally beginning to see significant increases in their real wages.



Last year's settlement between the Saskatchewan Teachers Federation with the Saskatchewan School Board Association and the provincial government set the wage pattern for CUPE locals in the school board sector. The three-year agreement is effective from September 1, 2007 to August 31, 2010 and provided a 5.0% increase September 1, 2007, 4.0% on September 1, 2008, and 3.5% on September 1, 2009. Almost one-half of the CUPE school board settlements within the last year received the same percentage wage settlements as the teachers.

The teachers' settlement also includes a one-time restorative payment of \$11.158 million to their health benefit plan. Effective July 1, 2009, the employer will contribute 2.1% of

total payroll to the benefit plan. The employer will also increase its contributions to the pension plan effective July 1, 2009 to 7.0% of earnings up to the Yearly Maximum Pensionable Earnings (YMPE) and 9.0% of earnings in excess. Supplemental unemployment benefits for maternity leave were increased from 9 to 12 weeks.

The most significant public sector settlement reached in 2008 was that between the Saskatchewan Union of Nurses (SUN) and the Saskatchewan Association of Health Organizations (SAHO). The four year agreement, which came into effect April 1, 2008 and expires March 31, 2012, provides a 5.0% increase in each of the four years. Effective April 1, 2008, a 5.0% market adjustment was applied to all classifications and all nurses who had completed 20 years employment in the bargaining unit received a 2.0% long-service recognition adjustment. In addition, all nurses on staff as of January 1, 2011 and January 1, 2012 will receive a Provincial Service Recognition Payment of \$1,750 “to assist in the retention of current employees.”

There were many other significant monetary gains in the SUN agreement such as:

- An increase in shift premiums from \$1.50 to \$3.25 an hour that will increase again on April 1, 2009 to \$3.75 an hour;
- An increase in the weekend premium to \$2.60 an hour (from \$1.25/hour). The rate increases to \$3.10 per hour on April 1, 2009;
- Overtime rates are at double time (previously the first 3 hours were at time and a half, then double time thereafter);
- Standby pay increased to \$3.15 an hour (from \$2.19/hour) on regular work days and \$4.25 an hour (from \$4.12) on a day of rest or statutory holiday;
- \$1.90 per hour for In-Charge Pay (was \$1.15);
- Paid holidays increased to 12 from 11 with the addition of Family Day;
- New language for Supplement Benefit for Maternity Leave provides top-up up to 75% of regular weekly earnings during 15 weeks. Employer will also pay 75% of regular weekly earnings during the 2-week EI waiting period;
- New language for Supplement Benefit for Parental/Adoption Leave that provides top-up of 75% of regular weekly earnings for up to 10 weeks, and 75% of regular weekly earnings during the 2-week waiting period.

There were no other major public sector settlements to date for 2008. The three health care provider unions – CUPE, SGEU and SEIU – are currently at the bargaining table with the Saskatchewan Association of Health Organizations (SAHO). The CUPE Health Care Council represents almost 13,000 health care workers. Although the nurses’ settlement sets a high monetary standard, the health care provider unions are bargaining in the new context of Essential Services legislation.

## II – Saskatchewan School Board Settlements 2007-2008

This report examines 15 CUPE school board settlements that were ratified between August 29, 2007 and September 30, 2008 (compared to 20 settlements reported last year). The 15 settlements cover a total of 3,320 CUPE members. The list of these settlements can be found in Appendix “A”.

Included among these settlements are four merged agreements negotiated with the new larger rural public school divisions: Local 4754 and the Chinook SD 211, Local 4799 and Horizon SD 205, Local 4869 and South East Cornerstone SD 209, and Local 5252 and the Prairie Valley SD. In addition, the newly-merged urban local, Local 8443 (former Locals 34 and 1948), recently bargained one new collective agreement with the Saskatoon Public School Division.

Presently, there are eight K-12 locals in the process of bargaining a new collective agreement (see Appendix II). Among those in bargaining are two recently merged rural public school division locals:

- Local 4802 (Sun West SD 207) merging 6 collective agreements;
- Local 4875 (North East SD 200) merging 6 collective agreements.

After the amalgamation of rural public school divisions on January 1, 2006, newly merged CUPE locals have been in the process of negotiating one agreement with each new employer. As of October 20, 2008, CUPE had 37 collective agreements in the K-12 sector, down from 58 collective agreements in 2006. Once the current rounds of bargaining are complete, CUPE will have 28 collective agreements in the K-12 sector.

### **Trends in School Board Bargaining:**

**High Wage Settlements:** Last year’s Bargaining Achievements reported that the average wage increase for the K-12 settlements reached in the previous year was 6.5% for 2006, 4.9% for 2007, 5.1% for 2008 and 3.0% for 2009. The settlements in the K-12 sector reached in the last year were high and continued to surpass cost of living increases.

The average wage increase *per settlement* was 5.23% for 2007 (3 settlements) 5.05% for 2008, 3.93% for 2009 and 3.72% for 2010. Eight of the settlements reached in the last year achieved the same wage pattern of the teachers’ settlement or slightly higher.

The weighted average *per employee* was: 5.12% for 2008, 3.90% for 2009 and 3.87% for 2010.

As in the previous year, the amalgamation of school divisions and the merger of collective agreements resulted in higher than average wage increases, especially for those members who were paid significantly less than the bargaining units with whom they merged. Most settlements achieved wage parity for those in the same classification, or will reach parity by the expiry of the agreement.

- **Local 4799 – Horizon School Division.** In the newly merged collective agreement of former locals 832-3, 3084, 3542, 4178, 4288, 4678 and 4699, a new 8-step wage grid with \$1.00 an hour increments was created. On the effective date, all employees went immediately from their current wage rate to the next highest step on the grid and then moved to the next step on their anniversary date. The average employee would have received at least \$3/hour increase over the term of the 32-month agreement. There was no percentage increase applied to the wage grid over the term of the agreement.

The agreement expired August 31, 2008 and the local is at the bargaining table once again. The local wants to negotiate one uniform benefits plan for all employees of the bargaining unit.

- **Local 4754 – Chinook School Division.** The new collective agreement for Local 4754 consolidates the former locals 2583, 2632, 4162 and 4767. After the amalgamation of the new school division in 2006, wages were increased for union and non-union employees and all employees now receive the same benefit coverage. In bargaining a new merged collective agreement, the union obtained improvements to sick leave, vacation and the number of statutory holidays. Bus driver rates were also increased.
- **Local 5252 – Prairie Valley School Division.** The newly merged collective agreement of former locals 3243, 4377, 4757 and 6 former members of SEIU 299 provides for varied wage increases to the members of the former locals so that by the expiry of the agreement all employees in the same classification will be earning the same wage rate.

There are two increases in 2008 (January 1 and September 1) and increases on September 1 of 2009 and 2010. The weighted average increase per employee is: 9.6% for 2008, 4.8% for 2009 and 5.5% for 2010.

- **Local 4869 – South East Cornerstone School Division.** In the last year, there have been two rounds of bargaining between CUPE locals and the new South East Cornerstone School Division. At the end of September, 2007, Local 4869 ratified a newly merged agreement covering former Locals 3951, 4377 and 4756. The collective agreement expired August 31, 2008.

**Many of the classifications reduced the number of steps effective September 1, 2006. Caretakers of former Local 3951 had increments reduced from 10 to**



**4. Local 4377 caretakers are paid top of scale and retain future increases. Local 3951 and 4765 caretakers received significant wage increases.**

**Former Local 3951 and 4765 Educational Associates and clerical staff also had the number of steps reduced and achieved wage parity with caretaker rates.**

**Former Local 3951 and 4765 Social Worker position saw improved wages and reduced number of steps.**

In March of this year, Local 4612, employees at the former Estevan Comprehensive School Board, ratified a new collective agreement with the South East Cornerstone School Division. One month later, Local 4856 (bus drivers) ratified their first collective agreement with South East Cornerstone School Division. The bus drivers received the same wage rates as 4869, the same benefit coverage (previously they had no benefits) and enrolment in MEPP.

Both of these collective agreements had expiry dates of August 31, 2008, in line with the expiry date of Local 4869's agreement, in order to facilitate the merger of the locals and the negotiation of one merged collective agreement. The Locals had agreed to merge into one CUPE Local.

In September of this year, Local 4869 achieved one collective agreement that merged all three collective agreements.

**Improvements to benefits:**

Eight of the 15 settlements included improvements to benefits coverage. In three of the newly merged agreements (4754, 4869 and 5252), uniform benefits were achieved for all members of the former bargaining units.

The bus drivers of Local 4856 achieved the same benefit plan as Local 4869 effective June 1, 2008. Previously they had no benefits. The bus drivers were also brought under the Municipal Employees' Pension Plan (MEPP) effective September 1, 2007. The employer paid both the employer and employee contributions to MEPP retroactive to January 1, 2001 at a cost of \$233,662.64.

**Improvements in benefits coverage over the last ten years:**

It is important to highlight the progress that CUPE locals have made in bargaining benefits in the school board sector over the past decade. In 1996, an analysis was done of benefits coverage in the Saskatchewan school board sector which revealed that very few locals had benefits coverage. If they had benefits, the premium costs were shared between employees and the employer. The following table shows the vast improvements that have been over the last twelve years:

<b>Table 2</b>		
<b>Improvements in Benefit Coverage – Saskatchewan School Board Sector, 1996 – 2008</b>		
	<b>1996</b>	<b>2008</b>
Total Number of CUPE Agreements	48	40
Locals with Core Benefits (LTD, Life, AD&D)	25 (52%)	37 (92.5%)
<i>Number of Plans 100% Employer Paid</i>	2	3 (7.5%)
Locals with Extended Health Care Plan	5 (10.4%)	31 (77.5%)
<i>Number of Plans 100% Employer Paid</i>	2	13 (32.5%)
Locals with Dental Care Plan	12 (25%)	32 (80.0%)
<i>Number of Plans 100% Employer Paid</i>	2	14 (35.0%)
Locals with Vision Care Plan	0	20 (50.0%)
<i>Number of Plans 100% Employer Paid</i>	0	10 (25.0%)

The above table shows benefit coverage by local (or former local if still under an existing Benefit Plan). There are only 5 bargaining units without any benefits, of which 4 are stand-alone bus driver bargaining units and one is a caretaker bargaining unit that has merged with a larger local that will be in bargaining to merge 5 collective agreements. With the amalgamation of school divisions and merger of collective agreements, CUPE has been able to extend benefit coverage to many school board employees who previously had no or limited coverage.

**Other improvements:** The tables that follow in this report outline the other improvements that were made in bargaining. There were no noticeable trends to comment on.

**Significant language:** Local 4869 and 4612 bargained language for Representative Workforce.

### III - CUPE School Board Settlements 2007-2008

Local	Employer	Members	2007	2008	2009	2010	Term of CA	Notes
650	Regina Public SD	195		5.0%	4.0%	3.5%	Jan 1/08-Dec 31/10	
1125	Regina RCSSD	96		5.0%	4.0%	3.5%	Jan 1/08-Dec 31/10	
2913	Prince Albert RCSSD	20		5.0%	4.0%	3.5%	Jan 1/08-Dec 31/10	Wage increase automatically tied to Teacher's settlement
3730	St. Paul's RCSSD	138		5.0%	4.0%	3.5%	Jan 1/08-Dec 31/10	
3766	Regina Public SD	310		5.0%	4.0%	3.5%	Jan 1/08-Dec 31/10	Equity adjustments to most classifications for total 27% increase on high end
4612	South East Cornerstone SD	9	4.5%				Jan 1/07-Aug 31/08	In lieu of retro pay Jan1-June 30/07, received lump payment \$100/month/employee
4618	Christ the Teacher RCSSD	16	4.0%				Jan 1/07-Aug 31/09	Increases effective Sept 1 <sup>st</sup> . Additional 4% applied to wages for April-June 2007
4643	Regina Public SD	52		5.0%	4.0%	3.5%	Jan 1/08-Dec 31/10	Equity adjustments to most classifications for total 33.1% increase on high end
4754	Chinook SD	358		3.0%	3.0%	3.0%	Jan 1/08-Dec 31/10	
4799	Horizon SD	277	*	*			Jan 1/06-Aug 31/08	*new grid created for amalgamated CA. \$1.00/hr increments. Bottom 2 steps eliminated August 31/08
4856	South East Cornerstone SD	50					Jan 1/06-Aug 31/08	First agreement. Bus drivers receive Sept 1/07 rates of L. 4869. June 1/08 receive benefits and MEPP
4869	South East Cornerstone SD	218	3.0%				Jan 1/06-Aug 31/08	Merged CA covers former locals 3951, 4377, 4765
<b>4869</b>	<b>South East Cornerstone SD</b>	<b>280</b>		<b>4%</b>	<b>3.5%</b>		<b>Sept 1/08-Aug 31/10</b>	<b>Merged CA covers former locals 4612, 4856</b>
5252	Prairie Valley SD	110		3.0%	4.0%	4.0%	Jan 1/08-Aug 31/11	Varied increases to former bargaining units so by Sept 2010 all classifications will be paid same wage rate. All increases effective Sept 1. Plus additional increases for Jan-Aug 2008 5252: 3%, 4757: 5.6%, 3453: 7.16%, SEIU 299: 4.4%
	Former Local 4757	140		5.28%	5.0%	6.26%		
	Former Local 3243	39		6.75%	6.2%	7.4%		
	Former SEIU Local 299	6		4.10%	4.0%	5.3%		
8443	Saskatoon Public SD	1006		5.0%	4.0%	4.0%	Jan 1/08-Dec 31/10	An additional 0.8% of wages allocated to benefits. An additional 2% of payroll for classification adjustments.

## IV - Achievements in Bargaining – Tables

### Premium Pay, Allowances and other Monetary Items

<b>CUPE Local</b>	<b>Achievement in Bargaining</b>	<b>Previous Agreement</b>
<b>1125</b> Regina Separate School (Caretakers)	<ul style="list-style-type: none"> <li>▪ \$0.50/hour shift premium for hours worked after 6:00 p.m.</li> </ul>	Was \$0.40/hour
<b>3730</b> St. Paul's Roman Catholic Separate School Division #20	<ul style="list-style-type: none"> <li>▪ Increase in shift premium from \$0.44 in 2008 to \$0.50 in 2010 (for Caretakers and Head Caretakers whose shift starts at 1:00 p.m., or later)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Was \$0.35 per hour in 2004</li> </ul>
<b>3730</b> St. Paul's Roman Catholic Separate School Division #20	<ul style="list-style-type: none"> <li>▪ Increase in responsibility allowance of \$0.50/hour for Elementary School Head Caretakers</li> </ul>	
<b>3766</b> Regina Public School Board	<ul style="list-style-type: none"> <li>▪ <b>Noon hour supervision \$16.50/hour and increased every year by same annual percentage wage increase</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Was \$15.90/hour</b></li> </ul>
<b>4643</b> Regina Public School Board	<ul style="list-style-type: none"> <li>▪ <b>Noon hour supervision \$16.50/hour and increased every year by same annual percentage wage increase</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Was \$15.90/hour</b></li> </ul>
<b>4618</b> Christ the Teacher RCSSD	<ul style="list-style-type: none"> <li>▪ Increase in Out-of Pocket Expenses: Breakfast (\$9.50); Lunch (\$11.50); Supper (\$17.00)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Was Breakfast (\$8.00); Lunch (\$10.00); Supper (\$15.00)</li> </ul>
<b>4869</b> <b>South East Cornerstone SD</b>	<ul style="list-style-type: none"> <li>▪ <b>Former Local 3951 and 4765 drivers received increases to per day and per kilometre rates and other improvements.</b></li> </ul>	
<b>8443</b> Saskatoon Public SD (former Locals 34 and 1948)	<ul style="list-style-type: none"> <li>▪ Increase in signing, facilitating and brailing allowance to \$0.60 per hour</li> <li>▪ Sub Plan top up of EI benefits to 95% of salary extended to 12 weeks;</li> <li>▪ Travel allowance for use of personal vehicle increased to \$100.00 per month;</li> <li>▪ Reimbursement of costs for flu shot increased to \$20 per employee</li> </ul>	<ul style="list-style-type: none"> <li>▪ Was \$0.40 per hour;</li> <li>▪ Sub Plan topped up EI benefits to 95% of salary for 6 weeks;</li> <li>▪ Was \$85 per month;</li> <li>▪ Was \$12 per employee</li> </ul>

## Improvements to Pension/Benefits

CUPE Local	Achievement in Bargaining	Previous Agreement
<b>3730</b> St. Paul's Roman Catholic Separate School Division #20	<ul style="list-style-type: none"> <li>▪ Benefit coverage will increase to 2.2% by 2010</li> <li>▪ Eyeglass coverage \$250</li> </ul>	<ul style="list-style-type: none"> <li>▪ Benefit coverage was 1.9%</li> <li>▪ Eyeglass coverage was \$200</li> </ul>
<b>4612</b> Estevan Comprehensive School/South East Cornerstone SD #209	<ul style="list-style-type: none"> <li>▪ 100% Employer paid premiums for SSBA Dental Plan "B" and Vision "B"</li> <li>▪ Effective September 1, 2008 will have SSBA Dental "C"</li> </ul>	<ul style="list-style-type: none"> <li>▪ No vision plan previously</li> <li>▪ Employees paid 100% premiums for Dental Plan</li> </ul>
<b>4869</b> South East Cornerstone School Division #209	<ul style="list-style-type: none"> <li>▪ Former members of Local 3951 came under SSBA benefit plan on January 2008.</li> <li>▪ Contractor/Caretakers of former Local 4377 become direct employees and achieve pension and benefits</li> <li>▪ <b>Former members of Local 4765 received improved benefits and Dental Plan "C" effective September 1, 2008.</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ No provision</li> <li>▪ No provision</li> <li>▪ No provision</li> </ul>
<b>4856</b> South East Cornerstone School Division #209	<ul style="list-style-type: none"> <li>▪ Bus drivers receive benefits effective June 1, 2008 and covered under MEPP effective September 1, 2007 plus employer made retro-payments to January 1, 2001 – MEPP of \$233,662.64</li> </ul>	<ul style="list-style-type: none"> <li>▪ Previously bus drivers did not receive benefits or pension</li> </ul>
<b>1125</b> Regina Separate School (Caretakers)	<ul style="list-style-type: none"> <li>▪ Increased contributions to pension by both employer/employee by 1% for total 7%</li> </ul>	<ul style="list-style-type: none"> <li>▪ Was 6% each</li> </ul>
<b>3766</b> Regina Public School Board (Clerical and Teacher Assistants)	<ul style="list-style-type: none"> <li>▪ New: health and dental benefits for non-permanent employees who worked 28 of last 36 months without a break in service</li> </ul>	<ul style="list-style-type: none"> <li>▪ Non-permanent employees did not receive health and dental benefits</li> </ul>
<b>5252</b> Prairie Valley School Division #208 (former locals 3243, 4377, 4757)	<ul style="list-style-type: none"> <li>▪ 100% employer paid benefits for members of former Local 3243.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Local 3243 did not have benefits</li> </ul>
<b>8443</b> Saskatoon Public SD (former Locals 34 and 1948)	<ul style="list-style-type: none"> <li>▪ Additional 0.8% of payroll allocated to benefits;</li> <li>▪ Vision care (eye glasses) increased to \$250 every 24 months</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vision care was \$150 every 24 months</li> </ul>

## Improvements to Leaves

CUPE Local	Achievement in Bargaining (NEW)	Previous Agreement (WAS)
<p style="text-align: center;"><b>4612</b></p> <p>Estevan Comprehensive School/South East Cornerstone SD #209</p>	<ul style="list-style-type: none"> <li>▪ New article – Special Leave of 3 days with pay. Covers family leave (appointments, illness), personal leave (legal, Acts of God, funerals, community involvement)</li> </ul>	<ul style="list-style-type: none"> <li>▪ 1 day personal leave with pay</li> </ul>
<p style="text-align: center;"><b>4612</b></p> <p>Estevan Comprehensive School/South East Cornerstone SD #209</p>	<ul style="list-style-type: none"> <li>▪ New article – Work related education leave. Leave with pay and coverage of costs when attending work related course approved by Director</li> </ul>	
<p style="text-align: center;"><b>4869</b></p> <p>South East Cornerstone School Division #209</p>	<ul style="list-style-type: none"> <li>▪ Step-child and Step-parent added to definition of immediate family under Bereavement Leave</li> </ul>	
<p style="text-align: center;"><b>4869</b></p> <p>South East Cornerstone School Division #209</p>	<ul style="list-style-type: none"> <li>▪ New article – Special Leave of 3 days with pay for family and personal leave reasons</li> <li>▪ <b>Improved sick leave accumulation for former members of Local 4765 (180 days)</b></li> </ul>	
<p style="text-align: center;"><b>4618</b></p> <p>Christ the Teacher RCSSD</p>	<ul style="list-style-type: none"> <li>▪ New Article – 1 day Mourner’s Leave with Pay</li> </ul>	
<p style="text-align: center;"><b>8443</b></p> <p>Saskatoon Public SD (former Locals 34 and 1948)</p>	<ul style="list-style-type: none"> <li>▪ 2 days personal leave with pay if employee has used 5 days or less sick leave in previous year;</li> <li>▪ Leave for full-time elected president of the Local</li> </ul>	<ul style="list-style-type: none"> <li>▪ Was 2 days personal leave if employee used 4 days or less sick leave in previous year;</li> <li>▪ Previously one year leave granted only for union office outside of Local</li> </ul>

## Improvements to Other Significant Language

CUPE Local	Achievement in Bargaining	Previous Agreement
<p style="text-align: center;"><b>4612</b></p> <p>Estevan Comprehensive School/South East Cornerstone SD #209</p>	<ul style="list-style-type: none"> <li>▪ New Article – Representative Workforce</li> </ul>	
<p style="text-align: center;"><b>4869</b></p> <p>South East Cornerstone School Division #209</p>	<ul style="list-style-type: none"> <li>▪ New Article – Representative Workforce</li> </ul>	
<p style="text-align: center;"><b>4618</b></p> <p>Christ the Teacher RCSSD</p>	<ul style="list-style-type: none"> <li>▪ Seniority rights for purposes of bumping now bargaining unit wide</li> </ul>	<ul style="list-style-type: none"> <li>▪ Previously could only bump within school</li> </ul>

## Improvements to Vacation/Statutory Holidays

CUPE Local	Achievement in Bargaining	Previous Agreement(s)
<b>4754</b> Chinook School Division No. 211 (merged CA)	<ul style="list-style-type: none"> <li>▪ 4 weeks vacation after 8 years</li> <li>▪ 5 weeks vacation after 15 years</li> <li>▪ 6 weeks vacation after 22 years</li> </ul>	<ul style="list-style-type: none"> <li>▪ Former locals 4162, 2632 and 2583 had Labour Standards Act minimum of:               <ul style="list-style-type: none"> <li>- 5 weeks vacation after 16 years</li> <li>- 6 weeks vacation after 24 years</li> </ul> </li> </ul>
<b>4754</b> Chinook School Division No. 211 (merged CA)	<ul style="list-style-type: none"> <li>▪ 2 additional Stat Holidays for two former bargaining units</li> </ul>	<ul style="list-style-type: none"> <li>▪ Former Local 2632 had 9 Stat Holidays; former Local 2583 had 5 Stat Holidays</li> </ul>
<b>4612</b> Estevan Comprehensive School/South East Cornerstone SD #209	<ul style="list-style-type: none"> <li>▪ Boxing Day added for total of 9 Statutory Holidays</li> </ul>	
<b>1125</b> Regina Separate School Board (Caretakers)	<ul style="list-style-type: none"> <li>▪ 6 weeks vacation after 22 years</li> </ul>	<ul style="list-style-type: none"> <li>▪ Was 6 weeks vacation after 24 years</li> </ul>
<b>8443</b> Saskatoon Public SD (former Locals 34 and 1948)	<ul style="list-style-type: none"> <li>▪ 5 weeks vacation after 16 years;</li> <li>▪ 6 weeks vacation after 24 years</li> </ul>	<ul style="list-style-type: none"> <li>▪ Was 5 weeks after 17 years of service;</li> <li>▪ Was 6 weeks after 25 years of service</li> </ul>
<b>4869</b> South East Cornerstone SD	<ul style="list-style-type: none"> <li>▪ 4 weeks vacation after 8 years;</li> <li>▪ 5 weeks vacation after 15 years;</li> <li>▪ 6 weeks vacation after 22 years</li> </ul>	<ul style="list-style-type: none"> <li>▪ Most former Locals had Labour Standards</li> </ul>

**Appendix I**  
**CUPE School Board Settlements Reviewed for Bargaining**  
**Achievements in the School Board Sector, 2007-2008**

	<b>Local</b>	<b>School Division</b>	<b>Date Ratified</b>	<b>Term of Agreement</b>
<b>1</b>	<b>4869</b>	<b>South East Cornerstone SD 209 (Merged agreement covering former L. 3951, L. 4377, L. 4765)</b>	<b>Sept. 29, 2007</b>	<b>Jan. 1, 2006 to Aug. 31, 2008</b>
<b>2</b>	<b>4799</b>	<b>Horizon SD 205 (Merged agreement covering former L. 832-3, L. 3084, L. 3542, L. 4178, L. 4288, L. 4678, L. 4699)</b>	<b>Feb. 2, 2008</b>	<b>Jan. 1, 2006 to Aug. 31, 2008</b>
<b>3</b>	<b>4754</b>	<b>Chinook SD 211 (Merged agreement covering former L. 2583, L. 2362, L. 4162, L. 4767)</b>	<b>Feb 7-8, 2008</b>	<b>Jan., 2008 - Dec. 31, 2010</b>
<b>4</b>	<b>4612</b>	<b>South East Cornerstone SD 209 (former Estevan Comprehensive School Board)</b>	<b>Mar. 7, 2008</b>	<b>Jan. 1, 2007 – Aug. 31, 2008</b>
<b>5</b>	<b>4856</b>	<b>South East Cornerstone SD (Drivers)</b>	<b>Apr. 23, 2008</b>	<b>Jan. 1, 2006 – Aug. 31, 2008</b>
<b>6</b>	<b>1125</b>	<b>Regina RCSSD 81 (Caretakers and maintenance staff)</b>	<b>April 8, 2008</b>	<b>Jan 1, 2008 – Dec. 31, 2010</b>
<b>7</b>	<b>3766</b>	<b>Regina Public SD 4 (Teacher associates, administrative staff)</b>	<b>May 27, 2008</b>	<b>Jan 1, 2008 – Dec. 31, 2010</b>
<b>8</b>	<b>4643</b>	<b>Regina Public SD 4 (Clerical Employees)</b>	<b>May 26, 2008</b>	<b>Jan 1, 2008 – Dec. 31, 2010</b>
<b>9</b>	<b>650</b>	<b>Regina Public SD 4 (Caretakers and Maintenance Staff)</b>	<b>June 12, 2008</b>	<b>Jan 1, 2008 – Dec. 31, 2010</b>
<b>10</b>	<b>2913</b>	<b>Prince Albert RCSSD</b>		<b>Jan 1, 2008 – Dec. 31, 2010</b>
<b>11</b>	<b>3730</b>	<b>St. Paul’s RCSSD</b>	<b>June 21, 2008</b>	<b>Jan 1, 2008 – Dec. 31, 2010</b>
<b>12</b>	<b>5252</b>	<b>Prairie Valley SD (merged agreement covering former L. 3243, 4377, 4757)</b>	<b>June 25, 2008</b>	<b>Jan 1, 2008 – Aug. 31, 2011</b>
<b>13</b>	<b>4618</b>	<b>Christ the Teacher RCSSD 212</b>	<b>August 29, 2007</b>	<b>Jan 1, 2007 – Aug. 31, 2009</b>
<b>14</b>	<b>4869</b>	<b>South East Cornerstone SD</b>	<b>Sept 24, 2008</b>	<b>Sept 1, 2008 – Aug. 31, 2010</b>
<b>15</b>	<b>8443</b>	<b>Saskatoon Public SD</b>	<b>Oct 18, 2008</b>	<b>Jan 1, 2008 – Dec. 31, 2010</b>



## Appendix II

### School Board Locals Currently in Bargaining

	<b>Local</b>	<b>School Division</b>	<b>Classifications</b>	<b>Collective Agreement Expiry Date</b>
<b>1</b>	<b>885</b>	<b>Town of Wakaw</b>	<b>Bus Drivers</b>	<b>June 30, 2008</b>
<b>2</b>	<b>2268</b>	<b>St. Paul's RCSSD 20</b>	<b>Teacher assistants, library techs, social workers, admin. staff</b>	<b>December 31, 2007</b>
<b>3</b>	<b>4195</b>	<b>Saskatchewan Rivers SD 119</b>	<b>All inclusive</b>	<b>July 31, 2008</b>
<b>4</b>	<b>4678</b>	<b>Riling Bus Company</b>	<b>Bus Drivers</b>	<b>August 31, 2008</b>
<b>5</b>	<b>4683</b>	<b>Hertz Northern Bus Ltd. (Prince Albert RCSSD)</b>	<b>Bus Drivers</b>	<b>First Agreement</b>
<b>6</b>	<b>4799</b>	<b>Horizon SD 205</b>	<b>Various Classifications</b>	<b>August 31, 2008</b>
<b>7</b>	<b>4802</b>	<b>Sun West SD 207 (covering former L. 2128, L. 2128-1, L. 2739, L. 3002, L. 4729, L. 4766)</b>	<b>Various Classifications</b>	<b>December 31, 2006</b>
<b>8</b>	<b>4875</b>	<b>North East SD 200 (covering L. 2554, L. 3006, L. 3610, L. 3759, L. 4737 and L. 2016)</b>	<b>Various Classifications</b>	<b>December 31, 2006 December 31, 2007</b>

## Appendix III

### CUPE K-12 Agreements Future Expiry Dates

<b>2008</b>		<b>Expiry Date</b>
Local 5506	Holy Trinity RCSSD 22	December 31, 2008
<b>2009</b>		
Local 4784	Good Spirit SD 204	July 31, 2009
Local 4254	Prairie Spirit SD	August 31, 2009
Local 5506	Prairie South SD 210	August 31, 2009
Local 4618	Christ the Teacher RCSSD 212	December 31, 2009
Local 4607	Ile a La Crosse SD	December 31, 2009
Local 4747	Living Sky SD 202	December 31, 2009
Local 4797	Northwest SD 203	December 31, 2009
<b>2010</b>		
Local 650	Regina Public SD 4	December 31, 2010
Local 1125	Regina RCSSD 81	December 31, 2010
Local 2913	Prince Albert RCSSD 6	December 31, 2010
Local 3730	St. Paul's RCSSD 20	December 31, 2010
Local 3766	Regina Public SD 4	December 31, 2010
Local 4643	Regina Public SD	December 31, 2010
Local 4754	Chinook SD 211	December 31, 2010
Local 4869	South East Cornerstone SD	August 31, 2010
Local 8443	Saskatoon Public SD	December 31, 2010

## Appendix IV

### Annual Average Percentage Change for Consumer Price Index (Not Seasonally Adjusted), All Items Canada, Saskatchewan, Regina, Saskatoon, 1985 – 2007

YEAR	CANADA		SASKATCHEWAN		REGINA		SASKATOON	
	INDEX	% CHANGE	INDEX	% CHANGE	INDEX	% CHANGE	INDEX	% CHANGE
1985	63.0	4.0	62.0	3.7	61.8	3.8	61.8	3.5
1986	65.6	4.1	63.7	2.9	63.1	2.1	64.3	4.1
1987	68.5	4.4	66.8	4.9	66.2	5.0	67.5	4.9
1988	71.2	4.0	69.8	4.4	69.1	4.2	70.6	4.6
1989	74.8	5.0	72.9	4.4	72.2	4.5	73.4	3.9
1990	78.4	4.8	76.0	4.4	75.2	4.2	76.6	4.4
1991	82.8	5.6	80.0	5.2	79.3	5.3	80.6	5.2
1992	84.0	1.5	80.8	1.0	80.3	1.3	81.2	0.8
1993	85.6	1.8	83.3	3.0	82.9	3.2	83.6	2.8
1994	85.7	0.2	84.8	1.8	84.4	1.9	84.9	1.7
1995	87.6	2.2	86.4	1.9	86.1	2.0	86.6	2.0
1996	88.9	1.6	88.1	1.9	87.7	1.9	88.2	1.8
1997	90.4	1.6	89.2	1.3	88.9	1.4	89.2	1.1
1998	91.3	1.0	90.4	1.4	90.5	1.8	90.5	1.5
1999	92.9	1.7	92.0	1.9	92.1	2.0	92.1	2.1
2000	95.4	2.7	94.4	2.6	94.4	2.6	94.5	2.6
2001	97.8	2.1	97.2	3.1	97.3	3.1	97.2	2.9
2002	100.0	2.7	100.0	2.8	100.0	2.7	100.0	2.8
2003	102.8	2.8	102.3	2.3	102.3	2.3	102.2	2.2
2004	104.7	1.8	104.6	2.2	104.6	2.2	104.3	2.1
2005	107.0	2.2	106.9	2.2	106.8	2.1	106.7	2.3
2006	109.1	2.0	109.1	2.1	108.9	2.0	109.0	2.2
2007	111.5	2.2	112.2	2.8	111.7	2.6	112.7	3.4

Source: Statistics Canada 1992=100

Note: Statistics Canada changed the official time base from 1992=100 to 2002=100 in May 2007. The change alters the index levels but leaves the percentage changes between any two periods intact, except for differences in rounding.

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