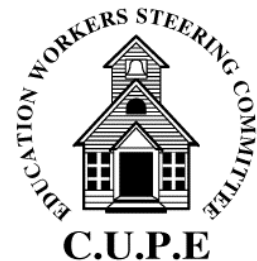


Bargaining Achievements
in the
Saskatchewan School Board Sector

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Introduction

In Saskatchewan, CUPE represents approximately 6,200 school board support workers who work in a variety of jobs such as educational and teaching assistants, secretaries, library assistants and technicians, caretakers, bus drivers, computer technicians, social workers, speech assistants, trades workers and several other classifications.

As of September 30, 2006, CUPE had 58 collective agreements in the school board sector and was in the process of negotiating seven first contracts. With the amalgamation of rural public school divisions on January 1, 2006, and the subsequent merging of rural CUPE school board locals, the number of collective agreements in this sector will decline significantly over the next two years.

This is the eighth 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 report summarizes 17 contract settlements in the school board sector that were ratified between late September 2005 and September 30, 2006. The number of settlements reviewed is down considerably from last year's report, which examined 30 education settlements.

The information presented in this report is based on the contract settlement reports that are completed by the staff representative for each education local. CUPE's Research Representative compiled the information from these reports, and supplemented this information where necessary by referring to the language in current and previous collective agreements and discussing details with 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 benefits, premium pay and other monetary gains, vacations and paid holidays, job security and seniority rights, sick leave, family illness, compassionate and other leaves.

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, locals whose contracts expire at the end of 2006, and an historical table showing annual average increases in the Consumer Price Index (CPI) for Saskatchewan.

I - Provincial Overview: Wage Settlements in 2005-2006

The Policy and Planning Branch of Saskatchewan Labour monitors both public and private sector contract settlements in the province. The branch provided information on 56 settlements in 2005 and 29 settlements so far in 2006. The settlement data for this year, like others, is based on voluntarily submitted settlement reports received from January to September. The 2006 data is therefore considered preliminary since the provincial wage increase averages will change as more settlements are reported.

Table 1 shows that the average annual negotiated wage settlement in Saskatchewan was 2.4% in 2005 and 2.8% to date for 2006. The preliminary data for 2006 shows that public sector wage settlements have increased, but they still lag behind the private sector. In 2005 the average annual wage settlement was 2.5% in the private sector compared to 2.3% in the public sector. So far in 2006, the average annual wage settlement in the private sector is 3.0%, compared to 2.6% in the public sector.

**Table 1 - Average Annual % Wage Settlements in Saskatchewan
1992 – 2006**

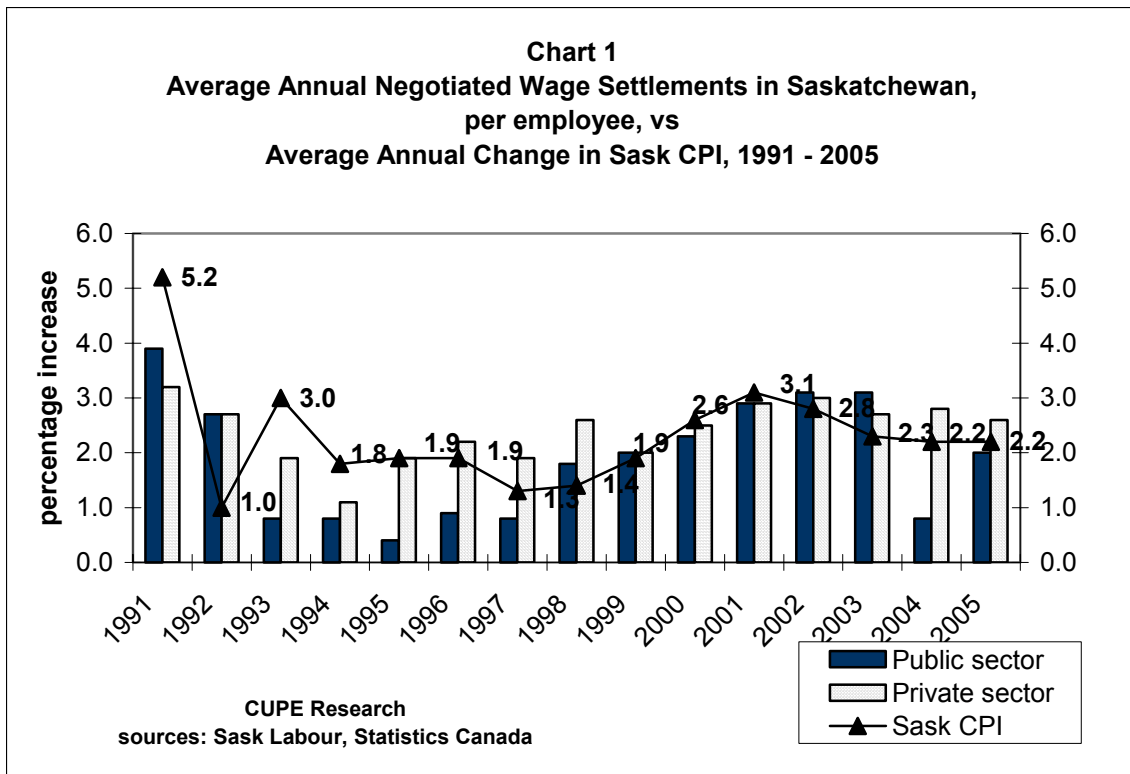
Year	% increase Per Settlement			% increase Per Employee		
	Total	Public	Private	Total	Public	Private
1992	2.4	2.6	2.3	2.7	2.7	2.7
1993	1.1	0.9	1.5	0.9	0.8	1.9
1994	1.1	0.9	1.3	0.9	0.8	1.1
1995	1.2	0.8	1.5	0.7	0.4	1.9
1996	1.2	1.1	1.5	1.0	0.9	2.2
1997	1.7	1.4	2.1	1.0	0.8	1.9
1998	2.1	1.8	2.4	2.0	1.8	2.6
1999	2.1	2.1	2.2	2.0	2.0	2.0
2000	2.4	2.2	2.4	2.6	2.3	2.5
2001	2.9	2.9	3.0	2.9	2.9	2.9
2002	3.2	3.4	3.0	3.1	3.1	3.0
2003	3.0	3.2	2.9	3.0	3.1	2.8
2004	2.5	2.4	2.6	1.2	0.8	2.8
2005	2.4	2.3	2.5	2.0	2.0	2.6
2006p	2.8	2.6	3.0	2.1	2.0	2.9

P = preliminary data

Source: Saskatchewan Labour, Wage Settlement Statistics, September 26, 2006

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 was 2.0% for 2005 and 2.1% for 2006. The average public sector worker in Saskatchewan received a wage increase of 2.0% in both 2005 and 2006. By comparison, the average private sector worker received wage increases of 2.6% in 2005 and 2.9% in 2006.

In the public sector, average annual wage settlements, per employee, have been below increases in the cost of living in 2005 and 2006. The Consumer Price Index (CPI) for Saskatchewan increased by 2.2% in 2005 and as of August has increased by 2.8% for 2006.¹ While public sector wage increases have rebounded somewhat after the imposition of the provincial government’s zero, one and one percent wage mandate in 2004, public sector workers in Saskatchewan, on average, are still experiencing a decline in their real wages or purchasing power.



¹ Final CPI data for 2006 will be available in February 2007

Major Public Sector Settlements 2005-2006

There were a number of major public sector agreements that were settled in 2005 and the first few months of 2006. These include:

- Saskatchewan Association of Health Organizations and the Health Sciences Association of Saskatchewan
- SAHO and the Saskatchewan Union of Nurses
- SAHO and CUPE, Saskatchewan Government and General Employees Union and the Service Employees International Union
- University of Saskatchewan, University of Regina and CUPE Local 1975

In October 2005, members of the Health Sciences Association of Saskatchewan (HSAS), which represents 2,700 therapists, pharmacists, social workers and other health professionals, ratified a contract that provided members with 2% wage increases in each year of the three-year agreement. The settlement also gives an additional 2% raise to the 70% of the HSAS members who are at the top of their wage scales.

In November 2005, the Saskatchewan Union of Nurses ratified a three-year settlement with SAHO that saw every SUN member receive a 2% wage increase plus a 0.5% “retention allowance” in each year of the agreement. An additional 2% will be paid to nurses with five years or more experience in April 2007, raising their total wage increase to 9.5% over three years.

In February, health care providers represented by CUPE, SEIU and SGEU ratified a four-year settlement that the 25,000 workers a 2% wage increase in each year and a further 1% for extended health and enhanced dental benefits, increasing the funding from 2.1% to 3.1% through to March 31, 2008. In addition, the settlement provided improvements to weekend and standby premiums, professional fees, transportation allowance and vacation accruals that will reach parity with SUN and HSAS members by April 1, 2007.

In late February 2006, the 2,400 CUPE Local 1975 members who work at the University of Saskatchewan and University of Regina ratified a settlement after a long round of hard bargaining. The three-year settlement included wage increases of 2% in 2004 and 2% in 2005 and the introduction of a new compensation system that will move all job classifications into six different pay bands. Library and clerical workers will see pay equity increases as a result of the new compensation plan.

In the municipal sector, wage increases are trending upward. The average wage increase per settlement was 2.4% for 2005 and 2.6% for 2006.

Last fall, the provincial government announced \$30 million in additional funding for community-based organizations. CUPE members in the CBO sector are starting to realize the benefits of this funding injection with several locals negotiating wage re-openers ranging from 8% to 13% for 2006.

II – Saskatchewan School Board Settlements 2005-2006

This report examines 17 Saskatchewan school board settlements that were ratified between late September 2005 and September 30, 2006. The list of the 2005-2006 settlements can be found in Appendix I.

As of September 30, 2006, there were 14 school board locals, including seven newly organized locals, which were in bargaining. Four of these locals had reached a tentative agreement by this date, but had not yet held ratification votes, so their achievements will be reviewed in next year's report. Three newly amalgamated rural school division locals and another that is in the process of merging have started or are about to start bargaining. Altogether, these four amalgamated locals currently cover 21 separate collective agreements. The list of locals currently in bargaining can be found in Appendix II.

As Appendix III shows, 11 CUPE school board locals will have their agreements expiring December 31, 2006. Included in this number are four merged rural school division locals, which altogether cover 18 separate collective agreements.

Included among the 17 settlements that were reached in the school board sector in the past year are two first contracts, as well as the first agreement negotiated with one of the newly amalgamated rural school divisions. The new Local 4195 (Saskatchewan Rivers School Division) collective agreement contains significant wage adjustments and benefit gains for the members of the former Wakaw and Parkland school divisions, who were organized in four separate locals. All members of the amalgamated local are now on a common wage grid and receive the same benefit coverage.

Trends in School Board Bargaining:

Wage increases are averaging above 2 percent: the average wage increase per settlement was 2.2% for 2005, 2.6% for 2006 and 2.3% for 2007. (These calculations exclude the significant wage adjustments in 2006 for Locals 2520, 3255 and 4734, since these increases for a small group of 44 combined employees would skew the provincial averages. If these increases are included the 2006 average settlement rises to 5.6%.)

These average settlements are higher in 2006, but slightly lower in 2005 and 2007, compared to the wage increases that were being negotiated the previous year. School board locals that concluded bargaining between October 2004 and September 2005 were achieving average wage increases of 2.3% for 2005, 2.1% for 2006 and 2.4% for 2007.

Eight of the settlements reached over the last year were two-year agreements, seven are three-year agreements, one is a twelve-month agreement and one is a 16-month agreement. The two-year contracts are providing, on average, a 4.4% wage increase over the two years of the agreement, whereas the three-year contracts are providing an average 6.5% over three years.

Wage adjustments: a large number of the school board settlements reached over the last year included wage adjustments for specific classifications. Local 2268 (Saskatoon Separate School Board) and Local 1948 (Saskatoon Public School Board), for example, negotiated significant wage adjustments for lower paid female-dominated classifications. After a successful strike vote, high school support staff at the former York School Division (Local 2520) negotiated wage adjustments of 11-16% to achieve parity with their counterparts in the elementary school system. As mentioned above, Local 4195 was able to bargain wage parity for new members with higher paid classifications in their amalgamated collective agreement. For some of these members, wage parity resulted in increases of \$7 an hour.

Improvements to benefits: CUPE school board locals negotiated improvements to their benefit plans in 13 of the 17 contract settlements reviewed over the last year. As a result of the amalgamated collective agreement of Local 4195 (Saskatchewan Rivers School Division), employees of two former school divisions will now receive 100% employer-paid core and extended health, dental and vision benefits. Another two locals bargained 100% employer-paid extended health, dental and vision benefit plans, while three locals negotiated cost-shared vision or dental plans. In five settlements, locals were successful in securing increased benefit caps. Four locals bargained Supplemental Unemployment Benefits (SUB) Plans.

Increased premium pay and allowances: eight settlements included improvements to shift premiums or allowances of various types.

Improvements to vacations: five locals negotiated enhanced vacation entitlements. Two of these locals - Local 3255 (formerly St. Gabriel's Separate S.D.) and Local 4734 (formerly St. Alphonse Separate S.D.) - also bargained an additional statutory holiday.

Sick leave, family illness, compassionate leave and other leaves: nine locals made improvements in these areas. Four of these locals negotiated compassionate care family leave provisions, while another four locals were successful in expanding compassionate leave without loss of pay provisions.

Job security and seniority rights: seven locals made achievements in the areas of job security or seniority rights. Three locals negotiated date of hire seniority, while two locals were successful in bargaining no contracting out language.

Significant language: the Saskatoon Public School Board locals (L. 34 and L.1948) negotiated language to support a representative workforce, which will include identifying employment opportunities, education and training, and preparing workplaces. Local 2128 (former Biggar School Division) also signed a Letter of Understanding to establish a joint committee to develop and implement initiatives to ensure a representative workforce for Aboriginal people at the Cando Community School. Locals 34 and 1948 also signed Letters of Understanding to establish a duty to accommodate protocol.

III - CUPE School Board Settlements 2005 – 2006

	Local	Employer	2004	2005	2006	2007	2008	Other
1	34	Saskatoon Public School Board		2%	2%	2%		\$30/month for all Journeyman Trades on Jan.1/06, \$0.20/hour for Heavy Equip. Operator. Caretaker allowances rolled into wages. Premium pay increases.
2	650	Regina Public School Division		2%	2%	2%		
3	832-2	Rilling Bus Limited		1.8%	1.8%	1.8%		Wash allowance increase & power allowance
4	1948	Saskatoon Public School Division (TA, Admin staff)		2%	2%	2%		Reclassification adjustments: Library Tech I 5.2%; Accounting Clerk IV 7.7%; A/V Tech. 7.8%; Secretary I (Guidance) 5.2%
5	2128	Biggar School Division		2%	3%			
6	2128-1	Biggar School Division		2%	2.5%			5-15% increase in other bus driver allowances
7	2268	Saskatoon Separate School Division		2%	2%	2%		Lowest paid receive 9.3% wage increase at Step 1, 5.1% increase at Step 2. Level 2 – 3% increase to first 3 increments and 4.5% to top increment. Some pay adjustment in 2006 from Pay Level 4 to 5. All TAs from Level 2 to 3 by Jan. 1, 2007, parity with public school TAs.
8	2520	York School Division			14% - Jan.1 2% - July 1			Jan. 1 adjustment is average of wage parity adjustments ranging from 11 to 16%. Achieved parity with elementary school counterparts.
9	2739	Kindersley School Division		3% - Dec. 31				Teaching Assistants with certification will be placed at Level 3.

	Local	Employer	2004	2005	2006	2007	2008	Other
10	3002	Rosetown School Division		3%	3%			3% to Head Secretaries & Head Caretakers allowance in each year.
11	3255	St. Paul's Separate School Division			16.4%	2%		2006 increase is average of 6.7% increase for head caretaker, 13.4% for head caretaker, 14.6% for educational assistant, and 31% for office coordinator. Two years for full increases to take effect.
12	3730	Saskatoon Separate School Division (caretakers)		2%	2%	2%		8% increase to shift premium in each year. 10% increase in Responsibility Allowance.
13	3766	Regina Public School Division		3%	3%	3% - Jan. 1 0.75% - Aug. 1		Includes pay equity adjustment.
14	4162	Maple Creek School Division			3%			
15	4195	Saskatchewan Rivers School Division			2.5% - Aug. 1	3.5% - Aug. 1		Additional 2% wage increase on Jan. 1, 2006 from previous contract. Merged employees from L.832-3, 832-5, 4178 and 4726 receive a 4% increase on Jan. 1/06. Effective Aug. 1/06 all merged employees are on the L.4195 wage grid.
16	4612	Estevan Comprehensive School Board (teaching assistants)		2%	3%			
17	4734	St. Paul's Separate School Division (formerly St. Alphonse Separate S.D.)			26%	2%		2006 increase is average of 6.7% increase for caretaker and 45.2% increase for educational assistant, phased in over one and two years, respectively.

IV - Achievements in Bargaining – Tables

Improvements to Pension and Benefit Plans

CUPE Local	Achievement in Bargaining	Previous Agreement
34 (caretakers) Saskatoon Public School Board	<ul style="list-style-type: none"> ▪ Extended health, vision and dental plans funded 100% by employer at 1.9% of payroll effective Jan. 1, 2006 	<ul style="list-style-type: none"> ▪ Extended health, vision and dental plans funded 100% by employer at 1.0% of payroll
650 (caretakers) Regina Public School Division	<ul style="list-style-type: none"> ▪ Supplemental Unemployment Benefits (SUB) Plan providing the amount required to supplement employee's EI benefits to 95% of salary entitlement for six weeks. 	<ul style="list-style-type: none"> ▪ No provision
1948 Saskatoon Public School Board	<ul style="list-style-type: none"> ▪ Employer-paid Dental & EHP increased to 1.9% of payroll ▪ Employer agrees to subsidize the cost of annual flu shot up to \$12 per permanent employee 	<ul style="list-style-type: none"> ▪ Employer-paid Dental & EHP 1% of payroll ▪ No provision
2128 Biggar School Division	<ul style="list-style-type: none"> ▪ Vision Plan B (50-50 cost share) 	<ul style="list-style-type: none"> ▪ No vision plan
2128 Biggar School Division (bus drivers)	<ul style="list-style-type: none"> ▪ Vision Plan B (50-50 cost share) 	<ul style="list-style-type: none"> ▪ No vision plan
2268 Saskatoon Separate School Division	<ul style="list-style-type: none"> ▪ Extended Health Plan cap increased to 1.9% of payroll 	<ul style="list-style-type: none"> ▪ Extended Health Plan cap 1.6% of payroll
2520 York School Division	<ul style="list-style-type: none"> ▪ Added 50-50 cost-shared dental plan 	<ul style="list-style-type: none"> ▪ No dental plan
3255 St. Paul's Separate School Division (formerly St. Gabriel's Separate S.D.)	<ul style="list-style-type: none"> ▪ 100% employer paid extended health and dental plans ▪ New 100% employer-paid Vision Plan ▪ Added same maternity leave ▪ Supplementary Unemployment Benefits plan available to teachers ▪ WCB differential increased to up to 12 months 	<ul style="list-style-type: none"> ▪ 50-50 cost shared extended health and dental plans ▪ No Vision Plan ▪ No provision ▪ WCB differential up to six months
3730 (caretakers) Saskatoon Separate School Division	<ul style="list-style-type: none"> ▪ Extended Health Plan cap increased to 1.9% of payroll 	<ul style="list-style-type: none"> ▪ Extended Health Plan cap 1.6% of payroll
3766 Regina Public School Division	<ul style="list-style-type: none"> ▪ Supplemental Unemployment Benefits (SUB) Plan providing the amount required to supplement employee's EI benefits to 95% of salary entitlement for six weeks. 	<ul style="list-style-type: none"> ▪ No provision

CUPE Local	Achievement in Bargaining	Previous Agreement
4195 Saskatchewan Rivers School Division	<ul style="list-style-type: none"> • 100% employer-paid benefits for merged employees from 832-03, 832-05, 4178, 4726 • Benefit cap increased to reflect additional employees due to amalgamation. 	<ul style="list-style-type: none"> • 832-2 no benefit coverage 832-5 100% employer-paid LTD, Group Life, AD&D and dental, 50-50 EHC 4178 – 100% LTD, Group Life, AD&D, EFAP 4726 – new local
4612 Estevan Comprehensive School Board (teaching assistants)	<ul style="list-style-type: none"> ▪ 100% employer paid EFAP 	<ul style="list-style-type: none"> ▪ First contract
4734 St. Paul’s Separate School Division (formerly St. Alphonse Separate S.D.)	<ul style="list-style-type: none"> ▪ 50-50 cost shared core benefits (LTD, Group Life, etc.) ▪ 100% employer paid extended health, vision and dental plans ▪ Maternity leave Supplementary Unemployment Benefits plan available to teachers ▪ WCB differential up to 12 months 	<ul style="list-style-type: none"> ▪ First contract

Improvements to Vacation/Paid Holidays

CUPE Local	Achievement in Bargaining	Previous Agreement
832-2 Rilling Bus Limited	<ul style="list-style-type: none"> ▪ 5 weeks after 15 years ▪ 6 weeks after 25 years 	<ul style="list-style-type: none"> ▪ 5 weeks after 20 years ▪ no provision for 6 weeks vacation
2268 Saskatoon Separate School Division	<ul style="list-style-type: none"> ▪ 15 days after 1 year ▪ 20 days after 7 years ▪ 25 days after 17 years ▪ 30 days after 23 years 	<ul style="list-style-type: none"> ▪ 15 days after 1 year ▪ 20 days after 8 years ▪ 25 days after 18 years ▪ 30 days after 25 years
3255 St. Paul’s Separate School Division (formerly St. Gabriel’s Separate S.D.)	<ul style="list-style-type: none"> ▪ Added Monday of Spring Break Stat holiday ▪ 30 days of vacation after 23 years of service 	<ul style="list-style-type: none"> ▪ No provision ▪ No provision for 30 days vacation
4612 Estevan Comprehensive School Board (teaching assistants)	<ul style="list-style-type: none"> ▪ 3 weeks after one year ▪ 4 weeks after 8 years ▪ 5 weeks after 15 years ▪ 6 weeks after 20 years 	<ul style="list-style-type: none"> ▪ First contract
4734 St. Paul’s Separate School Division (formerly St. Alphonse Separate S.D.)	<ul style="list-style-type: none"> ▪ Monday of Spring Break Stat holiday ▪ 30 days of vacation after 23 years of service 	<ul style="list-style-type: none"> ▪ First contract

Improvements to Premium Pay and other Monetary Items

CUPE Local	Achievement in Bargaining	Previous Agreement
34 Saskatoon Public School Board (caretakers)	<ul style="list-style-type: none"> ▪ Increase in night shift differential to \$111/month (\$0.64/hour) effective Jan. 1, 2006 and \$120/month (\$0.69/hour) effective Jan. 1, 2007 ▪ Increase in afternoon shift differential to \$69/month (\$0.40/hour) effective Jan. 1, 2006 and \$78/month (\$0.45/hour) effective Jan. 1, 2007 	<ul style="list-style-type: none"> ▪ Night shift differential \$102/month (\$0.59/hour) ▪ Afternoon shift differential \$61/month (\$0.35/hour)
650 Regina Public School Division (caretakers)	<ul style="list-style-type: none"> ▪ Increase in car allowance to 38.5 cents/kilometer for use of private vehicle while performing work duties 	<ul style="list-style-type: none"> ▪ Car allowance 35.1 cents/kilometre
832-2 Rilling Bus Limited	<ul style="list-style-type: none"> ▪ Wash Allowance increased to \$125/year July 1/05, \$150/year on July 1/06, and \$175/year on July 1/07 ▪ Remuneration for power bills adjusted each year based on percentage increases by SaskPower 	<ul style="list-style-type: none"> ▪ Wash Allowance \$100/year ▪ No provision
2128 Biggar School Division (bus drivers)	<p>Allowance increases for 2006:</p> <ul style="list-style-type: none"> ▪ Per Kilometre - \$0.185 ▪ Authorized Plug-ins per year - \$135 ▪ Bus Wash per year - \$80 ▪ Annual Bus Pick Up and Drop Off - \$25 ▪ Bus Servicing Trip - \$35 	<ul style="list-style-type: none"> ▪ Per Kilometre - \$0.176 ▪ Authorized Plug-ins per year - \$125 ▪ Bus Wash per year - \$70 ▪ Annual Bus Pick Up and Drop Off - \$15 ▪ Bus Servicing Trip - \$25
3002 Rosetown School Division	<ul style="list-style-type: none"> ▪ Head Caretaker and Head Secretary allowances increased to \$77.56/month on Jan. 1/05 and \$79.89/month on Jan. 1/06 	<ul style="list-style-type: none"> ▪ Allowances were \$75.30/month
3730 Saskatoon Separate School Division (caretakers)	<ul style="list-style-type: none"> ▪ Responsibility Allowance for Head Caretakers increased to \$1.20/hour for 3 or more additional staff and \$0.70/hour for 1-2 additional staff by Jan. 1, 2007 ▪ Shift premium increased to \$0.44/hour by Jan. 1, 2007 	<ul style="list-style-type: none"> ▪ Responsibility Allowance \$1.05/hour for 3 or more additional staff and \$0.55 for 1-2 additional staff ▪ Shift premium \$0.35/hour
3766 Regina Public School Division	<ul style="list-style-type: none"> ▪ Increase to noon-hour supervision allowance to \$15.14 effective Feb. 1/06 and increases by the same percentage as the maximum Pay Class 3 rate during the term of the agreement. ▪ Increase in car allowance to 38.5 cents/kilometer for use of private vehicle while performing work duties 	<ul style="list-style-type: none"> ▪ Previous rate \$14.27 ▪ Car allowance 35.1 cents/kilometre

CUPE Local	Achievement in Bargaining	Previous Agreement
4195 Saskatchewan Rivers School Division	Substitute bus drivers now receive the following allowances: <ul style="list-style-type: none"> ▪ Extra Curricular Trips – Min. Wage + \$0.50/hour ▪ Plug-ins (per year) - \$150 ▪ Day rate for students with disabilities - \$10 ▪ Noon Trip (City Routes Only) - \$20 ▪ City driver travel rate for city routes extending more than 5kms outside city limits - \$0.110/km (Aug. 1/07) ▪ Rural driver rate - \$0.110 (Aug. 1/07) ▪ Bus Wash (1 hour min.) – Min. wage + \$0.50/hour ▪ Designate rural driver supplement - \$33.68 ▪ Garage service – Min. Wage + \$0.50 ▪ Required in-service – Min. Wage + \$0.50/hour 	<ul style="list-style-type: none"> ▪ No allowances for substitute bus drivers

Improvements to Job Security and Seniority Rights

CUPE Local	Achievement in Bargaining	Previous Agreement
2520 York School Division	<ul style="list-style-type: none"> ▪ Added no contracting out language – Board agrees that all work or services performed by the employees shall not be contracted out (major renovations and extensive painting are excluded) 	<ul style="list-style-type: none"> ▪ No provision
2739 Kindersley School Division	<ul style="list-style-type: none"> ▪ Expanded recall rights to give senior employee the first right of recall within school division if no positions are available within the community 	<ul style="list-style-type: none"> ▪ Following any lay-off period, senior employees within their community and job classification have the first right of recall
3002 Rosetown School Division	<ul style="list-style-type: none"> ▪ Before work of bargaining unit is contracted out, Board will disclose reasons and give union an opportunity to suggest alternatives 	<ul style="list-style-type: none"> ▪ No provision
3730 Saskatoon Separate School Division (caretakers)	<ul style="list-style-type: none"> ▪ Employer’s right to transfer employees within a job classification restricted to home city. ▪ Date of hire seniority 	<ul style="list-style-type: none"> ▪ No provision ▪ Hours-based seniority
3766 Regina Public School Division	<ul style="list-style-type: none"> ▪ Letter of Understanding to calculate seniority by “date of hire” effective June 30, 2006 	<ul style="list-style-type: none"> ▪ Seniority previously calculated by years and days.
4612 Estevan Comprehensive School Board (teaching assistants)	<ul style="list-style-type: none"> ▪ Date of hire seniority 	<ul style="list-style-type: none"> ▪ First contract

Improvements to Sick Leave, Family Illness, Compassionate Leave, Other Leaves

CUPE Local	Achievement in Bargaining	Previous Agreement
34 Saskatoon Public School Board (caretakers)	<ul style="list-style-type: none"> ▪ Compassionate leave, without loss of pay, for grandchild increased to 3 days 	<ul style="list-style-type: none"> ▪ One day compassionate leave, with loss of pay, for grandchild
650 Regina Public School Division (caretakers)	<ul style="list-style-type: none"> ▪ Added new Compassionate Care Family Leave clause allowing employees to take an unpaid leave of absence for up to 8 weeks to provide care to gravely ill family member 	<ul style="list-style-type: none"> ▪ No provision
1948 Saskatoon Public School Board	<ul style="list-style-type: none"> ▪ Sick leave accumulation increased from to a maximum 180 days ▪ Paid leave granted for medical, dental and optical appointments, deducted from sick leave accumulation ▪ Compassionate leave, without loss of pay, for grandchild increased to 3 days. ▪ Driver educators granted leave with pay, benefits and expense reimbursement while attending professional development conferences required by Sask Learning/SGI 	<ul style="list-style-type: none"> ▪ Maximum sick leave accumulation 176 days ▪ No provision ▪ One day compassionate leave, without loss of pay, for grandchild ▪ No provision
2128 Biggar School Division	<ul style="list-style-type: none"> ▪ Added common-law spouse to definition of “family member” in compassionate leave clause ▪ Extended one day paid leave to employees responsible for funeral preparations and attending funeral in official capacity. 	<ul style="list-style-type: none"> ▪ No provision ▪ Previously restricted to pall-bearers
2520 York School Division	<ul style="list-style-type: none"> ▪ Added one day pay for convocation leave ▪ Added fiancé, son-in-law and daughter-in-law to bereavement leave 	<ul style="list-style-type: none"> ▪ No provision ▪ No provision
3730 Saskatoon Separate School Division (caretakers)	<ul style="list-style-type: none"> ▪ Board and local agree and support the provisions of the Employment Insurance Compassionate Care Benefits Provisions 	<ul style="list-style-type: none"> ▪ No provision
3766 Regina Public School Division	<ul style="list-style-type: none"> ▪ Added new Compassionate Care Family Leave clause allowing employees to take an unpaid leave of absence for up to 8 weeks to provide care to gravely ill family member 	<ul style="list-style-type: none"> ▪ No provision
4612 Estevan Comprehensive School Board (teaching assistants)	<ul style="list-style-type: none"> ▪ Compassionate Care Family Leave of up to 8 weeks without pay to care for seriously ill family member. Employee may request extension. Employer contribution to pension and benefit plan should employee choose to pay employee’s share. 	<ul style="list-style-type: none"> ▪ First contract

Appendix I

School Board Settlements Reviewed for Bargaining Achievements in the School Board Sector, 2006

	Local	School Division	Date Ratified	Term of Agreement
1	34	Saskatoon Public School Board (caretakers)	October 22, 2005	Jan. 1, 2005 to Dec. 31, 2007
2	650	Regina Public School Division (caretakers/main)	January 18, 2006	Jan. 1, 2005 to Dec. 31, 2007
3	832-2	Rilling Bus Limited	September 29, 2005	July 1, 2005 to June 30, 2008
4	1948	Saskatoon Public School Division (TA, Admin staff)	December 1, 2005	Jan. 1, 2005 to Dec. 31, 2007
5	2128	Biggar School Division	November 1, 2005	Jan. 1, 2005 to Dec. 31, 2006
6	2128	Biggar School Division (bus drivers)	November 1, 2005	Jan. 1, 2005 to Dec. 31, 2006
7	2268	Saskatoon Separate School Division	Oct. 27, 2005	Jan. 1, 2005 to Dec. 31, 2007
8	2520	York School Division	November 28, 2005	Jan. 1, 2005 to Dec. 31, 2006
9	2739	Kindersley School Division	October 12, 2005	Sept. 1, 2005 to Dec. 31, 2006
10	3002	Rosetown School Division	October 25, 2005	Jan. 1, 2005 to Dec. 31, 2006
11	3255	St. Paul's Separate School Division (formerly St. Gabriel's Separate S.D.)	December 19, 2005	Jan. 1, 2006 to Dec. 31, 2007
12	3730	Saskatoon Separate School Division (caretakers)	September 24, 2005	Jan. 1, 2005 to Dec. 31, 2007
13	3766	Regina Public School Division (support staff)	January 17, 2006	Jan. 1, 2005 to Dec. 31, 2007
14	4162	Maple Creek School Division	December 23, 2005	Jan. 1, 2006 to Dec. 31, 2006
15	4195	Saskatchewan Rivers School Division	June 27, 2006	Aug. 1, 2006 to July 31, 2008
16	4612	Estevan Comprehensive School Board (teaching assistants)	December 1, 2005	Jan. 1, 2005 to Dec. 31, 2006
17	4734	St. Paul's Separate School Division (formerly St. Alphonse Separate S.D.)	December 20, 2005	Jan. 1, 2006 to Dec. 31, 2007

Appendix II

School Board Locals Currently in Bargaining

	Local	School Division	Classifications	Expiry Date of Agreement
1	4254	Prairie Spirit School Division (former Saskatoon West S.D.)	Educational Assistants, Secretaries	Dec. 31/05
2	4377	Sunrise School Division	Caretakers	Dec. 31/05
3	4683	Hertz Northern Bus Ltd. (Prince Albert RCSSD)	Bus drivers	NEW LOCAL
4	4729*	Davidson School Division	All inclusive	NEW LOCAL
5	4737	Hudson Bay School Division	Bus drivers, EA, secretaries	NEW LOCAL
6	4761	Golden Plains School Division	Support staff	NEW LOCAL
7	4766*	Rosetown Bus Drivers	Bus Drivers	NEW LOCAL
8	4770	Prairie Spirit School Division (former Saskatoon East S.D.)	All inclusive	NEW LOCAL
9	4797	Northwest School Division #203 (covers former locals 3061, 3076, 3394)	Various classifications	NEW MERGED LOCAL
10	4799	Horizon School Division S.D. (covers former 832-3, 3084, 3542, 4178, 4288, 4678,4699)	Various classifications	NEW MERGED LOCAL
11	5506	Prairie South School Division #210 (covers L.55, 3291, 3507, 3735, 4341, 4729)	Various classifications	NEW MERGED LOCAL
12	5506*	Holy Trinity Separate School Division (former L.55)	All inclusive	Dec. 31/05
13	5506*	Prairie South School Division (former Chaplin & Central Butte, L.4767)	All classifications, except bus drivers	NEW LOCAL
14		South East Cornerstone School Division #209 (will cover 3951, 4377, 4612, 4765)	Various classifications	NEW MERGING LOCAL

* Reached tentative agreement prior to September 30, 2006

Appendix III

School Board Locals with Agreements Expiring December 31, 2006

	Local	Employer	Classifications	Staff Rep
1	832-4	Good Spirit School Division (Kamsack)	Bus Drivers	Lenko
2	2913	Prince Albert Separate School Division	Caretaker & Maintenance	Brotzel
3	3610	Melfort Tiger Lily School Division	Bus Drivers	St. Denis
4	3759	Tisdale School Division	Bus Drivers	St. Denis
5	4607	Ile A Las Crosse School Division	All inclusive	Brotzel
6	4612	Estevan Comprehensive School Board	Teaching Assistants	Guidroz
7	4618	Christ the Teacher School Division	All inclusive except Bus Drivers	Lenko
8	4747	Living Sky School Division #202 (covers former 1660, 2128, 4119)	Various classifications	Heisler
9	4754	Chinook School Division #211 (covers former 2583, 2632, 4162)	Various classifications	Matheson
10	4784	Good Spirit School Division #204 (covers former 832-6, 2520, 3681, 3926, 4188)	Various classifications	Lenko
11	4802	Sun West School Division #207 (covers former 2128, 2128-1, 2739, 3002, 4278, 4729, 4766)	Various classifications	Robb

Appendix IV

Consumer Price Index Annual Averages and Percentage Change Canada, Saskatchewan, Regina, Saskatoon 1983 – 2005

YEAR	CANADA		SASKATCHEWAN		REGINA		SASKATOON	
	INDEX	% CHANGE	INDEX	% CHANGE	INDEX	% CHANGE	INDEX	% CHANGE
1983	69.1	5.8	71.1	6.4	71.1	6.4	71.0	6.4
1984	72.1	4.3	73.9	3.9	74.2	4.4	73.5	3.5
1985	75.0	4.0	76.6	3.7	77.0	3.8	76.1	3.5
1986	78.1	4.1	78.8	2.9	78.6	2.1	79.2	4.1
1987	81.5	4.4	82.7	4.9	82.5	5.0	83.1	4.9
1988	84.8	4.0	86.3	4.4	86.0	4.2	86.9	4.6
1989	89.0	5.0	90.1	4.4	89.9	4.5	90.3	3.9
1990	93.3	4.8	94.1	4.4	93.7	4.2	94.3	4.4
1991	98.5	5.6	99.0	5.2	98.7	5.3	99.2	5.2
1992	100.0	1.5	100.0	1.0	100.0	1.3	100.0	0.8
1993	101.8	1.8	103.0	3.0	103.2	3.2	102.8	2.8
1994	102.0	0.2	104.9	1.8	105.2	1.9	104.5	1.7
1995	104.2	2.2	106.9	1.9	107.3	2.0	106.6	2.0
1996	105.9	1.6	108.9	1.9	109.3	1.9	108.5	1.8
1997	107.6	1.6	110.3	1.3	110.8	1.4	109.7	1.1
1998	108.6	1.0	111.8	1.4	112.7	1.8	111.3	1.5
1999	110.5	1.7	113.7	1.9	114.7	2.0	113.4	2.1
2000	113.5	2.7	116.7	2.6	117.7	2.6	116.3	2.6
2001	115.9	2.1	120.3	3.1	121.3	3.1	119.7	2.9
2002	119.0	2.7	123.7	2.8	124.6	2.7	123.1	2.8
2003	122.3	2.8	126.5	2.3	127.5	2.3	125.8	2.2
2004	124.6	1.9	129.3	2.2	130.3	2.2	128.4	2.1
2005	127.3	2.2	132.2	2.2	133.1	2.1	131.4	2.3

1992 = 100

Source: Statistics Canada

pmb:cope491