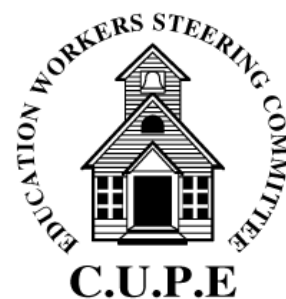


Bargaining Achievements
in the
Saskatchewan School Board Sector

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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, 2007, CUPE had 54 collective agreements in the school board sector. Following the amalgamation of rural public school divisions on January 1, 2006, the number of collective agreements in this sector has fallen as merging CUPE locals representing support staff in these divisions have negotiated one agreement with each of the larger school divisions. The number of CUPE K-12 collective agreements has dropped from 58 one year ago, even though several first contracts were negotiated during this period. The number of CUPE's K-12 bargaining units will likely drop to about half its current level when all the legacy collective agreements have been replaced with one agreement for each rural public school division.

This is the ninth 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 20 settlements in the school board sector that were ratified between October 1, 2006 and September 30, 2007 – an increase from the 17 settlements that were reviewed in last year's report.

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 checking the language in current and previous collective agreements and follow-up discussions 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 allowances, vacations and paid holidays, job security and seniority rights, sick leave, family illness, 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 2007, and an historical table showing annual average increases in the Consumer Price Index (CPI) for Saskatchewan.

I - Provincial Overview: Wage Settlements in 2006-2007

The Policy and Planning Branch of Saskatchewan Labour monitors both public and private sector contract settlements in the province. The branch provided information on 48 settlements in 2006 and 40 settlements so far in 2007. The settlement data for this year, like others, is based on voluntarily submitted settlement reports received from January to September. The 2007 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 2.8% in 2006 and 3.6% to date for 2007. The preliminary data for 2007 shows a significant increase in public sector wage settlements, from an average of 2.6% in 2006 to 3.6% in 2007. By comparison, private sector settlements averaged 3.0% in 2006 and 3.5% in 2007. This is the first time since 2003 that wage settlements in the public settlement have outpaced settlements in the private sector.

**Table 1 - Average Annual % Wage Settlements in Saskatchewan
1992 – 2007**

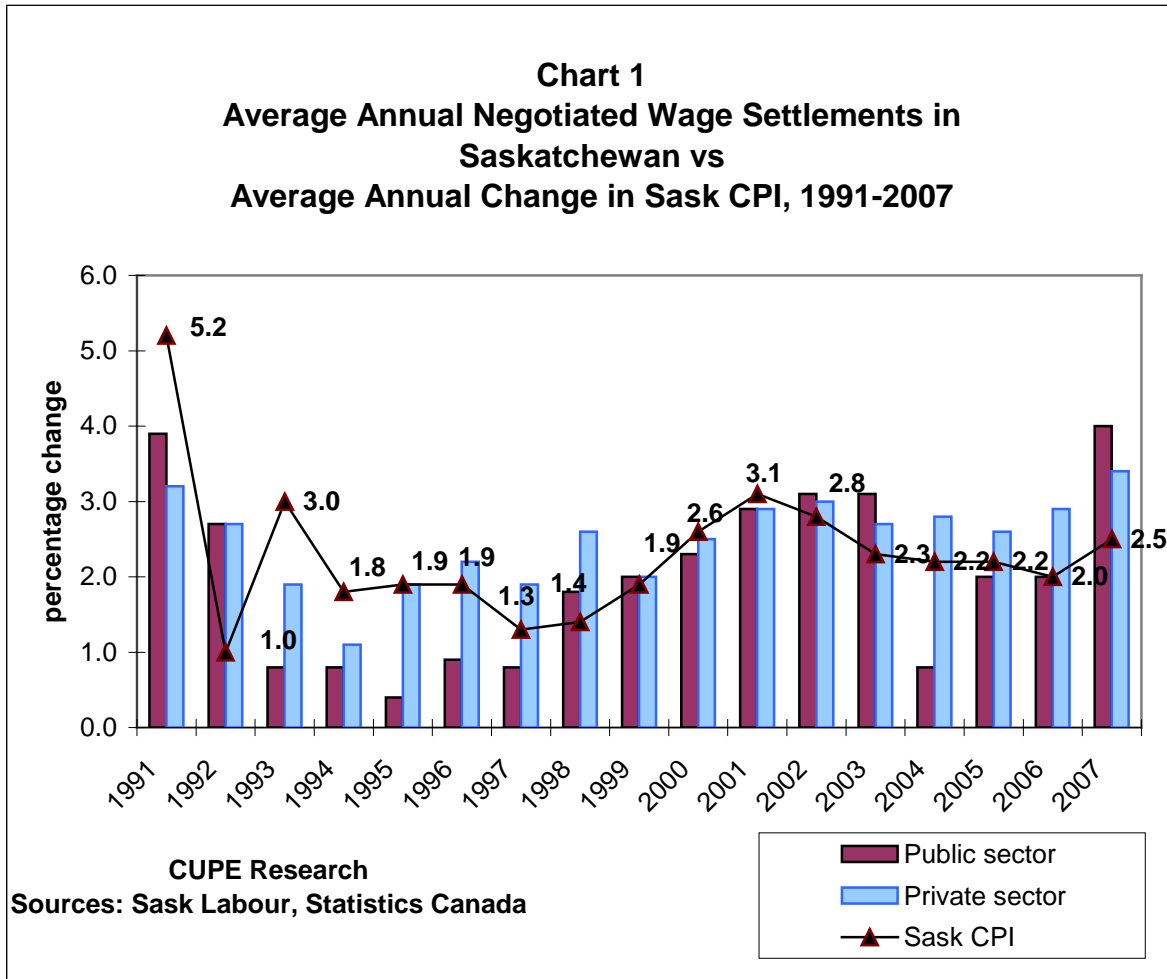
Year	% increase Per Settlement			% increase Per Employee		
	Total	Public	Private	Total	Public	Private
1992	2.4	2.6	2.3	2.7	2.7	2.7
1993	1.1	0.9	1.5	0.9	0.8	1.9
1994	1.1	0.9	1.3	0.9	0.8	1.1
1995	1.2	0.8	1.5	0.7	0.4	1.9
1996	1.2	1.1	1.5	1.0	0.9	2.2
1997	1.7	1.4	2.1	1.0	0.8	1.9
1998	2.1	1.8	2.4	2.0	1.8	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
2006	2.8	2.6	3.0	2.1	2.0	2.9
2007P	3.6	3.6	3.5	3.9	4.0	3.4

P = preliminary data

Source: Saskatchewan Labour, Wage Settlement Statistics, September 21, 2007

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 2.1% for 2006 and 3.9% for 2007. The average public sector worker in Saskatchewan realized a wage increase in 2007 (4.0%) that was double that of last year (2.0%). The increase for the average public sector worker this year is outstripping the average increase for their private sector counterpart, which was 3.4%, up from 2.9% in 2006.

In recent years, average annual wage settlements, per public sector employee, have been barely keeping up with increases in the cost of living, but things are changing in 2007. The Consumer Price Index (CPI) for Saskatchewan increased by 2.0% in 2006 and by 2.5% for 2007 (to date). In other words, the average public sector working is realizing a 1.5% increase in their real wage this year. 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.



Several large public sector agreements were settled in 2007. The Saskatchewan Government and General Employees Union (SGEU) established the new public sector wage pattern in January after a strike by members of its public services and government employees unit. The agreement with the provincial government included wage increases of 3.5%, 4% and 4.5% over three years, along with extra funding for pension contributions, benefits and a \$1,000 signing bonus. Not long afterwards, SGEU reached a similar deal for its two bargaining units at SIAST.

In June, CUPE Local 600-3 ratified a new agreement with the Valley View Centre/ Department of Community Resources that saw wage increases of 3.5% , 4% and 3.5% in a three-year agreement. The settlement also included increased pension contributions, extended health and dental funding, increased shift differentials, a market supplement for nurses and a \$1,000 signing bonus.

In June, CUPE Local 1949 reached a settlement with the Legal Aid Commission that will see its members receiving a 3.5% wage increase in 2006, 4% in 2007 and 4.5% in 2008. The agreement also includes increased funds for pension contributions, benefit enhancements and a maximum \$1,000 signing bonus.

During the summer, members of the Communications Energy and Paperworkers ratified a three-year deal with SaskTel that provides a 4% increase in the first year, followed by \$1.13 flat rate increase to hourly rates, and a 4% increase in the final year. CEP also reached a settlement with SaskPower that provides 12% wage increase over three years. Both these agreements include funds for increased pension contributions, benefits and a \$1,000 signing bonus.

In July, the Health Sciences Association of Saskatchewan reached a two-year tentative settlement with the Saskatchewan Association of Health Organizations that included general wage increases of 4% in each year plus a 2.5% retention adjustment to be added to the top step, plus increased funds for pensions and benefits and a \$1,000 signing bonus. This agreement has yet to be ratified.

In September, the Saskatchewan Teachers Federation reached a three-year tentative deal with the Saskatchewan School Board Association and the provincial government that includes a 5% increase in the first year, 4% in the second and 3.5% in the last year. The settlement also includes an increase in government funding of the Teachers Retirement Plan from seven percent of the yearly maximum earned pay to nine percent and an immediate cash injection into the extended health plan of \$11.158 million followed by further increases in the next two years. The STF will soon announce whether this agreement has been ratified.

In the municipal sector, wage settlements in 2007, at least in the larger urban areas, are generally following the provincial public sector pattern of 12 percent over three years. CUPE Local 1975, representing 1,800 members at the province's two universities, is currently at the bargaining table. The CUPE Health Care Council, which represents over

12,000 health care providers, is getting ready to return to the bargaining table next spring, as are their counterparts in SEIU and SGEU.

Strong economic growth, low unemployment and labour shortages should help contribute to real wage increases in Saskatchewan for the foreseeable future. Indeed, a recent survey of public and private sector employers by the Hay Group, a business consultancy firm, forecast a 4.6% increase in salaries for Saskatchewan employees in 2008, second only to Alberta where pay cheques were pegged to rise by 4.9%.

II – Saskatchewan School Board Settlements 2006-2007

This report examines 20 Saskatchewan school board settlements that were ratified between October 1, 2006 and September 30, 2007. The list of the 2006-2007 settlements can be found in Appendix I.

Included among these settlements are four merged agreements negotiated with the new larger rural public school divisions: Local 4747 and the Living Sky SD 202, Local 5506 and Prairie South SD 210, Local 4797 and Northwest SD 203, and Local 4784 and the Good Spirit SD 204. In addition, there are also eight first agreements included in Appendix I.

As of September 30, 2007, there were eight K-12 locals that were in the process of bargaining a new collective agreement. Included in this number are three merged rural public school division locals – Local 4754 (Chinook SD 211), Local 4799 (Horizon SD 205), Local 4802 (Sun West SD 207) – that are attempting to replace a combined total of 17 collective agreements with one agreement per school division. In addition, there are three locals that are in the process of negotiating a merged agreement with the Southeast Cornerstone SD 209. (At the time of writing, these locals had just reached a tentative agreement with the school division.) The list of locals currently in bargaining can be found in Appendix II.

As Appendix III shows, 13 CUPE school board locals will see their agreements expire December 31, 2007. These include the large public and separate school division locals in Saskatoon and Regina, as well as two merged rural school division locals – Local 4737 (North East SD 200) which currently covers five collective agreements and Local 5252 (Prairie Valley SD 208) covers four agreements.

Trends in School Board Bargaining:

Higher wage settlements: The average wage increase per settlement for K-12 settlements over the last year was 6.5% for 2006, 4.9% for 2007, 5.1% for 2008 and 3% for 2008. The average wage increase, per member, (which takes into account the size of the bargaining unit) was 3.8% for 2006, 4.4% for 2007, 6.6% for 2008 and 2.57% for 2009. By any measure, it's clear that Saskatchewan school board workers are now

surpassing the average public sector settlement in the province and achieving real wage gains.

Wage adjustments: The four merged rural school division agreements all achieved wage parity that brought the lowest paid workers up to their highest paid counterpart in their classification. This resulted in substantial wage adjustments for a large number of members:

Local 4747 - Living Sky SD 202 – an additional 9% above general wage increases was set aside to ensure wage parity on January 1, 2007 for the same classifications across the school division. This resulted in wage adjustments of 1.5% to 4%.

Local 5506 – Prairie South SD 210 – Wage parity across the school division was achieved September 1, 2006, resulting in wage adjustments of 2.5% to 62%.

Local 4797 – Northwest SD 203 – Wage parity was achieved January 1, 2007, which resulted in wage adjustments ranging from 2% to 39%.

Local 4784 – Good Spirit SD 204 – Wage parity was achieved September 1, 2007, which resulted in wage adjustments of up to 15%. Some positions were red circled, but of these most received a 2% equity adjustment over the life of the agreement.

In all of the above settlements, the female-dominated classifications of secretaries, educational and library assistants tended to receive the largest adjustments in order to reach parity with the highest paid position in the classification. For instance, a division office clerical in the old Local 3735 (Borderland SD) agreement received a \$6.54 hourly increase resulting from wage parity in the Local 5506 agreement.

In addition to the above, Local 5506 (Holy Trinity RCSSD 22) negotiated substantial pay equity adjustments, worth an 5.05% of total payroll, that saw the wages of secretaries, instructional assistants and library assistants, positions typically staffed by women, catch up to the caretaker positions. Local 4618 (Christ the Teacher RCSSD 212) also negotiated a 3% market adjustment for female-dominated clerical positions to achieve parity with their counterparts in the neighbouring public school division.

Major improvements to benefits: CUPE school board locals negotiated new benefits or improvements to existing plans in 13 of the 20 contract settlements reviewed over the last year. In many cases, 100% employer-paid health, dental and vision plans were negotiated. In the four merged rural school division settlements, benefit parity was achieved resulting in major improvements to existing plans, increased employer-paid shares, and, in some cases, the extension of benefits to members who had none under the previous legacy agreements. In addition, two settlements included the addition of

Supplemental Unemployment Benefits (SUB) plans, which top up EI benefits during maternity leaves.

Improvements to vacations and paid holidays: five locals negotiated enhanced vacation entitlements, including three of four merged agreements, and three settlements included additional statutory holidays. Members of Local 4254, which represents two bargaining units, saw big improvements in both vacation entitlement and stat holidays.

Improvements to sick leave, personal leave and other leaves: nine settlements included improvements to monthly sick leave and/or maximum sick leave accumulation, while six settlements included the addition of paid or unpaid personal leave days.

Date of hire seniority: four settlements included improvements to seniority rights and/or job security provisions. Date of hire seniority was an achievement reported in all four of these settlements, which included three of the merged rural school division agreements. The other merged agreement, Local 4747 (Living Sky), also included date of hire seniority, but all of the four legacy agreements that were replaced already had these provisions.

Premiums, allowances and other monetary items: six settlements saw increases in the various allowances for bus drivers. No improvements in premium pay were reported.

Shorter agreement terms: The average term of the 20 collective agreements ratified between October 1, 2006 and September 30, 2007 was two years. These ranged from three interim 4-month agreements to one 4-year agreement. The shorter contract terms of these agreements, compared to previous years, is partly due to the need to align expiry dates in each rural public school division for the purposes of merging agreements. A number of agreements are expiring at the end of August in 2009, which is a shift away from the December 31 expiry date that was commonplace in school board agreements.

III - CUPE School Board Settlements 2006-2007

	Local	Employer	2006	2007	2008	2009	Other
1	832-04	BOARD OF EDUCATION OF EASTLAND LAKES #120 (Bus Drivers)		3%	3%	3%	Increases in various allowances
2	3610	North East School Division #200		2%			
3	3759	North East School Division #200 (former Tisdale bus drivers)		3%			
4	4254	Prairie Spirit SD 206 (former Saskatoon West)		3% (Jan. 1) 12.3% (Aug.27)	11.3% (Sept.1)		Administrative Assistants - 21.4% over 2 years 8 months; Educational Associate I (unqualified and less than 5 years service) - 11.6%; Educational Associate II - 18.1%
5	4254	Prairie Spirit SD 206 (former 4770/Saskatoon East)	2%	3.5% (Jan.1) 10.8% (Aug.27)	10.8% (Sept.1)		Reduction to 4-step grid for those classifications that had more. In total, average wage increase by classification was 23.1% over 2 years and 8 months.
6	4607	Ile A La Crosse SD 112		3%	3.50%	4%	
7	4618	Christ the Teacher RCSSD 212		4% - Jan.1 4% - Sept.1	4% - Sept.1		Additional 3% market adjustment for school clericals over term of agreement.
8	4678	Riling Bus Limited	\$2.50/day (Sept.1)	\$0.85/day (Sept.1)			
9	4729	Davidson SD #31 (interim agreement)	\$1.45/hour - Sept.1	\$0.85/hour - Sept.1			
10	4729	Sun West SD (former Davidson SD #31)	21%				
11	4737	North East SD 200	2%	2%			
12	4747	Living Sky SD 202		1.50%	2.50%	2.5%	Additional 9% to achieve wage parity on Jan.1/07
13	4757	Prairie Valley SD 208	7% - Aug. 24	\$0.50/hour - Aug.1			2 positions red circled. Bottom end approx. 19% increase over 2 years; top end approx. 6% increase over 2 years.

	Local	Employer	2006	2007	2008	2009	Other
14	4761	Prairie South SD 210 (interim agreement)	\$1.45/hour - Sept.1	\$0.85/hour - Sept.1			4-month interim agreement
15	4766	Sun West SD 207	7.5% - Sept.1				15% increase in daily rate and 0% increase in kilometre rate that amounts 7.5% overall increase.
16	4767	Prairie South SD 210 (interim agreement)	\$1.45/hour - Sept.1	\$0.85/hour - Sept.1			
17	4784	Good Spirit SD 204		6.99% - Sept.1	8.46% - Sept.1		Includes wage parity adjustments.
18	4797	Northwest SD 203	2%	2%	4%	2.5%	Wage parity achieved Jan. 1/07 resulting in adjustments of 2% to 38%.
19	5506	Holy Trinity RCSSD #22	3% -Jan.1 4.95% - Sept.1	0	0		Additional 5.05% of total payroll for pay equity adjustment for School Secretaries, Instructional Assistants and Library Assistants effective Sept.1, 2006.
20	5506	Prairie South SD 210	2.5% - Sept.1	3.0% - Sept.1	3.0% - Sept.1		Lump sum payment based on 1% of earnings for Jan.1/06 to Aug.31/06. Significant adjustments for a number of classifications to achieve wage parity effective Sept.1, 2006.

NOTE:

The above wage increases are effective January 1 unless otherwise noted.

IV - Achievements in Bargaining – Tables

Improvements to Benefit Plans

CUPE Local	Achievement in Bargaining	Previous Agreement
4254 Prairie Spirit SD 206 (former Saskatoon West)	<ul style="list-style-type: none"> ▪ Added SSBA Extended Health Plan B and Vision Care Plan B cost-shared on 50-50 basis 	<ul style="list-style-type: none"> ▪ No extended health plan and vision care plan
4254 Prairie Spirit SD 206 (former 4770 Saskatoon East)	<ul style="list-style-type: none"> ▪ 100% employer-paid full benefit package and improved vision plan from Plan A to Plan B, and LTD from Plan A to Plan C ▪ 100% employee-paid family assistance plan (EFAP) added 	<ul style="list-style-type: none"> ▪ First agreement, 5 different benefit plans in place with varying coverage ▪ No EFAP plan
4737 North East SD	<ul style="list-style-type: none"> ▪ 50-50 cost-shared group life, AD&D, EFAP, extended health and dental plans, plus 100% employee-paid LTD 	<ul style="list-style-type: none"> ▪ No benefit plan
4747 Living Sky SD 202 (MERGED CA)	<ul style="list-style-type: none"> ▪ 80% employer-paid group life, AD&D, extended health care, and dental plans ▪ 100% employer-paid EFAP ▪ Supplemental Employment Benefits (SUB) Plan to supplement EI benefits received by female employees on maternity leave 	<ul style="list-style-type: none"> ▪ 50-50 cost-shared group life, AD&D, EHC, dental benefits for members of former L.2128 and L.2128-1; 50-50 cost-shared EHC and dental benefits and no EFAP for former members of L.1660; 50-50 cost-shared group life, AD&D benefits and 75% ER-paid EHC and dental benefits for members of former L.4119
4729 Davidson SD #31 (INTERIM CA)	<ul style="list-style-type: none"> ▪ Added 100% employer-paid EHC, dental and vision benefits ▪ 100% employee-paid LTD, group life, AD&D and EFAP 	<ul style="list-style-type: none"> ▪ No benefit plan
4729 Sun West SD 207	<ul style="list-style-type: none"> ▪ Added EHC plan B, Dental Plan C and Vision Plan B on a 50-50 cost-shared basis ▪ 100% employer-paid EFAP ▪ Added Supplemental Unemployment Benefit plan 	<ul style="list-style-type: none"> ▪ No EHC, dental, vision plans ▪ No EFAP ▪ No SUB plan
4757 Prairie Valley SD 208	<ul style="list-style-type: none"> ▪ 100% employer-paid LTD, group life, AD&D, extended health and dental benefits 	<ul style="list-style-type: none"> ▪ No benefit plan

CUPE Local	Achievement in Bargaining	Previous Agreement
4761 Prairie South SD 210 (INTERIM CA)	<ul style="list-style-type: none"> ▪ Added 100% employer-paid EHC, dental and vision benefits ▪ 100% employee-paid LTD, group life, AD&D and EFAP 	<ul style="list-style-type: none"> ▪ No benefit plan
4766 Sun West SD 207 (Bus drivers)	<ul style="list-style-type: none"> ▪ 50-50 cost-shared core, dental and extended health plan (representing 5% of monetary settlement) 	<ul style="list-style-type: none"> ▪ No benefit plan
4767 Prairie South SD 210 (INTERIM CA)	<ul style="list-style-type: none"> ▪ Added 100% employer-paid EHC, dental and vision benefits ▪ 100% employee-paid LTD, group life, AD&D and EFAP 	<ul style="list-style-type: none"> ▪ No benefit plan
4784 Good Spirit SD 204 (MERGED CA)	<ul style="list-style-type: none"> ▪ 50-50 cost-shared group life, AD&D, EFAP, extended health, dental and vision benefits ▪ 100% employee-paid LTD benefits for all members 	<ul style="list-style-type: none"> ▪ No EHC plan for most members covered by previous agreements; members of Local 832-6 had no benefits at all
4797 Northwest SD 203 (MERGED CA)	<ul style="list-style-type: none"> ▪ 100% employer-paid extended health care and dental benefits ▪ 50-50 cost-shared LTD, group life and AD&D benefits 	<ul style="list-style-type: none"> ▪ No benefits for members of former L.3061; no extended health plan and 50-50 cost-shared benefits for members of former L.3394
5506 Prairie South SD 210 (MERGED CA)	<ul style="list-style-type: none"> ▪ 100% employer-paid extended health, dental and vision plans ▪ 100% employee-paid LTD, group life, AD&D and EFAP 	<ul style="list-style-type: none"> ▪ No EHC benefits for members of former L.3291, L.4341; members of former L.3735 Members of former L.55 no EHC and vision plans; L.55 dental plan cost-shared 50-50

Improvements to Vacation/Paid Holidays

CUPE Local	Achievement in Bargaining	Previous Agreement(s)
4254 Prairie Spirit SD 206 (former Saskatoon West)	<ul style="list-style-type: none"> ▪ 4 weeks after 8 years ▪ 5 weeks after 16 years ▪ 6 weeks after 24 years ▪ Added Family Day, Easter Monday, Boxing Day as stat holidays 	<ul style="list-style-type: none"> ▪ 4 weeks after 10 years ▪ No provision for 5 or more weeks vacation ▪ No provision for these holidays

4254 Prairie Spirit SD 206 (former Saskatoon East)	<ul style="list-style-type: none"> ▪ 4 weeks after 8 years ▪ 5 weeks after 16 years ▪ 6 weeks after 24 years ▪ Added Family Day, Easter Monday, Boxing Day as stat holidays 	<ul style="list-style-type: none"> ▪ First agreement
4747 Living Sky SD 202 (MERGED CA)	<ul style="list-style-type: none"> ▪ 4 weeks after 7 years ▪ 5 weeks after 15 years ▪ 6 weeks after 26 years 	<ul style="list-style-type: none"> ▪ Improvements for members of former L. 4119, L.2128-1, and L.1660, which had no provision for 6 weeks vacation
4784 Good Spirit SD 204 (MERGED CA)	<ul style="list-style-type: none"> ▪ 4 weeks after 8 years ▪ 5 weeks after 17 years ▪ 6 weeks after 26 years 	<ul style="list-style-type: none"> ▪ Two-thirds of members of former locals received improvements
5506 Prairie South SD 210 (MERGED CA)	<ul style="list-style-type: none"> ▪ 4 weeks after 6 years ▪ 5 weeks after 16 years ▪ 6 weeks after 21 years ▪ Improved stat holidays – 12 stats for full-year employees and 10 stats for 10-month employees 	<ul style="list-style-type: none"> ▪ Improvements for all members, most previous agreements had no provision for 6 weeks vacation

Improvements to Premium Pay, Allowances and other Monetary Items

CUPE Local	Achievement in Bargaining	Previous Agreement
832-04 Eastland Lakes SD 120	<ul style="list-style-type: none"> ▪ Work boot allowance of \$150/year for mechanics Allowances for bus drivers: <ul style="list-style-type: none"> ▪ Mileage 111-199 km - increase to 20.48¢/km (2007), 20.88¢/km (2008), and 21.30¢/km (2009) ▪ Mileage over 200km - increase to 22.27¢/km (2007), 22.72¢/km (2008), and 23.17¢/km (2009) ▪ Field Trip Rates: \$10/hr in 2007 rising to \$10.61/hr in 2009 ▪ Plug-in Power - \$206.60 for diesel and \$131.71 for gasoline ▪ Bus Servicing – 12 cents per km plus \$10/hr in 2007 rising to \$10.61/hr in 2009 ▪ \$75 max. reimbursement for medical and driver test fees ▪ \$50/month for transporting students in wheelchairs ▪ \$25/month cell phone allowance ▪ \$75 per academic year for bus washing 	<ul style="list-style-type: none"> ▪ No provision ▪ Fewer and different allowances

CUPE Local	Achievement in Bargaining	Previous Agreement
3610 North East SD 200	Bus driver allowances for 2007: <ul style="list-style-type: none"> ▪ Per Kilometre – 0.155 ▪ Authorized Extra Trips - \$8.66/hr or \$24.48/trip ▪ Maintenance Fee - \$8.66 ▪ In-service - \$8.66/hr, \$51.00 min. ▪ Substitute Driver Pick-up/Drop-off Fee - \$6.12 ▪ Authorized Plug-ins - \$147.90/year for diesel, \$117/year for other ▪ Authorized Wash - \$122.04/year 	Allowances for 2006: <ul style="list-style-type: none"> ▪ Per Kilometre - 0.152 ▪ Authorized Extra Trips - \$8.49/hr of \$24.00/trip ▪ Maintenance Fee - \$8.49 ▪ In-service - \$8.49/hr, \$50 min. ▪ Substitute Driver Pick-up/Drop-off Fee- \$6.00 ▪ Authorized Plug-ins - \$145/year for diesel, \$115/year for other ▪ Authorized Wash - \$119.65/year
3759 North East SD 200	<ul style="list-style-type: none"> ▪ Added allowance for Special Needs Students - \$5 (Level 1), \$10 (Level 2) ▪ Added allowance for Extracurricular Trips - \$10.30 ▪ Added allowance Substitute Driver Pickup/Drop Off - \$0.40/km ▪ 3% increase in allowances for per mile rate, authorized plug-ins, washes, servicing per event 	<ul style="list-style-type: none"> ▪ No provision ▪ No provision ▪ No provision
4678 Riling Bus Company	Bus driver allowances for 2007-2008: <ul style="list-style-type: none"> ▪ Extra trips .21/km + \$9.00/hour wait time ▪ Plug-in - \$160/year ▪ Wash - \$20/month ▪ Bus Service Time – All trips increased by \$2.50 each ▪ Shuttle trips – increased by \$1.00/trip 	<ul style="list-style-type: none"> ▪ No provision for extra trips ▪ Plug-in - \$140/year
4737 North East SD 200	Bus driver allowances for 2007: <ul style="list-style-type: none"> ▪ Per Kilometre – \$0.1978 ▪ Bus Washing - \$104.04/year ▪ Plug-ins - \$104.04/year for small buses, \$208.08/year for big buses ▪ Special Needs Students - \$5.00 (Level 1), \$10.00 (Level 2) ▪ Extracurricular Trips - \$15.61/hr (driving time), \$10.40 (waiting time) ▪ Maintenance Fee - \$8.84/hr ▪ In-service - \$8.84/hr ▪ Pick-up/Drop-off - \$6.00 	<ul style="list-style-type: none"> ▪ First agreement

CUPE Local	Achievement in Bargaining	Previous Agreement
4766 Sun West SD 207	Bus driver allowances for Sept. 1, 2006: <ul style="list-style-type: none"> ▪ \$0.1939 per km ▪ Plug-ins - \$120/year ▪ Bus Wash - \$150/year ▪ Annual Bus Pick Up, Drop Off, Bus Servicing Trip – regular km rate, min. \$15 ▪ Wait Time – min. wage ▪ Wheelchair - \$5.50 per student per day ▪ Service Increments – ranging from \$50 after one year to \$600 after 20 years, paid annually 	<ul style="list-style-type: none"> ▪ First agreement

Improvements to Job Security and Seniority Rights

CUPE Local	Achievement in Bargaining	Previous Agreement
4766 Sun West SD 207 (Bus drivers)	<ul style="list-style-type: none"> ▪ Date of hire seniority ▪ No new employees shall be hired until laid off employees, who maintain seniority for 12 months, have been give the opportunity to apply for the position 	<ul style="list-style-type: none"> ▪ First agreement
4784 Good Spirit SD 204	<ul style="list-style-type: none"> ▪ Date of hire seniority 	<ul style="list-style-type: none"> ▪ Some previous agreements had hours-based seniority
4797 Northwest SD 203 (MERGED CA)	<ul style="list-style-type: none"> ▪ Date of hire seniority 	<ul style="list-style-type: none"> ▪ No date of hire seniority in previous three agreements
5506 Prairie South SD 210 (MERGED CA)	<ul style="list-style-type: none"> ▪ Date of hire seniority ▪ Bargaining unit wide seniority 	<ul style="list-style-type: none"> ▪ Some previous agreements had hours-based seniority

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

CUPE Local	Achievement in Bargaining	Previous Agreement
832-04 Eastland Lakes SD 120 (Bus Drivers)	<ul style="list-style-type: none"> ▪ 2 days/month sick leave 	<ul style="list-style-type: none"> ▪ 1.5 days/month sick leave
4254 Prairie Spirit SD (former Saskatoon West)	<ul style="list-style-type: none"> ▪ One paid Personal Leave Day per school year 	<ul style="list-style-type: none"> ▪ No provision
4254 Prairie Spirit SD (former Saskatoon East)	<ul style="list-style-type: none"> ▪ One paid Personal Leave Day per school year 	<ul style="list-style-type: none"> ▪ First agreement
4607 Ile A Las Crosse SD 112	<ul style="list-style-type: none"> ▪ Maximum of 3 days per year, deducted from sick leave, to attend medical, dental and optical appointments for the employee, his spouse, or child(ren) that cannot be made outside of daily hours of work 	<ul style="list-style-type: none"> ▪ Maximum of 2 days leave for medical, dental and optical appointments
4729 Davidson SD #31 (INTERIM CA)	<ul style="list-style-type: none"> ▪ 1.5 days/month paid sick leave (pro-rated for 10-month employees) 	<ul style="list-style-type: none"> ▪ First agreement
4747 Living Sky SD 202 (MERGED CA)	<ul style="list-style-type: none"> ▪ 2 days/month sick leave ▪ 1 day per school year for Wellness Leave, which involves circumstances of a physical, mental, emotional, spiritual, and psychological nature ▪ 2 days of personal leave per year, each compensated at one-half employee's regular daily rate. 	<ul style="list-style-type: none"> ▪ 1.5 days/month for members of former L.2128, L.2128-1 ▪ No provision
4757 Prairie Valley SD 208	<ul style="list-style-type: none"> ▪ 2 personal leave days, without pay 	<ul style="list-style-type: none"> ▪ First agreement
4761 Prairie South SD 210 (INTERIM CA)	<ul style="list-style-type: none"> ▪ 1.5 days/month paid sick leave (pro-rated for 10-month employees) 	<ul style="list-style-type: none"> ▪ First agreement
4767 Prairie South SD 210 (INTERIM CA)	<ul style="list-style-type: none"> ▪ 1.5 days/month paid sick leave (pro-rated for 10-month employees) 	<ul style="list-style-type: none"> ▪ First agreement

CUPE Local	Achievement in Bargaining	Previous Agreement
4784 Good Spirit SD 204 (MERGED CA)	<ul style="list-style-type: none"> ▪ 2 days/month sick leave Improved maximum sick leave accumulation (150 days) for most members ▪ 4 personal days per academic year, 3 EDOs, and improvements in compassionate and jury/witness leaves 	<ul style="list-style-type: none"> ▪ 1.5 days/month for members of former L.832-6 ▪ 1.67 days/month for members of former L.3926 (Melville Deer Park) and L.3926 (Melville Comp) ▪ Short-term disability plan for L.2520
4797 Northwest SD 203 (MERGED CA)	<ul style="list-style-type: none"> ▪ 1.5 days/month sick leave ▪ Improved maximum sick leave accumulation (180 days) for members of two of three previous locals 	<ul style="list-style-type: none"> ▪ No paid sick leave for members of former L.3061
5506 Prairie South SD 210	<ul style="list-style-type: none"> ▪ 1.67 days/month sick leave ▪ Improved max. sick leave accumulation (180 days) for members of former L. 3291, L.3507, L.3735 ▪ Employees from legacy school divisions with little or no sick leave accumulation granted 10 days sick leave credit per year of employment to a max. 60 days. ▪ 3 paid pressing personal leave days per year, ability to use sick leave credits for medical and dental appointments, improvements to compassionate leave, education leaves and one day convocation leave 	<ul style="list-style-type: none"> ▪ 1 day/month for members of former L.3507 ▪ 1.5 days/month for members of former L.3291, L.3735, L.4729, L.4761, L.4767
5506 Holy Trinity RCCSD 22	<ul style="list-style-type: none"> ▪ Up to 5 days per school year from accumulated sick leave to attend to illness or medical needs of an immediate family member 	<ul style="list-style-type: none"> ▪ No provision

Improvements to Hours of Work and Overtime

CUPE Local	Achievement in Bargaining	Previous Agreement
4737 North East SD 200	<ul style="list-style-type: none"> ▪ Overtime for secretaries and teaching assistants after their regular hours of work (6 hours/day, 30 hours a week for secretaries) have been completed. 	<ul style="list-style-type: none"> ▪ First agreement
4747 Living Sky SD 202 (MERGED CA)	<ul style="list-style-type: none"> ▪ Improved standardization of hours/number of days of work 	
5506 Prairie South SD 210 (MERGED CA)	<ul style="list-style-type: none"> ▪ Employees working fixed hours can make flextime arrangements with mutual agreement with the principal. 	<ul style="list-style-type: none"> ▪ No language in former agreements

Other Significant Language

CUPE Local	Achievement in Bargaining	Previous Agreement
4784 Good Spirit SD 204 (MERGED CA)	<ul style="list-style-type: none"> ▪ 1 paid conference day per academic year that focuses on professional development needs of division, jointly planned by Local 4784. Half of day devoted to Local meeting ▪ Bursary fund of \$10,000 per academic year for support staff to improve professional qualifications (max. \$300 per course) 	<ul style="list-style-type: none"> ▪ No provision in previous agreements ▪ No provision in previous agreements
5506 Prairie South SD (MERGED CA)	<ul style="list-style-type: none"> ▪ Retirement gratuity in the amount of one-half unused accumulated sick leave (to a max. of 80 days) will be provided to employees retiring with at least 14 years of service. ▪ Up to 3 days with pay in any school year granted for absences due to Acts of God (disaster, fire, flood, snowstorm) 	<ul style="list-style-type: none"> ▪ Provision in previous L.55 (Moose Jaw) agreement, but not in other legacy agreements ▪ No provision in previous agreements

Appendix I

CUPE School Board Settlements Reviewed for Bargaining Achievements in the School Board Sector, 2006-2007

	Local	School Division	Date Ratified	Term of Agreement
1	832-4	Board of Education Eastland Lakes #120 (bus drivers)	July 3, 2007	Jan. 1, 2007 to June 30, 2009
2	3610	Melfort Tiger Lily SD (bus drivers)	February 7, 2007	Jan. 1, 2007 to Dec. 31, 2007
3	3759	Tisdale SD (bus drivers)	February 7, 2007	Jan. 1, 2007 to Dec. 31, 2007
4	4254	Prairie Spirit SD 206 (former Saskatoon West)	June 6, 2007	Jan. 1, 2007 to Aug. 31, 2009
5	4254	Prairie Spirit SD 206 (former 4770/Saskatoon East)	June 25, 2007	Jan. 1 to Dec. 31, 2006 and Jan. 1, 2007 to Aug. 31, 2009 (Two memorandums of agreement)
6	4607	Ile A La Crosse SD 112	June 27, 2007	Jan. 1, 2007 to Dec. 31, 2009
7	4618	Christ the Teacher RCSSD 212	Aug. 30, 2007	Jan.1, 2007 to Aug. 31/09
8	4678	Riling Bus Company	March 19, 2007	Sept. 1, 2006 to Aug. 31, 2008
9	4729	Davidson SD #31 (interim agreement)	December 4, 2006	Sept. 1, 2006 to Dec. 31, 2006
10	4729	Sun West 207 (former Davidson SD #31)	December 18, 2006	Jan. 1, 2005 to Dec. 31, 2006
11	4737	North East SD 200	November 13, 2006	Jan. 1, 2006 to Dec. 31, 2007
12	4747	Living Sky SD 202 (merged agreement covering former L.1660, L.4119, L.2128 and L.2128-1)	November 16, 2006	Jan. 1, 2007 to Dec. 31, 2009
13	4757	Prairie Valley SD 208	October 23, 2006	Aug. 24, 2006 to Dec. 31, 2007
14	4761	Prairie South SD 210 (interim agreement)	December 4, 2006	Sept. 1, 2006 to Dec. 31, 2006
15	4766	Sun West SD 207	October 3, 2006	Jan. 1, 2006 to Dec. 31, 2006
16	4767	Prairie South SD 210 (interim agreement)	December 4, 2006	Sept. 1, 2006 to Dec. 31, 2006
17	4784	Good Spirit SD 204 (merged agreement covering former 832-6, 2520, 3681, 3926, 4188)	Aug. 30, 2007	Sept. 1, 2007 to July 31, 2009
18	4797	Northwest SD 203 (Merged agreement covering former 3061, 3076, 3394)	July 10, 2007	Jan. 1, 2006 to Dec. 31, 2009
19	5506	Holy Trinity RCSSD #22	October 4, 2006	Jan. 1, 2006 to Dec. 31, 2008
20	5506	Prairie South SD 210 (merged agreement covering former 55, 3291, 3507, 3735, 4341, 4729, 4761, 4767)	June 12-20, 2007	Sept. 1, 2006 to Aug. 31, 2009

Appendix II

School Board Locals Currently in Bargaining

	Local	School Division	Classifications	Staff Rep
1	3951	South East Cornerstone SD 209 (Bargaining merged agreement with L. 4377 and L. 4765)	Various classifications	Guidroz
2	4377	South East Cornerstone SD 209 (Bargaining merged agreement with L. 3951 and L. 4765)	Various classifications	Guidroz
3	4612	Estevan Comprehensive School Board	Teaching Assistants	Guidroz
4	4683	Hertz Northern Bus Ltd. (Prince Albert RCSSD)	Bus drivers	Brotzel
5	4754	Chinook SD 211 (covering former L.2583, L.2632, L.4162, L.4767)	Various classifications	Matheson
6	4765	South East Cornerstone SD 209 (Bargaining merged agreement with L.3951 and L.4377)	Various classifications	Guidroz
7	4799	Horizon SD 205 (covering former L.832-3, L.3084, L.3542, L.4178, L.4288, L.4678, L.4699)	Various classifications	Tartsch
8	4802	Sun West SD 207 (covering former L.2128, L.2128-1, L.2739, L.3002, L.4729, L.4766)	Various classifications	Robb

Appendix III

School Board Locals with Agreements Expiring December 31, 2007

	Local	School Division	Classifications	Staff Rep
1	34	Saskatoon Public SD 13	Caretakers and maintenance staff	Robb
2	650	Regina Public SD 4	Caretakers and maintenance staff	Cronin
3	1125	Regina RCSSD 81	Caretakers and maintenance staff	Cronin
4	1948	Saskatoon Public SD 13	Educational assistants, library techs, admin. staff	Robb
5	2268	St. Paul's RCSSD 20	Teacher assistants, library techs, social workers, admin. staff	Robb
6	2913	Prince Albert RCSSD 6	Caretakers & maintenance	Brotzel
7	3255	St. Paul's RCSSD 20 (formerly St. Gabriel's Separate S.D.)	Teaching and library assistants, caretakers, office coordinators	Robb
8	3730	St. Paul's RCSSD 20	Caretakers and maintenance staff	Robb
9	3766	Regina Public SD 4	Teacher associates, administrative staff	Cronin
10	4346	Regina Public SD 4	Clerical employees	Cronin
11	4734	St. Paul's RCSSD 20 (formerly St. Alphonse Separate S.D.)	Teaching and library assistants, caretakers, office coordinators	Robb
12	4737	North East SD 200 (covering L.2554, L.3006, L.3610, L.3759, L.4737)	Various classifications	St. Denis
13	5252	Prairie Valley SD 208 (covering former Locals 3243,4377,4757,5252)	Various classifications	Cronin

NOTES:

1 - Local 34 and Local 1948 are amalgamating to form Local 8443. In the upcoming round of bargaining, the new local will be merging the current L.34 and L.1948 agreements.

2 - Local 3255 and Local 4734 have both merged into Local 2268 and Local 3730 (by classification), but still retain separate agreements. These agreements will be merged into the L.2268 and L.3730 agreements in the upcoming round of negotiations.

Appendix IV

Annual Average Percentage Change for Consumer Price Index (Not Seasonally Adjusted), All Items Canada, Saskatchewan, Regina, Saskatoon, 1983 – 2006

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
2006	129.9	2.0	134.9	2.0	135.6	1.9	134.2	2.1

1992 = 100

Source: Statistics Canada

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