

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

**Prepared for the**  
**Education Workers' Steering Committee**  
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# Introduction

In Saskatchewan, CUPE represents approximately 5,600 school board support staff who work in a variety of jobs such as clericals, teacher assistants or teacher associates, caretakers and maintenance, library technicians and assistants, bus drivers, social workers, community school coordinators and many other positions.

CUPE school board workers are organized into 64 locals with 52 separate collective agreements. CUPE school board workers bargain with 42 of the current 82 school divisions and three private bus companies. There are five new CUPE locals since last year that will be bargaining first agreements.

The number of school divisions has been constantly changing in the last eight years and on January 1, 2006, 59 rural public school divisions will be restructured into 12 new school divisions. With the new amalgamated school divisions coming into place, we can expect to see fewer collective agreements in this sector as CUPE locals merge and bargain single collective agreements with the new school division employers.

This is the seventh consecutive year that CUPE Research has produced this summary of the bargaining achievements in the Saskatchewan school board sector. Because of the high number of bargaining units and collective agreements in this sector, the Education Workers' Steering Committee requested this report so that we could track the trends and successes in school board bargaining on an annual basis.

This year's report summarizes 30 settlements in the school board sector that were reached between October 2004 and September 30, 2005. Last year's report reviewed 15 CUPE school board settlements.

The information in this report is based on the settlement reports prepared by the staff representative for each school board local. CUPE's Research Representative compiled the information from those reports and supplemented it by discussing details with the staff representative and by referring to the language in the current and previous collective agreements.

SECTION ONE of this report provides an overview of bargaining and negotiated wage settlements in Saskatchewan in the past year.

SECTION TWO focuses on the CUPE settlements in the school board sector and summarizes the major trends and achievements made in bargaining.

SECTION THREE highlights specific gains in premium pay, pensions and benefits, vacation entitlement, leaves of absence, job security and other provisions. These gains are organized into tables showing the gain made in bargaining and what the local previously had in its collective agreement.

The appendices at the end of this report list the locals whose settlements were reviewed for this year's report, a list of locals currently in bargaining, locals whose collective agreement will expire at the end of 2005, and an historical table showing annual average increases in the Consumer Price Index (CPI) for Saskatchewan.

# I. Provincial Overview: Wage Settlements in Saskatchewan 2004-2005

The Policy and Planning Branch of Saskatchewan Labour monitors negotiated wage settlements in both the public and private sector in the province. The branch provided data on only 26 settlements in 2005, which is considered a small sample. The settlement data for 2005, therefore, is considered preliminary because the average percentage increase in wages will change as more settlements are reported. Settlement averages for 2004 is based on 42 reported settlements in both the private and public sector.

Table 1 shows that the average annual negotiated wage increase in 2004 was 2.5% and 2.4% to date for 2005. This is the average increase per settlement. Private sector settlements were higher than public sector settlements for the past two years. Private sector settlements saw average increases of 2.6% in 2004 and 2005 while public sector settlements had average increases of only 2.4% in 2004 and 2.2% for 2005.

When we look at the average percentage increase on a per employee basis, the average increase for public sector employees is much lower than the increases for private sector employees. The average public sector employee in Saskatchewan received an increase of 0.8% in 2004 and 1.4% for 2005. Private sector employees fared better: they received an average 2.8% increase for 2004 and 2.6% for 2005. The average for both public and private sector employees was 1.2% for 2004 and 1.5% for 2005.

**Table 1 - Average Annual % Wage Settlements in Saskatchewan  
1992 - 2005**

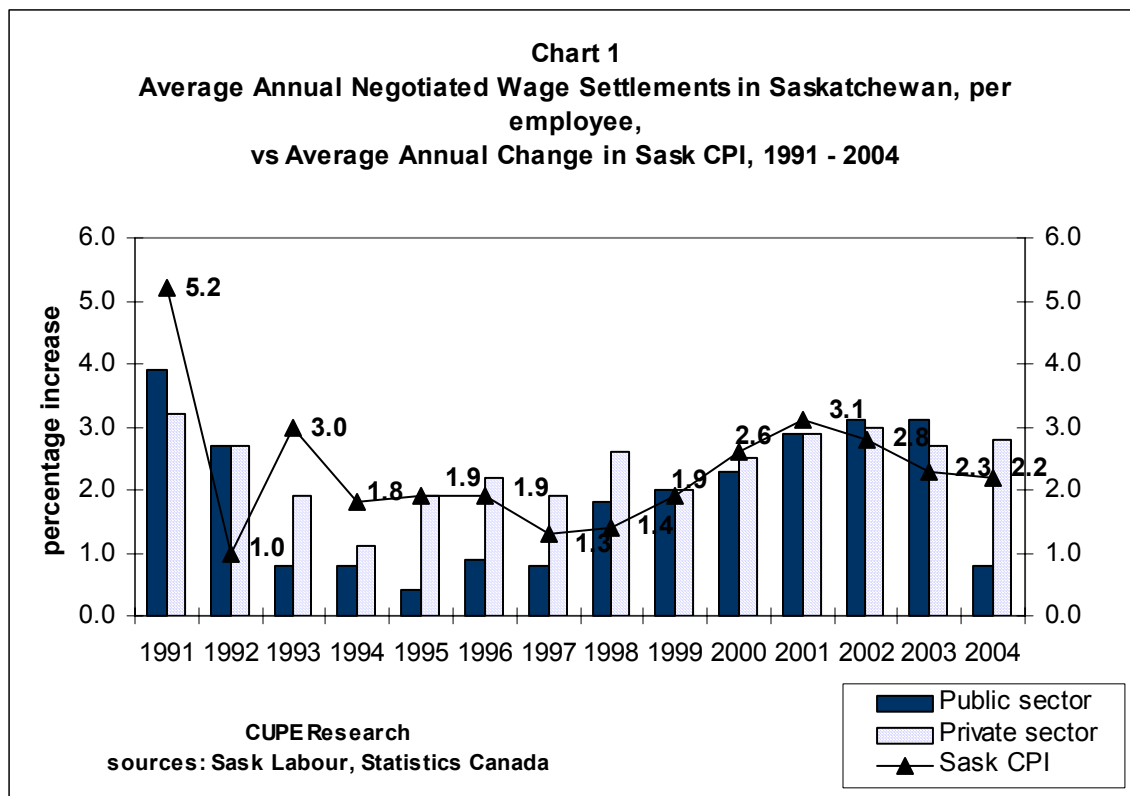
Year	% increase Per Settlement			% increase Per Employee		
	Total	Public	Private	Total	Public	Private
1992	2.4	2.6	2.3	2.7	2.7	2.7
1993	1.1	0.9	1.5	0.9	0.8	1.9
1994	1.1	0.9	1.3	0.9	0.8	1.1
1995	1.2	0.8	1.5	0.7	0.4	1.9
1996	1.2	1.1	1.5	1.0	0.9	2.2
1997	1.7	1.4	2.1	1.0	0.8	1.9
1998	2.1	1.8	2.4	2.0	1.8	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
2005p	2.4	2.2	2.6	1.5	1.4	2.6

P = preliminary data

Source: Saskatchewan Labour, Wage Settlement Statistics, September 20, 2005

When compared to the increases in the Consumer Price Index (CPI) for 2004 and 2005, average public sector settlements have been below increases in the cost of living. The CPI for Saskatchewan increased by 2.2% in 2004 and as of August has increased by 2.5% for 2005 (final CPI data for 2005 is available in February 2006 from Statistics Canada). That means that public sector workers in Saskatchewan are, on average, experiencing a decline in the real value of their wages when wage increases are below increases in CPI. In fact, public sector workers in Saskatchewan have experienced an erosion in real wages over the last decade.

The average public sector settlements are low in the last year because of the provincial mandate of 0-1-1, which limited wage increases in the largest public sector agreements. Some public sector workers, such as municipal and school board workers, have successfully negotiated wage increases higher than the increases in the Consumer Price Index.



### Public Sector Settlements in 2004/2005

There were a high number of major public sector agreements that settled at the end of 2004 and in 2005. They include:

- two collective agreements that SGEU has with SIAST (Saskatchewan Institute of Applied Science and Technology);
- Provincial Government and SGEU;
- Saskatchewan Legal Aid Commission and CUPE Local 1949;
- Saskatchewan Government and CUPE Local 600;
- Saskatchewan Government, Saskatchewan School Boards Association and the Saskatchewan Teachers' Federation; and
- SAHO (Saskatchewan Association of Health Organizations) and Health Sciences Association of Saskatchewan.

The major public sector unions that are still in bargaining are primarily those in the health care sector: CUPE (14,000 members), SEIU, SGEU and Saskatchewan Union of Nurses (7,900 members). CUPE, SEIU and SGEU's health care agreements expired on March 31, 2004. CUPE Local 1975, which represents support staff at the province's two universities, is also in bargaining.



A number of the public sector unions reached an agreement under the provincial government's wage mandate of zero, one and one percent over three years. The SGEU provincial agreement, CUPE/Legal Aid Commission and CUPE 600 agreements also negotiated a COLA clause that will provide a percentage increase equal to the increase in the change in the CPI from July 2005 to July 2006 at the end of agreement.

The teachers were the first to negotiate wage increases above the provincial mandate in May of this year. They will receive average annual wage increases of 2% each year on September 1 of 2004, 2005 and 2006. The STF also negotiated an economic adjustment for teachers with 15 years or more of experience that comes into effect in the third year of the agreement. Including improvements to benefits, the teachers' settlement is valued at 8.04% of payroll.

At the end of July 2005, Health Sciences Association achieved an agreement with SAHO providing a 2% wage increase on April 1 of each year for 2004, 2005 and 2006. The agreement was ratified by 97% of their members in October.

After the teachers' settlement, the provincial government renegotiated additional wage increases for many of the provincial agreements that had already been concluded. In June, the government provided additional funds to SGEU that would be equivalent to an annual increase of 2%. SGEU decided to apply the additional funds as a three percent increase to workers at the top end of the pay scale as a "long service increment."

Additional wage increases have not been offered, however, to low paid workers in the community-based organizations (CBO) sector that covers day cares, group homes and women's shelters. Their funding is limited to a one percent increase each year.

In almost all of the provincial public sector agreements, the shortfall in funding for extended health care benefits was a major issue in bargaining. In the SGEU provincial government agreement, the government agreed to provide an additional \$1.8 million to the employees' benefit plan. The government, who fully funds the teachers' benefits, agreed to provide a lump payment of \$4 million to the teachers' benefit plan in July 2005 and will increase its funding to the extended health care plan from 1.6% to 1.9% of payroll, beginning September 2006.

Although the health care provider group unions have not completed bargaining, the three unions (CUPE, SGEU and SEIU) campaigned together to obtain additional funding from the provincial government for their extended health care plan.

## II. Saskatchewan School Board Settlements 2004-2005

Since last year's report to the Education Workers' Bargaining Conference, there have been 30 settlements in the school board sector. That is twice as many settlements as were reached in the previous year (15 settlements were summarized in last year's report). The list of settlements for 2004-05 can be found in Table 2 and in Appendix I.

There are 11 locals that are still in bargaining and six new locals that are, or will be, in the process of negotiating a first collective agreement. The list of locals in bargaining can be found in Appendix II.

Of the 30 settlements that took place in the past year, five were new agreements with newly amalgamated school divisions: Local 3243 (Aspen Grove SD), Local 2554 (Melfort-Tiger Lily SD), Local 3926 (Melville Deer Park SD), Local 4699 (Lakeview SD) and Local 5252 (Qu'Appelle Valley SD). Another new agreement was between Local 3076 and the Turtleford SD, which was technically considered a 'disestablished' school division rather than an amalgamation.

In all of these agreements with newly amalgamated school divisions, CUPE members made gains in bargaining. In particular, lower paid employees were brought up to higher levels of pay in the same classifications and many groups of employees received improvements in benefits and working conditions.

### **Trends in school board bargaining:**

- **wage increases averaging above two percent:** the average wage settlements in CUPE school board bargaining have averaged above two percent for each year of the agreement. This is higher than the provincial wage mandate of 0-1-1 that was originally imposed on provincial bargaining, and better than the teachers' wage settlement of two percent each year over three years.

The average wage increase per settlement was 2.3% for 2004, 2.3% for 2005, 2.1% for 2006 and 2.4% for 2007. The average wage settlements are somewhat lower than what was being achieved a year ago: locals that concluded bargaining between October 2003 and September 2004 were achieving increases on average of 2.8% for both 2004 and 2005. (The settlement for Local 3076 has been excluded from the averaging because its increase of 25% for 2004 for a small number of employees would skew the provincial averages).

Half of the settlements (15) are three-year agreements, twelve are two-year agreements, and three are one or one-and-a-half year agreements. The two-year agreements are providing, on average, 4.3% over the two years of the agreement whereas the three-year agreements are providing an average increase of 6.9% over the three years.

- **wage adjustments:** a number of locals bargained wage adjustments for specific classifications, or bargained wage parity with higher paid classifications in an amalgamated collective agreement. Local 2554, for example, negotiated one salary grid for the support staff in the former Tiger Lily and Melfort School Divisions that amounted to an average 15% wage increase for employees from Tiger Lily School Division. Three locals also reduced the number of steps in their wage grid. Predominantly female classifications, however, still tend to have more steps in their wage grid than predominantly male classifications.
- **improvements to benefits:** CUPE school board locals are making significant achievements in negotiating benefits for their members. CUPE locals bargained improvements to benefit plans in eleven of the 30 settlements in the past year. In five of these agreements, the locals previously had no benefit plan at all. The value of the new cost-shared benefit plan for Local 3926 and the two school divisions of Melville Comprehensive and Melville Deer Park, for example, represents 2.4% of payroll.
- **Improvements to sick leave, compassionate care leave and personal days:** a significant number of locals negotiated improvements to compassionate care leave, sick leave, leave to care for family members and personal days.
- **Improvements to vacation entitlement:** seven locals negotiated improvements to vacation entitlement.
- **Significant language:** there was no significant or innovative language reported in the settlement reports for the past year. Two bus driver locals, 2610 (Melfort-Tiger Lily) and 3759 (Tisdale S. D. ) negotiated an extension for drivers to work past age 65.

## CUPE School Board Settlements 2004 – 2005

	Local	Employer	2003	2004	2005	2006	2007	Other
1	55	Moose Jaw School Division		1%	1%			Admin. Assistants and Educational Assistants adjusted to \$16.25/hr; School Assistants increased by \$2.00/hr before general wage increase applied
2	832-6	Eastland Lakes School Division			2%	2%		
3	832-4	Eastland Lakes School Division			2%	2%		
4	832-2	Rilling Bus Limited	1.5%	1.5%				
5	1125	Regina Separate School Division			2%	2.01%	3.33%	2.01% converted to cents across all classifications; 3.33% represents 1.65% to all classifications and 1.65% converted to cents across all classifications; effective Jan. 1/05 3% wage increase as a signing bonus. Effective Jan. 1/07 vision care coverage
6	1660	Battlefords School Division		3%	2%	3%		Wage parity for former L. 3076 employees at a cost of 3%; benefits 1%
7	2016	Tisdale School Division			2%	2%	2%	
8	2554	Melfort Tiger Lily School Division			1.5%	1.5%	2%	Former Tiger Lily employees received a 2% increase Jan. 1 /04 Former Melfort employees received SSBA benefits (life, AD & D, LTD, Dental, EHC, EFAP) cost-shared 50/50, except LTD at 100% employee-paid. Former Tiger Lily employees on new salary grid,, with average 15% increase
9	2632	Leader School Division			2.5%	2.5%		Computer Technician pay increase to reflect duties and responsibilities \$2,500 in 2005; \$2,000 in 2006
10	2913	Prince Albert Separate School Division		2%	2%	2%		
11	3006	Hudson Bay School Division			2%	2%	2%	Library Technicians receive adjustment of \$0.30/hr Sept. 1/05; \$0.20/hr Sept. 1/06; \$0.10/hr Sept. 1/07
12	3076	Turtleford School Division		25%	0%			Signing bonus of 2% gross pay from Jan. 1 – June 30/04. Improved benefits
13	3084	Sask Central School Division			3%			One year agreement. Wage increases range from 0% to 5.1%; Eliminated first step of wage grid
14	3243	Aspen Grove School Division			3%	3%	3%	Wage increases for Jan. 1/05 are \$0.35/hr and Jan 1/06 \$0.45/hr, or approx. 3% each year
15	3291	Red Coat Trail School Division		3%				Jan. 1/05 signing bonus equivalent to 3%; Sept. 1/05, 100% employer paid SSBA core benefits. Difference between cost of benefits and 3% will be applied as general wage increase Sept. 1/05

	Local	Employer	2003	2004	2005	2006	2007	Other
16	3542	Lanigan School Division	3%	3%	4%			Retroactive increases to terminated employees
17	3610	Melfort Tiger Lily School Division		2%	2%	2%		
18	3681	Potashville School Division			3%	3%		
19	3730	Saskatoon Separate School Division			2%	2%	2%	Extended health care plan funded at 1.9%^ of payroll, up from 1.6% of payroll.
20	3759	Tisdale School Division			3.4%	2%		
21	3926	Melville Comprehensive School		3%	3%	1%		Effective Jan. 1/06 employees enrolled in SSBA benefit plan cost shared 50/50 with employer (LTD, AD&D, EFAP, Vision, Dental). Cost to employer is 2.4% of payroll
22	3926	Melville-Deer Park School Division		3%	3%	1%		Effective Jan. 1/06 employees enrolled in SSBA benefit plan cost shared 50/50 with employer (LTD, AD&D, EFAP, Vision, Dental). Cost to employer is 2.4% of payroll
23	4188	Eastland Lakes School Division			2%	3%		The Journeyman, Transportation Coordinator and Facilities Repair man receive 6% on Jan. 1/05 and 5% on Jan. 1/06. TA2, caretaker 2 and School clerical classifications have 50 cents/hr to 4 <sup>th</sup> step of pay grid.
24	4195	Sask Rivers School Division		1%	2%	2%		.8% of payroll for several classifications to do a wage adjustment scale collapsing
25	4341	Golden Plains School Division		3%	3%			
26	4377	Sunrise School Division		2%	2%			
27	4607	Ile a la Crosse School Division	4%			2%		\$500 signing bonus Jan. 1/05. Vacation improvements equivalent to 2%
28	4618	St. Henry's RCSSD		3%	3%	2%		
29	4699	Lakeview School Division		1.5%	1.5%			1% on Jan. 1/04 and Jan. 1/05 and 0.5% on Sept. 1/04 & Sept 1/05. Additional pay increases to most classifications on March 1/04 as a result of merging 3 wage schedules from 3 former school divisions into one wage schedule. Vision Plan A new for all members. Group benefit plan new for some members.
30	5252	Qu'Appelle Valley School Division		3.13%	2%	2%		This settlement brought 2 former locals/ collective agreements into one. As a result, different increases were applied to different classifications in first year of the settlement

### III. Achievements in Bargaining – Tables

#### Improvements to Pension and Benefit Plans

CUPE Local	Achievement in Bargaining	Previous Agreement
1125 Regina Separate School Division	<ul style="list-style-type: none"> <li>LTD with COLA 100% ER paid</li> <li>Vision care up to \$200 / 2 years</li> </ul>	<ul style="list-style-type: none"> <li>No COLA</li> <li>No vision</li> </ul>
1660 Battlefords School Division	<ul style="list-style-type: none"> <li>Former Local 3076 employees increased to Dental Plan “A” and Extended Health Plan “A”</li> </ul>	<ul style="list-style-type: none"> <li>Dental Plan “C”</li> <li>EHC “B”</li> </ul>
2554 Melfort-Tiger Lily	<ul style="list-style-type: none"> <li>Former Melfort SD employees achieved 50/50 cost shared SSBA benefits: Life, AD &amp; D, LTD (100% ee paid), Dental “A”, EHC “B”, and EFAP</li> </ul>	<ul style="list-style-type: none"> <li>Previously no benefits</li> </ul>
3076 Turtleford School Division	<ul style="list-style-type: none"> <li>SSBA Dental “C” 100% ER</li> <li>SSBA Extended Health “B” 100% ER</li> </ul>	<ul style="list-style-type: none"> <li>SSBA Dental “C” 50/50</li> </ul>
3084 Sask Central School Division	<ul style="list-style-type: none"> <li>Benefits at 50/50</li> <li>Life; AD &amp; D; LTD, Dental, EHP</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>
3291 Red Coat Trail School Division	<ul style="list-style-type: none"> <li>SSBA Core benefits; Group Life “A”; AD &amp; D “A”; EFAP; LTD “A”</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>
3542 Lanigan School Division	<ul style="list-style-type: none"> <li>EFAP added</li> <li>ER to pay 50% of entire plan</li> <li>Sick leave accumulation to 180 days</li> <li>Added eligible employees shall join Municipal Employees Pension Plan (new article)</li> </ul>	<ul style="list-style-type: none"> <li>50/50 Life, AD &amp; D, STD</li> <li>Sick leave accumulation was 60 days</li> </ul>
3730 Saskatoon Separate School Division	<ul style="list-style-type: none"> <li>Increased to 1.9%</li> </ul>	<ul style="list-style-type: none"> <li>Committee to look at extended health cost to be contained of 1.6% of total payroll</li> </ul>
3926 Melville Comprehensive	<ul style="list-style-type: none"> <li>Effective Jan. 1/06 – 50/50 cost-shared SSBA benefit plan (LTD, AD &amp; D, EFAP, Vision &amp; Dental). Cost to employer 2.4% of payroll</li> </ul>	<ul style="list-style-type: none"> <li>No benefit plan</li> </ul>

<b>CUPE Local</b>	<b>Achievement in Bargaining</b>	<b>Previous Agreement</b>
3926 Melville Deer Park School Division	<ul style="list-style-type: none"> <li>Effective Jan. 1/06 – 50/50 cost-shared SSBA benefit plan (LTD, AD &amp; D, EFAP, Vision &amp; Dental). Cost to employer 2.4% of payroll</li> </ul>	<ul style="list-style-type: none"> <li>No benefit plan</li> </ul>
4195 Sask Rivers School Division	<ul style="list-style-type: none"> <li>AD &amp; D, EHC, Vision &amp; Dental 100% ER paid</li> </ul>	<ul style="list-style-type: none"> <li>50/50 funding for plan</li> </ul>

### Improvements to Premium Pay and other Monetary Items

<b>CUPE Local</b>	<b>Achievement in Bargaining</b>	<b>Previous Agreement</b>
55 Moose Jaw School Division	<ul style="list-style-type: none"> <li>Shift differential and weekend premium increased by amount of general increase</li> </ul>	<ul style="list-style-type: none"> <li>Shift \$4.85/day; \$5.72/night</li> <li>Weekend for Sunday \$4.85; afternoon \$9.68</li> </ul>
832-4 Eastland Lakes School Division	<ul style="list-style-type: none"> <li>Increased cell phone allowance of \$10.00/month</li> <li>Return home rates moved to Board rates</li> </ul>	<ul style="list-style-type: none"> <li>Instruction to move return home rates to Department rates</li> </ul>
1660 Battlefords School Division	<ul style="list-style-type: none"> <li>Increase to Board rates (\$5.50/day car; \$6.00/day truck)</li> </ul>	<ul style="list-style-type: none"> <li>Car allowance rates \$4.80/day (car); \$5.09/day (truck)</li> </ul>
3291 Red Coat Trail School Division	<ul style="list-style-type: none"> <li>Vehicle Allowance (new Article 14.02)</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>
3610 Melfort Tiger Lily School Division	<ul style="list-style-type: none"> <li>Extra trips \$8.16 – \$8.32/hr (min. \$24.00)</li> <li>Plug-in - \$115.00/yr (gas); \$145.00 (diesel)</li> <li>Bus wash \$117 - \$119.65/yr</li> <li>Special needs student allowance \$5.00/day level I; \$10.00/day level II</li> <li>Minimum \$50.00/day for in-service</li> <li>Addition of Schedule “A”</li> </ul>	<ul style="list-style-type: none"> <li>Extra trips \$7.50/ /hr (min \$20)</li> <li>Plug-in - \$110.00/yr</li> <li>Bus wash \$110.00/yr</li> <li>Special needs student allowance \$5.00/day</li> <li>No payment for inservices</li> </ul>
3681 Potashville School Division	<ul style="list-style-type: none"> <li>Compensation for noon hour supervision</li> </ul>	<ul style="list-style-type: none"> <li>None previously</li> </ul>

CUPE Local	Achievement in Bargaining	Previous Agreement
3730 Saskatoon Separate School Division	<ul style="list-style-type: none"> <li>• Shift Differential .38/hr 01/01/2005 .41/hr 01/01/2006 .44/hr 01/01/2007</li> <li>• Responsibility Allowance 01/01/2005 A - \$1.10/hr B - \$.60/hr 01/01/2006 A - \$1.15/hr B - \$.65/hr 01/01/2007 A - \$1.20/hr B - \$.70/hr</li> </ul>	<ul style="list-style-type: none"> <li>• 35cents/hr</li> <li>• Responsibility Allowance A - \$1.00/hr B - .55/hr</li> </ul>
3759 Tisdale School Division	<ul style="list-style-type: none"> <li>• Medical and license fees to be paid by employer effective Jan. 1/06</li> <li>• EI rebate will be paid to union</li> </ul>	
4195 Sask Rivers School Division	<ul style="list-style-type: none"> <li>• Bathing suit allowance \$60.00/yr</li> <li>• Safety Boots \$50.00/yr</li> </ul>	<ul style="list-style-type: none"> <li>• No allowances</li> </ul>
4377 Sunrise School Division	<ul style="list-style-type: none"> <li>• increased payment to caretakers when classrooms and gym used for non-school events (\$14.00/classroom; \$35.00/gym)</li> </ul>	<ul style="list-style-type: none"> <li>• Covered by policy previously</li> </ul>
5252 Qu'Appelle Valley Schools	<ul style="list-style-type: none"> <li>• Letter of understanding to compensate for noon hour supervision and extra-curricular activities</li> </ul>	<ul style="list-style-type: none"> <li>• No compensation previously</li> </ul>



## Improvements to Wage Grid

CUPE Local	Achievement in Bargaining	Previous Agreement
3076 Turtleford School Division	<ul style="list-style-type: none"> <li>• Clerical, Educational Assistant, Library Technician move to a 4 step grid</li> <li>• Caretaker move to 1 step grid</li> </ul>	<ul style="list-style-type: none"> <li>• 6 step grid</li> </ul>
3084 Sask Central School Division	<ul style="list-style-type: none"> <li>• Move to a 7 step grid</li> <li>• Move to a 1 step grid</li> </ul>	<ul style="list-style-type: none"> <li>• Secretary, Teacher Assistant, Accounts Clerk - 8 step grid</li> <li>• Maintenance – 2 step grid</li> </ul>
Local 3542 Lanigan School Division	<ul style="list-style-type: none"> <li>• Eliminated starting step; moved to a 4 step grid</li> </ul>	<ul style="list-style-type: none"> <li>• 5 step grid</li> </ul>
Local 4607 Ile a la Crosse School Division	<ul style="list-style-type: none"> <li>• Letter of Understanding to develop new wage grid</li> </ul>	<ul style="list-style-type: none"> <li>• New Local</li> </ul>

## Improvements to Hours of Work

CUPE Local	Achievement in Bargaining	Previous Agreement
3243 Aspen Grove School Division	<ul style="list-style-type: none"> <li>• NEW earned time off for noon hour supervision and extra curricular activities</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>
3291 Red Coat Trail School Division	<ul style="list-style-type: none"> <li>• Banked time payout if not used by end of year</li> <li>• New Article 31.02 (scheduling)</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> <li>• None</li> </ul>
3542 Lanigan School Division	<ul style="list-style-type: none"> <li>• Scheduling for caretakers / maintenance person during school breaks if employee wishes</li> <li>• Noon hour supervision at regular wages if employee wishes</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>
3730 Saskatoon Separate School Division	<ul style="list-style-type: none"> <li>• OT payment for all short shifts (less than 16 hrs rest between)</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>

## Improvements to Sick Leave, Family Illness, Compassionate Leave

CUPE Local	Achievement in Bargaining	Previous Agreement
832-2 Rilling Bus Limited	<ul style="list-style-type: none"> <li>• Compassionate Care Leave language added</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>
1125 Regina Separate School Division	<ul style="list-style-type: none"> <li>• Compassionate Care family leave language provides what is available through EI</li> </ul>	
1660 Battlefords School Division	<ul style="list-style-type: none"> <li>• Additional family responsibility day / Union leave</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>
2016 Tisdale School Division	<ul style="list-style-type: none"> <li>• Compassionate Care Family Leave language added</li> <li>• Removed restriction on accrual of sick leave</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> <li>• Accrual of sick leave limited to one day per month once employee reaches max 160 days and uses sick leave.</li> </ul>
2554 Melfort-Tiger Lily School Division	<ul style="list-style-type: none"> <li>• Improved compassionate leave</li> <li>• NEW: personal day for former Melfort S. D. employees</li> <li>• 2 additional designated holidays for former Tiger Lily employees</li> </ul>	
2632 Leader School Division	<ul style="list-style-type: none"> <li>• Maternity, Parental, Adoption leave language added</li> <li>• Sick leave accumulation up to 120 days</li> <li>• Two days personal leave;</li> </ul>	<ul style="list-style-type: none"> <li>• No language in agreement</li> <li>• Was 110 days</li> <li>• One day personal leave per school year;</li> </ul>
3076 Turtleford School Division	<ul style="list-style-type: none"> <li>• Bereavement leave increased to 5 days</li> </ul>	<ul style="list-style-type: none"> <li>• Was 3 days</li> </ul>
3084 Sask Central School Division	<ul style="list-style-type: none"> <li>• Addition of family medical leave and personal leave</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>

CUPE Local	Achievement in Bargaining	Previous Agreement
3291 Red Coat Trail School Division	<ul style="list-style-type: none"> <li>• Sick leave accumulation increased to 140 days</li> <li>• Compassionate care leave increased to 4 days for grandchild, brother or sister</li> <li>• Compassionate care family leave equivalent to EI provisions with the specification that employee continues to accrue benefits and seniority</li> </ul>	<ul style="list-style-type: none"> <li>• Was 120 days</li> <li>• Was - 2 days</li> <li>• None</li> </ul>
3243 Aspen Grove School Division	<ul style="list-style-type: none"> <li>• Sick leave accumulation: increased to 125 days</li> <li>• 2 personal days with pay</li> <li>• NEW up to 3 days with pay for convocation, family care, athletic activities or acts of god</li> <li>• NEW 2 days paid leave for union president or designate</li> </ul>	<ul style="list-style-type: none"> <li>• Was - 120 days</li> <li>• No personal days</li> </ul>
3542 Lanigan School Division	<ul style="list-style-type: none"> <li>• Sick leave accumulation increased to 180 days</li> </ul>	<ul style="list-style-type: none"> <li>• Was - 60 days</li> </ul>
3681 Potashville School Division	<ul style="list-style-type: none"> <li>• Leave for serious illness in family</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>
5252 Qu'Appelle Valley Schools	<ul style="list-style-type: none"> <li>• 2 days unpaid personal leave</li> <li>• 1 day paid convocation leave</li> <li>• 1 day official capacity leave (pallbearer or eulogist)</li> <li>• Sick leave accumulation 180 days</li> </ul>	<ul style="list-style-type: none"> <li>• Was 120 days</li> </ul>

## Improvements to Vacation/Paid Holidays

CUPE Local	Achievement in Bargaining	Previous Agreement
2016 Tisdale School Division	<ul style="list-style-type: none"> <li>• 5 weeks after 20 years</li> </ul>	<ul style="list-style-type: none"> <li>• No 5 week entitlement</li> </ul>
2554 Melfort-Tiger Lily School Division	<ul style="list-style-type: none"> <li>• Former Tiger Lily employees receive 5 weeks after 20 years and 6 weeks after 24 years</li> </ul>	<ul style="list-style-type: none"> <li>• Was maximum under Labour Standards Act</li> </ul>
2632 Leader School Division	<ul style="list-style-type: none"> <li>• 6 weeks after 24 years</li> </ul>	<ul style="list-style-type: none"> <li>• No 6 week entitlement</li> </ul>
3006 Hudson Bay School Division	<ul style="list-style-type: none"> <li>• 4 weeks after 9 years</li> <li>• 5 weeks after 19 years</li> <li>• 6 weeks after 23 years</li> <li>• 11 statutory holidays for calendar year employees (addition of Easter Monday and Boxing Day)</li> </ul>	<ul style="list-style-type: none"> <li>• 4 weeks after 10 years (maximum)</li> <li>• 9 Statutory holidays for calendar year employees</li> </ul>
3542 Lanigan School Division	<ul style="list-style-type: none"> <li>• 4 weeks after 8 years</li> </ul>	<ul style="list-style-type: none"> <li>• 4 weeks after 10 years</li> </ul>
4607 Ile a la Crosse School Division	<ul style="list-style-type: none"> <li>• 4 weeks after 1 year</li> <li>• 5 weeks after 9 years</li> <li>• 6 weeks after 19 years</li> </ul>	<ul style="list-style-type: none"> <li>• Labour standards</li> </ul>
5252 Qu'Appelle Valley Schools	<ul style="list-style-type: none"> <li>• 5 weeks after 12 years</li> <li>• 6 weeks after 20 years</li> </ul>	<ul style="list-style-type: none"> <li>• Cupar (Local 1937) max. vacation 5 weeks after 20 years</li> </ul>

## Improvements to Job Security and Seniority Rights

CUPE Local	Achievement in Bargaining	Previous Agreement
55 Moose Jaw School Division	<ul style="list-style-type: none"> <li>• Permanent part-time employees now includes Administrative Assistants, Educational Assistants employed less than full time.</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>
832-2 Rilling Bus Limited	<ul style="list-style-type: none"> <li>• Seniority from previous employer recognized for all current employees</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>
1125 Regina Separate School Division	<ul style="list-style-type: none"> <li>• Retention of seniority while on layoff increased to 24 months</li> </ul>	<ul style="list-style-type: none"> <li>• Was 18 months</li> </ul>
1660 Battlefords School Division	<ul style="list-style-type: none"> <li>• New language for temporary employees – start date of continuous service</li> <li>• Higher rate of pay appointments to be based on seniority (new Article 10.04b)</li> </ul>	<ul style="list-style-type: none"> <li>• Original date of hire</li> </ul>
3243 Aspen Grove School Division	<p style="text-align: center;">ALL NEW LANGUAGE</p> <ul style="list-style-type: none"> <li>• Just cause &amp; dismissal</li> <li>• Probationary termination only for unsuitability, with access to grievance procedure</li> <li>• Layoff language includes in definition reduction of hours</li> <li>• More displacement options in the event of layoff</li> <li>• Improved language for filling vacancies</li> </ul>	
3291 Red Coat Trail School Division	<ul style="list-style-type: none"> <li>• Date of hire seniority</li> <li>• Non-permanent employee service credit for purpose of bidding; up to 3 months credit towards probationary period</li> <li>• Retention of seniority for 16 months while on layoff</li> <li>• NEW Automatic layoff and recall</li> </ul>	<ul style="list-style-type: none"> <li>• Hours based seniority</li> <li>• No service credit for bidding purposes</li>   <li>• Was 12 months</li> </ul>
3542 Lanigan School Division	<ul style="list-style-type: none"> <li>• Protection in the event of amalgamation (new Article 12.1)</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>

# Appendix I

## CUPE School Board Settlements Reviewed for Bargaining Achievements in the School Board Sector, 2005

	<b>Local</b>	<b>School Division</b>	<b>Date Ratified</b>	<b>Term of Agreement</b>
1	55	Moose Jaw School Division	April 13, 2005	July 1, 2004 - December 31, 2005
2	832-2	Rilling Bus Limited	Dec. 1.2004	Nov. 14, 2003 - June 30, 2004
3	832-4	Eastland Lakes School Division		January 1, 2005 - December 31, 2006
4	832-6	Eastland Lakes School Division		January 1, 2005 - December 31, 2006
5	1125	Regina Separate School Division	June 23, 2005	January 1, 2005 - December 31, 2007
6	1660	Battlefords School Division	Dec. 9, 2004	January 1, 2004 - December 31, 2006
7	2016	Tisdale School Division	February 9, 2005	January 1, 2005 - December 31, 2007
8	2554	Melfort-Tiger Lily School Division	Sept. 12, 2005	January 1, 2005 - December 31, 2007
9	2632	Leader School Division	May 26, 2005	January 1, 2005 - December 31, 2006
10	2913	Prince Albert Separate School Division		January 1, 2005 - December 31, 2007
11	3006	Hudson Bay School Division	June 6, 2005	January 1, 2005 - December 31, 2007
12	3076	Turtleford School Division	April 30, 2005	January 1, 2004 - December 31, 2005
13	3084	Sask Central School Division		January 1, 2005 - December 31, 2005
14	3243	Aspen Grove School Division	June 15, 2005	January 1, 2005 - December 31, 2007
15	3291	Red Coat Trail School Division	April 5, 2005	January 1, 2004 - December 31, 2005
16	3542	Lanigan School Division	October 5, 2004	January 1, 1003 - December 31, 2005
17	3610	Melfort Tiger Lily School Division	December 6, 2004	January 1, 2004 - December 31, 2006
18	3681	Potashville School Division	June 23, 2005	January 1, 2005 - December 31, 2006
19	3730	Saskatoon Separate School Division		January 1, 2005 - December 31, 2007
20	3759	Tisdale School Division	August 22, 2005	July 1, 2005 - December 31, 2006

	<b>Local</b>	<b>School Division</b>	<b>Date Ratified</b>	<b>Term of Agreement</b>
21	3926	Melville Comprehensive School	May 5, 2005	January 1, 2004 – December 31, 2006
22	3926	Melville Deer Park School Division	May 5, 2005	January 1, 2004 – December 31, 2006
23	4188	Eastland Lakes School Division	June 29, 2005	January 1, 2005 – December 31, 2006
24	4195	Sask Rivers School Division	April 28, 2005	January 1, 2004 – December 31, 2006
25	4341	Golden Plains School Division	June 7, 2005	January 1, 2004 – December 31, 2005
26	4377	Sunrise School Division	October 27, 2004	January 1, 2004 – December 31, 2005
27	4607	Ile a la Crosse School Division	January 25, 2005	January 1, 2004 – December 31, 2006
28	4618	St. Henry's RCSSD	April 20, 2005	January 1, 2004 – December 31, 2006
29	4699	Lakeview School Division		January 1, 2004 – December 31, 2005
30	5252	Qu'Appelle Valley Schools	April 30, 1005	January 1, 2005 – December 31, 2007

# Appendix II

## CUPE School Board Locals Currently in Bargaining

	<b>Local</b>	<b>School Division</b>	<b>Classification</b>	<b>Expiry Date of Agreement</b>
1	34	Saskatoon Public School Division	Journeyman trades, maintenance, caretakers	December 31, 2004
2	650	Regina Public School Division	Journeyman trades, maintenance, caretakers	December 31, 2004
3	832-5	Parkland School Division	Caretakers & Maintenance	December 31, 2003
4	1948	Saskatoon Public School Division	All inclusive except bus drivers and Local 34	December 31, 2004
5	2268	Saskatoon Separate School Division	All inclusive except bus drivers and Local 3730	December 31, 2004
6	2520	Yorkton Regional High School	All inclusive except bus drivers	December 31, 2004
7	3766	Regina Public School Division	Educational Assistant, and Administrative Assistants	December 31, 2004
8	2128	Biggar School Division	All inclusive except bus drivers	December 31, 2004
9	2128-01	Biggar School Division	Bus Drivers & Mechanic	December 31, 2004
10	3002	Rosetown School Division	All inclusive except bus drivers	December 31, 2004
11	4188	Eastland Lakes School Division	All inclusive	December 31, 2004
12	4612	Estevan Comprehensive	Teacher Assistants	First agreement
13	4683	Hertz Northern Bus (Prince Albert RCSSD)	Bus Drivers	First agreement
14	4726	Parkland School Division	All support staff except caretakers and bus drivers	First agreement
15	4729	Davidson School Division	All inclusive	First agreement
16	4734	St. Alphonse R.C.S.S.D.	All inclusive except bus drivers	First agreement
17	4737	Hudson Bay School Division	All inclusive	First agreement



# Appendix III

## School Board Agreements Expiring December 31, 2005

	<b>Local</b>	<b>Employer</b>	<b>Classifications</b>	<b>Staff Rep</b>
1	55	Holy Trinity Separate School Division	Caretakers, Maintenance, Cleaners, Bus Drivers, Support Staff	Matheson
2	55	Moose Jaw S. D.	All inclusive	Matheson
3	832-3	Wakaw S. D.	Caretakers	Denis
4	832-02	Rilling Bus Ltd. (Wakaw S. D.)	Bus Drivers	Denis
5	2739	Kindersley School Division	All inclusive except Bus Drivers	Quintal
6	3076	Turtleford S. D.	All Inclusive	Brotzel
7	3084	Sask Central School Division	All inclusive except Bus Drivers	Lockwood
8	3255	St. Gabriel Roman Catholic Separate S. D.	All inclusive except Bus Drivers	Robb
9	3291	Red Coat Trail S. D.	Teaching Assistant, Support Staff, Counsellor	Guidroz
10	3394	Meadow Lake S. D.	All inclusive	Brotzel
11	3507	Thunder Creek School Division	All inclusive except Bus Drivers	Matheson
12	3542	Lanigan School Division	All inclusive except Bus Drivers	Lockwood
13	3735	Borderland S. D.	All inclusive except Bus Drivers	Guidroz
14	3759	Tisdale S. D.	Bus Drivers	Denis
15	3951	Souris Moose Mountain S. D.	Caretakers, Support Staff, Bus Drivers	Guidroz
16	4162	Maple Creek School Division	All inclusive	Matheson
17	4178	Wakaw S. D.	Support Staff	Denis
18	4254	Saskatoon West S. D.	Instructional Teacher Associates, Clerical Teacher Associates	Robb
19	4288	Humboldt S. D. No. 104	All inclusive except Bus Drivers	Lockwood
20	4341	Golden Plains S. D.	Caretakers, Maintenance Staff	Guidroz
21	4377	Sunrise School Division	Caretakers	Guidroz

# Appendix IV - Consumer Price Index

## Annual Averages and Percentage Change Canada, Saskatchewan, Regina, Saskatoon 1983 - 2004

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

1992 = 100

Source: Statistics Canada

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