

Bargaining Achievements
in the
Municipal Sector

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Introduction

In Saskatchewan, CUPE represents approximately 3,700 municipal workers who work in a variety of jobs such as labourers, secretaries, clerks, parks workers, mechanics, welders, carpenters, lifeguards, water plant operators, environmental technologists, building inspectors, appraisers, community coordinators and numerous other positions.

CUPE municipal workers are organized into 35 locals and 37 bargaining units. There is currently one new CUPE municipal local that is bargaining its first agreement.

This is the first year that CUPE Research has produced a summary of bargaining achievements in the municipal sector. This document is modelled after the Bargaining Achievements in the School Board Sector, which has been produced for the last seven years for the Education Workers' Steering Committee to track bargaining trends and successes on an annual basis.

This inaugural report summarizes 21 contract settlements in the municipal sector that were reached between January 2005 and August 31, 2006, or went into effect starting January 1, 2005.

The information presented in this report is based on the contract settlement reports that are completed by the staff representative for each municipal 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 in the past year and a half.

The second section focuses on CUPE settlements in the municipal sector, summarizing the major trends and bargaining achievements.

The third section highlights specific gains in premium pay, allowances, benefits, vacations, hours of work, job security, family illness and compassionate leave.

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 55 settlements in 2005 and only 14 settlements so far in 2006. The settlement data for this year, like others, is based on voluntarily submitted settlement reports received from January to June. 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 2.3% in 2005 and 2.7% 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 2.2% in the public sector. So far in 2006 the average annual wage settlement in the private sector is 2.8%, compared to 2.5% in the public sector.

**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
2005	2.3	2.2	2.5	2.0	1.9	2.6
2006p	2.7	2.5	2.8	2.6	2.4	2.8

P = preliminary data

Source: Saskatchewan Labour, Wage Settlement Statistics, August 29, 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 2.6% for 2006. The average public sector worker in Saskatchewan received a wage increase of 1.9% in 2005 and 2.4% in 2006. By comparison, the average private sector worker received wage increases of 2.6% in 2005 and 2.8% in 2006. While average wage increases for public sector workers continue to trail the increases for their private sector counterparts, the gap is narrowing.

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 July has increased by 2.6% 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.

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 Government, Saskatchewan School Boards Association and the Saskatchewan Teachers’ Federation
- 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

As part of its 2004 budget, the provincial government imposed a public sector wage mandate of zero, one and one percent over three years as part of a broader austerity package that included spending cuts. Thanks to growing oil revenues and increased federal transfers, the province’s finances improved considerably over the next year. Despite the new circumstances, the provincial government initially resisted calls to drop the wage mandate.

The Saskatchewan Teachers’ Federation broke the provincial wage mandate in May 2005 when it negotiated wages increases of 2-2-2 percent over three years, as well as an economic adjustment for teachers with 15 years or more experience.

Following the settlement with the STF, the provincial government renegotiated additional wage increases for a number of the provincial agreements that were settled under the provincial mandate, including the public service agreement with the Saskatchewan

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

Government and General Employees Union. The provincial government provided funds that would be the equivalent of a 2% annual wage increase to SGEU. The union decided to apply these additional funds as a 3% “long service increment” to workers at the top of the pay grid.

Not long after, the provincial government officially announced that it was abandoning the 0-1-1 provincial mandate.

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 of 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 gives members of each union 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 school board sector, CUPE locals continue to make bargaining breakthroughs, particularly in the area of improved benefits. School board settlements over the last year have included wage increases ranging from 2% to 3% per year.

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 Municipal Settlements 2005-2006

This report examines 21 municipal settlements that were reached in Saskatchewan during 2005 and 2006. The vast majority of these agreements (16) were three-year deals. Three settlements – Local 160 (City of Prince Albert outside workers), Local 882 (City of Prince Albert inside workers) and Local 342 (City of Yorkton) – have four-year terms. Local 3032 (Town of Porcupine Plain) settled for a one-year deal, while Local 3777 (Town of Cudworth) settled for a two-year term. The complete list of the 2005-2006 settlements can be found in Appendix I.

As Appendix III shows, there are only two locals that are currently bargaining: Local 183 (City of Swift Current) and the newly organized Local 4776 (City of Melville inside workers).

Sixteen municipal agreements, including all of the Regina and Saskatoon contracts, expire at the end of 2006. Another agreement will expire shortly afterward at the end of February 2007.

The CUPE municipal locals that reached settlements in 2005 and 2006 made important gains in a number of areas. Many of these gains were hard fought. Local 7 and Local 21, along with ATU Local 558, were forced to conduct a 26-day strike against the City of Regina in order to achieve a better monetary offer. In Prince Albert, both municipal locals had to take strike votes to conclude fair settlements.

Trends in municipal sector bargaining:

Wage increases are rising and keeping pace with inflation: the average wage increase of the municipal settlements reviewed is trending upward. The average wage increase per settlement was 1.5% for 2004, 2.4% for 2005, 2.6% for 2006, 2.5% for 2007 and 2.7% for 2008.² While the average wage increase per settlement in 2004 fell short of the 2.2% increase in the CPI in that year, the average increase in 2005 was slightly higher than the 2.2% increase in the CPI in 2005. So far, the average wage increase per settlement in 2006 is keeping pace with the 2.6% increase in the CPI for July.

Higher premium pay: 11 of the 21 municipal settlements reviewed included improvements to standby pay, shift or lead hand premiums. Seven of these locals made gains in at least two of these categories.

Increased boot, clothing and other allowances: several municipal locals negotiated improvements to boot and clothing allowances over the last year and a half. Ten settlements added or increased safety boot allowances, while another four settlements included improvements to swimsuit or other clothing allowances. Two locals negotiated vehicle allowances, while another was successful in establishing a meal allowance.

² Wage increases for Local 2714 (Town of Maple Creek) and Local 3777 (Town of Cudworth) have been excluded for 2006 and 2006-07, respectively, due to widely varying adjustments among classifications.

Adjustments for water operators: in four of the settlements reviewed certified water plant operators received additional adjustments above the general wage increases. Local 456 (City of Melville) also negotiated a provision requiring the city to pay the cost of a 3A license and all wastewater certifications.

Improvements to benefits:

Five municipal locals achieved improvements to their benefit plans. These improvements ranged from increases in employer contributions to the establishment of a new employer-paid extended health plan for Local 9 (City of Moose Jaw).

Improvements to hours of work and vacations:

Three municipal locals negotiated enhanced vacation entitlements, while another two locals achieved improved hours of work for some or all of their members.

Expanded family illness and compassionate leave:

Four locals were successful in expanding compassionate leave or negotiating family illness leave provisions.

Job security: while none of the settlements reviewed included improvements to no contracting out language, four locals made achievements in the broader category of job security and seniority rights.

Pensions: none of the municipal settlements reported improvements in the areas of pensions. It should be noted, however, that at least one pension plan in the municipal sector – the Regina Civic Employees' Superannuation & Benefit Plan – is facing possible cuts to benefits. City officials claim they need to reduce the amount paid out annually to future retirees or require employees to work longer to get a full pension in order to ensure the long-term solvency of the defined benefit plan.

Pay equity: the municipal settlements reviewed contained few specific pay equity adjustments for female-dominated classifications. The Local 287 (City of North Battleford) settlement will move all clericals to the maximum clerical rate by the third year of the agreement. The Local 4341-01 (Town of Gravelbourg) settlement included a significant wage adjustment (10-21%) for the administrative assistant position, but new education requirements were added to reach the last step of the wage grid.

CUPE Municipal Settlements 2005 – 2006

	Local	Employer	2004	2005	2006	2007	2008	Comments
1	7	City of Regina (inside workers)	1.5%	2.5%	1.5%			
2	9	City of Moose Jaw			2.5%	2.25%	2.25%	COLA for Jan. 1/07 and Jan. 1/08 capped at 2.5%
3	21	City of Regina (outside workers)	1.5%	2.5%	1.5%			Increases to tradesperson rates from \$20.88 and \$21.48 to \$21.54 and \$22.33.
4	47	City of Saskatoon (water treatment plant)	2.17%	2.17%	2.17%			COLA for 2006 capped at 3%. Additional increases to Operator classifications in 2004 – up to 16% over 2003 rates. Reclassification of mechanical maintenance Foreman, 1 grade increase, and job evaluation.
5	90	City of Weyburn			2.25%	2.5%	COLA up to 3%	
6	160	City of Prince Albert (outside workers)	1.0% (Jan. 11)	2.5% (Aug. 7)	2% - (Jan.8) 1% - (July 9)	3% (Dec. 24/06)		
7	287	City of North Battleford		3% (July 1)	2% (April 1)	2% (April 1)		All clericals moved to maximum clerical rate by the third year of the agreement
8	342	City of Yorkton		2.25%	2.25%	2.5%	3%	Pay adjustments for all certified water and sewer employees above general increase, ranging from 15.87% for Operator I to 20.27% for Operator IV.
9	456	City of Melville			2.5%	2.5%	2.5%	City will pay cost of 3A license and all wastewater certifications.
10	777	City of Melfort		Pool - \$0.50 Others - \$0.42	Pool - \$0.50 Others - \$0.43	Pool - \$0.00 Others - \$0.45		
11	777-01	Town of Nipawin			3%	3%	3%	\$0.02/hour COLA for each point of increase in CPI
12	882	City of Prince Albert (inside workers)		1% (Aug. 6)	2.5% - (Jan. 7) 2% - (July 8)	1% (Dec.23/06)	3% (Dec. 31/07)	Introduced pay for phone calls from work after hours (one-half hour pay for assistance).

	Local	Employer	2004	2005	2006	2007	2008	Comments
13	1015	City of Lloydminster			3%	3%	3%	Additional 3% adjustment will be effective Dec. 31, 2005 once certification in Alberta approved.
14	1881	Town of Kamsack		2%	2%	2%		
15	2359	City of Humboldt		2.5%	2.5%	2.5%		Higher wage rates with new certified Utility Operator classification.
16	2582	Town of Martensville		2%	3%	2%		
17	2714	Town of Maple Creek			0.58% to 22.11%	3%	2%	Varying adjustments in 2006 for water plant operator, town foreman and other classifications. One-time lump sum payment to water plant operator of \$1,000.
18	2740	Town of Kindersley			3.0%	2.75%	3%	
19	3032	Town of Porcupine Plain			2.0%			
20	3777	Town of Cudworth			\$0.75 to \$2.02/hour (June 1)	\$0.25 to \$0.50/hour	\$0.25 to \$0.50/hour	Varying adjustments in 2006, with skilled labourer receiving largest increase.
21	4335	Town of Wadena			3%	2.5%	2.5%	Some additional increases to lower rated seasonal positions due to increase in minimum wage rate.
22	4341-01	Town of Gravelbourg		3%	3%	3%		Additional adjustments for administrative assistant (10-21%) and maintenance worker.

III. Achievements in Bargaining – Tables

Improvements to Benefit Plans

CUPE Local	Achievement in Bargaining	Previous Agreement
9 City of Moose Jaw	<ul style="list-style-type: none"> ▪ Employer to pay 1.25% of regular payroll for Health Benefits Plan (medical/dental) effective Jan.1/07 	<ul style="list-style-type: none"> ▪ No extended health benefit plan
287 City of North Battleford	<ul style="list-style-type: none"> ▪ Employer-paid EFAP to be in place by end of agreement 	<ul style="list-style-type: none"> ▪ No EFAP plan
342 City of Yorkton	<ul style="list-style-type: none"> ▪ Employer contribution to benefit plan increased to \$80/month per full-time employee by March 1, 2008 	<ul style="list-style-type: none"> ▪ Employer contribution \$50/month
777 City of Melfort	<ul style="list-style-type: none"> ▪ 100% employer paid LTD, Life, AD&D and Weekly Indemnity 	<ul style="list-style-type: none"> ▪ LTD, Life, AD&D and Weekly Indemnity cost-shared 50/50
2582 Town of Martensville	<ul style="list-style-type: none"> ▪ Health Spending Account annual credit increased to \$1,450 (for medical expense reimbursement) 	<ul style="list-style-type: none"> ▪ Health Spending Account annual credit \$1,300

Improvements to Premium Pay

CUPE Local	Achievement in Bargaining	Previous Agreement
21 City of Regina (outside)	<ul style="list-style-type: none"> ▪ Shift differential increased to \$0.75/hour effective July 1, 2006. 	<ul style="list-style-type: none"> ▪ Shift differential \$0.50/hour
47 City of Saskatoon (Water Treatment Plant)	<ul style="list-style-type: none"> ▪ Shift premium increased to \$0.85/hour ▪ Charge hand premium increased to \$0.60/hour ▪ Standby pay of 1 hour pay per 8 hours standby 	<ul style="list-style-type: none"> ▪ Shift premium \$0.75/hour ▪ Charge hand \$0.50/hour ▪ No standby provision
160 City of Prince Albert (outside)	<ul style="list-style-type: none"> ▪ Shift differential increased to \$1.00/hour 	<ul style="list-style-type: none"> ▪ Shift differential \$0.50/hour
287 City of North Battleford	<ul style="list-style-type: none"> ▪ Shift premium increased to \$0.65/hour ▪ Standby pay increased to \$150/week by third year of agreement 	<ul style="list-style-type: none"> ▪ Shift premium \$0.45/hour ▪ Standby pay \$75/week
342 City of Yorkton	<ul style="list-style-type: none"> ▪ Shift premium increased to \$0.80/hour ▪ Charge hand premium increased to \$1.00/hour 	<ul style="list-style-type: none"> ▪ Shift premium \$0.50/hour ▪ Charge hand premium to \$0.85/hour
456 City of Melville	<ul style="list-style-type: none"> ▪ Standby pay increased to \$2/hour. 	<ul style="list-style-type: none"> ▪ \$1.00/hour standby pay on a working day, \$2.00/hour on non-working day
1015 City of Lloydminster	<ul style="list-style-type: none"> ▪ Shift differential increased to \$0.65/hour ▪ Lead hand premium increased to \$1.00/hour 	<ul style="list-style-type: none"> ▪ Shift differential \$0.55/hour ▪ Lead hand premium \$0.80/hour
1881 Town of Kamsack	<ul style="list-style-type: none"> ▪ \$1.00/hour standby pay 	<ul style="list-style-type: none"> ▪ No standby pay
2359 City of Humboldt	<ul style="list-style-type: none"> ▪ Shift premium extended to all full-time workers 	<ul style="list-style-type: none"> ▪ Shift premium of \$0.50/hour for Facility Maintenance Workers
2582 Town of Martensville	<ul style="list-style-type: none"> ▪ Shift differential \$0.75/hour ▪ An additional \$32.00/day to substitute for out-of-scope supervisors 	<ul style="list-style-type: none"> ▪ No shift differential ▪ An additional \$28/day to substitute for out-of-scope supervisors
2740 Town of Kindersley	<ul style="list-style-type: none"> ▪ Temporary out-of-scope lead hand premium increased to \$1.00/hour ▪ Standby pay increased to \$1.00/hour 	<ul style="list-style-type: none"> ▪ Temporary out-of-scope lead hand premium \$0.85/hour ▪ Standby pay \$0.75/hour

Improvements to Clothing, Boot and other Allowances

CUPE Local	Achievement in Bargaining	Previous Agreement
9 City of Moose Jaw	<ul style="list-style-type: none"> ▪ Meal allowance \$10.00 for 12 hours worked in any day 	<ul style="list-style-type: none"> ▪ No provision
47 City of Saskatoon (Water Treatment Plant)	<ul style="list-style-type: none"> ▪ Vehicle allowance \$5.98/day or 37.35 cents km where an employee is required to use their vehicle for work 	<ul style="list-style-type: none"> ▪ No provision
160 City of Prince Albert (outside)	<ul style="list-style-type: none"> ▪ Clothing allowance increased to \$200/year 	<ul style="list-style-type: none"> ▪ Clothing allowance \$100/year
287 City of North Battleford	<ul style="list-style-type: none"> ▪ Annual swimsuit allowance for pool employees - \$50 for men and \$100 for women 	<ul style="list-style-type: none"> ▪ No provision
342 City of Yorkton	<ul style="list-style-type: none"> ▪ Boot allowance increased to \$60.00/year for permanent employees and \$45.00/year for seasonal employees 	<ul style="list-style-type: none"> ▪ Full-time employees provided an allowance of 50% of the cost of safety boots to a maximum of \$50/year
456 City of Melville	<ul style="list-style-type: none"> ▪ \$50 boot allowance accumulative up to a maximum of \$150 	<ul style="list-style-type: none"> ▪ \$50 annual boot allowance
882 City of Prince Albert (inside)	<ul style="list-style-type: none"> ▪ Boot allowance covering 75% of costs to a maximum of \$200 for employees working seven months or longer, 65% of costs up to \$100 for others as required ▪ Swimsuit allowance increased to \$80 twice a year 	<ul style="list-style-type: none"> ▪ No boot allowance ▪ Swimsuit allowance \$60 twice a year
1015 City of Lloydminster	<ul style="list-style-type: none"> ▪ Safety boot allowance increased to \$80 	<ul style="list-style-type: none"> ▪ Safety boot allowance \$60
1881 Town of Kamsack	<ul style="list-style-type: none"> ▪ \$100 footwear allowance 	<ul style="list-style-type: none"> ▪ No provision
2359 City of Humboldt	<ul style="list-style-type: none"> ▪ Minimum mileage of \$3.75 per round trip within city 	<ul style="list-style-type: none"> ▪ Minimum mileage of \$2.50 per round trip within city
2582 Town of Martensville	<ul style="list-style-type: none"> ▪ Boot allowance increased to \$175/year for permanent employees 	<ul style="list-style-type: none"> ▪ Boot allowance \$150/year for permanent employees, \$75/year for non-permanent employees
2714 Town of Maple Creek	<ul style="list-style-type: none"> ▪ Boot allowance increased to \$100/year 	<ul style="list-style-type: none"> ▪ Boot allowance \$75/year
2740 Town of Kindersley	<ul style="list-style-type: none"> ▪ Safety boot allowance increased to \$100/year for permanent full-time employees and \$50 for part-time, seasonal and casual. 	<ul style="list-style-type: none"> ▪ Safety boot allowance \$75/year for permanent full-time employees only.
3032	<ul style="list-style-type: none"> ▪ Clothing contract to supply 	<ul style="list-style-type: none"> ▪ No provision

CUPE Local	Achievement in Bargaining	Previous Agreement
Town of Porcupine Plain	<ul style="list-style-type: none"> employees with work clothes, cleaning and repairing. ▪ Provision of two pairs of overalls. 	
3777 Town of Cudworth	<ul style="list-style-type: none"> ▪ \$100/year boot allowance 	<ul style="list-style-type: none"> ▪ No provision
4335 Town of Wadena	<ul style="list-style-type: none"> ▪ Boot allowance increased to \$150/year. 	<ul style="list-style-type: none"> ▪ Boot allowance \$50/year

Improvements to Sick Leave, Family Illness, Compassionate Leave

CUPE Local	Achievement in Bargaining	Previous Agreement
287 City of North Battleford	<ul style="list-style-type: none"> ▪ Employees can use 2 sick days for family illness leave ▪ One wellness day per year with pay 	<ul style="list-style-type: none"> ▪ No family illness leave provision ▪ No wellness provision
1015 City of Lloydminster	<ul style="list-style-type: none"> ▪ Step parent and step children added to compassionate leave 	<ul style="list-style-type: none"> ▪ Step parent and step children excluded from provision
2359 City of Humboldt	<ul style="list-style-type: none"> ▪ Grandchild added to compassionate leave. ▪ Added “dependent family member who resides in the same residence as the employee” to family sick leave provision. 	<ul style="list-style-type: none"> ▪ Grandchild excluded from provision ▪ Employees able to use a maximum of three sick days each year to attend to the illness of a spouse or dependant child.
4335 Town of Wadena	<ul style="list-style-type: none"> ▪ Permanent employees can use sick leave credits to a maximum of 3 days to attend medical or dental appointments for themselves, or spouse, child or parent unable to attend alone 	<ul style="list-style-type: none"> ▪ No provision

Improvements to Hours of Work

CUPE Local	Achievement in Bargaining	Previous Agreement
47 City of Saskatoon (Water Treatment Plant)	<ul style="list-style-type: none"> ▪ 5-5-4 rearranged work week extended to Training Consultant, Drafting Technologist, Environmental Protection Officer 	<ul style="list-style-type: none"> ▪ 5-5-4 work week for Office Clerk, Clerk (WT)
456 City of Melville	<ul style="list-style-type: none"> ▪ 5-5-4 work week (two weeks of 42.5 hours and one week of 34 hours) 	<ul style="list-style-type: none"> ▪ Normal working hours 40 hours per week for employees on regular shift

Improvements to Vacation/Paid Holidays

CUPE Local	Achievement in Bargaining	Previous Agreement
9 City of Moose Jaw	<ul style="list-style-type: none"> ▪ 5 weeks after 16 years ▪ 6 weeks after 25 years 	<ul style="list-style-type: none"> ▪ 5 weeks after 17 years ▪ 6 weeks after 26 years
287 City of North Battleford	<ul style="list-style-type: none"> ▪ 4 weeks after 9 years ▪ 5 weeks after 19 years 	<ul style="list-style-type: none"> ▪ 4 weeks after 10 years ▪ 5 weeks after 21 years
456 City of Melville	<ul style="list-style-type: none"> ▪ 6 weeks vacation for 25 years service 	<ul style="list-style-type: none"> ▪ No provision for 6 weeks vacation

Improvements to Job Security and Seniority Rights

CUPE Local	Achievement in Bargaining	Previous Agreement
9 City of Moose Jaw	<ul style="list-style-type: none"> ▪ Senior qualified applicant from within bargaining unit for promotions 	<ul style="list-style-type: none"> ▪ The most senior qualified applicant who is permanent within the bargaining unit
21 City of Regina (outside workers)	<ul style="list-style-type: none"> ▪ Seniority language amended to introduce start date seniority 	<ul style="list-style-type: none"> ▪ Hours-based seniority
287 City of North Battleford	<ul style="list-style-type: none"> ▪ Ability to have written records of discipline removed from file after 2 years and 5 years in the case of more serious disciplinary action 	<ul style="list-style-type: none"> ▪ No provision
2582 Town of Martensville	<ul style="list-style-type: none"> ▪ New language: right to union representative present at any disciplinary discussion and employee access to personal records 	<ul style="list-style-type: none"> ▪ No provisions

APPENDIX I**CUPE Municipal Settlements Reviewed for Bargaining Achievements in the Municipal Sector, 2006**

	Local	School Division	Date Ratified	Term of Agreement
1	7	City of Regina (Inside workers)	September 26, 2005	Jan. 1, 2004 to Dec. 31, 2006
2	9	City of Moose Jaw	January 25, 2006	Jan. 1, 2006 to Dec. 31, 2008
3	21	City of Regina (outside workers)	September 26, 2005	Jan. 1, 2004 to Dec. 31, 2006
4	47	City of Saskatoon (Water Treatment Plant)	October 11, 2005	Jan. 1, 2004 to Dec. 31, 2006
5	90	City of Weyburn	June 1, 2005	Jan. 1, 2006 to Dec. 31, 2008
6	160	City of Prince Albert (outside workers)	July 12, 2006	Jan. 1, 2004 to Dec. 31, 2007
7	287	City of North Battleford	June 29, 2005	March 31, 2005 to March 31, 2008
8	342	City of Yorkton	December 14, 2004	Jan. 1, 2005 to Dec. 31, 2008
9	456	City of Melville	May 1, 2006	Jan. 1, 2006 to Dec. 31, 2008
10	777	City of Melfort		Jan. 1, 2005 to Dec. 31, 2007
11	777-01	Town of Nipawin	January 11, 2006	Jan. 1, 2006 to Dec. 31, 2008
12	882	City of Prince Albert (inside workers)	July 12, 2006	Jan. 1, 2004 to Dec. 31, 2007
12	1015	City of Lloydminster		Jan. 1, 2006 to Dec. 31, 2008
13	1881	Town of Kamsack	August 14, 2005	Jan. 1, 2005 to Dec. 31, 2007
14	2359	City of Humboldt		Jan. 1, 2005 to Dec. 31, 2007
15	2582	Town of Martensville		Jan. 1, 2005 to Dec. 31, 2007
16	2714	Town of Maple Creek	January 26, 2006	Jan. 1, 2006 to Dec. 31, 2008
17	2740	Town of Kindersley	April 26, 2006	Jan. 1, 2006 to Dec. 31, 2008
18	3032	Town of Porcupine Plain	February 28, 2006	Jan. 1, 2006 to Dec. 31, 2006
19	3777	Town of Cudworth	June 28, 2006	Jan. 1, 2007 to Dec. 31, 2008
20	4335	Town of Wadena	March 3, 2006	Jan. 1, 2006 to Dec. 31, 2008
21	4341	Town of Gravelbourg	August 10, 2005	Jan. 1, 2005 to Dec. 31, 2007

APPENDIX II

Municipal Locals Currently in Bargaining

	Local	Employer	Staff Rep
1	183	City of Swift Current	Malcolm Matheson
2	4776	City of Melville (Inside workers)	Aina Kagis

APPENDIX III

Municipal Agreements Expiring December 31, 2006

	Local	Employer	Staff Rep
1	7	City of Regina (Inside workers)	Aina Kagis
2	9-03	Moose Jaw Art Museum	Bill Cronin
3	21	City of Regina (Outside workers)	Aina Kagis
4	47	City of Saskatoon (Water Treatment Plant)	Peter Tartsch
5	59	City of Saskatoon (Inside workers)	Peter Tartsch
6	726	City of Estevan	Eden Guidroz
7	777-02	Town of Tisdale	Ann St. Denis
8	859	City of Saskatoon (Outside workers)	Peter Tartsch
9	885	Town of Wakaw	Ann St. Denis
10	1151	Town of Biggar	Peter Tartsch
11	2235	Town of Meadow Lake	Bryan Brotzel
12	2752	Town of Unity	Rhonda Heisler
13	3003	Town of Battleford	Rhonda Heisler
14	3032	Town of Porcupine Plain	Ann St. Denis
15	3139	Town of Wilkie	Rhonda Heisler
16	3597	Town of Watrous (expiring February 28/07)	Peter Tartsch
17	4438	Town of Canora	Alex Lenko

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

dw:cope491