

MEMORANDUM OF AGREEMENT

Between

THE SASKATCHEWAN PUBLIC SERVICE COMMISSION

And

**THE SASKATCHEWAN GOVERNMENT AND GENERAL
EMPLOYEES' UNION
PS/GE BARGAINING UNIT**

August 29, 2019

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06733 (12)

Unless otherwise stated, all amendments and new provisions will be effective the first of the month following the signing of the Collective Bargaining Agreement by the parties.

Correct page numbers, ministry names, etc. will be updated before the Collective Agreement is printed.

DELETE:

- LOU #98-04 – Diversity
- LOU RE: Employee and Family Assistance Program

Gender

Look at gender identifiers (his/her)

Reference to Legislation: Change from specific reference to “as stated in relevant provincial legislation during the term of this CBA”

Articles:

2. B.14 – Trade Union Act

19.4. B.3 – Trade Union Act

25 A and B – Occupational Health and Safety Act

25.1. A – Occupational Health and Safety Regulations

26 A and B – Occupational Health and Safety Act

LOU 98.1 – Occupational Health and Safety Regulations

As well as any other references in the CBA

Article 2 SCOPE

A) LIST OF AGENCIES

Vote Ministry/Agency

- 005 eHealth**
- 023 Economy – Energy & Resources**
- 073 Corrections and Policing**
- 089 Immigration & Career Training**
- 090 Trade & Export Development**
- 091 Integrated Justice Services**

**553 Milk Marketing Board should be changed to Milk Control Board
Police Complaints Investigator should be changed to Public
Complaints Commission
Teacher's Superannuation Commission now falls under Education as
of 2017 – should they still be listed this way?**

535 Provincial Archives of Saskatchewan

B) Except for the following:

~~10. eHealth: Chief Executive Officer, Vice President;~~

Article 3 UNION SECURITY PROVISIONS

3.1 D) The parties agree to continue to work towards a cooperative approach to solving problems through the Union/Management Committee Process ~~both centrally and ministerially.~~

Article 4 INTERPRETATION OF AGREEMENT

4.3 Amendment, Repeal or Revision of Legislation

A) No amendment, repeal or revision of *The Public Service Act* or of *The Public Service Superannuation Act*, **as they relate to positions within the scope of this agreement**, shall be effected unless notice in writing of such proposed amendment, repeal or revision is served upon the Union, and unless an opportunity to make representations is afforded the Union upon application.

4.5 Duration of Agreement

A) This agreement, except as specified otherwise here herein, shall be effective from **October 1, 2016 to September 30, 2022** and shall remain in force and effect from year to year thereafter unless written notice of request to negotiate a revision is given by either party **between 60 and 120 days** prior to the anniversary date hereof.

Article 5 CLASSIFICATION

5.4 Challenges to Reclassified Positions by Other Employees

B) Such a reclassified position becomes subject to the challenge process when another employee establishes to the satisfaction of the Commission and the Union that her promotional opportunities have been unjustly curtailed in view of the fact that the duties might as readily have been assigned to her.

- i) The challenge is initiated by the challenger forwarding her resume to the Commission by the posted deadline. The challenge is valid if the challenger is:
 - a. more senior;
 - b. of the same employment status;
 - c. in the same occupation and **classification level**;
 - d. from the same reclassification challenge unit; and
 - e. In the case of a reclassified permanent part-time position, a permanent part-time employee who works the same or greater number of hours.

5.5 **Employee Appeals to Classification Joint Council**

- A) Subject to 5.6 B), when the Commission ~~reallocates or reclassifies~~ **makes a permanent classification decision**, the incumbent, if permanent, may within fifteen (15) calendar days of the receipt of written notice of the decision, appeal one (1) or more job evaluation factors to the Appeals Coordinator.

Article 6 **STAFFING**

Postings

- All competitions will be posted for a minimum of three (3) business days.

6.0 **Merit-based Staffing**

All permanent full-time staffing actions, classification level 10 supervisors and all levels 11 to 14, shall be posted for a minimum of seven (7) calendar days.

For classification level 10 supervisors and all levels 11 to 14 (permanent full-time, permanent part-time, terms of nine months or more, and permanent labour service), the following provisions apply:

- A. **Appointments to and from within the Public Service will be based on applying the principle of merit. The matters to be considered in determining merit shall, having regard to the nature of the duties performed, include the applicant's education, skills, knowledge, experience, and past work performance. In addition, the assessment of applicants shall be a process which appraises the knowledge, skills, abilities and personal attributes of applicants.**
- B. **Each appointment shall be predicated on the selection of the most suitable applicant, but seniority shall apply to in-service applicants deemed to be relatively equal to the highest rated qualified candidate, in order to establish a career service and to provide**

incentive and reward for good work performance and self-development.

- C. If the highest rated qualified applicant has the most seniority, this applicant shall be appointed. If the highest rated qualified applicant is not the most senior, a determination will be made regarding which qualified applicants with more seniority, if any, are relatively equal to this applicant. The qualified applicant whose score is relatively equal to the highest rated applicant's score, and has the most seniority, shall be appointed. Seniority is not considered for applicants whose scores are not relatively equal to the highest rated qualified applicant's score.**
- D. For the purpose of this article, "relatively equal" means a point score difference of 10% or less of the highest rated qualified applicant's score.**

6.1.9.6 Union Right to Representation on Staffing Panels

- A) The Union shall have the right to representation at the deliberations of any panel for the purposes of filling a vacant permanent position **(including Labour Service)**, establishing an eligibility list for positions within the scope of this agreement, or determining the qualifications of an employee on a re-employment list. The Union shall endeavour to appoint a trained representative from the employing ministry or agency. When a trained representative is not available from the ministry or agency, the Union will provide a trained representative of its choice.

6.1.10 Diversity Staffing

- A) The parties are committed to Diversity and the joint development, implementation, monitoring, evaluation and updating of the Diversity plan as negotiated between the parties, and approved by the Saskatchewan Human Rights Commission.
- B) The parties agree to promote employment opportunities and equitable treatment for persons of Aboriginal ancestry, persons with disabilities, visible minority persons, women in under-represented (non-traditional) occupations and such other groups as may be identified and/or agreed to by the parties.
- C) Diversity staffing is defined as the staffing of positions designated for qualified members from the designated groups. All levels of positions shall be considered and may be utilized for Diversity staffing. The Commission agrees to notify the Union of positions to be staffed through Diversity.

~~D) Terms of Reference for the Joint Diversity Committees are contained in LOU 98-4.~~

NOTE: Language for A), B), and C) to be reviewed and negotiated interim.

6.3.3 Appointments

~~E) The name of the successful applicant shall be bulletined by the ministry and unsuccessful applicants notified.~~

Renumber F), G), H)

Article 7 PROBATION

7.2 Subsequent Probation

F) If the employee is not notified by the expiry date of the probationary period, the employee will be appointed to the position.

7.5 Reversion – Permanent Full-Time and Labour Service

F) When an employee is bumped from their home position, the employee shall be allowed to revert to their original home position any time during the familiarization period should that position be vacated.

This may be superseded by the rehab process.

7.9 Training Employees in Adult Correctional Institutions Facilities

A) As a condition of employment, every employee of an adult a correctional institution facility shall take the correctional services induction training program relevant to their position duties. Failure to successfully complete the relevant training will result in an employee on initial probation being terminated or a Permanent employee on probation being reverted to their former position.

Article 8 SENIORITY

8.1 Entitlement

A) 6. Upon completion of the initial probation period (or completion of the equivalent of an initial probationary period for

Term employees) and upon written application, an employee who is re-employed after a **following an involuntary** break in service shall be credited with their previous in-scope PS/GE service for seniority purposes.

10. Employees who have had a voluntary break in service will be considered new employees with a new probationary period and no right to seniority previously earned prior to the break in service. This provision applies to all employees hired on or after the signing of the new collective bargaining agreement in accordance with Article 8.1.A) 9.

Article 9 HOURS OF WORK

9.2 Permanent Part-Time and Term Employees

9 Permanent Part-Time employees scheduled to work **other than for overtime**, shall be given two (2) hours work **shall be given a minimum of three (3) hours work** or pay in lieu, at regular rates, if management is aware that work will not be available on that day and fails to notify the employee prior to the normal starting time and the employee reports for work.

9.3 Permanent Full-Time Employees

9.3.3 Office 5-4 (72 Hours per 2 week Cycle)

A) Employees shall work eight (8) hours per day (72 hours per 2 week cycle). The hours of work shall be Monday through Friday, 8:00 a.m. to 5:00 p.m. with a one (1) hour lunch break taken between 12:00 p.m. and 1:00 p.m. By mutual agreement between the manager/designate and the employee, the lunch break may be taken between 11:00 a.m. and 2:00 p.m. Saturday and Sunday shall be designated as days of rest.

Employees may request and the Employer **manager/designate** may approve flexible start and stop times and lunch breaks. Lunch breaks shall be a minimum of one-half (½) hour.

Article 10 JOB SHARING AND VARIABLE HOURS

10.6 Conditions of Employment

- I) Overtime – as set out in Article 11. Employees working variable hours or job shares are not eligible for overtime provisions until they have exceeded the hours of work of the appropriate full-time equivalent. **Employees are entitled to premium pay when required to work on an assigned Day of Rest.**

Article 12 TEMPORARY ASSIGNMENT OF HIGHER DUTIES

12.3 Temporary Assignment for ~~Ninety (90)~~ Thirty (30) Consecutive Days or Less

- Percentage flat rate for TAHD of 8%.
- Details to worked on by the parties
- Move to Article 15
- Review and amend all language in 12.1, 12.2, 12.3 and 12.4 as required
- Implementation to be six months after the signing of a new CBA unless agreed to otherwise by the parties.

12.4 Temporary Reclassification Assignments of Higher Duties (TAHD) for ~~More Than Ninety (90)~~ Thirty (30) Consecutive Days

- G) While on temporary assignment of higher duties of more than ~~ninety (90)~~ **thirty (30)** consecutive days, **if an employee is eligible for an economic increase, pay in range adjustment, or their home position is reclassified, they shall receive the increase to the salary rate in the range for the higher classification level. On reversion to his home classification level, the employee's salary rate will be adjusted to reflect any pay adjustments he would have received in his home classification level during the period of the temporary assignment. The employee shall also be eligible to receive the difference in salary, if any, resulting from reapplication of the promotion articles to the pay adjustments made in his home classification level, on the effective date of the pay adjustment to his home classification, subject to the minimum and maximum of the higher level salary range.**

Article 13 DESIGNATED HOLIDAYS

- A) Designated holidays with pay shall be New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Saskatchewan Day, Labour

Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and one (1) additional day per year as agreed to by the parties.

~~Floating holiday for 2013 – Friday, August 2, 2013~~

~~Floating holiday for 2014 – Monday, June 30, 2014~~

~~Floating holiday for 2015 – Friday, July 31, 2015~~

~~Floating holiday for 2016 – Friday, July 29, 2016~~

~~Floating holiday for 2017 – Friday, August 4, 2017~~

~~Floating holiday for 2018 – Friday, August 3, 2018~~

Floating holiday for 2019 – Tuesday, July 2, 2019

Floating holiday for 2020 – Friday, July 31, 2020

Floating holiday for 2021 – Friday, July 2, 2021

Floating holiday for 2022 – Friday, July 29, 2022

Article 14 PAY ADMINISTRATION

14.1.7 Repayment

Matters of repayment are best dealt with on an individual basis. Whenever an employee is required to repay the Employer, a repayment option will be negotiated with the employee to ensure the employee is not left in financial hardship.

Upon request from the employee, the employer may allow another entitlement be used to reduce a negative entitlement balance (i.e. time in lieu, vacation leave, banked EDO's, etc.).

14.3.2 Increments

- Start date seniority for PPT and Labour Service employees for annual increments
- Review and amend language to reflect the change

14.4 Assignment of a New Pay Range

14.4.1 When Positions Are Reclassified

14.4.1.1 Upward Reclassification

If a position is reclassified upward resulting in a promotion for the incumbent, she shall be paid in accordance with the Salary Adjustment on promotion provisions. **This also applies to supplemented positions that** have a higher maximum hourly rate regardless if there is a change of level.

Article 15 ALLOWANCES, DIFFERENTIALS AND OTHER PAYMENTS

15.1.3 Meals

A)	In Province	Out of Province
Per diem allowance	\$5144.00	\$6154.00
For partial days:		
Breakfast	\$108.00	\$1344.00
Dinner	\$1844.00	\$2046.00
Supper	\$2349.00	\$2824.00

- B) The above rates include GST, meal gratuities and overnight allowance. Any increases to the above will be made under the authority of Treasury Board and communicated by either the Provincial Comptroller or the Chair of the Public Service Commission. Any increases will be reflected in the collective agreement and become the new base rate.
- C) Where a charge is made for a banquet, it will be in lieu of the meal rate provided for that meal.
- D) In the communities of Fond-du-Lac, Stony Rapids, Black Lake, Wollaston Lake and Uranium City, actual and reasonable charges for meals, supported by receipt, will be approved. Where a receipt is not provided, reimbursement will be at regular in-province rates.

15.2 Expenses While on Government Business Away from Headquarters

- A) The following is a guide to employees and supervisors with respect to charges incurred while traveling on government business:

Standard charges:

1. Laundry – charges are allowable for employees, who are absent from headquarters for a period in excess of seven (7) consecutive calendar days. Receipts are required.

2. Valet services – not allowable.
3. Dry Cleaning – allowable only when incurred under exceptional circumstances away from headquarters. The need for dry cleaning must be identified on the expense form and receipts are required.
4. Parking – employees working away from their headquarters building, and using either a C.V.A. or private vehicle, may recover parking charges as follows:
 - i) if available within a reasonable walking distance from work, employees are expected to use off-street parking and may recover costs as supported by receipt;
 - ii) if off-street parking is not available, costs of metered parking may be charged to a maximum of four dollars (\$4.00) (\$8.00) per day without receipts. **Any increases will be made under the authority of Treasury Board and communicated by either the Provincial Comptroller or the Chair of the Public Service Commission. Any increases will be reflected in the collective agreement and become the new base rate.**

15.15.2 Pension Contributions

- C) For Labour Service employees, subject to a maximum contributory earnings for pension purposes of ~~forty-seven thousand five hundred dollars (\$47,500)~~ **fifty-five thousand dollars (\$55,000)**, or regular salary if greater, per calendar year; overtime earnings shall be included in contributory earnings for pension purposes.

15.16 Maternity/Legal Adoption/Parental Leave Supplement to Employment Insurance Benefit

Review language to reflect EI changes. For example: Change two (2) week waiting period to one (1) week.

Article 16 VACATION

16.1 Service for Vacation

- A) Years of service to determine vacation entitlement shall include the following:
 1. service with Government of Saskatchewan, any Board, Commission or Crown Corporation of the Government, Regional Health Authorities and Affiliates, Saskatchewan Association of

Health Care Organizations (SAHO), Boards of Education in Saskatchewan, Saskatchewan School Board Association, Saskatchewan Universities, all SGEU Bargaining Units, and service as a paid staff member of the SGEU,

(Note: for information purposes, a list of the Regional Health Authority Affiliates, as at June 13, 2013, is shown at page 231)

Page 77, Article 16.1 – should reference page XXX

Article 17 SICK LEAVE, PRESSING NECESSITY AND FAMILY/PERSONAL LEAVE

17.3 Sick Leave Eligibility

17.3.1.1 Coming From Boards, Commissions or Crown Corporations

- A) Employees coming from Boards, Commissions or Crown Corporations of the Government of Saskatchewan shall be allowed to transfer their accumulated sick leave credits into the public service upon providing proof of their entitlement **credits**.

17.3.2.2 Three (3) or More Months of Service

- A) Probationary/Permanent Full-Time employees with three (3) or more months service shall, at the beginning of the fiscal year, be credited with fifteen (15) sick leave days (**prorated for partial years**). Sick leave shall be earned on the basis of one and one-quarter (1¼) days for each month of service. Any unused sick days shall be accumulated from year to year.

17.4 Use of Sick Leave

17.4.1 Reporting Sickness

- D) **A permanent part-time employee shall access sick leave credits on a pro-rated basis based on the average number of regular hours worked in the previous 26 pay periods. If the employee has not worked for a period of 26 pay periods, the average will be based on the number of pay periods worked.**

The 26 pay periods include those immediately preceding the pay period in which the illness or injury occurred and shall not include any time on approved leave without pay within the 26 pay periods.

If the employee has shifts scheduled in the current pay period, they shall be entitled to apply any earned sick leave credits to the days they have been scheduled in the current pay period and the prorated access to sick leave will begin in the next pay period.

17.4.3 Proof of Illness

~~A) On Employer request an employee shall provide a form attesting to their sickness.~~

Renumber B) & C)

Article 18 LEAVES OF ABSENCE

18.1.1.1 Maternity

(1) An employee who is currently employed and has been employed for at least ~~twenty (20)~~ **thirteen (13)** weeks in the fifty-two (52) weeks immediately preceding the leave and who makes application at least one month in advance of the estimated date of confinement and provides a medical certificate certifying she is pregnant shall be granted leave consisting of a period up to and including twenty-four (24) calendar months subject to the following conditions:

1. an employee shall not be dismissed or laid off solely because she is pregnant or has applied for maternity leave;
2. where the pregnancy of the employee and/or requirements of post-natal care would reasonably interfere with the performance of her duties, the Employer may require the employee to take a period of leave not to exceed two (2) months immediately prior to the estimated confinement date and/or two (2) months immediately subsequent to the date of birth;
3. with the consent of the Employer an employee shall be entitled to return from maternity leave in advance of the expiry of the leave; and
4. employees may be entitled to sick leave provisions ~~in accordance with Article 17.4.2.~~

18.1.1.2 Parental Leave or Legal Adoption

A) An employee who is currently employed and has been employed for at least ~~twenty (20)~~ **thirteen (13)** weeks in the fifty-two (52) weeks...

Article 19 EMPLOYMENT SECURITY

19.4 If the foregoing does not prevent job loss, the following shall apply to Permanent Full-Time and Permanent Labour Service employees:

B) On Transfer of Services (Devolution)

2. If transferred, the employee will have his name placed on a **the service-wide** reemployment list for three (3) years.

19.5 Career Assistance Options

A) 1.

v) Enhanced Severance calculated on the basis of one (1) week's salary for every year worked to a maximum of five (5) weeks or three- thousand dollars (\$3,000) will be provided to employees who elect to resign and access Career Assistance. Enhanced Severance shall be the lesser of five (5) weeks or three-thousand dollars (\$3,000). **This amount is not in addition to or cannot be greater than the amount received in the Career Assistance Options outlined above.**

19.6.4.3 Re-Employment List Following Bumping

Permanent Part-Time employees who have bumped to a lower classification shall be placed on a seniority unit Permanent Part-Time re-employment list for positions of the higher classification for three (3) years.

Article 21 GRIEVANCE PROCEDURES

21.1 Procedures for Submission of Grievances

C) Group grievances or grievances affecting more than one ministry must be submitted by a **Labour Relations Officer**, elected representative or designate.

Article 27 UNION/MANAGEMENT COMMITTEES (UMC)

~~**27.5 Other Joint Initiatives**~~

~~A) Ministry of Social Services~~

~~The parties have recognized the need to jointly examine workload issues and are committed to addressing the issues through a~~

~~meaningful process of consultation, data collection and analysis. The parties agree to continue with the work of the Provincial Advisory Committee on Resource Development (PAC). Using a consultative process, which involves employees across the province in the collection of data, and the analysis of workload issues, this committee will provide analysis and recommendations to the Deputy Minister of Ministry of Social Services on:~~

- ~~□ the nature of the work required to achieve ministerial strategic goals and client outcomes~~
- ~~□ understanding the existing roles and responsibilities of employees~~
- ~~□ identification of changes to existing roles and responsibilities which would address workload issues.~~
- ~~□ measuring work in an equitable way which maintains sensitivity to program redesign and changing external factors~~

~~**The Social Services Provincial Advisory Committee provisions will be deleted from the collective agreement effective September 30, 2016.**~~

Article 28 SPECIAL LABOUR SERVICE PROVISIONS

28.1 Initial Probationary Period and Performance Evaluations

- D) On subsequent appointment, the probationary period shall be 104 regular working days for all levels.**

All SECTIONS – Titles to be reviewed and updated before the CBA is printed.

SECTION 16

SASKATCHEWAN HIGHWAYS AND INFRASTRUCTURE

OPERATIONS DIVISION – FERRY OPERATIONS

1. HOURS OF WORK AND TOLLS

(b) All ferries shall provide 24-hour free service.

- i) On a general principle basis no employee will be allowed to carry over more than sixteen (16) hours per month.**

LETTER OF UNDERSTANDING 98-2

DISPUTE RESOLUTION OPTIONS

3. Based on the joint statement of facts, determine the appropriate course of action to resolve the matter from ~~four~~ **five** options.

v) Single Panel Arbitrator

Update Appendix B Hours of Work

Change title of Corrections Workers to Correctional Officers

APPENDIX B

BASE AND ADDITIONAL HOURS OF WORK DESIGNATION(S) BY OCCUPATION

Occupational Code	Base Hours of Work Designation	Additional Hours of Work Designation
CAE Education, Training and Awareness Consultant	Field 37 1/3	Reg 37 1/3; Off 36
CAG Agrologist	Field 37 1/3	
CBC Business Consultant	Field 37 1/3	Off 36; Reg 37 1/3
CCP Community Program Consultant	Field 37 1/3	Reg 37 1/3; Off 36
CCR Culture and Recreation Consultant	Field 37 1/3	Reg 37 1/3
CEM Emergency Measures Advisor	Field 37 1/3	
CEP Epidemiologist	Field 37 1/3	
CES Equipment Standards Consultant	Field 37 1/3	
CHS Housing Services Consultant	Field 37 1/3	
CHT Health Transition Consultant	Off 36	
CIC Interpretive Consultant	Reg 37 1/3	Field 37 1/3; Off 36
CMA Municipal Advisor	Field 37 1/3	
CMC Management Consultant	Field 37 1/3	Office 36
CPA Print Analyst	Off 36	Reg 36; Field 37 1/3
CPE Program Development and/or Evaluation	Field 37 1/3	Off 36
CPL Policy and Legislation	Off 36	Field 37 1/3
CPR Information Services Officer	Off 36	Field 37 1/3; Reg 37 1/3
CRM Resource Management Consultant	Field 37 1/3	Reg 37 1/3; Off 36; Reg 36
CRO Research/Policy Officer	Off 36	Field 37 1/3; Reg 36; Reg 37 1/3
CSE Curriculum Development & Co-ordination	Field 37 1/3	Off 36
CTL Language Translator	Off 36	
FAC Accounting Clerk	Off 36	Reg 36; Field 37 1/3
FAT Accountant	Off 36	Reg 36; Field 37 1/3
FAU Auditor	Field 37 1/3	Off 36
FLL Land Manager	Field 37 1/3	Off 36
FLN Land Negotiator	Field 37 1/3	
FPG Park Gate Attendant	Reg 37 1/3	

FTA	Tax Auditor	Field 37 1/3	Off 36
GAO	Airport Operator	Reg 37 1/3	
GCK	Cook	Reg 37 1/3	Field 37 1/3
GCS	Camp Safety Officer	Reg 37 1/3	Field 37 1/3
GFC	Fire Control Co-ordinator	Reg 37 1/3	Field 37 1/3
GFF	Fire Fighter	Reg 37 1/3	Field 37 1/3
GFO	Ferry Operator	Reg 37 1/3	
GFT	Fire Tower (Watcher)	Reg 37 1/3	
GGW	Geological Warehouse Worker	Off 36	Reg 36
GHM	Equipment Operator	Reg 37 1/3	Field 37 1/3
GIS	Institutional Services Worker	Reg 37 1/3	
GLA	Lab Assistant	Reg 36	Reg 37 1/3
GMC	Materials Checker	Reg 37 1/3	
GML	Labourer	Reg 37 1/3	Field 37 1/3
GPA	Pastures Manager	Field 37 1/3	Reg 37 1/3
GPI	Pilot	Reg 37 1/3	
GPM	Park Maintenance Worker	Field 37 1/3	Reg 37 1/3
GRO	Radio Operator	Reg 37 1/3	
GTD	Transport Driver	Reg 37 1/3	Off 36
HCP	Child and Youth Protection Worker	Field 37 1/3	Reg 37 1/3; Off 36
HCS	Custody Support Worker	Reg 37 1/3	Field 37 1/3
HCW	Corrections Worker Correctional Officer	Reg 37 1/3	Field 37 1/3
HCY	Community Youth Worker	Field 37 1/3	Reg 37 1/3
HFL	Family Law Worker	Field 37 1/3	Reg 37 1/3
HFS	Family Services Worker	Field 37 1/3	Reg 37 1/3
HGA	Group Activities Aide	Reg 37 1/3	
HHW	Health Worker	Field 37 1/3	Off 36
HIS	Income Security Worker	Field 37 1/3	Reg 37 1/3; Off 36
HIU	Integrated Worker	Field 37 1/3	Reg 37 1/3
HPY	Psychologist	Field 37 1/3	
HSL	Farm Stress Line Worker	Field 37 1/3	Reg 37 1/3
HTH	Therapist	Reg 37 1/3	Field 37 1/3
HVC	Victims' Co-ordinator	Field 37 1/3	Reg 37 1/3
HVN	Verification Worker	Field 37 1/3	Reg 37 1/3; Off 36
HWN	Nurse	Reg 37 1/3	Field 37 1/3
HYC	Child, Youth and Resource Services	Field 37 1/3	Reg 37 1/3; Off 36
ICI	Trades Instructor	Fld Instruction	
ICT	Correspondence Teacher	Fld Instruction	Field 37 1/3
IIA	Instructional Assistant	Fld Instruction	
ITT	Teacher Therapist	Fld Instruction	
PDP	Document Processing	Off 36	Reg 37 1/3; Reg 36; Field 37 1/3
PLC	Laboratory Clerk	Reg 36	Reg 37 1/3
PMC	Medical Claims Assessor	Off 36	Reg 36
POM	Program/Office Administrator	Off 36	Reg 37 1/3; Reg 36; Field 37 1/3
PPS	Printing Services Technician	Off 36	Reg 36
PSC	Secretary	Off 36	Reg 37 1/3; Field 37 1/3
PSK	Stock Keeper/Store Keeper	Reg 37 1/3	Off 36; Reg 36
RAT	Apprenticeship Consultant	Field 37 1/3	
RBI	Building Inspector	Field 37 1/3	
RBP	Boiler and Pressure Vessel Inspector	Field 37 1/3	
RCO	Conservation Officer	Field 37 1/3	Off 36

REA	Elevator and Amusement Ride Inspector	Field 37 1/3	
RFP	Fire Prevention Officer	Field 37 1/3	Off 36
RFR	Forestry Officer	Field 37 1/3	
RHT	Highway Traffic Officer	Field 37 1/3	Off 36
RIN	Investigator	Field 37 1/3	Off 36
RJO	Judicial Officer	Off 36	Field 37 1/3; Reg 37 1/3
RLS	Labour Standards Officer	Field 37 1/3	
RLV	Livestock Inspector	Field 37 1/3	
ROH	Occupational Health Officer	Field 37 1/3	
ROY	Occupational Hygienist	Field 37 1/3	
RPD	Petroleum Development Officer	Field 37 1/3	Off 36
RPI	Private Investigator Registrar	Field 37 1/3	Off 36
RPS	Park Security Officer	Reg 37 1/3	
RPR Officer	Protection and Response	Field 37 1/3	Reg 37 1/3; Office 36
RRS	Radiation Safety Officer	Field 37 1/3	
SAR	Archivist	Off 36	Reg 36
SAT	Archival Technician	Off 36	Reg 36
SAV	Audio Visual Technician	Off 36	Reg 36
SBA	Scientific Assistant	Field 37 1/3	Off 36; Reg 36
SCA	Configuration Analyst	Off 36	Field 37 1/3; Reg 36
SCP	Community Planner	Field 37 1/3	Off 36
SCU	Curator	Field 37 1/3	Off 36
SDP	Draftsperson	Off 36	Reg 36
SEA	Engineering Assistant	Field 37 1/3	Off 36; Reg 37 1/3
SEC	Environmental Researcher	Field 37 1/3	Off 36
SEI	Irrigation Technologist	Reg 37 1/3	Off 36
SET	Engineering Technician	Reg 37 1/3	Off 36
SFM	Fire Meteorologist	Off 36	Reg 36
SFP	Facilities Planner	Field 37 1/3	Off 36
SFR	Forester	Field 37 1/3	Off 36
SFT	Forestry Technician	Field 37 1/3	
SGE	Geologist	Field 37 1/3	Off 36; Reg 37 1/3
SGI	Geographic Information System (GIS) Analysts	Off 36	Field 37 1/3; Reg 36
SHM	Highways Material Manager	Field 37 1/3	
SIB	Business Analyst	Off 36	Reg 36; Field 37 1/3
SID	Information/Data Analysts	Off 36	Field 37 1/3; Reg 36
SIT	Information Technologist	Off 36	Field 37 1/3; Reg 36
SLI	Library Technician	Off 36	Reg 37 1/3
SLP	Land Plans Examiner	Off 36	Reg 36
SLR	Librarian	Off 36	Reg 36
SLS	Lab Scientist	Reg 36	Reg 37 1/3
SLT	Lab Technician Technologist	Reg 36	Reg 37 1/3
SME	Medical Equipment Technician	Field 37 1/3	Off 36; Reg 37 1/3
SMT	Museum Technician	Field 37 1/3	Off 36
SNW	Network Support Technician	Off 36	Reg 37 1/3
SPH	Pharmacist	Off 36	Reg 36; Field 37 1/3
SPI	Photo Interpreter	Off 36	Field 37 1/3
SPP	Park Planner	Field 37 1/3	
SPT	Community Planning Technician	Off 36	Reg 36
SRA	Radio Technician	Reg 37 1/3	Off 36
SRT	Resource Technologist	Field 37 1/3	Off 36; Reg 36; Reg 37 1/3
TAA	Trades Apprentice	Reg 37 1/3	Field 37 1/3
TAD	Apprentice Parts Person	Reg 37 1/3	Field 37 1/3
TAE	Journey person Aircraft Mechanic Engineer	Reg 37 1/3	Field 37 1/3

THE	Journey person Heavy Equipment Mechanic	Reg 37 1/3	Field 37 1/3
TJA	Journey person Mechanic	Reg 37 1/3	Field 37 1/3
TJC	Journey person Carpenter	Reg 37 1/3	Field 37 1/3
TJD	Journey person Parts Person	Reg 37 1/3	Field 37 1/3
TJE	Journey person Electrician	Reg 37 1/3	Field 37 1/3; Off 36
TJH	Journey person Machinist	Reg 37 1/3	Field 37 1/3
TJI	Journey person Painter	Reg 37 1/3	Field 37 1/3
TJL	Journey person Locksmith	Reg 37 1/3	Field 37 1/3
TJM	Supervisory Journey person	Reg 37 1/3	Field 37 1/3
TJP	Journey person Plumber	Reg 37 1/3	Field 37 1/3
TJR	Journey person Refrigeration and Air Conditioning	Reg 37 1/3	Field 37 1/3
TJS	Journey person Instrumentation	Reg 37 1/3	Field 37 1/3
TJW	Journey person Welder	Reg 37 1/3	Field 37 1/3
TPP	Power Plant Engineer	Reg 37 1/3	Field 37 1/3; Off 36
TPT	Third Class Power Plant Engineer	Reg 37 1/3	Field 37 1/3; Off 36
TSS	Shop Supervisor	Reg 37 1/3	Field 37 1/3
TTH	Trades Helper	Reg 37 1/3	Field 37 1/3
TTP	Trades Person	Reg 37 1/3	Field 37 1/3

Update information on pages 227 and 228 of the current CBA.

LETTER OF UNDERSTANDING

#98-12

MAINTENANCE OF THE CLASSIFICATION

PLAN SECTION "B"

CLASSIFICATION JOINT

COUNCIL APPEAL HEARINGS

A) Right to Appeal

The PS/GE Bargaining Agreement states that Permanent employees may appeal the classification decision resulting from a request for a classification review to a Joint Union-Management Appeal Panel, called Classification Joint Council in accordance with Article 5.5) of the PS/GE Bargaining Agreement.

SGEU LONG TERM DISABILITY PLAN FACT SHEET

Application Procedure:

Application packages are available from any SGEU office and at www.sgeu.org.

- Completed application must be sent to the union head office at 1011 Devonshire Drive North Regina, S4X 2X4, within one year of disability occurrence.
- Applicant is responsible for the payment of any expenses involved in having the initial disability claim form completed by a doctor.

LTD Dues Rebate:

- If you have accumulated/earned days in your sick bank when you retire or the month you turn 65 you may be entitled to a rebate on your SGEU LTD dues. Please contact the SGEU LTD Plan for further information.

Contact:

SGEU Long Term Disability Plan, 1011 Devonshire Drive North Regina, S4X 2X4

Telephone: 775-7204 (Regina); 1-800-667-5221 ext. 204

SGEU PORTAPLAN LIFE INSURANCE

- Voluntary plan which offers low cost term life insurance, accidental death and dismemberment, and dependent life insurance to union members, spouses and dependent children.
- Members who participate in this Plan may continue their coverage if they change employers or retire, simply by paying their insurance premiums.
- Guarantee Issue Benefit during the period May 1 to July 31, each year, new members are eligible to apply for one unit of \$20,000 term life without a statement of health.
- Term Life Insurance – members and spouses under age 65 up to 25 units of \$20,000.
- Accidental Death and Dismemberment Insurance 25 units of \$20,000 providing it does not exceed the Term Life amount.
- Young Adult Security Insurance – 25 units of \$20,000 at any time up to age 25.

For further information on the Portaplan, contact:

Saskatchewan Government and General Employees' Union
Portaplan Administrator
1011 Devonshire Drive North
Regina, SK S4X 2X4
Telephone: (306)775-7204 (Regina)
1-800-667-5221 ext. 204

SGEU INFORMATION

SGEU PS/GE Negotiating Committee

Acting Chairperson	Lori Bossaer
Component Chairperson & Acting 1st Vice Chairperson Trades and Technical Component	Merv Braniff

Component Chairpersons:

Acting Human Services Component	Corey McCafferty
Vehicle, Equipment and Operations Component	George McLeod
Administration and Communications Component	Robert Cossette
Legal, Inspection and Regulatory Component	Verne Larson
Support Services Component	Curtis Woytiuk

To contact members of the PS/GE Negotiating Committee call (306)-775-7206 or 1-800-667-5221, ext. 206.

To contact the Union

Union officials are located as follows:

Provincial Office 1011 Devonshire Drive North
Regina S4X 2X4
Telephone: 522-8571 (Regina)
1-800-667-5221 (Toll Free)
FAX: 352-1969
E-mail (general): general@sgeu.org
SGEU website: www.sgeu.org

Saskatoon Office 1114 - 22nd Street West
Saskatoon S7M 0S5
Telephone: 652-1811
1-800-667-9791 (Toll Free)
FAX: 664-7134

Prince Albert Office 33 Eleventh Street West
Prince Albert S6V 3A8
Telephone: 764-5201
1-800-667-9355 (Toll Free)
FAX: 763-4763

If a violation of this contract comes to your attention, or you encounter a workplace problem, please contact the Steward in your area for appropriate action. Stewards who need assistance should contact one of the above offices.

Please contact your Steward first.

Monetary

General wage increases are effective the first day of the pay period on or after the date indicated below:

	October 1, 2016	-	0% wage increase
	October 1, 2017	-	0% wage increase
	October 1, 2018	-	1% wage increase
See Note	October 1, 2019	-	2% combined pension and wage increase
	October 1, 2020	-	2% wage increase
	October 1, 2021	-	2% wage increase

NOTE:

October 1, 2019 – 1.3% wage increase plus 1% pension increase equates to no more than 2% of straight time payroll.

Classification Plan

The parties reaffirm the principles and values jointly outlined in Letter of Understanding 98- 12.

A Terms of Reference will be developed by the Joint Maintenance Committee to identify solutions to Classification Plan issues such as inconsistencies and irregular circumstances.

The following will be considered in the Terms of Reference to maintain the integrity of the job evaluation plan:

- Consistent application of the job evaluation plan;
 - Streamlining forms through technology to achieve efficiencies
 - Common job descriptions where appropriate to achieve efficiencies
 - Centralization of the job evaluation function within the PSC
- A review of comparative descriptions based on the emerging work
- A process to complete audits of classification decisions
- Identification of key priorities (i.e. maintain notes to raters; unique positions, etc.)