



MEMORANDUM OF AGREEMENT
BETWEEN
LIVING SKIES HOUSING AUTHORITY
(The “Employer”)
AND
SASKATCHEWAN GOVERNMENT AND
GENERAL EMPLOYEES’ UNION
(The “Union”)
March 23, 2020

The parties agree to this Memorandum of Agreement including all appendices which constitutes full and final settlement of the terms of the Collective Agreement for the period January 1, 2017 to December 31, 2022 as negotiated by the parties.

All provisions of this amended Collective Agreement and appendices shall take effect following the ratification of this Memorandum of Agreement, unless otherwise stated herein.

Note: Reference numbers to be checked upon final placement of Articles.

ARTICLE 1 DEFINITIONS

1.20 **Sick leave credit means one (1) sick leave credit equals one (1) eight (8) hour day.**

ARTICLE 2 SCOPE

The terms of this Agreement shall apply to all employees of the Technical Services Unit of the Living Skies Housing Authority in Saskatchewan except:

General Manager
Provincial Manager, Housing Technical Operations Services
~~Manager, Building Environment Performance~~
Manager, Construction Services and Programs
Building Science Engineer
Manager, Inspections

ARTICLE 4 UNION SECURITY

4.3.2 Anti-Harassment Policy Statement – Employer HR Policy

- a) Harassment is illegal under *The Saskatchewan Human Rights Code* and ***The Saskatchewan Employment Act*** ~~*The Occupational Health and Safety Act*~~. It is the Employer's responsibility to provide a workplace free from harassment.
- b) Employees have a right to be treated fairly and with respect and work in an environment free of harassment. Employees have a legal responsibility not to participate in harassment. The Employer will not condone or tolerate unwanted, unwelcome attention or disrespectful behaviour that is harassing in nature under the parameters contained with *The Saskatchewan Human Rights Code* and ***The Saskatchewan Employment Act*** ~~*The Occupational Health and Safety Act*~~.

4.7 New Employees

The Employer agrees to acquaint new employees with the fact that a Collective Agreement is in effect, and the requirement of membership as a condition of employment as defined by ~~*The Trade Union Act*~~ ***The Saskatchewan Employment Act***.

4.X Contracting Out

The employer will not contract out bargaining unit work that will result in the lay-off of employees. Where work is to be contracted out which would result in the redundancy, or may lead to job loss for employees in the bargaining unit, Living Skies Housing Authority will provide the Union with four (4) months' notice.

During the notice period, the Joint Union Management Committee shall meet to discuss the reasons and possible alternatives to the proposed contracting out as well as to facilitate potential retraining and/or redeployment opportunities.

ARTICLE 6 GRIEVANCE PROCEDURE

6.10 Arbitration Board – Full Panel

If the party receiving the notice fails to appoint a member of the Arbitration Board, the Chairperson of the Labour Relations Board, on the request of a party to this Agreement, shall appoint a member on behalf of the party failing to make an appointment as per ~~*The Trade Union Act*~~ ***The Saskatchewan Employment Act***.

ARTICLE 11 HOURS OF WORK

11.11 Shift Differential and Weekend Premium

a) Shift Differential

- i) A shift differential shall be paid for all hours worked between the hours of 6:00 p.m. and 7:00 a.m. Shift differential shall not be part of basic wage rates or be used in calculating overtime rates, nor shall it be paid for any hours for which overtime rates are being paid.

~~Effective October 6, 2012 the amount is \$1.63~~

~~Effective October 7, 2013 the amount is \$1.65~~

~~Effective January 1, 2015 the amount is \$1.68~~

~~Effective January 1, 2016 the amount is \$1.71~~

Effective January 1, 2020 the amount is \$1.90

- ii) Shift differential will not be payable in a modified work pattern in a situation where it was not payable under the standard hours of work arrangements.

b) Weekend Premium

- i) A weekend premium per hour shall be paid for all hours worked between the hours of 6:00 p.m. Friday and 7:00 a.m. Monday. Weekend premium shall not be part of basic wage rates or be used in calculating overtime rates, nor shall it be paid for any hours for which overtime rates are being paid.

~~Effective October 6, 2012 the amount is \$0.61~~

~~Effective October 7, 2013 the amount is \$0.62~~

~~Effective January 1, 2015 the amount is \$0.63~~

~~Effective January 1, 2016 the amount is \$0.64~~

Effective January 1, 2020 the amount is \$1.15

ARTICLE 12 PAY ADMINISTRATION

12.9 Vehicles for Employer Business

- a) When any employee is required to use a personal vehicle in the performance of their work, the Employer agrees to pay mileage in accordance with the rates established by the Saskatchewan Public Service Commission, effective on the date as communicated by Saskatchewan Housing.
- b) **Employees who have exceeded 10,000 kilometres on their personal vehicle for Living Skies Housing Authority work in the previous year may claim an expense up to \$250 annually for either additional insurance coverage or for a prepaid emergency roadside assistance program. Employees will be required to complete an expense form and include the original receipt detailing their purchase. Original itemized receipts must be made out in the employee's name (only) and dated between January 1 through to December 31 of that fiscal year. Newly hired employees that are expected to meet or exceed that 10,000 kilometre maximum through the course of the year are also eligible to claim the expense after three (3) months of employment.**
- c) **Employees shall be reimbursed for towing if work related. Receipts are required.**
- d) **Housing Authority-owned vehicles are to be equipped with a first aid kit, fire extinguisher, emergency light and accident report kit. Vehicles driven on highways also require survival kits.**

12.10 Meals

a)	In Province	Out of Province
Per Diem allowance	\$41.00 51.00	\$51.00 61.00
For partial days:		
Breakfast	\$8.00 10.00	\$11.00 13.00
Dinner	\$14.00 18.00	\$16.00 20.00
Supper	\$19.00 23.00	\$24.00 28.00

12.X Accommodation

An amount of \$35.00 per night (no receipts necessary) will be paid for alternate accommodation when employees are not staying in hotels/motels while on Employer business.

12.13 Payroll and Expense Advances

The Employer does not grant payroll advances or employee expense account advances.

ARTICLE 14 VACATION LEAVE AND DESIGNATED HOLIDAYS

14.1 Designated Holidays

Designated holidays shall mean:

New Year's Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Saskatchewan Day	Family Day
Labour Day	Floating Holiday

And any other day legislated by the Federal or Provincial governments as a public holiday.

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 30, 2021

Floating holiday for 2022 – Friday, July 29, 2022

14.3 Vacation Leave

b) Vacation entitlement shall be as follows:

i) Employees shall be granted vacation based upon years of service they will have completed in the fiscal year (January 1 – December 31). Vacation entitlements shall be advanced to employees at the beginning of each fiscal year.

ii) Vacation entitlement shall be as follows:

Up to 7 years of service – 15 days per year prorated for partial years.

The start of the 8th year of service to 14 years of service – 20 days per year prorated for partial years.

The start of the 15th year of service to 21 years of service – 25 days per year prorated for partial years.

The start of the 22nd year of service and thereafter – 30 days per year prorated for partial years.

- iii) Permanent part time employees shall acquire vacation on a pro-rated basis.

14.11 Vacation Entitlement

Employees leaving the service upon retirement at age sixty-five (65) or with thirty-five (35) years of service shall be entitled to pay in lieu of their full vacation entitlement for that year.

ARTICLE 17 OCCUPATIONAL HEALTH AND SAFETY

17.2 Protective Work Wear

In recognition of the requirement to have reasonable and adequate protective work wear given the assortment of assignments involving the Housing Inspectors, Fire Safety Inspectors and Contract Administrators, upon providing receipts shall receive up to \$300.00 as an allowance for the purchase of CSA approved protective work wear once every twenty-four (24) months. Work wear must be CSA approved and includes but is not limited to boots/shoes (lined, waterproof, cold weather), general use or lined coveralls, coats, vests, rain suits, rain jackets, rain pants, gloves or any combination thereof.

17.3 Vaccination and Inoculation

The Employer agrees to take all reasonable precautions to limit the spread of infectious diseases among employees. Where high risk areas which expose employees to infectious or communicable diseases for which there are protective immunizations available, such immunizations shall be provided at no cost to the employee. The Employer shall provide Hepatitis A & B vaccine free of charge, to those employees who may be exposed to bodily fluids. Receipts are required.

ARTICLE 20 TECHNOLOGICAL CHANGE

Will be in accordance with the provisions of ~~The Trade Union Act~~ The Saskatchewan Employment Act.

ARTICLE 21 TERMS OF AGREEMENT

21.1 **Duration**

This Agreement ~~will become effective on October 7, 2012~~ **shall be binding** and shall continue in effect **from January 1, 2017** until December 31, 2016 **2022**, and automatically from year to year thereafter, unless either party gives written notice of its desire to negotiate revisions thereof. Such notice shall be given not less than **sixty (60)** ~~30~~ days and not more than **one hundred and twenty (120)** ~~60~~ days prior to the expiry date of this Agreement.

21.6 **Retroactivity**

Retroactivity applies to current employees of Technical Services **upon signing.** ~~and to the three persons who left Technical Services prior to this agreement (with exception to retro for shift differential and weekend premiums).~~

GENERAL WAGE INCREASES

Effective January 1, 2017 – 0%
 Effective January 1, 2018 – 0%
 Effective January 1, 2019 – 1%
 Effective January 1, 2020 – 1.3% salary increase + 1% increase in employer contributions to employee pension plans
 Effective January 1, 2021 – 2%
 Effective January 1, 2022 – 2%

NOTE: PENSIONS: Effective January 1, 2020 the employee and Employer contributions shall increase to 8.6% each (matching) of gross regular salary for employees in the Public Employees Pension Plan (PEPP).

APPENDIX “A”

TECHNICAL SERVICES PAY SCHEDULE – EFFECTIVE OCTOBER 7, 2013 (add 1.25%)

Level	Hourly Salary Range		Biweekly			
			Avg. 36 Hours/Week	-	Avg. 37 1/3 Hours/Week	-
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	\$18.785	\$23.538	\$1,352.500	\$1,694.763	\$1,402.578	\$1,757.524
2	\$20.286	\$25.421	\$1,460.618	\$1,830.322	\$1,514.693	\$1,898.091
3	\$21.909	\$27.456	\$1,577.433	\$1,976.807	\$1,635.835	\$2,050.009
4	\$23.661	\$29.652	\$1,703.614	\$2,134.963	\$1,766.694	\$2,214.020
5	\$30.922	\$38.750	\$2,226.351	\$2,789.984	\$2,308.785	\$2,893.290
6	\$34.015	\$42.625	\$2,449.053	\$3,068.982	\$2,539.739	\$3,182.615
Shift:	\$1.65					
Weekend:	\$0.62					

TECHNICAL SERVICES PAY SCHEDULE – EFFECTIVE JANUARY 1, 2015 (add 1.7%)

Level	Hourly Salary Range		Biweekly			
			Avg. 36 Hours/Week	-	Avg. 37 1/3 Hours/Week	-
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	\$19.104	\$23.939	\$1,375.492	\$1,723.574	\$1,426.422	\$1,787.402
2	\$20.631	\$25.853	\$1,485.449	\$1,861.438	\$1,540.443	\$1,930.359
3	\$22.281	\$27.922	\$1,604.249	\$2,010.413	\$1,663.644	\$2,084.859
4	\$24.064	\$30.156	\$1,732.576	\$2,171.257	\$1,796.728	\$2,251.658
5	\$31.447	\$39.409	\$2,264.199	\$2,837.414	\$2,348.034	\$2,942.476
6	\$34.593	\$43.349	\$2,490.687	\$3,121.155	\$2,582.914	\$3,236.720
Shift:	\$1.68					
Weekend:	\$0.63					

TECHNICAL SERVICES PAY SCHEDULE – EFFECTIVE JANUARY 1, 2016 (add 1.65%)

Level	Hourly Salary Range		Biweekly			
			Ave. 36 Hours/Week	-	Ave. 37 1/3 Hours/Week	-
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	\$19.419	\$24.334	\$1,398.188	\$1,752.013	\$1,449.958	\$1,816.894
2	\$20.972	\$26.280	\$1,509.959	\$1,892.151	\$1,565.860	\$1,962.210
3	\$22.649	\$28.383	\$1,630.719	\$2,043.585	\$1,691.094	\$2,119.259
4	\$24.461	\$30.654	\$1,761.163	\$2,207.083	\$1,826.374	\$2,288.810
5	\$31.966	\$40.059	\$2,301.558	\$2,884.232	\$2,386.777	\$2,991.027
6	\$35.164	\$44.065	\$2,531.783	\$3,172.654	\$2,625.532	\$3,290.126
Shift:	\$1.71					
Weekend:	\$0.64					

APPENDIX A

TECHNICAL SERVICES PAY SCHEDULE - EFFECTIVE JANUARY 1, 2017 (add 0%)

Level	Hourly Salary Range		Biweekly			
			Avg. 36 Hours/Week		Avg. 37 1/3 Hours/Week	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	\$16.304	\$20.429	\$1173.89	\$1470.89	\$1217.35	\$1525.35
2	\$17.281	\$21.657	\$1244.23	\$1559.30	\$1290.30	\$1617.04
3	\$18.320	\$22.960	\$1319.04	\$1653.12	\$1367.88	\$1714.33
4	\$19.419	\$24.334	\$1398.17	\$1752.05	\$1449.94	\$1816.92
5	\$20.971	\$26.280	\$1509.91	\$1892.16	\$1565.82	\$1962.22
6	\$22.648	\$28.384	\$1630.66	\$2043.65	\$1691.04	\$2119.32
7	\$24.460	\$30.654	\$1761.12	\$2207.09	\$1826.33	\$2288.81
8	\$26.415	\$33.105	\$1901.88	\$2383.56	\$1972.30	\$2471.82
9	\$29.060	\$36.417	\$2092.32	\$2622.02	\$2169.79	\$2719.11
10	\$31.967	\$40.058	\$2301.62	\$2884.18	\$2386.85	\$2990.97
11	\$35.164	\$44.064	\$2531.81	\$3172.61	\$2625.56	\$3290.08
12	\$38.680	\$48.473	\$2784.96	\$3490.06	\$2888.08	\$3619.29
13	\$42.548	\$53.319	\$3063.46	\$3838.97	\$3176.89	\$3981.12
14	\$46.804	\$58.648	\$3369.89	\$4222.66	\$3494.67	\$4379.01
Shift:	\$1.71					
Weekend:	\$0.64					

TECHNICAL SERVICES PAY SCHEDULE - EFFECTIVE JANUARY 1, 2018 (add 0%)

Level	Hourly Salary Range		Biweekly			
			Avg. 36 Hours/Week		Avg. 37 1/3 Hours/Week	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	\$16.304	\$20.429	\$1,173.89	\$1,470.89	\$1,217.35	\$1,525.35
2	\$17.281	\$21.657	\$1,244.23	\$1,559.30	\$1,290.30	\$1,617.04
3	\$18.320	\$22.960	\$1,319.04	\$1,653.12	\$1,367.88	\$1,714.33
4	\$19.419	\$24.334	\$1,398.17	\$1,752.05	\$1,449.94	\$1,816.92
5	\$20.971	\$26.280	\$1,509.91	\$1,892.16	\$1,565.82	\$1,962.22
6	\$22.648	\$28.384	\$1,630.66	\$2,043.65	\$1,691.04	\$2,119.32
7	\$24.460	\$30.654	\$1,761.12	\$2,207.09	\$1,826.33	\$2,288.81
8	\$26.415	\$33.105	\$1,901.88	\$2,383.56	\$1,972.30	\$2,471.82
9	\$29.060	\$36.417	\$2,092.32	\$2,622.02	\$2,169.79	\$2,719.11
10	\$31.967	\$40.058	\$2,301.62	\$2,884.18	\$2,386.85	\$2,990.97
11	\$35.164	\$44.064	\$2,531.81	\$3,172.61	\$2,625.56	\$3,290.08
12	\$38.680	\$48.473	\$2,784.96	\$3,490.06	\$2,888.08	\$3,619.29
13	\$42.548	\$53.319	\$3,063.46	\$3,838.97	\$3,176.89	\$3,981.12
14	\$46.804	\$58.648	\$3,369.89	\$4,222.66	\$3,494.67	\$4,379.01
Shift:	\$1.71					
Weekend:	\$0.64					

TECHNICAL SERVICES PAY SCHEDULE - EFFECTIVE JANUARY 1, 2019 (add 1%)

Level	Hourly Salary Range		Biweekly			
			Avg. 36 Hours/Week		Avg. 37 1/3 Hours/Week	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	\$16.467	\$20.633	\$1,185.62	\$1,485.58	\$1,229.53	\$1,540.58
2	\$17.454	\$21.874	\$1,256.69	\$1,574.93	\$1,303.22	\$1,633.24
3	\$18.503	\$23.190	\$1,332.22	\$1,669.68	\$1,381.54	\$1,731.50
4	\$19.613	\$24.577	\$1,412.14	\$1,769.54	\$1,464.42	\$1,835.07
5	\$21.181	\$26.543	\$1,525.03	\$1,911.10	\$1,581.50	\$1,981.86
6	\$22.874	\$28.668	\$1,646.93	\$2,064.10	\$1,707.91	\$2,140.52
7	\$24.705	\$30.961	\$1,778.76	\$2,229.19	\$1,844.62	\$2,311.73
8	\$26.679	\$33.436	\$1,920.89	\$2,407.39	\$1,992.01	\$2,496.53
9	\$29.351	\$36.781	\$2,113.27	\$2,648.23	\$2,191.52	\$2,746.29
10	\$32.287	\$40.459	\$2,324.66	\$2,913.05	\$2,410.74	\$3,020.91
11	\$35.516	\$44.505	\$2,557.15	\$3,204.36	\$2,651.84	\$3,323.01
12	\$39.067	\$48.958	\$2,812.82	\$3,524.98	\$2,916.98	\$3,655.50
13	\$42.973	\$53.852	\$3,094.06	\$3,877.34	\$3,208.62	\$4,020.91
14	\$47.272	\$59.234	\$3,403.58	\$4,264.85	\$3,529.61	\$4,422.77
Shift:	\$1.71					
Weekend:	\$0.64					

TECHNICAL SERVICES PAY SCHEDULE - EFFECTIVE JANUARY 1, 2020
(add 1.3% plus 1% matched pension)

Level	Hourly Salary Range		Biweekly			
			Avg. 36 Hours/Week		Avg. 37 1/3 Hours/Week	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	\$16.681	\$20.901	\$1,201.03	\$1,504.87	\$ 1,245.50	\$1,560.59
2	\$17.681	\$22.158	\$1,273.03	\$1,595.38	\$1,320.17	\$1,654.45
3	\$18.744	\$23.491	\$1,349.57	\$1,691.35	\$1,399.54	\$1,753.98
4	\$19.868	\$24.897	\$1,430.50	\$1,792.58	\$1,483.46	\$1,858.96
5	\$21.456	\$26.888	\$1,544.83	\$1,935.94	\$1,602.03	\$2,007.62
6	\$23.171	\$29.041	\$1,668.31	\$2,090.95	\$1,730.09	\$2,168.38
7	\$25.026	\$31.363	\$1,801.87	\$2,258.14	\$1,868.59	\$2,341.75
8	\$27.026	\$33.871	\$1,945.87	\$2,438.71	\$2,017.92	\$2,529.01
9	\$29.733	\$37.259	\$2,140.78	\$2,682.65	\$2,220.04	\$2,781.98
10	\$32.707	\$40.985	\$2,354.90	\$2,950.92	\$2,442.10	\$3,060.19
11	\$35.978	\$45.084	\$2,590.42	\$3,246.05	\$2,686.33	\$3,366.24
12	\$39.575	\$49.594	\$2,849.40	\$3,570.77	\$2,954.91	\$3,702.99
13	\$43.532	\$54.552	\$3,134.30	\$3,927.74	\$3,250.36	\$4,073.18
14	\$47.887	\$60.004	\$3,447.86	\$4,320.29	\$3,575.53	\$4,480.26
Shift:	\$1.90					
Weekend:	\$1.15					

TECHNICAL SERVICES PAY SCHEDULE - EFFECTIVE JANUARY 1, 2021 (add 2%)

Level	Hourly Salary Range		Biweekly			
			Avg. 36 Hours/Week		Avg. 37 1/3 Hours/Week	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	\$17.015	\$21.319	\$1,225.08	\$1,534.97	\$1,270.44	\$1,591.80
2	\$18.035	\$22.601	\$1,298.52	\$1,627.27	\$1,346.60	\$1,687.53
3	\$19.119	\$23.961	\$1,376.57	\$1,725.19	\$1,427.54	\$1,789.07
4	\$20.265	\$25.395	\$1,459.08	\$1,828.44	\$1,513.11	\$1,896.14
5	\$21.885	\$27.426	\$1,575.72	\$1,974.67	\$1,634.07	\$2,047.79
6	\$23.634	\$29.622	\$1,701.65	\$2,132.78	\$1,764.66	\$2,211.76
7	\$25.527	\$31.990	\$1,837.94	\$2,303.28	\$1,906.00	\$2,388.57
8	\$27.567	\$34.548	\$1,984.82	\$2,487.46	\$2,058.32	\$2,579.56
9	\$30.328	\$38.004	\$2,183.62	\$2,736.29	\$2,264.47	\$2,837.61
10	\$33.361	\$41.805	\$2,401.99	\$3,009.96	\$2,490.93	\$3,121.41
11	\$36.698	\$45.986	\$2,642.26	\$3,310.99	\$2,740.09	\$3,433.59
12	\$40.367	\$50.586	\$2,906.42	\$3,642.19	\$3,014.04	\$3,777.05
13	\$44.403	\$55.643	\$3,197.02	\$4,006.30	\$3,315.39	\$4,154.64
14	\$48.845	\$61.204	\$3,516.84	\$4,406.69	\$3,647.06	\$4,569.86
Shift:	\$1.90					
Weekend:	\$1.15					

TECHNICAL SERVICES PAY SCHEDULE - EFFECTIVE JANUARY 1, 2022 (add 2%)

Level	Hourly Salary Range		Biweekly			
			Avg. 36 Hours/Week		Avg. 37 1/3 Hours/Week	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	\$17.355	\$21.745	\$1,249.56	\$1,565.64	\$1,295.83	\$1,623.61
2	\$18.396	\$23.053	\$1,324.51	\$1,659.82	\$1,373.56	\$1,721.28
3	\$19.501	\$24.440	\$1,404.07	\$1,759.68	\$1,456.06	\$1,824.84
4	\$20.670	\$25.903	\$1,488.24	\$1,865.02	\$1,543.35	\$1,934.07
5	\$22.323	\$27.975	\$1,607.26	\$2,014.20	\$1,666.77	\$2,088.78
6	\$24.107	\$30.214	\$1,735.70	\$2,175.41	\$1,799.97	\$2,255.96
7	\$26.038	\$32.630	\$1,874.74	\$2,349.36	\$1,944.15	\$2,436.35
8	\$28.118	\$35.239	\$2,024.50	\$2,537.21	\$2,099.46	\$2,631.16
9	\$30.935	\$38.764	\$2,227.32	\$2,791.01	\$2,309.79	\$2,894.35
10	\$34.028	\$42.641	\$2,450.02	\$3,070.15	\$2,540.73	\$3,183.83
11	\$37.432	\$46.906	\$2,695.10	\$3,377.23	\$2,794.90	\$3,502.28
12	\$41.174	\$51.598	\$2,964.53	\$3,715.06	\$3,074.30	\$3,852.62
13	\$45.291	\$56.756	\$3,260.95	\$4,086.43	\$3,381.70	\$4,237.74
14	\$49.822	\$62.428	\$3,587.18	\$4,494.82	\$3,720.01	\$4,661.25
Shift:	\$1.90					
Weekend:	\$1.15					

NOTE: The Employer needs to provide updated information to the benefit page below.

Addendum/Sample For Information Purposes

**2013
 EMPLOYER SPONSORED BENEFITS
 UNIONIZED EMPLOYEES – TECHNICAL SERVICES
 LIVING SKIES HOUSING AUTHORITY**

FULL-TIME EMPLOYEES

BENEFIT	MONTHLY RATE	COMMENTS
Capital Pension Plan	7.25% of monthly salary	Note: Employer contributes 7.25%
Basic Accidental Death & Dismemberment	\$0.044 per \$1,000	Employer pays 100% Principal Sum - \$50,000
Basic Group Life	\$0.22 per \$1,000	Employer pays on 1st \$25,000; Employee pays remainder
Long Term Disability	1.30% of salary	Employee pays SGEU Plan
Dental Care	Family: \$72.12 Single: \$27.21	Employer - 100%
Vision Care Enhanced Vision rate	Family: \$25.83 Single: \$ 8.40	Employer pays up to Standard Vision rate and Employee “tops-up” by paying \$3.61 for family and \$.67 for single. See below for breakdown.
Extended Health	Family: \$131.30 Single: \$ 42.16	Employer - 100%

Rates effective January 1, 2013

Breakdown of Enhanced Vision Insurance Premiums

January 1, 2012 Rates

	<u>Employer Portion</u>	<u>Employee Portion</u>	<u>Total Premium</u>
Family	\$22.97 (86.02%)	\$3.73 (13.98%)	\$26.70
Single	\$ 7.98 (91.98%)	\$.70 (8.02%)	\$ 8.68

January 1, 2013 Rates

	<u>Employer Portion</u>	<u>Employee Portion</u>	<u>Total Premium</u>
Family	\$22.22(86.02%)	\$3.61 (13.98%)	\$25.83
Single	\$ 7.73(91.98%)	\$.67 (8.02%)	\$ 8.40

Signed this ___ day of _____ 2020.

Signed on behalf of:
Saskatchewan Government
and General Employees' Union

Signed on behalf of:
Living Skies Housing Authority

Michael Vereschagin
Chairperson, Negotiating
Committee

Brenda Dejaegher
Negotiating Committee

Ray Sieber
Provincial Manager, Housing
Technical Operations
Living Skies Housing Authority

Andrew Edwards
Negotiating Committee

Kerry Gray
General Manager
Living Skies Housing Authority

Glenn Billingsley
Labour Relations Officer

Mark Bell
Regional Manager
Living Skies Housing Authority