



Special Board Meeting

AGENDA

- 1. Call to Order**
- 2. Introductions**
- 3. Delegation of Authority Report / Rich Report / Updated Financial Statements**
- 4.2.**
- 5. Trustees Meet with Auditors**
- 6. Adjournment**

Meeting Date:		Agenda Item #:	
Topic:	2018-19 Ministry of Education Annual Report and AFS		
Intent:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Background:

The Education Act, 1995

Current Status:

Pros and Cons:

**Financial
Implications:**

Prepared By:	Date:	Attachments:

Meeting Date:		Agenda Item #:	
Topic:			
Intent:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Background:

CUPE 5512 and the Prairie South Board of Education
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	<p>The union declined a request for the final offer to be taken to the membership for ratification.</p> <p>The employer provided notice to the union that they would be contacting the Minister of Labour Relations and Workplace Safety to request mediation support as an impasse had been reached.</p> <p>The mediation process resulted in additional resources for the collective agreement. On June 26, the union agreed to take a revised offer to the membership for ratification, although they reserved the right to advise members to vote against it. The revised offer provided 5.5% over 5 years plus a \$400 signing bonus and a revision to Article 23 to bring it into line with benefits of non-unionized employees in Prairie South.</p> <p>The revised offer was rejected by the CUPE 5512 membership in early September, 2019.</p> <p>A second mediation session was held on October 30, 2019. During that mediation session, the CUPE negotiating team proposed a financial package and the employer agreed to the terms proposed by CUPE. The CUPE proposal included a cost of living increase of 5.5% over 5 years with two 0% increases in the first two years, a \$700 signing bonus for permanent and temporary staff, a pro-rated signing bonus for casual staff based on hours worked during a 10-month period from September 2018 to June 2019 and an adjusted long service benefit.</p> <p>The tentative agreement was ratified by CUPE 5512 during the week of November 11, 2019.</p> <p>In order for the agreement to come into force, it must be ratified by the Board of Education.</p>
Pros and Cons:	
Financial Implications:	<p>Funding for CUPE collective agreements is not provided by the Government of Saskatchewan. The 2019-2020 Prairie South Schools budget includes funds to support the 1% cost of living increase included in the tentative agreement.</p>

	Future cost of living increases will need to be addressed during the global budget process.
Governance/Policy Implications:	Mandates for collective bargaining are set by the Board of Education. The tentative agreement is within the mandate set by the Board of Education.
Legal Implications:	
Communications:	Upon ratification of the tentative agreement, that agreement would become a public document, available to staff and the public on the Prairie South website.

Prepared By:	Date:	Attachments:
Tony Baldwin	November 26, 2019	<ul style="list-style-type: none"> • Draft CUPE 5512 Tentative Agreement (provided at meeting).

Recommendation:

That the Board ratify the CUPE 5512 Tentative Agreement with a term from the date of signing to August 31, 2022, and