

0522413

**Memorial University of Newfoundland, St. John's, Newfoundland
Canadian Union of Public Employees, Local 1615 (CLC)
900 administrative services and technical employees**

A 48-month renewal agreement effective from April 1, 2008 to March 31, 2012, settled in October 2008 at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective	April 1/2008	April 1/2009	April 1/2010	April 1/2011
General Adjustments	8.0%	4.0%	4.0%	4.0%
Annual Rates				
Band 1, Steps 1-36 Includes Clerk	\$25,844-\$36,240 (\$23,930-\$33,556)	\$26,878-\$37,690	\$27,953-\$39,198	\$29,071-\$40,766
Band 5, Steps 1-36 Includes Craftsperson	\$33,771-\$47,354 (\$31,269-\$43,846)	\$35,122-\$49,248	\$36,527-\$51,218	\$37,988-\$53,267
Band 10, Steps 1-36 Includes Archivist	\$46,228-\$64,823 (\$42,804-\$60,021)	\$48,077-\$67,416	\$50,000-\$70,113	\$52,000-\$72,918
Band 15, Steps 1-36	\$69,007-\$96,770 (\$63,895-\$89,602)	\$71,767-\$100,641	\$74,638-\$104,667	\$77,624-\$108,854

Hours of Work:

35 per week (unchanged).

Shift Premium:

0¢ - 72¢ - 72¢ per hour (0¢ - \$2.80 - \$2.80 per shift).

Weekend Premium (new addition):

\$1.25 per hour worked.

Stand-by Pay (new addition):

\$10.00 for each 8-hour shift; \$12.20 on a statutory holiday.

Paid Holidays:

14 days (unchanged).

Paid Vacation:

3 weeks earned after 1 year; 4 after 10; and 5 after 25 (unchanged).

Allowances:

Labrador – paid annually to an employee on a pro-rated basis in accordance with employee's hours of work during the previous 12 month period; Group 1 - \$2,475 (\$2,150) single and \$4,950 (\$4,300) with dependent(s); Group 2 - \$2,875 (\$2,600) single and \$5,725 (\$5,200) dependent; Group 3 (new addition) - \$3,000 single and \$5,975 dependent.

Note: Summary reflects the information received at time of ratification

0522413

Labrador Travel – to offset the cost of travel to areas outside of Labrador; Group 1 - \$750 per employee, \$550 per dependent (\$350 per employee and dependent); Group 2 - \$800 per employee, \$600 per dependent (\$450); Group 3 (new addition) - \$850 and \$650.

Bereavement Leave:

5 (3) days paid for the death of a spouse or child.

Professional Development Fund (new addition):

Effective April 1, 2009, established at \$50,000 per year.

Labour-Management Committees:

Professional Development Funding (new addition) – To be established to consider applications, and to set and maintain the guidelines used to determine the distribution of funds.

Job Evaluation Review (new addition) – To be established to review the job evaluation plan, process and other identified issues with the participation of outside consultants.

Occupational Health & Safety Oversight (new addition) – To be established to develop an appropriate model of committee structures to comply with the regulatory requirements of the *Act*.