

**MEMORANDUM OF AGREEMENT MADE THIS 10TH DAY OF OCTOBER,
2019**

BETWEEN:

**THE CITY OF SASKATOON
(hereinafter called "The City")**

AND:

**SASKATOON EXEMPT STAFF INC.,
(hereinafter called "The Association")**

The Association and the City agree to the following changes to the Memorandum of Agreement.

TERM

Three year term. This Agreement shall be in effect from January 1, 2017 and continue until December 31, 2019.

COMPASSIONATE LEAVE

Modify current Article 8 – Compassionate Leave provision from the Memorandum of Agreement.

Compassionate leave shall be granted based on consideration of the individual circumstances of the case and in accordance with the City's Administrative Policy – Bereavement Leave.

ACTING OR TEMPORARY ASSIGNMENTS

Modify Article 11 – Temporary Assignments provision from the Memorandum of Agreement.

ADD a new paragraph:

Remuneration for temporary assignments will be in accordance with the City's

Administrative Policy – Temporary Assignments – AO4 -027.

JURY DUTY

New Jury Duty provision as set out in the attached Administrative Policy – Jury and Witness Duty.

WAGES

December 1, 2017 – Employees shall receive a 0.50% increase.

July 1, 2018 – Employees shall receive a 1.50% increase.

July 1, 2019 – Employees shall receive a 1.50% increase.

SALARY GRID FORMAT

The Salary Grid format will be changed so information is presented in a Schedule A (Classification List) and Schedule B (Wage Rate) format.

MEMORANDUM OF AGREEMENT


- Exempt Staff Terms and Conditions Redesign


The parties agree that they will recommend this to their principals. It is further agreed that the terms shall come into effect, unless otherwise stated, thirty (30) days after it is approved by both parties.

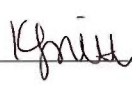
Dated this 13th day of November, 2019, in the City of Saskatoon, in the Province of Saskatchewan.


On behalf of:
The City of Saskatoon

On behalf of:
Saskatoon Exempt Staff Inc.









November 13, 2019

Ms. Kari Smith
President
Exempt Staff Association

Dear Kari:

Re: PARENTING LEAVE

During the discussions of the renewal of the ESA Memorandum of Agreement the City of Saskatoon discussed legislative changes and pending legislative changes being proposed to maternity/adoption leave and parental leave benefits in Canada.

These legislative changes create an opportunity for the City to review its' current parental leave provisions in order to maximize the benefits of the legislative changes and to develop a parenting leave program that is fair and consistent for all employees of the City.

Sixty (60) days following ratification the City will undertake to meet with you to receive input from and discuss alternatives for a common parental leave program for City employees.

It is understood and agreed that the alternative(s) being considered are intended to ensure the City's parental leave program is aligned with both federal and provincial legislation, is building towards a common benefit entitlement across all collective agreements and does not result in any additional financial cost to the City.

The intent of this process is to enable the City to develop a common cost neutral parental leave proposal that can be tabled at the next round of negotiations.

Yours truly,



Marno McInnes
Director, Labour Relations

November 13, 2019

Ms. Kari Smith
President
Exempt Staff Association

Dear Kari:

RE: INCREASED LEISURE PASS SUBSIDY FOR CITY EMPLOYEES

As discussed during the renewal of the ESA Memorandum of Agreement the Association has requested the City increase the discount provided to employees from 25% to 50% for all Individual and Family Leisure passes to increase employee utilization of City leisure facilities. This does not include bulk tickets.

The City Manager is prepared to support a pilot program for a period of approximately 12 months commencing the first of the month following date ratification and expiring on December 31, 2020 unless renewed by the parties. For the duration of the pilot the Exempt Staff Association agrees to promote and encourage the benefits of this pilot to its members.

The City reserves the right to terminate this pilot by providing the Union with thirty (30) days written notice.

Yours truly,



Marno McInnes
Director, Labour Relations