

## EMPLOYEE STATUS AND ALLOWANCES

	CUC Faculty	PAA Faculty	Exempt Staff	Classifications 4-7 (non-exempt)	Classifications 1-3
<b>Salary or Hourly</b>	Salary	Salary	Salary	*Full-time: salary Others: hourly	*Full-time: salary Others: hourly
<b>Educational Allowance</b>	PAA/CUC at 50%; Follow NAD policy for other institutions; Prorated from 50% contract up	PAA/CUC at 50%; Follow NAD policy for other institutions; Prorated from 50% contract up	PAA/CUC at 50%; Follow NAD policy for other institutions Prorated from 50% contract up	PAA/CUC at 50%; Prorated from 50% contract up	PAA/CUC at 50%; Prorated from 50% contract up
<b>RRSP</b>	50% of employee contribution up to \$1,000 (\$500 maximum CUC contribution) Prorated from 50% contract up	50% of employee contribution up to \$1,000 (\$500 maximum CUC contribution) Prorated from 50% contract up	50% of employee contribution up to \$1,000 (\$500 maximum CUC contribution) Prorated from 50% contract up	50% of employee contribution up to \$1,000 (\$500 maximum CUC contribution) Prorated from 50% contract up	50% of employee contribution up to \$1,000 (\$500 maximum CUC contribution) Prorated from 50% contract up
<b>Vacation time</b>	4 weeks	As per contract	4 weeks 5 days flex time	3 weeks for first 9 years 4 weeks 10 years+	2 weeks for first 5 years 3 weeks from 6-9 years 4 weeks 10 years +
<b>Alberta Health</b>	Personal and family	Personal and family	Personal and family	Personal for 75%+ contract; employee contribution for 50-74%	Personal for 75%+ contract; employee contribution for 50-74%
<b>Moving allowance</b>	Per CUC policy	Per CUC policy	Per CUC policy	None	None
<b>Retirement moving allowance</b>	Per NAD policy	Per NAD policy	Per NAD policy	None	None
<b>SDACC Health Benefits</b>	Per Health Benefits policy	Per Health Benefits policy	Per Health Benefits policy	As Health Benefits policy	As Health Benefits policy
<b>Retirement Benefits</b>	Per SDACC Retirement policy	Per SDACC Retirement policy	Per SDACC Retirement policy	As SDACC Retirement policy	As SDACC Retirement policy
<b>Tuition Benefit</b>	One free course (up to 3 credits) for employee and spouse per semester for employees on 75%+ contract (taxable benefit unless required by employer)	One free course (up to 3 credits) for employee and spouse per semester for employees on 75%+ contract (taxable benefit unless required by employer)	One free course (up to 3 credits) for employee and spouse per semester for employees on 75%+ contract (taxable benefit unless required by employer)	One free course (up to 3 credits) for employee and spouse per semester for employees on 75%+ contract (taxable benefit unless required by employer)	One free course (up to 3 credits) for employee and spouse per semester for employees on 75%+ contract (taxable benefit unless required by employer)

\*Full-time in this document means 100% employment (38 hrs/wk for 52 wks/yr)

Present employees who are currently **receiving** an allowance which they would not receive under these new arrangements, will continue to receive that allowance during the term of their employment. This does not include the extended education allowance for those with children not yet enrolled at that level of education.

April 17, 2008