

Dear Association Member:

Please find enclosed two documents relating to the situation at the negotiating table.

The first is the Association's offer of settlement presented to the employer today in contract negotiations. The appendices to this document will soon be available on our website at [www.usaskfaculty.ca](http://www.usaskfaculty.ca), and contain important information that will allow you to estimate the impact of grid reform on your salary.

The second is a response to the employer's February 7 proposal that was mailed to your home addresses. This response was prepared by Jim Cheesman and Michael MacGregor and approved for distribution by the Executive Committee in an attempt to clarify some of the information in the employer's document.

We ask that you continue to monitor developments through the Association's website: [www.usaskfaculty.ca](http://www.usaskfaculty.ca). We will use campus mail to distribute further information on the March 3 meeting agenda and the absentee ballot process. However, late breaking-events at the negotiating table may preclude us from sending hard copies of further bargaining updates.

Please contact us with questions or comments.

Sincerely,



Tracy Marchant,  
On behalf of the USFA Executive Committee

