

CUPE 2950
Changes to the Collective Agreement
April 1 2014 – March 31, 2019

Main Agreement:

1. **Article 3.04** **Staff Finders Hourly Employee**
To become an ongoing SF Hourly employee, the employee must demonstrate pay grade 5 proficiency as one criteria.
2. **Articles 4.01** **Probation Period and 22.08 Orientation Period**
Probation and orientation periods for positions in pay grade 7 through 10 is extended to 6 months (132 days). The probation and orientation period for positions in pay grade 1 through 6 remain at 3 months (66 days).
3. **Article 7.04** **Union Orientation**
New Staff to be permitted to attend Union orientation meeting (ideally) in the first 2 weeks, however, management is not required to ensure they attend.
4. **Article 7.06 (New)** **Member Information**
Union member contact information that the University has in its possession will be provided to the Union.
5. **Article 9** **Human Rights & Respectful Environment**
Emphasis is placed on the right to work in a respectful environment free from bullying and harassment.
6. **Articles 19.02 & 22.05** **Faculty Reorganizations**
Faculty wide reorganization now contemplated when issuing an employee tech change notice or for reassignment of an employee.
7. **Article 19.06** **Placement Umpire**
Named Umpires updated.
8. **Article 22.01** **Job Posting**
Clarified that any recognized leave vacancies may be filled by temporary promotion.
9. **Article 24** **Working Conditions**
Staff representation on building design committees is removed (24.04 deleted), instead staff to be consulted on workspace design and configuration when moving to a newly constructed building.
10. **Article 27.05** **Vacation Carry-Over**
Confirmation that vacation entitlement is not lost when vacation carry-over is exceeded, rather managed immediately.
11. **Article 25.01 & 27.11** **Vacation Pay on Retirement**
Effective January 1, 2016 full year's entitlement of vacation pay out will no longer be available, rather vacation will be paid out only as earned at date of retirement.
12. **Article 28.02 (B) (ii)** **Flexitime Requests**
Departmental responses to flexitime requests shall be in writing to employee and copied to Union.
13. **Article 28.05 (B)** **Shift Differential**
Effective April 1, 2018 evening and night shift differentials will increase 20¢/hr.
14. **Article 30.05** **Medical & Health Benefits**
MSP maintained at 100% employer paid, Dental and EHB maintained at 100% employer paid. Health Accord LOA dissolved and effective January 1, 2016 the Extended Health plan will be modified as follows:
 - \$25 annual extended health deductible replaced with a per prescription deductible equal to dispensing fee;

CUPE 2950
Changes to the Collective Agreement
April 1 2014 – March 31, 2019

- Reduce the massage/physiotherapy from combined \$750 to \$500 per annum;
- Reduce all other paramedical maximum from combined \$600 to \$500 per annum (licensed speech therapist, acupuncturist, chiropractor, naturopath, homeopath, podiatrist, chiropodist, osteopath, dietician, audiologist or occupational therapist)
- Health Spending Account of \$125 added.

Disability Benefit Plan maintained at 100% employee paid, and Basic Group Life maintained at 100% employer paid.

15. 30.06 (F) (i)

WCB Subrogation

Employee to be paid at 68% of their regular pay for each day absent on WCB, rather than at 100%. Payment advanced out of employee's accrued sick days, and UBC reimbursed by WCB.

16. Article 30.07

Maternity Leave & 30.08 Pre-Adoption Leave

Maternity leave, parental leave provisions clarified and adoption SEB replaced with a pre-adoption leave with pay benefit of up to 20 days.

17. Article 30.10

Military Leave

Unpaid leave requests included.

18. Article 31.01

(New) Job Security Provision

The term "classification" is defined and clarified as either "benchmark cluster", "single benchmark" or "unique job". The term "classification" is identified in the same way throughout the Collective Agreement.

19. Article 31.08

Reclassification Wage Award

An awarded reclassification wage rate increase is retroactive to a maximum 21 months prior to the reclassification request date.

Chan Centre Component:

- 1. Article 1.01** **Purpose** – listed classifications updated.
- 2. Article 2.01** **Union Recognition** – language cleaned up.
- 3. Article 3.01** **Definitions**- updated to reflect that front of house, ticket and production are represented by CUPE 2950.
- 4. Article 5.01** **Union Shop** – updated to recognize CUPE 2950 as sole bargaining agent.
- 5. Article 5.02** **New Employees** – updated to reflect CUPE 2950 alone represents staff at Chan Centre.
- 6. Article 27** **Vacation Pay in Lieu** – clarification that pay in lieu is 2% of wages for each week of entitlement and 0.4% of wages for each additional day of entitlement.
- 7. Article 28.01 (e)** **Night Shift Differential**- effective January 1, 2018 the night shift differential increases 20¢/hr.
- 8. Articles 32.01 & 32.05** **Seniority Computation and List**- separate seniority computation and seniority lists for Front of House, Ticket Office and Production.
- 9. Article 36** **Classification Rate Adjustment** – Effective April 1, 2018 three classifications at lowest rate of pay will be adjusted upward.

CUPE 2950
Changes to the Collective Agreement
April 1 2014 – March 31, 2019

Letter of Agreement:

1. **LOA - Article 5.05 Contracting Out-** renewed as is.
2. **LOA - Article 13.01 University Closures-** renewed as is.
3. **LOA - Job Skills Training Program** revised to ensure current funding is maintained.
4. **LOA - Article 22.10 Placement-** revised to reflect current practice of assisting an employee having difficulty placing by providing feedback on job interviews, guidance on skill upgrading through JSTP, and identifying potential job matches (including lowering placement rights on a case-by-case basis as in new article 31.01).
5. **LOA - Article 30.07 Maternity Leave & Repayment** – revised to reflect SEB payment is only applicable to maternity (pregnancy) leave.
6. **LOA - Article 35 Expedited Arbitration-** renewed as is.
7. **LOA - Bargaining Unit Jurisdiction Dispute Resolution Process** – renewed as is recognizing that the Union is to be notified of any position reclassified to another employee group such as AAPS.
8. **LOA - Economic Stability Dividend-** Contingent on growth in BC's GDP above 1% as forecasted, employee will be awarded a GWI equal to ½ %. Payment will be made concurrent with the GWI increases of April 1, 2016, February 1 2017, February 1, 2018 and February 1, 2019 respectively, following each annual GDP calculation in the previous year.

Letter of Understanding:

1. **LOU- Article 22.01 & 22.07 Temporary Transfer & Promotion (new)**
To allow a department to request a temporary transfer (and promotion) of a Staff Finders' employee to backfill any leave of absence vacancy, rather than hire a new employee.
2. **LOU - Article 30.08 Paid (Christmas) Leave (new)**
Eligibility for paid (Christmas) leave is clarified and simplified.

General Wage Increases (GWIs) for all CUPE 2950 employees:

- April 1, 2015 1%
- April 1, 2016 0.5%
- February 1, 2017 1%
- April 1, 2017 0.5%
- February 1, 2018 1%
- April 1, 2018 0.5%
- February 1, 2019 1%