AAPS BARGAINING
SUMMARY OF KEY LANGUAGE CHANGES
July 1, 2025 – June 30, 2029

Article 6.1 Practice and Procedure

Added language confirming that records maintained under the University's GPS Program fulfill the requirements of this article where the unit utilizes the GPS Program.

Article 6.3 - Steps to Problem Resolution

Revised the performance evaluation review process to allow employees who disagree with their evaluation to request a review by the next most senior manager and, if disagreement remains, they're entitled to submit a written response to be retained with the evaluation.

Article 8.7 – Grievances
Letter of Agreement #8 - Grievances

Modified the grievance procedure to require that suspension and termination grievances commence at Step 3 of the grievance process.

Article 8.9 – Removal of Documents

Include Letters of Expectation to the removal process provisioned under this article. Clarified that, notwithstanding the removal, the University may rely on a Letter of Expectation to demonstrate that an employee was made aware of the University's expectations.

Article 10.5 – Routine Availability

Introduced a new article establishing the conditions and requirements for routine availability arrangements where employees are required to be available outside of their standard work week and that treatment of any such time is to be consistent with Article 10.4.

Article 11.2.1 – Carry-over of Unused Vacation Time

Employees are required to schedule all their annual vacation within the calendar year in which It was earned, except for carry-over approved as set out in this Article. Added provision requiring employees with carry-over balances exceeding the approved maximum to reduce their balance to two weeks in the following year, with any remaining excess paid out after Feb 28 of the year after it was carried over in accordance with the agreement.

Article 11.2.2 - Pay-out for Vacation Time

Vacation pay-out will be calculated at the rate at which vacation was earned. The final pay upon end of employment will include any earned vacation balance, after accounting for vacation taken.

Article 13.6.2 – **Transfer of Tuition Fee Benefits**

Expanded the tuition waiver benefit by allowing graduate credit courses for transfer of any unused portion of their twelve credits to their eligible spouse or dependent.

Article 15 – Copies of the Agreement

Eliminated the requirement to print and distribute hard copies of the Collective Agreement.

Document A – Classification Matrix & Salary Grid

Provides for the following general wage increases:

1. July 1, 2025 - Reflect a general wage increase of 3%
2. July 1, 2026 - Increase all minimums and market rates by 3%
   After setting the new market rate, adjust the maximums of pay grades 10 through 18 to 20% above midpoint
3. July 1, 2027 - Increase all minimums, market rates, and maximums by 3%
4. July 1, 2028 - Increase all minimums, market rates, and maximums by 3%

Appendix 1 Supplemental Employment Benefits (SEB) Plan for Maternity & Parental Leave (UBC Top-up Payment)

Parental Leave SEB plan extended to a maximum of 20 weeks from 10 weeks, at 95% of the employees' pre-parental leave salary.

Appendix 2 Supplemental Employment Benefits (SEB) Plan for Compassionate Care and Family Caregiver Leaves

Introduced the Compassionate Care SEB Plan is to supplement the income of an employee by making top-up payments available while the employee is unable to work due to an approved Compassionate Care Leave as established by Part 6 of the Employment Standards Act.

LOA #1 Pay Structure and Salary Administration Process

Key updates to LOA #1:

- Replacement of “midpoint” with “market rate” of a job.
- The market rate for a pay grade is approximately halfway between the minimum and the maximum and reflects employees who possess and demonstrate full job knowledge, qualifications and experience, subject to further salary progression as set out below.
- Replacement of “Career Progress Increments” with “Salary Increases Up to Market Rate” outlining the provision for pay progression.
- Updated the Salary increases Beyond Market Rate provision to eliminate the prescribed implementation deadline tied to an employee's anniversary date. Added language that an employee at market rate shall receive, at a minimum, the increase necessary to maintain market rate.
- Updated merit program that commits the University to paying, at a minimum, an average equal to the General Pay Adjustment.

LOA #17 Salary Treatment - Pay Grades

Established the maximums for all paygrades at 120% of market rate, thereby reducing the maximums of paygrades 10 through 18 to 120% of mid-point. Blue circling employees between the new maximum and 125% of the new maximum.

LOA #18 Salary Treatment - Pay Grades 4 to 7

Added a 1.25% salary increase effective July 1, 2026, for employees in pay grades 4–7, subject to the pay grade maximum.

LOA #19 Sustainable Transportation Program

Introduced the Sustainable Transportation Program with a funding of $650K per year, providing financial support for commuting costs for AAPS members in Pay Grades 4 through 6, in alignment with the university's sustainability goals.

Health Spending Account & Personal Spending Account

Health Spending Account increases from $400/year to $800/year per eligible employee effective January 1, 2027.

Personal Spending Account increases from $200/year to $650/year per eligible employee effective January 1, 2027.

Notice:

The University provided notice to AAPS that, effective as of ratification, that probationary increases would no longer be paid. AAPS members are now entitled to the first step of Market Rate Progression or Merit depending on whether their starting rate was at, or below, Market Rate.