

**CUPE 2950 Bargaining**  
**Summary of Key Language Changes**

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**Articles 3 (Definition of Employee):**

- All language has been updated to reflect a change in the duration a temporary employee may be hired. Employees hired to fill positions of six months or less are now considered as temporary employees.

**Article 19.05 (Retraining):**

- Provides clarity that employees not succeeding in being placed during the three month notice period will elect options in accordance with Article 34 and 22.10, instead of their own set of options under Article 19.

**Article 22.01 (Job Postings):**

- Sets out the expectation of when a job must be posted based on the new temporary employee definition. Only postings more than 6 months now must be posted.

**Article 22.02 (Right to Apply):**

- Provides temporary employees with the same rights to apply for positions as hiring solutions, depending on their service date.

**Article 28.02 (Work Day and Work Week):**

- Provides departments with assurance that if a flex-time schedule has been approved, there will be a 3 month trial period to ensure that the schedule can be made ongoing.

**Article 28.05 (B) (Shift Differential):**

- Increase of the premiums to \$1.00/hr on the “evening shift” and \$1.25/hr on the “night shift”. There is no change to the definitions of what constitutes a “night shift” or “evening shift”.

**Article 30.02 (Bereavement Leave):**

- Expansion to allow time off without deduction of pay in special circumstances for a family member not currently listed.

**Article 30.06 (B) (Proof of Illness):**

- Clarification that when an employee has provided us with “sufficient and satisfactory” medical information and we are requesting additional information, that the department would provide payment for such a request.

**Article 30.06 (C) (Medical and Dental Appointments):**

- Continuing part-time employees now have this entitlement on a pro rata basis according to the number of hours they worked in the previous month.

**Article 30.07 (Maternity, Adoption and Parental Leave):**

- Updated maternity, parental and adoption leave language to align with the legislative changes.

**Article 30.10 (Personal Emergency and other Leave):**

- Expansion of the 1 full day of pay to include a leave for convocation (employee, employee’s spouse or employee’s child) provided the ceremony takes place during their regularly scheduled workday and to volunteer at a UBC event. These reasons are in addition to a personal emergency and can only be used on a one-time basis. For example, you cannot take 0.5 days for a convocation and then another 0.5 days for personal emergency.

**Article 30.14 (Domestic Violence Leave):**

- A new leave provision that is available to employees in circumstances of domestic violence.

**Article 34 (Employment Security):**

- The layoff and recall provisions have been substantially rewritten to streamline the process and clarify the approach at each step of the process.
- Removed the recall process for a temporary employee unless that temporary employee was hired through Hiring Solutions, which is that case they would be returned to the roster for future assignments.

**General Wage Increases:**

- April 1, 2019: 2%
- April 1, 2020: 2%
- April 1, 2021: 2%

**Letter of Agreement (Integrated Renewal Program)**

- Provides a framework for dealing with issues that may arise with respect to the Integrated Renewal Program.

**Letter of Agreement (Conferences & Accommodations)**

- Provides flexibility to Conferences and Accommodations to make appropriate schedule changes in a timely fashion due to the nature of their operations.

**Letter of Agreement (Telecommuting):**

- Establishes a process to create guidelines and a framework for telecommuting requests.

**Letter of Agreement (Inclement Weather)**

- Amended to provide no reduction in pay in the event that a department determines an employee who is scheduled to work when there is a curtailment or cancellation is not required.

**Letter of Agreement (Health Spending Account)**

- The health spending account for eligible CUPE 2950 members will increase from \$125/yr to \$250/yr.