

MEMORANDUM OF AGREEMENT

Between

The University of British Columbia

(the "University")

and

Canadian Union of Public Employees, Local 116

(the "Union")

The parties agree to recommend to their respective principals the following as the renewal of the Collective Agreement (the "current agreement"):

1. Provisions of the current agreement in effect:

All provisions of the current agreement in effect from April 1, 2019 through March 31, 2022 shall continue in effect except as specifically amended or altered by this memorandum. Letters of Understanding and Letters of Agreement are not renewed except as provided for in #3 below.

2. Amendments and alterations agreed to in negotiation meetings:

All items agreed to by the parties' negotiation committees and set out below, and attached to this memorandum, shall amend and alter the current agreement:

Article	Subject Matter	Date of Tentative Agreement
1	Preamble	September 20, 2022
3.06 (c)	Temporary Employees	September 20, 2022
3.06 (e)	Probationary Employee	September 13, 2022
4.01	Discrimination	August 30, 2022
7.02	List of Arbitrators	October 5, 2022
9.01	Seniority	September 29, 2022
10.01	Job Posting	September 20, 2022
12.01 (f)	Standard Daily or Average Weekly Hours	August 30, 2022
12.05	Modification to Work Schedules	September 15, 2022
12.06	Availability for Part-Time Regular and Auxiliary Employees	September 28, 2022
13.03	Meal Allowance	October 5, 2022
14.01	Shift Premium	October 5, 2022
14.02	Weekend Premium	October 5, 2022
15.01 (a)	Paid Holidays	September 15, 2022
16.08	Vacation Pay on Retirement	October 3, 2022
16.09	Vacation Preferences and Schedules	September 13, 2022
16.11	Notice of Termination by Employee	August 30, 2022
17.02	Annual Sick Leave	September 15, 2022
17.03	Leave for Medical and Dental Appointments	September 15, 2022
18.03	Leave of Absence for Full-Time Union or	

	Public Duties	September 15, 2022
18.04	Paid Bereavement Leave	October 4, 2022
18.08	Maternity, Parental & Adoption Leave	October 4, 2022
18.14	Leave for Domestic Violence	August 30, 2022
18.15	Religious & Cultural Observance Leave	October 3, 2022
18.16	Indigenous Leave	October 4, 2022
19.05	Safe Transportation at Night	August 30, 2022
19.08	Professional and Skills Development Fund	September 22, 2022
24.03	Contracting Out	October 5, 2022
25.03	Footwear Allowance	October 3, 2022
22.04	Auxiliary Employees – Benefits Entitlement	August 30, 2022
28.02	Increment Policy	October 5, 2022
28.03	Direct Deposit	September 13, 2022
29	Term of Agreement	October 4, 2022
A/B/C	Rates of Pay	October 4, 2022
	Annotations to Schedule A, B and C	October 5, 2022
	Appendix A	October 5, 2022

3. Letters of Understanding and Agreement:

The agreement shall include the following letters of understanding that are attached to this memorandum:

Letter	Subject Matter	Date of Tentative Agreement
LOU #1	Bookstore	October 5, 2022
LOU #2	Hours of Work – Union Meeting	August 30, 2022
LOU #3	Campus Security Eight Day Work Cycle	September 29, 2022
LOU #4	Student Housing (Residence Life & Admin)	October 4, 2022
LOU #5	Student Housing - Hours of Work	October 5, 2022
LOU #6	Job Classification Umpire	August 30, 2022
LOU #7	Expedited Arbitration	August 30, 2022
LOU #8	Supplemental Employment Benefit	October 4, 2022
LOU #9	Job Selection Dispute Disclosure	August 30, 2022
LOU #10	Apprenticeships	September 20, 2022
LOU #11	Contracting Out	October 5, 2022
LOU #12	SHCS – Food Services Addendum	October 5, 2022
LOU #13	Use of Contractors to Perform Inventory in the Bookstore	August 30, 2022
LOU #14	Student Workers in Food Services	October 5, 2022
LOU #15	Articles 18.01 and 18.02 – Leave for Union Business	August 30, 2022
LOU #16	Internships	September 29, 2022
LOU #17	Opportunities for Underrepresented Groups	September 28, 2022
LOU #18	Recruitment & Retention Initiatives	October 3, 2022
LOU #19	Overpayments	October 5, 2022
LOU #20	Sustainable Transportation Initiative	October 4, 2022
LOU #21	Apprenticeship Incentive Fund	September 20, 2022
LOU #22	Application of 3.06 and LOU #12	October 5, 2022
LOU #23	Sessional Employees	October 3, 2022
LOA #1	Accommodation Process Improvement	

	Working Group	September 22, 2022
LOA #2	Schedule B Review	September 22, 2022
LOA #3	Health Spending Account	October 3, 2022
LOA #4	Public Sector Wage Increases	October 4, 2022
LOA #5	Targeted Wage Adjustments	October 5, 2022
LOA #6	Wage Schedule A	October 5, 2022
LOA #7	Re Article 16.06	October 5, 2022
LOA #8	Cost of Living Adjustment	October 4, 2022

4. Salary Grid:

General Wage Increases

General Wage Increases as follows and to be included in a renewed Collective Agreement.

April 1, 2022	Increase all rates of pay by a flat rate of \$0.25 per hour and a 3.24% GWI.
April 1, 2023	Increase all rates of pay by the annualized average of BC CPI over twelve months starting on March 1, 2022 to a minimum of 5.5% and a maximum of 6.75%, subject to COLA LOA (LOA #8).
April 1, 2024	Increase rates of pay by the annualized average of BC CPI over twelve months starting on March 1, 2023 to a minimum of 2.0% and a maximum of 3.0%, subject to the COLA LOA (LOA #8)

5. Term:

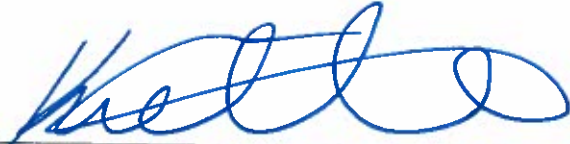
The term of the agreement shall be from April 1, 2022 and up to and including March 31, 2025.

6. Ratification:

When both parties have ratified the agreement and notified each other in writing, the agreement shall come into effect.

Agreed to this 5 day of 2022.

FOR THE UNIVERSITY:



Korey Onyskevitch



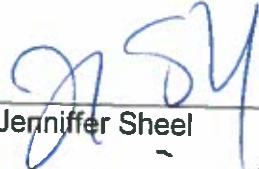
Matthew Furgal



David Kiloh



Steve Alb



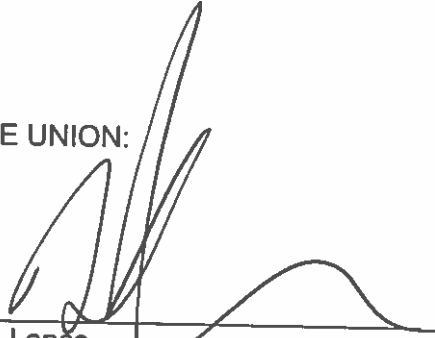
Jenniffer Sheel



Michelle Tan

Catherine Ouellet

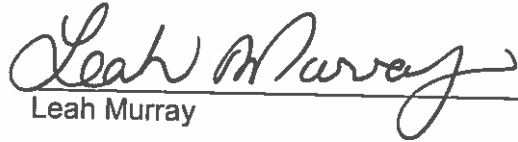
FOR THE UNION:



David Lance



Jessica Clement



Leah Murray



Richard Gee



Rigel Abanes



Andrew Russell



Christy McGregor