
**CUPE 116 AQUATIC CENTRE BARGAINING
SUMMARY OF KEY LANGUAGE CHANGES
January 1, 2023 – December 31, 2025**

Preamble:

Reframes the entire agreement consistent with the parties' mutual interest in an inclusive, diverse, anti-racist, and respectful workplace.

Housekeeping Changes:

Minor changes to the collective agreement such as titling of articles and revising land acknowledgement. Cashier Attendants have been renamed Front Desk Attendants.

Article 5.03(c) (Student Employee)

Graduating students now able to retain student status until September 30th of the year they are scheduled to graduate.

Article 5.04 (Casual Employees):

Alignment of casual employee appointments with academic sessions.

Article 12.03 (Trial Period):

Student employees working in a different classification will serve a trial period of eighty (80) accumulated hours worked in the new position or three (3) months, whichever comes first. Employees deemed unsuitable for the new position may return to their former position

**Article 14.01(c) (Normal Hours – Permanent and Casual Employees) and
Article 14.04 (Overtime and Overtime Rates):**

Alignment of casual status employees with student employees in terms of hours of work and when overtime is triggered. Casual and Student employees' normal hours of work is eight (8) hours per day.

Article 14.05 (Student and Casual Work Scheduling):

Changes to the scheduling process from a sign-up process to an assignment of shifts by management based on the employee's availability.

Article 14.11 (Shift Premium):

Effective January 1, 2023 evening shift premiums go from \$0.35/hr to \$0.50/hr for all hours worked between 8:00 p.m. and 11:00 p.m.

Effective January 1, 2023 night shift premiums go from \$0.45/hr to \$0.75/hr for all hours worked between 11:00 p.m. and 8:00 a.m.

Article 14.12 (Weekend Premium):

Effective January 1, 2023 shift premiums go from \$0.35/hr to \$0.75/hr for all hours worked between 8:00 a.m. and 8:00 p.m. on a Saturday or on a Sunday.

Article 14.13 (Instructional Wage Rates):

Addition of the instructor wage rates into the agreement including a commitment to post instructional hours monthly.

Article 15.01 (Paid Holiday Entitlement):

National Day for Truth and Reconciliation added as a statutory holiday.

Article 17.02 (Sick Leave Entitlement)

Incorporated and clarified the illness and injury entitlement as per the Employment Standards Act.

Article 18.02 (Bereavement Leave):

Expansion to the definition of family to include bereavement leave for an indigenous elder or close family member for self-identifying indigenous employees.

Article 18.09 (Indigenous Leave for Ceremonial, Cultural or Spiritual Events):

Up to two days' paid leave for self-identifying Indigenous members to participate in ceremonial, cultural or spiritual events.

Article 18.10 (Religious & Cultural Observance Leave):

Supporting diversity by recognizing cultural and religious observances for our entire community and providing several options to support leave requests.

Article 19.02 (Increment Policy):

Casual employees will be entitled to receive step increases effective January 1, 2024.

Article 25.03 (Recertification)

The Aquatic Centre will host a minimum of two National Lifeguard and two CPR-C recertification clinics per year for those employees who have accumulated four hundred (400) hours of work.

Article 25.04 (Clothing Allowance):

The clothing allowance for permanent employees has increased from \$75.00 to \$150.00 per year.

Schedule A: General Wage Increases/Cost of Living Adjustment LOA

- 1) January 1, 2023 - Increase all rates of pay by a flat rate of \$0.25 per hour and a 3.24% GWI.
- 2) January 1, 2024 - Increase all rates of pay by 6.75% GWI. (Note: GWI Yr 2 is based on recognition of a COLA amount of 1.25% in addition to a 5.5% wage Increase).
- 3) January 1, 2025 - 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 #3).
- 4) COLA LOA to provide additional clarity on how to determine COLA adjustments for January 1, 2024 and January 1, 2025.

Article 27.01 (Duration of the Collective Agreement)

Three (3) year term commencing January 1, 2023 and expiring December 31, 2025.

NEW LOA #3 Re: Cost of Living Adjustments

Clarification on how the cost of living adjustments noted above will be calculated for each 12 month period.

NEW LOA#2 Re: Targeted Wage Adjustments – Front Desk Attendants (Cashiers)

Effective January 1, 2024 all front desk attendants will receive \$0.50/hr in addition to the general wage increases.

NEW LOA #1 Re: Scheduling and Staffing Levels Working Group

Creation of a Working Group to trial new ways to address scheduling and staffing level concerns. Key principles of the working group to consider include:

- Aquatic Centre is primarily a student employment centre
- Weekend and instructional work are necessary components to operations
- Student and casual employees will be required to submit their availability including for lesson instruction.
- Schedules will be created based on availability provided by the student in seniority order.
- Unless unable due to special circumstances, student and casual employees will be expected to commit to working a minimum of eight (8) hours per week which must include four (4) consecutive hours of availability over the weekend.
- If a student or casual employee identifies a maximum number of hours they wish to work, their scheduled hours of work cannot exceed that maximum. Student and casual employees' stated maximum hours of work can only be exceeded by employee choice.

- A commitment from the Aquatic Centre to review and revise the volume and distribution of the facility programming schedule.

NEW LOU #1 Re: Overpayments:

An agreement of terms on repayment of monies owed to the University based on the employee's wages.