
CUPE 2950 BARGAINING
SUMMARY OF KEY LANGUAGE CHANGES
April 1, 2022 – March 31, 2025

Article 1.01 General Purpose:

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

**Article 19.02 Definition, Technological, Automation and other Changes and
Article 34.02 – Definition (Employment Security)**

The definitions of *technological change* and *layoff* have been clarified to distinguish layoffs caused from restructures, project work and/or lack of funding from layoffs triggered as a result of a change in the manner in which the University carries out its work that is related to automation or the introduction of equipment.

Article 13.08 (Taxi Vouchers):

Language expanded to include reasonable transportation options and to capture the importance of employee safety when commuting at night.

Article 26.02 (List of Statutory Holidays):

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

Article 28.02 (Work Day and Work Week):

Expansion of the language to include hybrid work arrangements with consideration given to whether regular, in-person attendance is required or would be beneficial to team engagement, collaboration and the workplace experience. Leaders must ensure all hybrid work arrangements are in accordance with UBC Remote Work Guidelines and/or other University policies. No employee should be working 100% remotely.

Article 28.05 (Shift Differential):

Effective April 1, 2022 shift premiums go from \$1.00/hr to \$1.25/hr for evening shifts and \$1.25/hr to \$1.50/hr for night shifts.

Article 30.06 (Sick Leave):

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

Article 30.02 (Bereavement Leave):

Bereavement leave entitlements increased from three to five days and the definition of immediate family expanded. Language has also been amended to include leave for an indigenous elder or close family member for self-identifying indigenous employees.

Article 30.15 (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 30.16 (Political Leave – NEW)

Leave of absence without pay provided to employees who wish to seek political office in accordance with UBC Policies.

Article 30.17 (Indigenous Leave):

Addition of two (2) days paid leave per calendar year for a self-identifying indigenous employee to participate in ceremonial, cultural or spiritual events.

Article 36 (General Wage Increases/Cost of Living Adjustment LOA)

- 1) April 1, 2022 - Increase all rates of pay by a flat rate of \$0.25 per hour and a 3.24% GWI.
- 2) April 1, 2023 - 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) 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*.
- 4) COLA LOA to provide additional clarity on how to determine COLA adjustments for April 1, 2023 and April 1, 2024.

Article 38.01 (Duration of the Collective Agreement)

Three (3) year term commencing April 1, 2022 and expiring March 31, 2025.

NEW LOA 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 Re: Targeted Wage Adjustments – Lower Pay Grades

- Effective April 1, 2023 all employees in pay grades 1-4 will receive \$0.25/hr.
- In addition to the above, employees in pay grade 1 step 1 (excluding Hiring Solutions employees) will receive a further \$0.25/hr effective April 1, 2023 and another \$0.25/hr effective April 2024.

NEW LOA Re: Article 31 – Job Evaluation

Establishment of a Joint Job Evaluation Review Committee with representatives from the Union and the University to review the Job Evaluation System and make recommendations.

NEW LOA Re: Personal Health Spending Account

Creation of a personal health spending account providing eligible CUPE 2950 members with \$125.00/year effective January 1, 2024.

LOA Re: Health Spending Account

Health Spending Account increases from \$250/yr to \$375/year per eligible employee effective January 1, 2024.

NEW LOA Re: Sustainable Transportation Program:

\$75,000 per year in funding set aside to explore sustainable transportation options such as discounted transit passes, van pools for eligible employees.

NEW LOA Re: Pension Plan

UBC Pension Plan extended to part-time hourly and Chan Centre hourly employees who meet eligibility requirements of the plan effective September 1, 2023.

NEW LOU Re: Opportunities for Underrepresented Groups:

Establishment of a working group to develop strategies to attract, retain and promote members of underrepresented groups and to consider areas within the Collective Agreement where amendments could be considered to advance and promote equity, diversity and inclusion.

NEW LOU Re: Overpayments:

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

CHAN COMPONENT:

Article 28.01(e) (Work Day and Work Week):

Effective April 1, 2022 night shift premiums go from \$1.50/hr to \$2.00/hr for each hour worked between 1:00 a.m. and 7:00 a.m.

Article 30 (Benefits)

Incorporated and clarified the illness and injury entitlement in the Employment Standards Act for on-call employees.

Further clarity provided on the benefits applicable to Chan Centre employees from the Main Agreement.

LOU Re: Work Practices at the Chan Centre (Allowance for Footwear)

Footwear allowance goes from \$200 every two (2) calendar years to \$250.

LOA Re: Targeted Wage Adjustments – Lower Pay Grades – Chan Component

Targeted wage adjustment of \$0.25/hr provided to the following positions effective April 1, 2023:

- Ticket Seller
- Ticket Captain
- Front of House Attendant
- Front of House Captain 1
- Front of House Captain 2
- Student Assistant Ticket Seller