

MEMORANDUM OF AGREEMENT

Between

The University of British Columbia Aquatic Centre

(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 January 1, 2020 through December 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
	Omnibus Housekeeping	March 13, 2023
	Changes to Job Titles	March 13, 2023
	Land Acknowledgment	March 13, 2023
	Preamble	March 13, 2023
2.02	Union Officers and Committee Members	March 13, 2023
3.02	No Discrimination	March 13, 2023
4.03	Transmittal to Union	March 13, 2023
5.03(C)	Student Employee	March 20, 2023
5.04	Casual Employee	March 20, 2023
8	Grievance Procedure	March 13, 2023
9.01	List of Arbitrators	March 20, 2023
12.03	Trial Period	March 20, 2023
13.00	Layoff and Recall	March 13, 2023
14.01(C)	Normal Hours – Permanent and Casual Employees	March 28, 2023
14.04	Overtime and Overtime Rates	March 28, 2023
14.05	Student and Casual Work Scheduling	March 28, 2023
14.11	Shift Premium	March 28, 2023
14.12	Weekend Premium	March 28, 2023
14.13	Instructional Wage Rates	March 28, 2023
15.01	Paid Holiday Entitlement	March 13, 2023
17.02	Sick Leave Entitlement	March 20, 2023

17.03	Sick Leave Bank	March 20, 2023
18.02	Bereavement Leave	March 28, 2023
18.05	Academic Leave	March 20, 2023
18.06	General Leave	March 20, 2023
18.09	Indigenous Leave for Ceremonial, Cultural or Spiritual Events	March 13, 2023
18.10	Religious and Cultural Observance Leave	March 13, 2023
19.01	Pay Periods	March 13, 2023
19.02	Increment Policy	March 28, 2023
20.04	Job Classification Umpire	March 13, 2023
25.03	Recertification	March 28, 2023
25.04	Clothing Allowance	March 28, 2023
27.01	Duration of the Collective Agreement	March 28, 2023
Schedule A	Wages	March 28, 2023

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	Overpayments	March 20, 2023
LOA #1	Scheduling and Staffing Levels Working Group	March 28, 2023
LOA #2	Targeted Wage Adjustment – Front Desk Attendants	March 28, 2023
LOA #3	Cost of Living Adjustment	March 28, 2023
LOA #4	Public Sector Wage Increases	March 28, 2023

4. Salary Grid

General Wage Increases

General Wage Increases as follows and to be included in a renewed Collective Agreement. Retroactive payments to be made to active employees as of the date of ratification.

January 1, 2023	Increase all rates of pay by a flat \$0.25/hour and a 3.24% GWI.
January 1, 2024	Increase all rates of pay by a 6.75% GWI. (Note: Year 2 GWI is based on recognition of a COLA amount of 1.25% in addition to a 5.5% wage increase).
January 1, 2025	Increase rates of pay by the annualized average of BC CPI over twelve months starting March 1, 2023 to a minimum of 2% and a maximum of 3%, subject to the COLA LOA.

5. Term

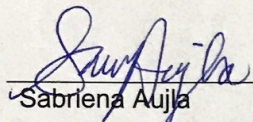
The term of the agreement shall be from January 1, 2023 and up to and including December 31, 2025.

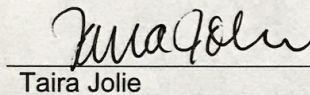
6. Ratification

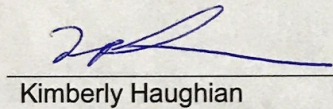
When both parties have ratified the agreement and notified each other in writing, the agreement shall come into effect.

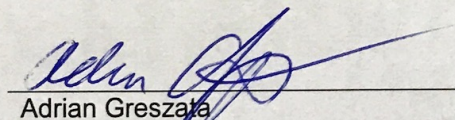
Agreed to this 28th day of march, 2023.

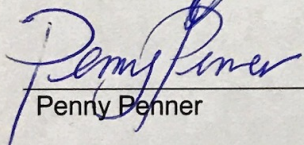
FOR THE UNIVERSITY:


Sabriena Aujla

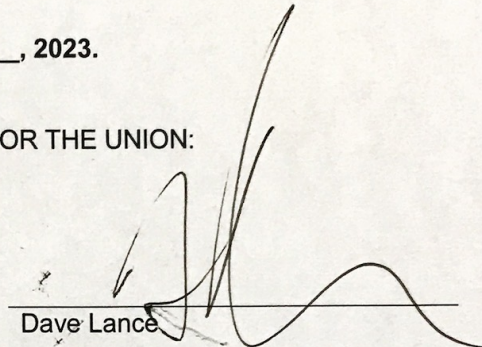

Taira Jolie

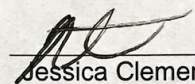

Kimberly Haughian

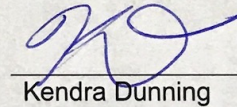

Adrian Greszala

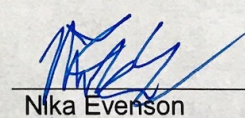

Penny Penner

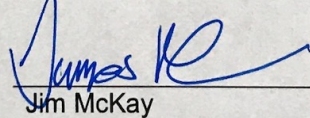
FOR THE UNION:

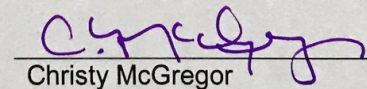

Dave Lance


Jessica Clement


Kendra Dunning


Nika Evenson


Jim McKay


Christy McGregor
