

CUPE 116 BARGAINING

SUMMARY OF KEY LANGUAGE CHANGES - 2022

Article 1 Preamble:

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

Article 3.06 (Employee Definitions):

- 1) Updated the temporary employee language with flexibility for project specific hiring in requiring the Union to agree to extensions for such purposes and further limiting any entitlements to hiring preference.
- 2) Provided clarity that when an employee is on an unpaid leave of absence exceeding five (5) days, the probationary period will be extended automatically for the period of leave.

Article 10.01 (Job Posting):

Amended to facilitate electronic postings for all positions where employees have University provided access to a device to view postings.

Article 12.06 (Availability for Part-time Regular & Auxiliary Employees):

Introduction of a minimum availability for all part-time employees for one (1) day per week consistent with shifts scheduled.

Article 13.03 (Meal Allowance):

Meal allowance goes from \$12.00 to \$20.00.

Article 14.01 (Shift Premium):

Shift premiums go from \$.80/hr (evening) and \$1.00/hr (night) to \$1.00/hr (evening) and \$1.25/hr (night).

Article 14.02 (Weekend Premium):

Weekend premium increases from \$.80/hr to \$1.00/hr.

Article 17.02 (Annual Sick Leave):

Eliminated the need to post sick leave credits and provided clarity around the legislated sick leave.

Article 18.04 (Bereavement Leave):

Bereavement leave entitlements amended to include leave for an indigenous elder or close family member for self identifying indigenous employees.

Article 18.15 (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 18.16 (Indigenous Leave):

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

Article 16.06 (Vacations – Part-time and Auxiliary Employees):

Agreement by the parties to establish a working group to determine the most appropriate method of calculating and accruing vacation for Part-time Regular employees who are variably scheduled. The purpose is to establish a system that accurately provides these employees with their earned vacation as paid-time off in a manner that is configurable within the University's payroll and human resources systems.

Article 24.03 (Contracting Out)

- 1) Increase to the contracting out threshold to \$75,000 from \$50,000.
- 2) Added flexibility to assist with faculty recruitment and retention by facilitating the use of contractors to renovate, refit, or build research space (labs and offices) where internal forces are unavailable without delay.

Article 25.03 (Allowance for Footwear)

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

Article 29 (Term of Agreement):

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

General Wage Increases/COLA 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 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 the COLA LOA*.

- 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.

Annotations to Schedule A/B/C

- 1) Increase the Heavy Duty Equipment Technician ticket to \$3.00 per hour from \$2.50 per hour as a standing premium
- 2) Increase the Arborist ticket to \$1.75 per hour from \$1.50 per hour as a standing premium
- 3) Engineering Technician 4 and Head Engineering Technician classifications who hold a valid Trades Qualification or Red Seal standing premium increased to \$1.75 per hour from \$1.50 per hour.
- 4) On April 1, 2023 all premiums within Schedule A/B/C will increase by 10% to the next five cent (\$0.05) value.

Letters of Understanding #10/Letter of Understanding #21 (Apprenticeships):

Expansion of the committee's purpose to look at opportunities for historically underrepresented candidates with an understanding of direct funding from the Apprenticeship Fund for facilitating the hiring of apprentices from historically underrepresented groups.

Letter of Understanding #12 (Food Services):

Updated to reflect scheduling issues within Food Services.

Letter of Understanding #17 (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.

Letter of Understanding #18 (Recruitment & Retention Initiatives):

Understanding to support recruiting initiatives that may require modifications to terms and conditions by establishing a framework to address these and placing an obligation on the union not to withhold agreement unreasonably.

Letter of Understanding #19 (Overpayments):

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

Letter of Understanding #20 (Sustainable Transportation Program):

Expansion of the Sustainability Transportation Program with increased funding from \$75,000 per year to \$200,000 per year with an understanding that the parties will commit to reviewing eligibility (currently supporting a 50% transit subsidy for employees earning <\$21/hr)

Letter of Agreement – (Wage Schedule A):

Simplification of Schedule A by reducing the number of pay grades substantially and re-organizing it.

Letter of Agreement - (Wage Adjustment – Lower Pay Grades):

A targeted additional wage increase of \$0.25 per hour on April 1, 2023 for all positions in the Current Wage Schedule A at or below Pay Grade 14.

Letter of Agreement – Health Spending Account:

The Health Spending Account for eligible CUPE 116 members will increase from \$350 per year to \$500 per year.