

## 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, 2022 through March 31, 2025 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
ALL	Self-Identifying References	November 18, 2025
3.06 (d)	Grant Employee	November 14, 2025
3.06 (e)	Probationary Employee	April 15, 2026
7.02	List of Arbitrators	October 10, 2025
9.06	Transfer Outside of Bargaining Unit	October 10, 2025
13.03	Payment For Or Supply Of Meals	April 14, 2026
13.05 (c)	Call Out – Trouble Call - Standby	April 15, 2026
14.01	Shift Premium	April 15, 2026
14.02	Weekend Premium	April 15, 2026
16.04	Vacation Schedule	April 15, 2026
16.09	Vacation Preferences and Schedules	November 14, 2025
17.02	Annual Sick Leave	April 15, 2026
17.04	Employee's Report of Illness	November 18, 2025
18.07	Citizenship Leave	April 14, 2026
18.08	Maternity, Parental, and Adoption Leave	April 15, 2026
18.17	Convocation & Volunteer Leave	April 15, 2026
23.17	First Aid	April 14, 2026
25.03 (a)	Allowance for Footwear	April 14, 2026
25.03 (b)	Allowance for Non-Safety Footwear	April 14, 2026
29	Term of Agreement	April 15, 2026
A/B/C	Rates of Pay	April 15, 2026
	Annotations to Schedule A, B and C	April 15, 2026

The parties agree that changes to the Article set out below, unless otherwise stated, shall come into effect on April 1, 2026:

1. 13.03 – Payment For or Supply of Meals
2. 13.05 (c) – Call Out – Trouble Call - Standby
3. 18.07 – Citizenship Leave
4. 23.17 – First Aid
5. 25.03 (a) - Allowance for Footwear
6. 25.03 (b) – Allowance for Non-Safety Footwear
7. LOU #8 – Supplemental Employment Benefit (Parental)

### 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	November 4, 2025
LOU #2	Hours of Work – Union Meeting	October 10, 2025
LOU #3	Campus Security Eight Day Work Cycle	November 18, 2025
LOU #4	Student Housing (Residence Life & Admin)	April 15, 2026
LOU #5	Student Housing - Hours of Work	October 10, 2025
LOU #6	Job Classification Umpire	October 10, 2025
LOU #7	Expedited Arbitration	October 10, 2025
LOU #8	Supplemental Employment Benefit	April 15, 2026
LOU #9	Job Selection Dispute Disclosure	October 10, 2025
LOU #10	Apprenticeships	October 10, 2025
LOU #11	Contracting Out	November 18, 2025
LOU #12	SHCS – Food Services Addendum	December 9, 2025
LOU #13	Use of Contractors to Perform Inventory in the Bookstore	December 4, 2025
LOU #14	Student Workers in Food Services	November 4, 2025
LOU #15	Articles 18.01 and 18.02 – Leave for Union Business	October 10, 2025
LOU #16	Internships	October 10, 2025
LOU #17	Opportunities for Underrepresented Groups	October 10, 2025
LOU #18	Recruitment & Retention Initiatives	October 10, 2025
LOU #19	Overpayments	October 10, 2025
LOU #20	Sustainable Transportation Initiative	April 15, 2026
LOU #21	Apprenticeship Incentive Fund	October 10, 2025
LOU #22	Application of 3.06 and LOU #12	November 4, 2025
LOU #23	Sessional Employees	October 10, 2025
LOU #24	Accessibility Shuttle Drivers	December 4, 2025
LOU #25	Joint Committee on Artificial Intelligence	November 18, 2025
LOA #1	Accommodation Process Improvement Working Group	October 10, 2025
LOA #2	Schedule B Review	October 10, 2025

LOA #3	Health Spending Account	April 15, 2026
LOA #4	Minimum Wage	April 15, 2026
LOA #5	Appendix 'A'	April 14, 2026
LOC	Personal Spending Account	April 14, 2026
LOC	Seasonal Employees 3.06 (e)	April 14, 2026

**4. Housekeeping**

The parties have agreed to housekeep the Collective Agreement as required to reflect any errors, omissions or changes pursuant to this memorandum.

**5. 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.

April 1, 2025	Increase all rates of pay by 3%.
April 1, 2026	Increase all rates of pay by 3%.
April 1, 2027	Increase all rates of pay by 3%.
April 1, 2028	Increase all rates of pay by 3%.

**5. Term:**

The term of the agreement shall be from April 1, 2025 and up to and including March 31, 2029.

**6. Ratification:**

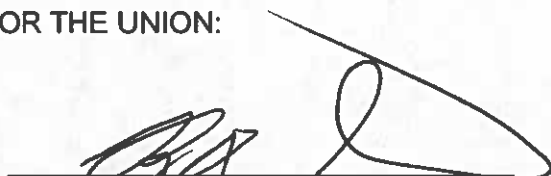
When both parties have ratified the agreement and notified each other in writing, the agreement shall come into effect.


Agreed to this 15<sup>th</sup> day of April 2026.

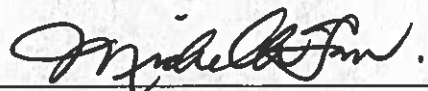
FOR THE UNIVERSITY:


  
 Corey Onyskevitch

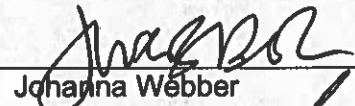
FOR THE UNION:

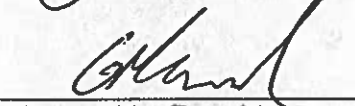
  
 Roger De Pieri

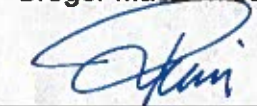
  
Hassib Hasanzadeh

  
Michelle Tan

  
Mike Paley


  
Johanna Webber

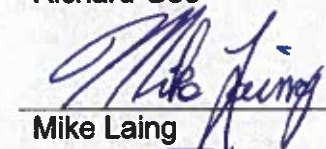
  
Gregor MacDonald

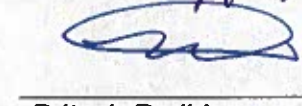
  
Katie Pikor

  
Deea Bailey

  
Roger Newell

  
Richard Gee

  
Mike Laing

  
Pritesh Padhiar

  
Elinor Morris

Oct 10/25  
9:40 AM

**Bargaining Proposal: Housekeeping Items**

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: ARTICLES - TOC, ARP, 7, 11, 12, 15, 17, 18, 22, 29, SCHEDULE A/B/C, ANNOTATIONS to SCHEDULES A/B/C, APPENDIX "A", APPENDIX "B", LOU #3**

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The following articles will be amended as set out below:

- **TABLE OF CONTENTS** – Update and Housekeep as required
- **THE AGREEMENT RATIFIED BY THE PARTIES ON** – Update and Housekeep as required
- **ARTICLE 7 – Arbitration**
  - 7.02 List of Arbitrators and Umpires common arbitrator – Update Arbitrators Names
- **ARTICLE 11 – Layoff and Recall Procedure**
  - 11.04 (3) (iii) makes reference to 24.02 (d) which is incorrect it should be 24.02 (h) page 46
- **ARTICLE 12 - Hours of Work**
  - 12.01 (f) – missing – (f) should start where it says ALL CLERICAL... page 53
- **ARTICLE 15 – Holidays**
  - 15.01 Paid Holidays - Labour Day **First** Monday in September page 65
    - The word 'First' needs to be tabbed over to Monday
- **ARTICLE 17 – Sick Leave**
  - 17.02 – also makes reference to 12.01 (f) typo - on page 74 & 75
- **ARTICLE 18 – Leave of Absence**
  - 18.07 – For greater clarity add – 'and/or attend their ceremony'

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**Errors and Omissions Excepted**

**Please note:** Page references noted in this document are based on the printed version of the Collective Agreement and may differ from those in the digital version.

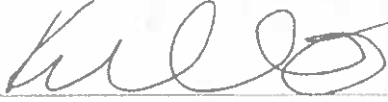
- **ARTICLE 22 - Employee Benefits**
  - 22.06 – lck (typo) change to sick on page 110
  
- **ARTICLE 29 - Term of agreement**
  - Update terms of agreement on page 129
  
- **SCHEDULE A/B/C – Rates of Pay**
  - Update Schedule A to reflect new changes since last printing of CA
    - Example Clerk Driver PG 9a/9LA to PG 5 +1%
    - Update ASD to reflective of 9a/9LA to be reflective of 85% of new schedule A. Seems to have been missed in the Schedule A review. Retro applies
  - Add ASD to Schedule A in CA
  - Add New Schedule D (Res Life)
  - Re-title Schedule name SCHEDULE A/B/C/D
    - Correct schedule where applicable throughout the CA
  
- **ANNOTATIONS to Schedules A, B, and C**
  - Junior Welder - insert into Collective Agreement (agreed to previously)
  
- **APPENDIX “A”**
  - Review and revise accordingly
  
- **APPENDIX “B”**
  - Housekeep reference to Schedule D page 172
  
- **LOU #3**
  - Add reference to 18.04 here for consistency
  
- **Amend and re-number any Articles, LOU’s and LOA’s to reflect agreed changes made.**

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***Errors and Omissions Excepted***

***Please note: Page references noted in this document are based on the printed version of the Collective Agreement and may differ from those in the digital version.***

For the University:



Korey Onyskevitch  
Senior Employee Relations Manager

APRIL 15, 2026

Date

For the Union:



Roger De Pieri  
President

April 15/26

Date

**Errors and Omissions Excepted**

**Please note:** Page references noted in this document are based on the printed version of the Collective Agreement and may differ from those in the digital version

Oct 10/28  
10:00

VI  
ER-116

Bargaining Proposal:

The Parties agree to recommend the following change to the Collective Agreement:


Between the  
University of British Columbia  
And  
Canadian Union of Public Employees  
Local 116

Re: Self-Identifying References

The parties agree that all references to "Self-Identifying" be deleted in relation to Indigenous employees.

For the University:

For the Union:

  
Hassib Hasanzadeh,  
Senior Employee Relations Advisor

  
Roger De Pier  
Acting President

11.18.25  
Date

Mar 18 / 25  
Date

Oct 10/25

ER-116

7.58

Bargaining Proposal: 3.06D

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

Canadian Union of Public Employees  
Local 116

Re: **Article 3.06D – Grant Employee**

A "Grant Employee" is defined as an employee hired to fill a position created as a result of a research grant with a stated termination or expiry date (it being understood that such date is capable of extension or renewal by the granting agency). ~~Grant employees with fifteen (15) months or less service who are terminated as a result of the expiry or cancellation of the grant, or the completion of the technical work being funded, shall not have recourse to the layoff procedures set out in Article 11.04.~~ Grant employees who have passed their probationary period but have not yet accrued more than fifteen (15) months service shall be eligible for layoff with recall as set out in Article 11.04(b)(4)(e).

Grant employees except as noted above shall be entitled to all rights and benefits of the Collective Agreement. Grant employees may be hired as Regular or Auxiliary.

For the University

For the Union.

  
Hassib Hasanzadeh,  
Senior Employee Relations Advisor

  
Roger De Pieri  
Acting President

11/14/25  
Date

November 14/2025  
Date

Date Typed: Apr 15/26  
Time: 1:40 AM

Bargaining Proposal: 3.06E

The Parties agree to recommend the following change to the Collective Agreement:


Between the  
University of British Columbia  
And  
Canadian Union of Public Employees  
Local 116


**Re: Article 3.06E – Probationary Employees**

A "Probationary Employee" is defined as a newly hired full or part-time employee who shall be considered probationary for the first sixty-five (65) days worked or one hundred and eighty (180) consecutive calendar days, whichever comes first. All new employees shall serve a probationary period. The probationary period, which is solely for the purpose of determining a new employee's suitability, may only be extended by mutual agreement of the University and the Union. In the event that an employee is on an unpaid leave of absence exceeding five (5) consecutive working days during their probationary period, the one hundred and eighty (180) consecutive calendar days will be extended for the duration of the leave, unless otherwise agreed between the University and the Union. After successful completion of the probationary period, seniority shall be established in accordance with Article 9.01. ~~The probationary period for employees in the Engineering Technician, Technician and Research Assistant classifications shall be twelve (12) calendar months from their date of hire.~~ **The probationary period shall be six (6) calendar months from the date of hire for employees in classifications listed in Schedule C, and twelve (12) calendar months for those in the Engineering Technician, Technician, and Research Assistant classifications.** It is understood that this paragraph shall have no effect on benefits entitlement.

For the University:

For the Union:

  
Hassib Hasanzadeh,  
Senior Employee Relations Advisor

  
Roger De Pieri  
Acting President

April 15/26  
Date

April 15/26  
Date

Oct 10/25  
2:15 pm

**Bargaining Proposal:**

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: ARTICLE 7.02 – List of Arbitrators and Umpires**

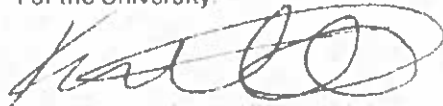
The parties agree that the following list of Arbitrators and Umpires shall be used to adjudicate any disputes arising from general interpretation, discipline or discharge, job selection, layoff/recall, contracting out, and job classification

**Arbitrators and Umpires (current):**

- Ken Saunders
- Karen Nordlinger
- Jessica Gregory
- Koml Kandola
- Jacquie de Aguayo
- Brett Matthews
- Najeeb Hassan

**\*Housekeep CA as required to reflect changes**

For the University:



Korey Onyskevitch  
Senior Employee Relations Manager

For the Union:



Roger De Pieri  
President

October 10, 2025  
Date

October 10, 2025  
Date

2:15 pm

Bargaining Proposal: 9.06

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia

And

Canadian Union of Public Employees  
Local 116

**Re: Article 9.06 – Transfer and Seniority Outside of Bargaining Unit**

Employees shall not be transferred to positions outside the bargaining unit without their consent. Employees shall not continue to perform bargaining unit work while transferred outside of the bargaining unit, except by mutual agreement of the parties.

The seniority of employees transferred outside the bargaining unit shall be retained but shall not accumulate during the period of such transfer provided the employees are not outside the bargaining unit an accumulated period of more than six (6) months in any twelve (12) consecutive calendar months. Such periods may be extended by mutual agreement of the parties.

Where the purpose of the transfer to a position outside the bargaining unit is to provide coverage for a maternity and/or parental leave, a military leave, or long-term illness leave, an employee shall retain seniority for up to **eighteen (18)** consecutive months.

Employees who return to the bargaining unit within the periods provided by this provision shall be placed in a job consistent with their seniority and classification at the time they were transferred.

Employees who do not return within such periods shall lose their seniority and cease to have any rights pursuant to the Collective Agreement.

For the University:

For the Union:

  
Hassib Hasanzadeh,  
Senior Employee Relations Advisor

  
Roger De Pieri  
Acting President

10/10/25  
Date

October 10/25  
Date

Date Tabled: April 14 2026  
Time Tabled: 9:30 AM

**Bargaining Proposal:**

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: ARTICLE 13.03 - PAYMENT FOR OR SUPPLY OF MEALS**

Where employees work two (2) hours or more immediately before or immediately after their regular shift due to overtime, the University shall provide a meal or an allowance of ~~twenty dollars (\$20.00)~~ **twenty-two dollars and fifty cents (\$22.50)**.

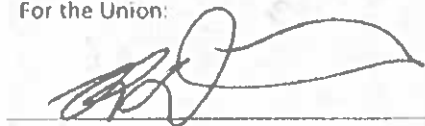
For the University:



Korey Onyskevitch  
Director, Employee & Labour Relations

April 14, 2026  
Date

For the Union:



Roger De Pieri  
President

Apr 14/26  
Date

Apr 15/26  
1:41AM

Bargaining Proposal:

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

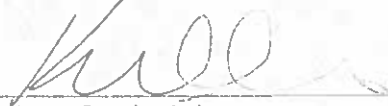
And

The Canadian Union of Public Employees  
Local 116

Re: ARTICLE 13.05 - CALL OUT - TROUBLE CALL - STANDBY

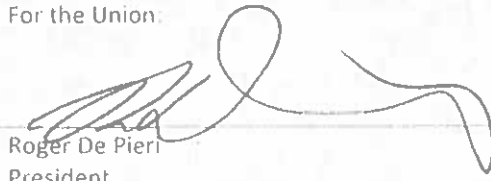
- c. Standby pay will occur when employees are scheduled to be on-call for evenings and weekends. Standby employees shall be paid a ~~\$38.00~~ **\$50.00** shift premium for each twenty-four (24) hour period or part thereof, they are scheduled for on-call work, regardless of whether work is required.

For the University:



Korey Onyskevitch  
Associate Director, Employee & Labour  
Relations

For the Union:



Roger De Pieri  
President

APRIL 15, 2026

Date

April 15/26

Date

April 15/26  
1:45AM

Bargaining Proposal

The Parties agree to recommend the following change to the Collective Agreement

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

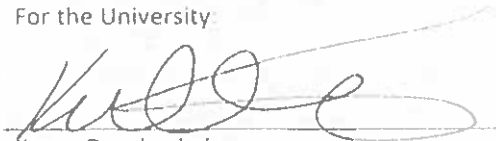
Re: **ARTICLE 14.01 – SHIFT PREMIUM**

All employees hired prior to January 1, 1986 shall receive five percent (5%) additional compensation for all hours worked on the evening shift and ten percent (10%) additional compensation for all hours worked on the night shift.

All other employees not grand parented shall receive shift differential compensation of ~~one dollar (\$1.00)~~ **one dollar and twenty-five cents (\$1.25) per hour** for all hours worked between 6:00 p.m. and 11:00 p.m. and ~~one dollar and twenty-five cents (\$1.25)~~ **one dollar and fifty cents (\$1.50) per hour** for all hours worked between 11:00 p.m. and 7:00 a.m.

Effective April 1, 2028 the non grand parented shift differentials will be increased by ten cents (\$.10) per hour.

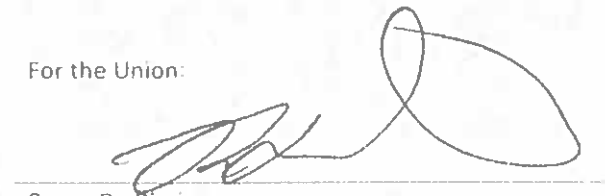
For the University:



Korey Onyskevitch  
Senior Employee Relations Manager

April 15, 2026  
Date

For the Union:



Roger De Pieri  
President

April 15/26  
Date

Date Tabled: April 15/26  
Time Tabled: 1:45AM

**Bargaining Proposal:**

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: ARTICLE 14.02 – WEEKEND PREMIUM**

All employees shall receive a weekend premium of ~~one dollar (\$1.00)~~ **one dollar and twenty-five cents (\$1.25) per hour** for all hours worked between 7:00 a.m. and 6:00 p.m. on a Saturday or on a Sunday. **Effective April 1, 2028 the weekend premium will be increased to one dollar and thirty-five cents (\$1.35) per hour.**

Where the University requires Regular employees to work on a Saturday and/or Sunday, it shall provide Regular employees with an opportunity to indicate their preference for such work. The University shall first schedule those employees who have indicated their preference work on a Saturday and/or Sunday amongst those employees capable of performing the work. Should the University require additional Regular employees on a Saturday and/or Sunday, it will schedule those employees who are capable of performing the work on the basis of reverse seniority.

Employees who apply for a posted position where the hours of work specifically include weekends shall be deemed to have indicated their preference.

For the University:



Korey Onyskevitch  
Senior Employee Relations Manager

For the Union:



Roger De Pier  
President

April 15, 2026  
Date

April 15/26  
Date

April 15/26  
1:46 AM

University Bargaining Proposal, 16.04

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia  
And  
Canadian Union of Public Employees  
Local 116

**Re: Article 16.04 – Vacation Schedule**

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- a. Employees shall receive an annual vacation with pay on the following basis:

Three (3) weeks during the second (2nd) calendar year.

Four (4) weeks during the fifth (5th) calendar year.

Five (5) weeks during the eighth (8th) calendar year.

Commencing with their fourteenth (14th) calendar year of service, employees shall receive one (1) additional day with pay for each additional year of service, to a maximum of five (5) additional days.

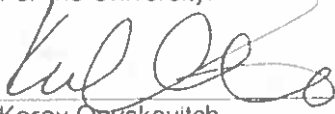
Six (6) weeks during the eighteenth (18th) calendar year.

~~Rates of pay in each of the above cases shall be those which the employee would have received if they had worked.~~

For computation of vacation entitlement, employees shall be deemed to be in their second (2nd) calendar year on January 1 if they had service immediately preceding that date.

- b. Where an employee's vacation entitlement increases as a result of this Article, the employee shall be entitled to carry over such increase to the following year.

For the University:



Korey Onyskevitch,  
Associate Director, Employee and  
Labour Relations

April 15, 2026

Date

For the Union:



Roger DePieri  
Acting President

April 15/26

Date

Negotiations between UBC and CUPE 116

CUPE 116 Counter Proposal to ER V \_\_\_\_\_

Date Filled Nov 14/25

Date Filled 1:10pm

Bargaining Proposal: 16.09

The Parties agree to recommend the following change to the Collective Agreement

Between the  
University of British Columbia  
And  
Canadian Union of Public Employees  
Local 116

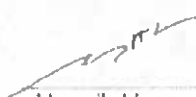
**Re: Article 16.09 - Vacation Preferences and Schedules**

It is agreed that employees' annual vacation entitlements shall be taken at the employee's option. Every reasonable effort shall be made to accommodate the interests of both the employee and the department. **Vacation entitlements are accessible through the University's Human Resources Information System (HRIS) platform by January 1 of each calendar year shall be posed by January 15 of each calendar year.** Employees will submit vacation requests by February 15 of each calendar year. Requests will be approved and the final vacation schedules will be posted by March 1 of each calendar year. Permission shall not be withheld unjustly. Scheduling of vacations shall be on the basis of seniority. **within each specific team, without consideration of seniority in other teams and departments.** Requests for changes after March 1 will not be unreasonably refused.

Vacation in any one (1) year must take place by December 31st, except that at an employee's discretion up to ten (10) days of paid vacation may be carried over for use into the following year.

For the University

For the Union

  
\_\_\_\_\_  
Hassib Hasanzadeh,  
Senior Employee Relations Advisor

  
\_\_\_\_\_  
Roger De Pieri  
Acting President

11/14/25  
Date

November 14/25  
Date

April 15/26  
1:47 AM

University Bargaining Proposal 17.02

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia  
And  
Canadian Union of Public Employees  
Local 116

Re: Article 17.02 – Annual Sick Leave

a. Regular Employees:

- i. For all full-time Regular employees except for those covered by Article 12.01(f), 9.375 hours' sick leave at full pay for each month of accumulated service up to a maximum of one thousand one hundred and forty (1140) hours will be allowed.
- ii. For all full-time Regular employees covered by Article 12.01(f), 8.75 hours' sick leave at full pay for each month of accumulated service up to a maximum of one thousand and sixty-four (1064) hours will be allowed.
- iii. All part-time Regular employees will be credited with sick leave accrual based on the following formula:

$$(\text{Regular Hours worked in a month} \times 1.25) \div \text{Days Worked}$$

A part-time Regular employee's maximum accrual shall be pro-rated against that of a full-time Regular employee.

For the first partial month of service, an employee shall receive sick leave credit based on start date. Subsequently, sick leave shall be calculated and credited on a monthly basis.

~~Employees who are regularly working on an evening or night shift will be entitled to sick leave pay at the applicable premium rate if they are ill and absent from work during the time that they would have otherwise received the premium rate for that specific shift.~~

For the purposes of the remainder of Article 17, a "day" is defined as:

- i. 7.5 hours for all full-time Regular employees except those covered by Article 12.01(f).
- ii. 7 hours for full-time Regular employees covered by Article 12.01(f).

- ii. For part-time Regular and Auxiliary employees, the pro-rated calculations of the above.

b. Auxiliary Employees:

- i. Auxiliary employees who have completed three (3) months of continuous service shall be eligible to participate in the sick leave plan. Date of computation shall begin from the date of employment including the probationary period.
- ii. The rules which apply to Regular employees shall apply to Auxiliary employees.
- iii. An Auxiliary employee shall not be eligible for sick pay during a period in which they are not employed at the University – e.g., layoff time.
- iv. Once an Auxiliary employee becomes eligible for sick leave credits and is subsequently laid off, that employee shall not have to serve another three (3) months to become eligible if reemployment takes place within fifteen (15) months of the lay-off. In the event of such reemployment, new accumulation of sick leave credits shall be added to the accumulation previously credited to the employee.
- v. When an employee has worked eleven (11) of the days in any given calendar month, they will be entitled to sick leave credit. If an employee works less than eleven (11) of the days in a month, no sick leave credit will apply.
- vi. The sick leave policy shall apply to Auxiliary employees who have completed three (3) months continuous service as per section (a) and where the normal work week is twenty (20) hours or more.
- vii. Auxiliary employees who qualify for sick leave shall have their entitlements calculated on the same basis as part-time Regular employees as set out above.

The provisions of the Employment Standards Act are incorporated into this Article such that all employees are entitled to a minimum of five (5) paid days of sick leave per year after completing ninety (90) calendar days of service.

The illness and injury leave entitlement in the Employment Standards Act, which is currently five (5) days, is not in addition to any entitlement that may be accrued in (a) and (b) above.

For the University:



Korey Onyskevitch,  
Associate Director, Employee and  
Labour Relations

APRIL 15, 2026  
Date

For the Union:



Roger De Pieri  
Acting President

April 15/26  
Date

Date Issued: Oct 10/25  
Time Issued: 9:59 AM

Bargaining Proposal: 17.04

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia

And

Canadian Union of Public Employees  
Local 116

**Re: Article 17.04 – Employee's Report of Illness**

Where an employee is absent through illness or injury, they must report by phone or otherwise to their immediate supervisor **and record their absence on the University's Human Resources Information System (HRIS) platform**. In case of absences exceeding six (6) days, report by phone or otherwise must be made to the employee's supervisor each week whenever possible. ~~On return after absence, an "Employee's Report of Illness" must be presented on a standard form provided.~~ A certificate of fitness issued by a licensed medical practitioner may be requested from an employee returning to work following prolonged illness or injury.

For the University:

  
Massib Hasanzadeh,  
Senior Employee Relations Advisor

11 18 25  
Date

For the Union:

  
Roger De Pief  
Acting President

Nov 18/25  
Date

Date Tabled Apr 14  
Time Tabled 9:40 AM  
A.

**Bargaining Proposal:**

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia


And

The Canadian Union of Public Employees  
Local 116

**Re: Article 18.07 – Citizenship Leave**

An employee shall be allowed the necessary time off with pay to process their Canadian Citizenship application and/or attend their ceremony.

For the University:



Korey Onyskevitch  
Director, Employee & Labour Relations

April 14, 2026  
Date

For the Union:



Roger De Pieri  
President

Apr 14/26  
Date

April 15/26  
1:47 AM

Bargaining Proposal 18 08

The Parties agree to recommend the following change to the Collective Agreement

Between the

University of British Columbia

And

Canadian Union of Public Employees  
Local 116

**Re: Article 18.08 – Maternity, Parental and Adoption Leave**

---

Employees are entitled to maternity and parental leave in accordance with the Employment Standards Act. Accordingly, employees are entitled to the following:

a. Maternity Leave

1. A pregnant employee is entitled to up to seventeen (17) consecutive weeks of unpaid maternity leave. The maternity leave must start no earlier than thirteen (13) weeks before the expected birth date of the child, and no later than the actual birth date. This leave must end no later than seventeen (17) weeks after the maternity leave begins.
2. An employee who requests maternity leave after the termination of their pregnancy is entitled to up to six (6) consecutive weeks of unpaid leave, during the period that begins on the date of the termination of the pregnancy, which must end no later than six (6) weeks after that date.
3. An employee must apply for maternity leave in writing to their supervisor at least four (4) weeks prior to the anticipated start date of their maternity leave. The University may require a certificate from a medical practitioner or nurse practitioner stating the expected or actual birth date.
4. An employee who requests maternity leave is entitled to an additional six (6) consecutive weeks of unpaid leave if, for reasons related to the birth or the termination of the pregnancy, the employee is unable to return to work when the employee's maternity leave ends. A request for additional leave must be made in writing and the University may require medical documentation stating the actual or expected birth date or date the pregnancy terminated or stating the reasons for requesting additional leave.

b. Parental Leave

1. A parent who takes maternity leave as set out in Article 18.08(a)(1) is also entitled to up to sixty-one (61) consecutive weeks of unpaid parental leave, which must begin immediately after the end of the employee's maternity leave. An employee's maximum combined maternity and parental leave is seventy-eight (78) weeks of unpaid leave plus any additional maternity and/or parental leave the employee is entitled to pursuant to this Article and/or the Employment Standards Act.
2. A parent, other than an adopting parent, who did not take maternity leave, is entitled to sixty-two (62) consecutive weeks of unpaid parental leave, which must begin within seventy-eight (78) weeks after the birth of the child or children.
3. An employee who adopts a child is entitled to up sixty-two (62) consecutive weeks of unpaid parental leave, which must begin within seventy-eight (78) weeks after the child or children are placed with the parent.
4. An employee must apply for parental leave in writing to their supervisor at least four (4) weeks prior to the proposed start date of their leave.
5. If the child who the parental leave was taken for has a physical, psychological or emotional condition requiring an additional period of parental care, an employee who requests parental leave may request an additional five (5) consecutive weeks of unpaid leave, beginning immediately after the initial period of parental leave. The University may require a certificate from a medical practitioner or nurse practitioner or other evidence of the employee's entitlement to leave.

When an employee decides to return to work after maternity and/or parental leave, they must provide the University with at least two (2) weeks written notice of their return. On return from maternity and/or parental leave, the employee shall be placed in their former position. If their former position no longer exists, they shall be placed in a comparable position in their department.

#### c. Additional Provisions

1. An employee on maternity or parental leave may maintain coverage on the following plans:
  - Medical Plan
  - Dental Plan
  - Extended Health Plan
  - Group Life Insurance Plan
  - Optional Life Insurance Plan
  - Long-Term Disability Insurance Plan
  - Pension Plan

It is understood that an employee on maternity or parental leave shall continue to pay their share of any applicable premiums and/or contributions for the following plan:

- Optional Life Insurance Plan
  - Long-Term Disability Insurance Plan
  - Pension Plan
2. An employee on maternity or parental leave shall not lose seniority or vacation entitlements.
  3. Employees on maternity leave or **parental leave** who have completed six (6) months (975 hours)\* of service shall be eligible for the Supplemental Employment Benefits (SEB) plan as described in Letter of Understanding #8.

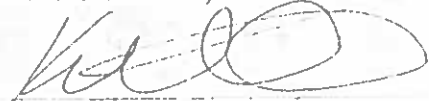
**A birth parent is eligible to receive both the Maternity Leave Supplemental Employment Benefit and Parental Leave Supplemental Employment Benefit.**

Provided the employee has received the benefit mentioned above, the University will pay to the employee their wages, at the time the maternity or **parental** leave began during any waiting period for Employment Insurance. If the employee does not apply for, or qualify for, Employment Insurance Benefits, the University will not pay monies to the employee for the period of time the employee was on maternity **and parental** leave.

\* Office/Clerical Employees (910 hours of services)

Except as specifically set out within this Article, the parties acknowledge that the intention of this provision is to provide the statutory entitlements for leaves as required by the Employment Standards Act. Any future changes to the Employment Standards Act will be incorporated into this provision in accordance with that intention and deemed effective as of the date of the legislative change.

For the University:



Korey Onyskevitch,  
Associate Director, Employee and  
Labour Relations

April 15, 2026  
Date

For the Union



Roger De Pieri  
Acting President

April 15 / 26  
Date

April 15/26  
1:48AM

Bargaining Proposal:

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

Re: **ARTICLE 18.0? (NEW) - ~~PERSONAL EMERGENCY AND OTHER LEAVE CONVOCATION AND VOLUNTEERING LEAVE~~**

An employee may be granted up to one (1) full working day with pay each year that can be used once annually for ~~of~~ the following reasons ~~on a one-time basis~~:

- ~~(a) Personal emergency, which shall be granted upon immediately notifying the department head.~~
- ~~(b) (a) UBC Convocation of an employee, employee's spouse or child, where the ceremony takes place during the employee's regularly scheduled workday.~~
- ~~(c) (b) Volunteering at a UBC Event.~~

~~For (b) and (c) above,~~ Requests should be made in writing to the department head. Such requests will be approved where it is operationally feasible and shall not be unreasonably denied.

Such leave will not be charged to other accrued time off.

For the University:



Korey Onyskevitch  
Director, Employee and Labour Relations  
Manager

For the Union:



Roger De Pieri  
President

April 15, 2026  
Date

April 15/26  
Date

Date Tabled: Apr 14  
Time Tabled: 9:41 AM

**Bargaining Proposal**

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: ARTICLE 23.17 – FIRST AID**

Where the University requires an employee to hold an Occupational First Aid Certificate for the benefit of the University, the employee shall be paid a salary differential as follows:

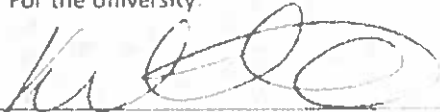
~~Occupational First Aid Level 1 Basic First Aid ( Formerly OFA 1): sixty dollars (\$60.00) per month~~ ninety dollars (\$90.00) per month.

~~Occupational First Aid Level 2 Intermediate First Aid (Formerly OFA 2) or above: one hundred and twenty dollars (\$120.00) per month~~ one hundred and fifty dollars (\$150.00) per month.

**Advanced First Aid (Formerly OFA 3): one hundred and eighty dollars (\$180.00) per month.**

The University shall pay the tuition fees for the course.

For the University:



Korey Onyskevitch  
Director, Employee and Labour Relations

April 14, 2026  
Date

For the Union:



Roger De Pieri  
President

April 14/26  
Date

Date Tabled: Apr 14/26  
Time Tabled: 10:46 AM

**Bargaining Proposal**

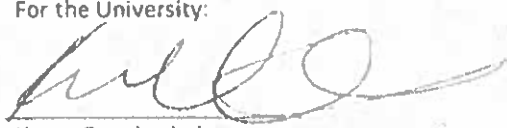
The Parties agree to recommend the following change to the Collective Agreement:

Between the  
  
University of British Columbia  
  
And  
  
The Canadian Union of Public Employees  
Local 116

Re: **ARTICLE 25.03 Allowance for Footwear**

When required by legislation or the University to wear safety footwear, a full-time Regular or part-time Regular employee will, on proof of purchase or repair, receive a ~~two hundred dollar and fifty (\$250.00)~~ **three hundred dollar (\$300.00)** allowance every two (2) calendar years. Safety footwear, as specified in the *Occupational Health and Safety Regulation*, is footwear specifically designed for the prevention of injury in the workplace and would not include normal footwear. The suitability of footwear is to be determined by the University Health and Safety Committee. For Service Worker-Ice Makers, this provision applies except that the suitability of footwear will be determined jointly by the Union and the University taking into consideration safety and working conditions of employees.

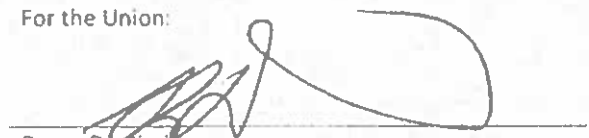
For the University:



Korey Onyskevitch  
Director, Employee and Labour Relations

April 14, 2026  
Date

For the Union:



Roger De Pieri  
President

April 14/26  
Date

Date Tabled: Apr 14  
Time Tabled: 9:46 AM

**Bargaining Proposal**

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia

And

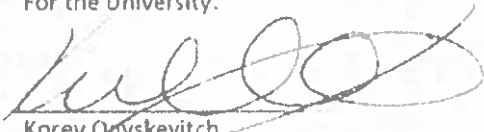
The Canadian Union of Public Employees  
Local 116

**Re: ARTICLE 25.03(b) (NEW) - ALLOWANCE FOR EMPLOYER-REQUIRED NON-SAFETY FOOTWEAR**

Where the University requires employees to wear specific footwear that is not classified as "safety footwear" under the Occupational Health and Safety Regulation but is necessary for operational or health and safety reasons, ~~such as non-slip footwear in food services or chemical-resistant, non-slip footwear in custodial services~~, a full-time Regular or part-time Regular-employees will, on proof of purchase, be eligible for reimbursement of up to one hundred dollars (\$100.00) every two (2) calendar years.

~~The requirement for such footwear must be documented by the department.~~ Any requirement for such non-safety footwear must be specified by the department.

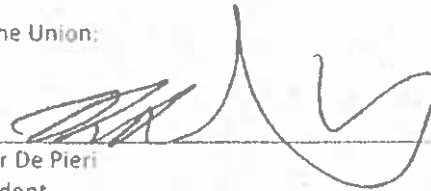
For the University:



Korey Onyskevitch  
Director, Employee and Labour Relations

April 14, 2026  
Date

For the Union:



Roger De Pieri  
President

April 14/26  
Date

April 15/26  
9:49 AM

Bargaining Proposal

The Parties agree to recommend the following change to the Collective Agreement

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

Re: ARTICLE 29 – Term of Agreement

This Agreement shall be for the period from and including April 1, 2025 to March 31, 2029 inclusive, and from year to year thereafter subject to the right of either party to the Agreement, at any time within four (4) months immediately preceding the date of the expiry of this Agreement (March 31, 2029) or immediately preceding the last day of March in any year thereafter, by written notice, to require the other party to the Agreement to commence collective bargaining.

Should either party give written notice aforesaid, this Agreement shall thereafter continue in full force and effect and neither party shall make any change in the terms of the said Agreement (or increase or decrease the rate of pay of any employee for whom the collective bargaining is being conducted or alter any other term or condition of employment) until:

1. the Union shall give notice to strike (or until the Union goes on strike) or
2. the Employer shall give notice of lock-out (or the Employer shall lock out its employees) or
3. the parties shall conclude a renewal or revision of this Agreement or enter into a new Collective Agreement, whichever is earliest.

In witness whereof, the University and the Union have executed this Agreement in duplicate by its Representative Officers, hereunto duly authorized this ~~8<sup>th</sup>~~ 15<sup>th</sup> day of ~~October, 2022~~ April, 2026

ON BEHALF OF THE UNIVERSITY OF BRITISH COLUMBIA

Dr. Benoit-Antoine Bacon  
PRESIDENT

Adam Charania  
VICE PRESIDENT HUMAN RESOURCES

Korey Onyskevitch  
ASSOCIATE DIRECTOR, EMPLOYEE & LABOUR RELATIONS

ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 116 (U.B.C. EMPLOYEES)

Roger De Pieri  
PRESIDENT CUPE 116

DATE: April 15/26

For the University:



Korey Onyskevitch  
Director, Employee & Labour Relations

April 15, 2026  
Date

For the Union:



Roger De Pieri  
President

Apr 15/26  
Date

Apr 15/26  
1:50AM

Bargaining Proposal

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia  
And  
Canadian Union of Public Employees  
Local 116

Re: SCHEDULES A/B/C – Rates of Pay

The Parties agree to amend the wage schedules within the Collective Agreement to reflect the following general wage increases:

~~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 6.75% (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\*).~~

~~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\*.~~

**\*Please refer to Letter of Agreement #8 – Cost of Living Adjustments**

April 1, 2025                      Increase all rates of pay by a 3% GWI.

April 1, 2026                      Increase all rates of pay by a 3% GWI.

April 1, 2027                      Increase all rates of pay by a 3% GWI.

April 1, 2028                      Increase all rates of pay by a 3% GWI.

Copies of current and updated salary scales reflecting all increases shall be available on the UBC Human Resources website at:

<https://hr.ubc.ca/working-ubc/salaries/staffsalaries-job-evaluation/staff-salary-scales>

Printed copies may be obtained from CUPE 116, UBC Human Resources, or the Manager of the Department or Unit.

For the University:

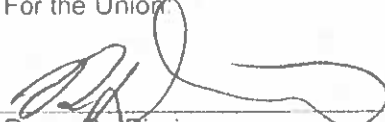


Korey Onyskevitch,  
Associate Director, Employee and  
Labour Relations

April 15, 2026

Date

For the Union:



Roger De Pieri  
Acting President

April 15/26

Date

Apr 15/26  
N:SIAM

Bargaining Proposal:

The Parties agree to recommend the following change to the Collective Agreement

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

Re: **ANNOTATIONS TO SCHEDULES A, B and C**

1. The hourly rates of pay listed in the Pay Schedule are prorated based on one hundred and sixty-two and one half (162.5) hours per month. Hourly rates of pay for employees subject to a thirty-five (35) hour work week shall be prorated based on one hundred and fifty-two (152) hours per month.
2. Differentials
  - a. Head 12% premium above rate incumbent currently earns.
  - b. Sub-Head 7% premium above rate incumbent currently earns.
  - c. Grade B Gas Tickets or Level 1 Environmental Operations Certification

Those Qualified employees within a gas fitting classification (Plumber, Steamfitter) who hold a Grade B Gasfitting Ticket shall receive ~~one dollar and seventy-five cents (\$1.75) one dollar and ninety-five cents (\$1.95)~~ **two dollars and fifteen cents (\$2.15)** per hour as standing premium. A Plumber who holds a Level 1 Environmental Operations Certification shall receive ~~one dollar and twenty-five cents (\$1.25) one dollar and forty cents (\$1.40) one dollar and fifty-five cents (\$1.55)~~ per hour as standing premium. These premiums are not combinable and an employee with both qualifications shall only receive the Gas B premium.

- d. Grade A Gas Tickets or Level II Environmental Operations Certification

Where the University requires an employee to hold and maintain a Grade A Gas ticket for the benefit of the University, the University shall pay ~~three dollars (\$3.00) three dollars and thirty cents (\$3.30) three dollars and sixty-five cents (\$3.65)~~ per hour premium as a standing premium. When the University requires an employee to hold and maintain a Level II Environmental Operations Certification shall receive ~~two dollars (\$2.00) two dollars and twenty cents (\$2.20)~~ **two dollars and forty-five**

~~cents (\$2.45)~~ per hour as a standing premium. These premiums are not combinable and an employee with both qualifications shall only receive the Gas A premium.

e. Level III Environmental Operations Certification

Where the University requires an employee to hold and maintain a Level III Environmental Operations Certification shall receive ~~three dollars (\$3.00)~~ ~~three dollars and thirty cents (\$3.30)~~ **three dollars and sixty-five cents (\$3.65)** per hour for all hours worked.

This premium may not be combined with a Level I or Level II Environmental Operations Certification nor may it be combined with a Grade B or Grade A Gasfitting ticket.

f. Welder

Where the University requires a Sheet Metal Worker within Trades 2 to hold and maintain a Welding ticket for the benefit of the University, the University shall pay a ~~one dollar and seventy-five cents (\$1.75) per hour premium as a standing premium.~~ This premium is not combinable as a standing premium:

1. **Welder 1 - the University shall pay a ~~one dollar and ten cents (\$1.10)~~ one dollar and twenty-five cents (\$1.25) per hour as a standing premium.** to Sheet Metal Workers who have completed the required courses ~~WELD 0106, WELD 0107, WELD 0110, and WELD 0115,~~ or equivalents shall receive a ~~one dollar and ten cents (\$1.10) per hour premium as a standing premium.~~
2. **Welder 2 - the University shall pay a ~~one dollar and ninety-five cents (\$1.95)~~ two dollar and fifteen cents (\$2.15) per hour as a standing premium.**

These premiums are not combinable.

g. Heavy Duty Equipment Technicians

Where the University requires a Trades Qualified Mechanics within Trades 3 to hold a Heavy Duty Equipment Technician ticket for the benefit of the University, the University shall pay ~~three dollars (\$3.00)~~ ~~three dollars and thirty cents (\$3.30)~~ **three dollars and sixty-five cents (3.65)** per hour as a standing premium. Where Mechanics without the qualifications are required to perform these duties, they will receive the premium solely for the applicable period.

h. Person in Charge (PIC)

Where required by WorkSafe BC Regulation that the University designate a Person(s) In Charge for a power system, the designated employee shall receive ~~two dollars (\$2.00)~~ ~~two dollars and twenty cents (\$2.20)~~ **two dollars and forty-five cents (\$2.45)** per hour for the applicable period.

**Field Safety Representative (FSR)**

Where the University requires an employee to hold and maintain a Field Safety Representative certificate as required by Technical Safety BC Regulation for the benefit of the University, the University shall pay a standing premium for the following tickets:

FSR Class B: two dollars and twenty cents (\$2.20) per hour.

FSR Class A: three dollars and thirty cents (\$3.30) per hour.

These premiums are not combinable.

j. Arborist

Where the University requires an employee to hold and maintain an Arborist ticket for the benefit of the University, the University shall pay ~~one dollar and seventy-five cents (\$1.75)~~ ~~one dollar and ninety-five cents (\$1.95)~~ **two dollars and fifteen cents (\$2.15)** per hour as a standing premium.

k. Engineering Technician Trades Qualification and Equivalency

Employees within the Engineering Technician 4 and Head Engineering Technician classifications who hold a valid Trades qualification or Red Seal, or who hold an acceptable equivalency including a P. Eng. or certification as an Electronics Technician, shall receive ~~one dollar and seventy-five cents (\$1.75)~~ ~~one dollar and ninety-five cents (\$1.95)~~ **two dollars and fifteen cents (\$2.15)** per hour as a standing premium.

l. Project Supervisors

Heads within Facilities (Project Supervisor) responsible for the direction of multiple trades across more than one Trades Family where such direction is not captured within their classification shall receive ~~one dollar and seventy-five cents (\$1.75)~~ ~~one dollar and ninety-five cents (\$1.95)~~ **two dollars and fifteen cents (\$2.15)** per hour as a standing premium.

m. Multiple Trades Head and Sub-head

Heads and Sub heads within Facilities responsible for the direction of multiple trades within their Trades Family where such direction is not captured within their classification shall receive ~~one dollar (\$1.00)~~ ~~one dollar and ten cents (\$1.10)~~ **one dollar and twenty-five cents (\$1.25)** per hour as a standing premium.

n. Student Worker (Summer) in Botanical Gardens will be paid 85% of Step 1 of the Gardener's rate.

o. If the University requires an employee to hold and maintain a ticket for the benefit of the University, the University shall pay for the license fee and maintenance of ticket fee upon successful completion of the course.

On April 1, 2023 all the above noted premiums will increase by ten percent (10%) to the next five cent (\$0.05) value.

On April 1, 2026 all the above noted hourly premiums will increase by ten percent (10%) to the next five cent (\$0.05) value.

3. Apprentices:

The parties agree that apprenticeships and the Apprenticeship Incentive Fund will be administered in accordance with the terms of Letter of Understanding #10 Re: Apprenticeships, and Letter of Understanding #21 Re: Apprenticeship Incentive Fund.

4. Employees of the Food Services Department will receive two (2) meals on a full seven and one half (7-1/2) hour shift, one meal on a four (4) hour shift, and one extra meal if overtime is required.

5. Rates paid to new employees may start one (1) or two (2) steps(s) above the base rate if there is justification.

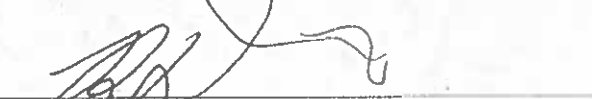
For the University:



Korey Onyskevitch  
Senior Employee Relations Manager

April 15, 2026  
Date

For the Union:



Roger De Pieri  
President

April 15/26  
Date

Dec 4/25  
3:25pm

**Bargaining Proposal: Housekeeping Item**

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

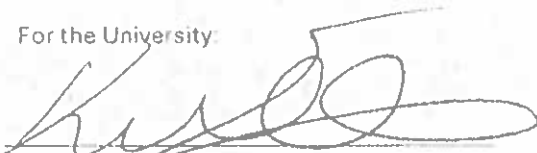
The Canadian Union of Public Employees  
Local 116

**Re: Appendix B – Maintenance Agreement Review of Female Dominated Positions**


The following articles will be amended as set out below:

- **APPENDIX "B"**
  - Housekeep reference to Schedule D page 172 - 2022 - 2025 going forward
    - In the 1994 – 1999 agreement there was a Schedule A/B/C/D
    - In the 1999 – 2002 agreement the Schedule was updated to reflect A/B only
    - Schedule D has remained a dangling Housekeeping item that has not been updated to date.
    - The fix is to update reference to Schedule D in the current 2022 – 2025 to reflect the current schedules A/B/C.

For the University:

  
Korey Onyskevitch  
Senior Employee Relations Manager

For the Union:

  
Roger De Pieri  
President

Dec 4/25  
Date

Dec 4/25  
Date

**Errors and Omissions Excepted**

**Please note: Page references noted in this document are based on the printed version of the Collective Agreement and may differ from those in the digital version.**

Oct 10/25

Bargaining Proposal: Letter of Understanding #1

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #1 – Bookstore**

Manager(s) in the Bookstore may assist Cashiers where there is a line up of customers subject to the following conditions:

1. such assistance may be provided for up to a fifteen (15) minute duration consecutively or nonconsecutively up to thirty (30) minutes in a normal seven (7) hour shift;
2. such assistance may be provided only where normal staffing is being maintained and employees do not have hours reduced or are laid off entirely;
3. it is understood and agreed where the other party has a concern regarding the application, administration or interpretation of this letter, it shall first be referred to the Local Working Committee for resolution; and
4. it is further understood and agreed that where concerns relate to a specific Manager(s), the Local Working Committee shall be convened on an expedited basis and the provision of assistance by Manager(s) shall be suspended until the concerns are addressed.

For the University:

For the Union:

  
Hassib Hasanzadeh  
Senior Employee Relations Advisor

  
Roger De Pieri  
Acting President

11 4 25  
Date

November 4/25  
Date

Oct 10/25  
2:15pm

Bargaining Proposal: Letter of Understanding #2

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #2 – Hours of Work - Union Meeting**

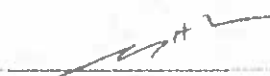
The University agrees to allow leave of absence from work, with pay, for employees to attend up to four (4) union meetings, to be held at 3:00 PM or later, in each twelve (12) month period of the Collective Agreement, provided the following conditions are met:


1. The University shall be provided with at least sixty (60) days advance notice of such meeting;
2. Employees scheduled to be at work that day shall make all necessary arrangements, with their immediate supervisor, to be absent for the period of up to one hour or such additional time as may be agreed upon between the employee and their supervisor. Any additional leave requested beyond one (1) hour will be without pay.
3. Employees at work at the time of the meeting may be allowed to take up to one (1) hour of paid leave from work to attend such meetings provided the operations of the department are not affected. Where the operations of the department are affected, one employee from each department may be allowed to attend.
4. The parties agree that the University is not required to schedule additional employees to replace an employee absent as a result of this meeting.

This Letter of Understanding will run for the life of this Collective Agreement.

For the University:

For the Union:

  
Hassib Hasanzadeh  
Senior Employee Relations Advisor

  
Roger De Pieri  
Acting President

10/10/25  
Date

October 10/25  
Date

ER → Union

Nov 18/25  
10:17 AM

Bargaining Proposal:

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

Re: **LOU #3 - CAMPUS SECURITY EIGHT DAY WORK CYCLE**

The Parties agree to an eight day work cycle applicable only to certain employees in the Campus Security Department. The Parties agree that employees working the eight day work cycle shall not receive an added benefit or experience a penalty (monetary or otherwise) as a result of working this schedule. It is also agreed that the eight day work cycle shall not result in additional costs to the employer by reason of the variation from the standard hours of work in the Collective Agreement

Employees at Campus Security scheduled to work the eight day work cycle will be governed by the following conditions:

**Campus Security - Eight Day Modified Work Schedule**

- The following schedule shall apply only to Communications Operators, Patrol Shift Supervisors, Museum Supervisors, Campus Security Coordinators, Assistant Campus Security Coordinators, and Patrol Staff.
- For greater clarity, it is understood that the Operations Supervisors, Community Relations Officers, and administrative staff shall work the standard seven and one-half (7.5) hour work schedule as described in Article 12.01 of the Collective Agreement. It is understood that Patrol Staff may also work the standard work schedule as described above.
- All items in this Letter are in accordance with the rest of the Collective Agreement. Unless specified below, and with the exception of Article 17.01 and Article 17.02, all references to days shall mean seven and one-half (7.5) hours and all references to weeks shall mean thirty-seven and one-half (37.5) hours.

**Days and Hours of Work**

The eight day work cycle shall be a four (4) on, four (4) off, eight (8) day calendar cycle.

- The standard shift pattern shall ensure an even distribution of day and night shifts
- ~~Day shift hours for Campus Security Coordinators and Assistant Campus Security Coordinators are 06:00 - 18:00 hours, mid-shift for 11:00 - 23:00 hours, and night shift hours are 18:00 hours - 06:00 hours. Day shift hours for other employees are 07:00 - 19:00 hours and night shift hours are 19:00 - 07:00 hours.~~

- **Day shift hours for Campus Security Coordinators are 06:00 – 18:00 hours, mid-shift for 11:00 – 23:00 hours, and night shift hours are 18:00 hours – 06:00 hours. Day shift hours for Assistant Campus Security Coordinators are 06:00 – 18:00 hours, and night shift hours are 18:00 hours – 06:00 hours.**
- **Day shift hours for other employees are 07:00 — 19:00 hours and night shift hours are 19:00 — 07:00 hours.**
- Each shift spans twelve (12) consecutive hours inclusive of fifty (50) minutes for unpaid meal breaks and forty-five (45) minutes for paid rest period.
- The paid workday will be deemed to be eleven (11) hours and ten (10) minutes (11.17 hours). The work period will consist of four (4) consecutive shifts worked followed by four (4) consecutive days of rest (eight (8) day cycle). References in this Letter to twelve (12) hour days shall mean 11.17 paid hours.
- Each employee covered by this agreement will have a scheduled day off as follows:
  - One day within every six (6) work cycles (48 days);
  - Scheduled day off will only occur on the first or last day of a four (4) day work cycle; and shall alternate between the first and last day of a four (4) day work cycle;
  - An alternative scheduled day off may be taken by mutual agreement;
  - By mutual agreement, an employee may take two (2) consecutive scheduled days off within every twelve (12) work cycles (96 days);

#### **Training Days**

- Employees will be required to attend three (3) separate and meaningful training days per year (7.5 hours each) that will be scheduled on the day immediately preceding the employees' first day shift.
- Training days will be scheduled at least three (3) months in advance.
- Should an employee be unable to attend a scheduled training day due to illness or other leave of absence set out in Articles 17 and 18, they will attend a re-scheduled training session regardless of whether it falls on a day immediately prior to their scheduled shift.
- Employees will receive two (2) time-in-lieu twelve (12) hour days as compensation for scheduled training days.
- Time-in-lieu days for attending training must be taken by March 31 of the following year.
- Additional training days that would occur on a regularly scheduled day off may not be scheduled by management except upon written agreement between the Union and the Employer. In circumstances where less than three (3) training days were scheduled within one (1) year, additional days will not be scheduled in the following year, except upon written agreement with the Union.

#### **Overtime**

Overtime rates shall be in accordance with the Collective Agreement, except that:

- Where Article 13.02(c) reads "seven and one-half (7 1/2 hours) in one (1) day", shall be replaced by "eleven (11) hours and ten (10) minutes (11.17 hours) in one (1) day"
- Overtime will only be reflected if any full-time employee working this schedule is requested to work additional hours over, or outside of their normal modified work week (with the exception of additional training days scheduled).

### **Auxiliary Employee Shift Schedule**

As per the Collective Agreement except that:

- Auxiliary Employees may be utilized on twelve (12) hour shifts without incurring overtime after 7.5 hours, up to thirty seven and one-half (37.5) hours per week.
- Auxiliary Employees may also be scheduled to work a complete cycle (4 consecutive days worked followed by 4 consecutive days of rest) without incurring overtime.
- Where Auxiliary Employees are scheduled to work two or more consecutive cycles, they shall receive two (2) hours time-in-lieu per eight day cycle worked.

### **Vacation**

Employees shall receive an annual vacation with pay on the following basis:

- Ten (10) days during the second (2) calendar year.
- Thirteen (13) days during the fifth (5th) calendar year.
- Sixteen and one-half (16.5) days during the eighth (8th) calendar year.
- Commencing with their fourteenth (14th) year of service, employees shall receive seven and one-half (7.5) additional hours with pay for each additional year of service to a maximum of thirty-seven and one-half (37.5) hours.
- Twenty (20) days during the eighteenth (18th) calendar year.

A vacation day is eleven (11) hours and ten (10) minutes. The above calculation reflects equity in vacation entitlements amongst Union members at the University.

The remaining terms and conditions for vacations are as set out in Article 16.

### **Statutory Holidays and Christmas Closure**

- Stat Holidays — The twelve (12) statutory holidays will be calculated based on 7.5 hours. The total hours will be 97.5 hours. Time-in-lieu for statutory holidays will be credited at the beginning of the year. Hours worked on a paid holiday during the night shift will be 19:00 — 24:00 and 24:00 — 0700.
- Overtime will be paid at the applicable rate for actual hours worked on a statutory holiday.
- Christmas Closure — The three Christmas closure days will be calculated based on 7.5 hours. The total hours will be 22.5 hours.

### **Bereavement Leave**

Bereavement Leave will be treated in accordance with Article 18.04, except that full-time employees working the eight day work cycle will be entitled to four (4) days bereavement leave without loss of pay and benefits upon the notification of death of a parent, spouse, common-law spouse, child, or sibling.

Upon the notification of death of a parent-in-law, child-in-law, sibling-in-law, grandparent, or grandchild, full-time employees working an eight day work cycle will be granted (3) regularly scheduled consecutive work days without loss of pay and benefits. **For self-identifying Indigenous employees, this leave will also be granted for the passing of an Elder close to them and/or the community, as well as any individual the employee considers a close family member consistent with the cultural norms of their community (e.g., aunt, uncle).**

**General Provisions**

It is understood and agreed that all other leaves and entitlements set out in the Collective Agreement are to be treated in accordance with the following:

- Day shall be deemed to mean 7.5 hours;
- Weeks shall be deemed to mean 37.5 hours;
- Shift means 7.5 hours.

~~As per the Collective Agreement except that there will be no shift premium for employees working from 07:00 — 19:00 hours. The "night" shift premium will be paid to employees working 19:00 — 07:00 hours.~~

As per the Collective Agreement except that there will be no shift premium for **Campus Security Coordinators and Assistant Campus Security Coordinators working from 06:00 — 18:00 hours and other employees working from 07:00 — 19:00 hours.** The "night" shift premium will be paid to **Campus Security Coordinators and Assistant Campus Security Coordinators working from 18:00 — 06:00 hours and other employees working 19:00 — 07:00 hours.**

For the purpose of allowing the employee the ability to make up a full shift to be taken off, the employee will be allowed to combine part days of regular vacation time, banked holiday time and accumulated time-in-lieu in order to make up a full shift. This arrangement shall be by mutual agreement between the employee and Department Head or designate.

This Letter of Understanding is without prejudice and without precedent to the interpretation of the Collective Agreement as it applies to any other circumstance. Neither party may rely upon the contents of this Letter as an aid to interpretation of any other clause of the Collective Agreement.

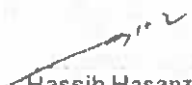
**Amendments**

Any proposed amendment to the terms and conditions contained within this Letter of Understanding, or any modification of the established shift pattern, shall require consultation and mutual agreement. Either party may request such changes through the Local Working Committee or by providing thirty (30) days' notice of a request to establish a consultation process.

**Termination**

Either the Union or the University may terminate this Letter of Understanding on three (3) months written notice may discontinue the eight day work cycle and all full-time employees will change over to the normal hours of work as set out in the Collective Agreement, except as modified by the Award of Arbitrator Pেকেles.

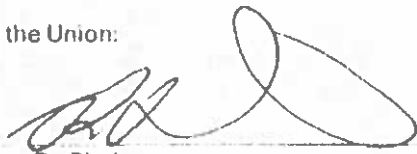
For the University:



Hassib Hasanzadeh,  
Senior Employee Relations Advisor

11 18 25  
Date

For the Union:



Roger De Pieri  
President

Nov 18/25  
Date

April 15/26  
1:52 AM

**Bargaining Proposal**

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LOU #4 -- STUDENT HOUSING (RESIDENCE LIFE & ADMINISTRATION)**

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This Letter of Agreement contains collective agreement language that pertains specifically to those employed in the position of Residence Advisor, Senior Residence Advisor, and Programme Resource Centre Advisor. It is intended to be read in conjunction with the CUPE Local 116 Collective Agreement.

**Definitions**

RA: Residence Advisor

SRA: Senior Residence Advisor

PRCA: Programme Resource Centre Advisor

Residence Student Staff: Refers to employees in the Residence Advisor, Senior Residence Advisor, and Programme Resource Centre Advisor positions.

Academic Year: Refers to the Fall and Winter Terms. Residence Student Staff that are employed for the Academic Year are understood to be employed for both Terms.

Fall Term: Refers to Term 1, which generally runs from September through December. Residence Student Staff who are employed for the Fall Term are understood to be employed for the full period.

Winter Term: Refers to Term 2, which generally runs from January through April. Residence Student Staff who are employed for the Winter Term are understood to be employed for the full period.

Summer Term: Refers to the summer academic session, which generally runs from May through mid-August. Residence Student Staff who are employed for the Summer Term are understood to be employed for the full period.

Full Academic Year: Refers to the Fall, Winter, and Summer Terms

**Common Clauses**

The following are common clauses between the CUPE 116 Collective Agreement and the Letter of Agreement – Student Housing (Residence Life & Administration):

Article 1: Preamble

Article 2: Management Rights

Article 3: Recognition and Negotiations (excluding 3.03 and 3.06)

Article 4: Discrimination and Harassment  
Article 5: Union/Management Committees (excluding 5.04)  
Article 6: Grievance Procedure  
Article 7: Arbitration  
Article 8: Discharge, Suspension and Discipline  
Article 13: Overtime (excluding 13.01, 13.03, 13.04, 13.05 and 13.06)  
Article 18: Leave of Absence (excluding 18.09 and 18.10)  
Article 20: Job Classification and Reclassification  
Article 23: Safety and Health (excluding 23.17)  
Article 26: Copies of Agreement  
Article 27: General  
Article 29: Term of Agreement

#### **Hours of Work**

RA appointments are for a maximum of 255 hours for Fall Term, 240 hours for Winter Term, and 210 hours for Summer Term.

SRA appointments are for a maximum of 340 hours for Fall Term, 320 hours for Winter Term, and 280 hours for Summer Term.

PRCA appointments shall have a daily maximum of seven and one-half (7-1/2) hours, thirty-seven and one-half (37-1/2) hours per week and 340 hours for Fall Term, 320 hours for Winter Term, and 280 hours for Summer Term.

Residence Student Staff will individually meet with their Manager prior to or at the halfway point through each Term to review their hours worked. Any adjustments to responsibilities and expectations will be completed by the Manager, in accordance with the job standard.

Hours worked in excess of these maximums will be paid at the applicable rates as set out in Article 13.02.

#### **Vacations**

Over the Summer Term, employees RAs and SRAs will be granted two (2) weeks of paid vacation. In the Fall and Winter Terms, RAs and SRAs are granted three (3) extended periods away during each Term. An extended period refers to one (1) additional night away from residence in a given week. These extended periods and vacation(s) must be scheduled with and approved by the Manager.

**During the Full Academic Year, PRCA's will be granted two (2) weeks of paid vacation.**

#### **Probationary Period**

All newly hired employees shall be required to complete a four (4) month probationary period. This probationary period provides an opportunity for the University to assess each employee's suitability for continued employment.

### **Trial Period**

Employees who are transferred to another classification or who are promoted will be appointed to their new position on a trial basis for a period of four (4) months. This period may only be extended by mutual agreement of the parties. Employees who find the position unsatisfactory or are unable to meet the job requirements shall return to their previous position.

### **Seniority**

Seniority shall be Term based, with credit accumulated per Term worked. Service does not need to be continuous for seniority to accrue. However, unless Residence Student Staff are provided with an approved leave, such as for UBC Co-op placement or UBC eExchange, Residence Student Staff experience loss of seniority if they do not work the Academic Year. Seniority shall be determinative in seasonal return, layoff, and recall.

The University shall maintain a seniority list of all employees. The seniority list shall be updated and posted at the end of each Term, with a copy being forwarded to the Union.

### **Seasonal Return**

Residence Student Staff employed in the prior Academic Year shall be returned in seniority order.

### **Resident Placement**

RAs and SRAs will submit a list of three (3) placement preferences for residence areas. The University will assign RAs and SRAs to residence areas based on submitted preferences and seniority.

Where preferences do not result in appropriate ratios of RAs and SRAs meeting the diversification goals, the University is allowed to assign up to twenty (20%) percent of positions within each residence area. Diversification goals currently include differing gender identity, student status (international, domestic, or graduate) and/or RAs returning to a residence area. These assignments must serve to balance one of aforementioned considerations, and will be completed in reverse seniority order in the manner that results in the least number of Residence Student Staff being placed outside of their preferences. The exception to this clause is that to the greatest degree possible, graduate students and to a lesser extent, senior undergraduates, will be placed within the Thunderbird Residence.

In the event the University's diversification goals evolve, the parties agree to meet to discuss additional diversification goals to be applied in determining resident placement. Additional diversification goals will not be implemented without the agreement of the Union.

### **Workload**

First year residence SRAs and RAs shall be assigned a maximum of forty (40) residents per advisor.

SRAs and RAs in all other residences, with the exception of Thunderbird, shall be assigned a maximum of ninety five (95) residents per advisor.

SRAs shall not be assigned more residents than RAs in the same residence. In the event that a residence area has seven hundred and fifty (750) or more residents and is assigned only one (1) SRA, the parties will agree to meet to review the workload of the SRA to determine if another SRA should be placed within that residence. The parties agree that prior to placing another SRA into the residence, alternatives will be considered, including but not limited to adjusting relevant work.

In the event that the University opens a new residence, the parties will agree to meet to discuss the workload requirements of such residence.

### **Layoff and Recall**

#### *Layoff Defined*

Layoff is defined as a reduction in the workforce.

#### *Role of Seniority in Layoff and Recall*

Both parties recognize that job security should increase in proportion to length of service. In the event of a layoff, Residence Student Staff shall be laid off in reverse seniority order and will be recalled in seniority order.

#### *Advance Notice of Layoff*

The University shall give advance notice of layoff or pay in lieu as set out herein or as required by the *Employment Standards Act*, whichever is greater.

Residence Student Staff shall receive notice or pay in lieu as follows:

1. Less than six (6) months of service - one (1) week;
2. More than six (6) months but less than one (1) year of service - two (2) weeks;
3. More than one (1) year of service - one (1) month.

#### *Layoff Procedures*

In the event of a layoff, the Union shall be notified in writing before any Residence Student Staff is issued notice of layoff. The parties agree to meet and discuss potential alternatives to layoff, should any exist.

### **Sick Leave**

Residence Student Staff who are absent and are unable to attend their employer-scheduled shifts will advise their Manager prior to the start of their shift. The Manager will arrange for interim coverage. Residence Student Staff are entitled to up to five (5) absences for a Full Academic Year due to illness without loss of pay.

If the absence is the result of an illness which continues beyond three (3) days, or is expected at the outset to be more than three (3) days, Residence Student Staff will advise their Manager of their anticipated return date.

Provided a staff member has submitted an appropriate initial medical certificate, any subsequent requests from the University or follow-up for additional information will be paid for by the University.

### **General Leave of Absence**

Residence Student Staff may be granted a leave of absence without pay for personal reasons, UBC co-op placement, or UBC Exchange upon written application to management. It is understood that such leave shall not exceed four (4) months, and also shall not interfere with the operation of the department concerned. Such approval shall not be withheld unreasonably. When Residence Student Staff return to work from their leave of absence, they will not necessarily be placed in their previous work area.

Requests for leave of absence for an employee to fulfil family obligations, including matters related to the care, health or education of dependent children, elder parents, or other immediate family members are considered under this Article.

It is understood that extensions of leave **or requests in excess of four (4) months for a UBC co-op placement or UBC exchange** shall be at the sole discretion of the Department Head.

**Any requests for extensions shall be made in writing at least thirty (30) days prior to the expiry of the initial leave. Such discretion shall be exercised reasonably, fairly, and in good faith.**

#### Examination Leave

No RA or SRA will be required to be 'in' the night before a scheduled university examination. No PRCA will be required work the day before or the day of a scheduled university examination.

#### Local Working Committee

The parties shall set up a Local Working Committee made up of an equal number of representatives appointed by the department and the Union. The department and the Union shall advise each other of the names of its representatives.

The Local Working Committee shall meet as often as the representatives determine for the purpose of discussing issues in the department, including but not limited to workload.

The University and the Union agree that the Local Working Committee does not have the ability to bind the parties as to the interpretation or application of the provisions of the Collective Agreement.

The parties agree that unresolved matters arising from the Local Working Committee may be referred to the Labour Management Committee as set out in Article 5.03 of the Collective Agreement.

The Local Working Committee will exist until such time as the parties mutually agree that it shall be subsumed within the larger Local Working Committee for Housing.

#### Wages

RAs and SRAs will be paid as follows \*:

1. RAs will be paid \$11,178 for the Academic Year.
2. RAs will be paid \$5,579.96 for the Summer Term.
3. SRAs will be paid \$16,213.20 for the Academic Year.
4. SRAs will be paid \$8,094.15 for the Summer Term.

PCRAs will be paid \$22.29 per hour.

*\* rates as of 2023*

Housekeep paid rates and date above to reflect new amounts upon ratification and before final printing of new CA.

It is agreed that the present pay periods will continue until such time as the parties agree to alter present practice.

#### Equal Pay for Equal Worth and or Responsibility

The principle of equal pay for equal worth and/or responsibility shall apply.

**Residence Subsidy**

RAs and SRAs will receive a fifteen (15%) percent discount off the prevailing market rental rate for their specific residence.

Any RA and SRA employed prior to ratification and who would be adversely affected by a fifteen (15%) percent discount in relation to their present rental rate will continue to receive their present rental rate provided that they are continuously placed within the same room type within the same residence area.

The University will provide the Union thirty (30) days' notice of any annual residence rate changes.

**Meal Plan Subsidy**

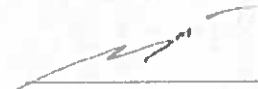
RAs obligated to subscribe to a meal plan in alignment with their specific residence will receive a forty-five (45%) percent discount off the prevailing market rate established for residence dining. For clarity, the residence dining rate does not include any flex dollar component and RAs and SRAs will not be required to purchase any flex dollar component.

The University will provide the Union thirty (30) days' notice of any impending meal plan changes impacting RAs. The University agrees to meet with the Union to engage in discussions regarding such meal plan changes.

**~~Compensation Structure Working Group~~**

~~The Parties agree to establish a working group to discuss the compensation structure of RAs and SRAs. As a part of that discussion, the parties agree to consider eliminating the residence subsidy and adding the value of the subsidy into the wage rates.~~


For the University:



Hassib Hasanzadeh  
Senior Employee Relations Advisor

April 15 126  
Date

For the Union:



Roger De Pieri  
President

April 15/26  
Date

Oct 10/25

2:15pm

**Bargaining Proposal: Letter of Understanding #5**

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #5 – Student Housing and Community Services – Hours of Work**

The University and the Union agree that part-time Regular and Auxiliary paid employees of Student Housing and Community Services may work a 10:00 AM to 6:00 PM, or a 12:00 PM to 8:00 PM shift as required for month-end turnovers or hotel service.

Student Housing and Community Services may schedule housekeeping employees for seventy-five (75) hours over a two (2) week period by scheduling no more than six (6) consecutive working days within the two (2) week period. Days off shall be scheduled in a manner that ensures that a minimum of two (2) consecutive days off occur within the two (2) week period. The two (2) week period will be calculated from the start of the day shift every other Sunday. It is understood that no employee shall work seven (7) or more consecutive days without incurring overtime.

The University and the Union further agree that they will continue to work together reasonably, when dealing with work scheduling issues and in doing so will recognize the Department's interest in customer service and efficiency of operation as well as the Union's role in protecting the interests of its members.

For the University:

For the Union:

  
Hassib Hasanzadeh  
Senior Employee Relations Advisor

  
Roger De Pieri  
Acting President

Date

10/10/25

Date

October 10/25

Oct 10/25

2:15 pm

**Bargaining Proposal: Letter of Understanding #6**

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #6 – Job Classification Umpire**

Any dispute arising from the application or administration of Articles 20.03 and 20.04 shall be referred to the Job Classification Umpire. A proceeding before the Job Classification Umpire is intended to be an expedited arbitration. Specifically, an Umpire proceeding shall be subject to the following procedures:

- a. All presentations are to be short and concise and are to include a comprehensive opening statement.
- b. The parties agree to make limited use of authorities during their presentations.
- c. Documents to be tabled at the Umpire proceeding shall be exchanged at least 5 (five) working days prior.
- d. The parties will endeavor to make limited use of witnesses; however it is agreed that either party may call on a witness(es) to provide evidence as necessary. In addition, the parties agree it is appropriate for the University to call a witness from its Total Compensation department to provide expert evidence. The parties also agree that the Union may call an officer of the Union with expertise in job classification matters. Should a dispute arise between the parties regarding the necessity of witnesses, the matter shall be referred to the Umpire for decision.

Prior to rendering a decision, the Umpire may assist the parties in mediating a resolution to the grievance. Where mediation fails, or is not appropriate, a decision shall be rendered as contemplated herein.

All decisions of the Umpire are to be limited in application to that particular dispute and are without prejudice. These decisions shall have no precedential value and shall not be referred to by either Party in any subsequent proceeding. A decision of the Umpire is a final and binding disposition of the particular dispute.

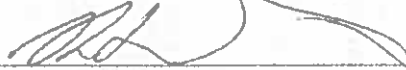
The Job Classification Umpire shall be determined by reference to Article 7.02(f).

For the University:

For the Union:



Hassib Hasanzadeh  
Senior Employee Relations Advisor



Roger De Pieri  
Acting President

10/10/25

Date

October 10/25

Date

Oct 10/25

2:15pm

**Bargaining Proposal: Letter of Understanding #7**

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #7 – Expediated Arbitration**

For the purpose of accelerating the resolution of applicable grievances, the Parties may mutually agree to refer to Expedited Arbitration any matter properly processed as a grievance once referred to arbitration pursuant to Article 7.

All presentations are to be short and concise and are to include a comprehensive opening statement that will generally not include witness testimony. The parties agree to make limited use of authorities during their presentations. Documents to be tabled at the arbitration shall be exchanged at least 5 (five) working days prior to the arbitration. The parties may agree to the following additional protocols in any individual matter:

1. Agreed Statement of Fact;
2. exchange of written Statements of Fact five (5) days prior to the Expedited Arbitration with copies to the arbitrator; and/or,
3. exchange of written argument five (5) days prior to the Expedited Arbitration with copies to the arbitrator.

Prior to rendering a decision, the arbitrator may assist the parties in mediating a resolution to the grievance. Where mediation fails, or is not appropriate, a decision shall be rendered as contemplated herein.

The decision of the arbitrator shall be completed and mailed to the parties within ten (10) working days of the hearing. The decision shall include a brief written explanation of the basis for the conclusion.

All decisions of the arbitrator are to be limited in application to that particular dispute and are without prejudice. These decisions shall have no precedential value and shall not

be referred to by either party in any subsequent proceeding. A decision of the arbitrator is a final and binding disposition of the particular grievance.

The parties may, by mutual agreement, refer a group of grievances, related or unrelated, to be heard pursuant to this Letter of Understanding by a single arbitrator at one session.

The intent of this Letter of Understanding is that the cases shall be presented by a designated representative of the Union and a designated representative of the Employer.


The location of the hearing is to be agreed by the parties. The Parties shall equally share the costs of the fees and expenses of the arbitrator.

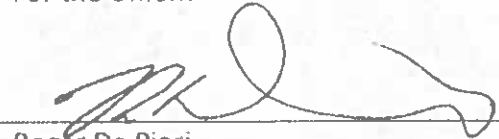
The expedited arbitrators, who shall act as sole arbitrators, shall be as set out in Article 7.02(a) or 7.02(b) according to the nature of the dispute.

The arbitrator will be selected by mutual agreement. Failing agreement, the arbitrator shall be selected by availability.

For the University:

For the Union:

  
\_\_\_\_\_  
Hassib Hasanzadeh  
Senior Employee Relations Advisor

  
\_\_\_\_\_  
Roger De Pieri  
Acting President

Date 10/10/25

Date October 10/25

Apr 15/26  
1:53 AM

Bargaining Proposal: Letter of Understanding #8

The Parties agree to recommend the following change to the Collective Agreement.

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #8 – Supplemental Employment Benefit**

The Supplemental Employment Benefit ("SEB") plan is to supplement the Employment Insurance ("EI") Benefits received by workers for temporary unemployment caused by maternity and parental leave.

**SEB Plan for Maternity Leave**

1. Employees must prove that they have applied for and are in receipt of EI benefits in order to receive payment under the plan. The University will verify the receipt of EI benefits by requiring the employees to submit proof of benefits.
2. The benefit level paid under this plan is set at ninety five percent (95%) of the employees' regular weekly earnings; the University will pay the difference between ninety five percent (95%) of the employee's regular earnings and the amount of EI received by the employee.

In any week, the total amount of SEB payments and the weekly rate of EI benefits will not exceed ninety five percent (95%) of the employees' weekly earnings.

3. This SEB benefit will be paid for the duration of maternity leave EI benefits plus any statutory waiting period.
4. The employee's share of benefit plan premiums/contributions during the period of the maternity leave shall be deducted from the amount paid to the employee by the University under the provisions of the SEB Plan.
5. Any period of leave of absence beyond the period of maternity leave set out in the *Employment Standards Act* shall be without pay, and the employee shall be responsible for the prepayment of their share of any applicable benefit plan premiums/contributions.
6. Notwithstanding the provisions of Article 3.04, the employee shall make a written agreement with the University on a form (a copy of which is attached and forms part

of this Letter of Understanding) which shall be signed by the employee in the presence of a shop steward or other representative of the Union and which provides the following:

- a. The employee shall make a commitment to return to work at the end of the leave and, where applicable, any additional leave of absence without pay.
  - b. The employee shall agree to repay to the University the gross benefit paid to the employee during the initial waiting period and the gross benefit difference which was paid to the employee for the balance of the leave, including the employee's share of any applicable benefit plan premiums/contributions which were deducted during the leave, if the employee fails to return to work, or resigns or is dismissed for just cause within six (6) months (975 hours)\* of return to work.
7. After completing six (6) months (975 hours)\* of service following return to work after the leave, the University will pay to the employee 5% of their wages, at the time the leave began, for the initial waiting period and for the period of time EI Benefits were received.
  8. An employee may request to receive the SEB plan retroactively after the employee returns to work for six (6) months of service (975 hours)\* after the leave.

\* Office/Clerical Employees  
(910 hours of service)

#### **SEB Plan for Parental Leave**

9. **Employees must prove that they have applied for and are in receipt of EI benefits for Parental Leave in order to receive payment under the plan. The University will verify the receipt of EI benefits by requiring the employees to submit proof of benefits.**
10. **The benefit level paid under this plan is set at ninety five percent (95%) of the employees' regular weekly earnings; the University will pay the difference between ninety five percent (95%) of the employee's regular earnings and the amount of EI received by the employee.**  
**In any week, the total amount of SEB payments and the weekly rate of EI benefits will not exceed ninety five percent (95%) of the employees' weekly earnings.**
11. **This SEB benefit will be paid for the first ten (10) weeks of parental leave EI benefits.**
12. **The employee's share of benefit plan premiums/contributions during the period of the maternity leave shall be deducted from the amount paid to the employee by the University under the provisions of the SEB Plan.**
13. **Any period of leave of absence beyond the period of maternity leave and the first ten (10) weeks of parental leave as set out in the *Employment Standards Act* shall**

be without pay, and the employee shall be responsible for the prepayment of their share of any applicable benefit plan premiums/contributions.

14. Notwithstanding the provisions of Article 3.04, the employee shall make a written agreement with the University on a form (a copy of which is attached and forms part of this Letter of Understanding) which shall be signed by the employee in the presence of a shop steward or other representative of the Union and which provides the following:
  - a. The employee shall make a commitment to return to work at the end of the leave and, where applicable, any additional leave of absence without pay.
  - b. The employee shall agree to repay to the University the gross benefit paid to the employee the gross benefit difference which was paid to the employee for the balance of the leave, including the employee's share of any applicable benefit plan premiums/contributions which were deducted during the leave, if the employee fails to return to work, or resigns or is dismissed for just cause within six (6) months (975 hours)\* of return to work.
15. After completing six (6) months (975 hours)\* of service following return to work after the leave, the University will pay to the employee 5% of their wages, at the time the leave began, for the initial waiting period and for the period of time EI Benefits were received.
16. An employee may request to receive the parental SEB plan retroactively after the employee returns to work for six (6) months of service (975 hours)\* after the leave.

\* Office/Clerical Employees  
(910 hours of service)

For the University:

  
\_\_\_\_\_  
Hassib Hasanzadeh  
Senior Employee Relations Advisor

Date

April 15 2016

For the Union:

  
\_\_\_\_\_  
Roger De Pieri  
Acting President

Date

April 15/2016

**MATERNITY AND PATERNTY PARENTAL LEAVE REPAYMENT AGREEMENT IN ACCORDANCE WITH THE LETTER OF AGREEMENT – ARTICLE 18.08 – MATERNITY, PARENTAL, AND ADOPTION LEAVE:**

I \_\_\_\_\_ after consulting with a Union representative or shop steward and having full understanding of my obligations, make the following agreement with the University of British Columbia.

I agree that 95% of my maternity leave or parental leave during the first ten (10) weeks wage differential be paid to me during my leave of absence rather than after my leave of absence and agree to return to work and remain at work for a minimum of six months (975 hours of service or, for office/clerical employees, 910 hours of service).

Should I fail to return to work, or having returned to work should I fail to complete six months (975 hours or, for office/clerical employees 910 hours) of service, or if I resign, or if I am dismissed for just cause within six months (975 hours of service or, for office/clerical employees 910 hours of service) of my return to work, I agree to repay the university 95% of net wages received during the first two weeks of maternity leave and the 95% of net wage difference paid to me during the following weeks of maternity or first ten (10) weeks of parental leave including my share of the benefit premiums/contributions which were deducted during the maternity or parental leave, and I understand that under no circumstances will this repayment be pro-rated.

I understand that if I do not make the required repayment I may be subject to legal action initiated by the University to regain such payments. If I receive notice from the University subsequent to my return that terminates my employment without cause, I will not be obligated to repay any portion of the SEB payments received. My share of the estimated benefit premiums/contributions is:

Optional Group Life

\$ \_\_\_\_\_ Initial: \_\_\_\_\_

Long Term Disability

\$ \_\_\_\_\_ Initial: \_\_\_\_\_

Pension Plan

\$ \_\_\_\_\_ Initial: \_\_\_\_\_

---

Employee Signature

Date

---

The University of British Columbia Representative

---

CUPE Local 116 Representative\*

*\*This signature implies no liability on the part of the Canadian Union of Public Employees, its local Union 116, or the individual Union Representative.*

Negotiations between UBC and CUPE 116

Agreed to by the parties

Date Tabled

Oct 10/25

Time Tabled

2:15pm

Bargaining Proposal: Letter of Understanding #9

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #9 – Job Selection Dispute Disclosure**

Where the Union has filed a grievance at Step 3 on behalf of a member who was an unsuccessful applicant for a position posted under Article 10.01, Human Resources shall provide disclosure to the Union on the following basis:

- a. Subject to (b) and (e) of this Letter of Understanding, the University shall disclose the following information to the Union:
  - i. the grievor's application, resume, interview notes, and test results as relied upon in the selection process;
  - ii. the application, resume, interview notes, and test results of the successful candidate as relied upon in the selection process;
  - iii. the application, resume, interview notes, and test results of other candidates included in the entire selection process as relied upon in the selection process
- b. The University shall only disclose information under this Letter of Understanding respecting an individual who was a CUPE 116 member at the time of application to the posting in question.
- c. Any third-party personal information contained in the material described above shall be redacted by the University prior to disclosure.
- d. That the purpose of the disclosure shall be to assist the Union in determining whether the University complied with the job selection provisions of the Collective Agreement and that the Union shall only use and disclose the information for this purpose.
- e. The University shall only disclose information under this Letter of Understanding to the extent that it is authorized to do so under the provisions of the Freedom of Information and Protection of Privacy Act.
- f. The Union acknowledges that any information it receives pursuant to this letter is governed by the provisions of the Personal Information Protection Act.

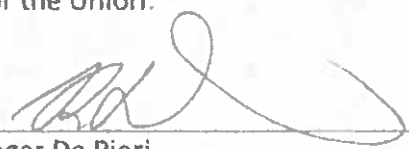
For the University:



Hassib Hasanzadeh  
Senior Employee Relations Advisor

10/10/25  
Date

For the Union:



Roger De Pieri  
Acting President

October 10/25  
Date

Negotiations between UBC and CUPE 116

Date Tabled

Oct 10/25

Agreed to by the parties

Date Tabled

2:15 pm

Bargaining Proposal: Letter of Understanding #10

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #10 – Apprenticeships**

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- a. The University and Union agree to reconstitute the Apprenticeship Advisory Committee with a maximum of four (4) representatives each within ninety (90) days of the ratification of this Collective Agreement.
- b. It is agreed that the Apprenticeship Advisory Committee shall be representative of the full spectrum of potential apprenticeships (e.g. building trades, culinary trades, and technical trades). Additionally, the Apprenticeship Advisory Committee may establish sub-committees for the purposes of Department specific apprenticeship programs and recommending department specific guidelines to the University. A sub-committee shall consist of a minimum of two (2) University members and two (2) Union members.
- c. The Apprenticeship Advisory Committee will examine the feasibility of further apprenticeships at the University, make joint recommendations to their respective principals as required, including recommendations about the utilization of the Apprenticeship Incentive Fund in accordance with the terms of Letter of Understanding #21 and recommendations on how to attract, promote and provide apprenticeship opportunities to qualified candidates from groups that have been historically underrepresented.
- d. The University shall establish appropriate apprenticeship programs to meet anticipated needs giving consideration to recommendations of the Apprenticeship Advisory Committee. The authority to manage apprenticeships, evaluate performance, and determine the ongoing status of individual apprentices shall remain exclusively vested with the University. The Apprenticeship Advisory Committee or, where established, the appropriate subcommittee will be kept informed of the progress of apprentices throughout the apprenticeship program in a timely fashion.

- e. The Apprenticeship Advisory Committee shall meet on a quarterly basis, or as necessary, to monitor the progress of apprentices. Where a subcommittee has been established, that subcommittee shall assume this responsibility.
- f. Apprentices shall be paid at the established apprenticeship rates, which are calculated as a percentage of the journey rates, or as per the agreed Apprenticeship Retention Program for Internal Hires letter.

For the University:

For the Union:

  
\_\_\_\_\_  
Hassib Hasanzadeh  
Senior Employee Relations Advisor

  
\_\_\_\_\_  
Roger De Pieri  
Acting President

Date

10/10/25

Date

October 10/25

Nov 14/25  
1:11 pm

Bargaining Proposal: LOU #11

The Parties agree to recommend the following renewal to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

Re: **LETTER OF UNDERSTANDING #11 – Contracting Out (Article 24.03)**

Attached hereto is a protocol which establishes a consultation and umpire process for the discussion and adjudication of matters arising within the frame of Article 24.03 (Contracting Out) of the Collective Agreement. However, in addition to the attached protocol, and apart from it, the parties agree to the following:

- ~~1. Prior to December 31, 2019, the parties will constitute a senior joint committee to discuss in good faith their respective concerns regarding contracting out, and to make every reasonable effort to constructively address those concerns.~~

~~Further the parties agree that the joint committee will review issues that impact the completion of projects retained in-house with the express purpose of establishing conditions that would facilitate additional contracting in, including work that may be standalone or project related.~~

~~The parties may agree to retain the Contracting Out Umpire, as set out in Article 7.02 as a Special Mediator to help facilitate discussions between the parties regarding issues of mutual concern with respect to Article 24.03, and this Letter of Understanding.~~

- 1. The Parties agree that matters arising under this Letter of Understanding, or Article 24.03, including and in-sourcing opportunities, may be referred to the Contracting Out Committee, the Joint Labour-Management Committee, or a specially convened meeting of the Parties, as mutually agreed.**

~~The Parties will make every reasonable effort to constructively address concerns related to contracting out and in-sourcing through these discussions.~~

The parties may agree to retain the Contracting Out Umpire, as set out in Article 7.02 as a Special Mediator to help facilitate discussions between the parties regarding issues of mutual concern with respect to Article 24.03, and this Letter of Understanding.

2. Notwithstanding the attached protocol, and irrespective of Article 24.03, where the University has given the Union notice of an intended contracting out, either party may elect to have the matter discussed and dealt with under the terms of this paragraph. In that event, it is agreed between the parties that the matter will be addressed solely on the basis of reasonableness. That is to say, the University and the Union may agree (without prejudice or precedent) to the contracting out or contracting in of a particular project, work or service; and the University and the Union further agree that neither of them will withhold agreement unreasonably. It is further agreed that the Umpire, as determined by Article 7.02(e) shall have exclusive jurisdiction to resolve any differences between the parties arising from the operation of this paragraph including the test of reasonableness; further, that the exercise of such jurisdiction in relation to the test of reasonableness shall be notwithstanding the terms of the Collective Agreement. Decisions made by the Umpire under this paragraph shall be on an expedited basis, in accordance with procedures established by the Umpire which may include hearings by conference telephone call.
3. The Umpire shall have the jurisdiction to expeditiously resolve any disputes about the interpretation or applications of this letter of understanding or Article 24.03.

## PROTOCOL

### Consultation – Contracting Out

1. The parties agree to establish a Contracting Out Committee. The Committee will be comprised of three (3) persons representing the University and three (3) persons representing the Union. Each party shall designate a co-chair.
2. The Contracting Out Committee shall meet twice monthly on dates which shall be established by the Committee on an annual basis. After one (1) year, the Committees shall re-examine and determine the required frequency of meetings.
3. Not less than five (5) days prior to each committee meeting, the University shall notify the Union in writing of work or services which it intends to contract out, providing pertinent information.
4. Not less than two (2) days prior to each committee meeting, the Union shall notify the University and the members of the Contracting Out Committee of matters requiring the Committee's attention. The co-chairs of the Committee shall then confirm with each other the upcoming agenda.
5. The Committee shall use its best efforts to resolve any issue or dispute arising from matters referred to it. The following conditions shall apply with respect to the committee meetings:
  - a) all discussions will be without prejudice, and
  - b) the outcome will go on record.

If agreement is reached, this agreement is binding and will be implemented, and the matter will be considered resolved.

6. Any matters not resolved by the Committee shall be referred to the Contracting Out Umpire who shall expeditiously decide the matter and whose decision shall be final and binding. Notwithstanding the grievance and arbitration provisions of the Collective Agreement, the Umpire shall have the jurisdiction to interpret and apply the Contracting Out provisions of the Collective Agreement, and the provisions of this letter of understanding. For clarity, the jurisdiction of the Umpire includes the adjudication of an allegation by the Union that the University has wrongly failed to give notice of a Contracting Out. In the event of such an allegation, the matter will be discussed by the Committee under paragraph 5 of this protocol prior to being referred to the Umpire under this paragraph.
7. The Umpire may determine their own procedures which shall be appropriate to the nature of the issue, with the aim of the promptest possible ruling. Fees and expenses of the Umpire shall be shared equally by parties.

8. Notwithstanding the above provisions, the University may proceed to contract out work under the following circumstances:
- i. Where the submission to the Committee arises from a vacant position that has been posted as a Full-time Regular appointment, and for which the University is actively recruiting; work that would normally be performed by the position may be contracted out once the posting has closed and the University has determined that it is unable to fill without delay or reposting. Prior to contracting the work out, the Committee will be informed of the University's intention to contract out such work. The University is required to continue to actively recruit the position in question. Contracting out undertaken under such circumstances will cease once the position has been filled and the successful candidate has started.
  - ii. Once thirty (30) days has passed since a submission has been made and the Committee has been unable to render a meaningful decision; the University may proceed to contract out the proposed work. The scope of permissible work being contracted out will be the same as that submitted to the Committee. In circumstances where the Committee is waiting for a meaningful response from the University to a substantive inquiry, the period of time required before contracting out shall be extended to reflect the delay in providing information.

A decision by the University to contract out work under the above provisions (8i. and 8ii.) is without prejudice to the Union's ability to refer the matter to the Contracting Out Umpire. Should the Umpire determine that the University's decision was not reasonable, as per the terms of this Letter of Understanding and Protocol, they shall have the jurisdiction to determine an equitable remedy.

9. The Umpire shall be as designated by Article 7.02(e).
10. The Umpire shall have the jurisdiction to resolve expeditiously any dispute about the interpretation or application of this letter of understanding or Article 24.03.

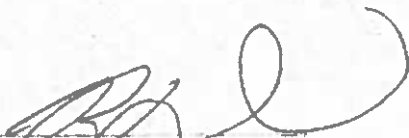
*Recommendation of Special Mediator Don Munroe, Q.C., in a letter dated September 25, 1995 and a decision dated June 23, 1997 and amended June 16, 2011 and June 8, 2019.*

For the University:

For the Union:



Korey Onyskevitch  
Associate Director, Employee and  
Labour Relations



Roger De Prier  
Acting President

Nov 18/2025

Date

Nov 18/25

Date

Date Tabled: 09 Dec 2025

Time Tabled: 1450h

Bargaining Proposal: LOU #12

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #12 – Student Housing and Community Services  
(Food Services) - Addendum**

The parties to establish a Special Labour Management Committee to finalize the language of the Letter of Understanding.

The terms of reference for the Committee are:

1. It shall commence work no later than two (2) months after the ratification of the Collective Agreement.
2. The Committee will discuss in good faith amendments to Letter of Understanding #12 and to advance forward the discussions and proposals tabled during bargaining on December 4 and 8, 2025. The Committee will review housekeeping items, update the language to reflect current operational practices, and develop solutions to challenges relating to weekend shift coverage and adherence to designated availability. It shall negotiate and finalize the language of Letter of Understanding #12 within four (4) months of the date established in paragraph 1 above.
3. The Committee membership must include representatives from the Union and the University with the authority to bind the parties to terms and conditions.
4. The parties agree that the items negotiated, and agreed to, by the Committee cannot be expanded to include any issues that increase the cost of the operation of the Collective Agreement nor substantially alter any terms and conditions of employment.

5. Any matters for which agreement cannot be reached shall be deemed withdrawn and the provisions of the 2022-2025 Collective Agreement shall continue in full force and effect.

For the University:

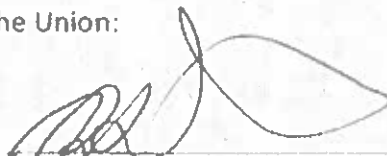


Korey Onyskevitch,  
Associate Director, Employee and  
Labour Relations

Dec 9/25

Date

For the Union:



Roger De Pieri  
Acting President

Dec 9/25

Date

Negotiations between UBC and CUPE 116

Date Typed Oct 10 2025

12/4/25

ER to Union

Time Typed 10:00am

2:21pm

**Bargaining Proposal: Letter of Understanding #13**

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #13 – Use of Contractors to Perform Inventory in the Bookstore**

The University and the Union agree that it is desirable to have the Bookstore open rather than closed during the Annual Inventory.

In order to fulfill this desire, the parties agree to the use of a contractor, their employees and University employees as set out herein.

All Bookstore employees available and willing to perform inventory work who are not otherwise scheduled and working a full daily shift as set out in the Collective Agreement, shall be employed for up to the full daily shift hours set out in the Collective Agreement provided it does not result in daily or weekly hours that result in overtime rates.

The difference in available and willing University employees and the total number of employees required to complete the Inventory Project in two (2) days, shall be made up of Contractor employees.

For the University:

For the Union:

  
Hassib Hasanzadeh  
Senior Employee Relations Advisor

  
Roger De Pieri  
Acting President

12/4/25  
Date

December 4/25  
Date

Oct 10/25

**Bargaining Proposal: Letter of Understanding #14**

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #14 – Student Workers in Food Services**

The University and the Union agree that given the exceptional circumstances in the Department of Food Services the following provisions shall apply to student workers.

The parties acknowledge that clarity about the status quo regarding the use of student workers in the Department of Food Services is important. The parties have had much discussion in bargaining about their respective understandings of the status quo, and this reflects their mutual understanding.

The parties agree that the provisions within this Letter of Understanding are the only ones within the Collective Agreement that apply to student workers in the Department of Food Services.

1. Student workers shall be exempt from paying Union dues.
2. The amount of hours worked by a student worker in any given week will not exceed fourteen (14) hours. The shift a student worker works will not exceed four (4) hours.
3. Student workers shall not replace any regular scheduled employee in the Department of Food Services.
4. Disputes under this Letter of Understanding shall be managed through the Dispute Resolution provisions set out in Letter of Understanding #12.

For the University:

  
\_\_\_\_\_  
Hassib Hasanzadeh  
Senior Employee Relations Advisor

11.4.25  
\_\_\_\_\_  
Date

For the Union:

  
\_\_\_\_\_  
Roger De Pieri  
Acting President

November 4/25  
\_\_\_\_\_  
Date

Oct 10/25  
2:15p

**Bargaining Proposal:**

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LOU #15 – ARTICLE 18.01 AND 18.02 – LEAVE FOR UNION BUSINESS**

Further to discussions in April/May 2001, including the assistance of Donald R. Munroe, Q.C., the University and the Union agree as follows with respect to the application of Articles 18.01 and 18.02. The University's obligations to pay under Article 18.01 will be limited to time spent on any matter during employees' regularly scheduled hours of work.

The parties agree to administer the provisions of this Letter of Understanding reasonably, including but not limited to the number of representatives designated for grievance and other meetings.

**Grievances/Arbitrations**

The University pays for up to three (3) officially designated representatives of the Union to attend:

- Grievance Meetings
- Arbitration Hearings
- Travel time to attend Grievance Meetings and Arbitration Hearings
- Preparation time with the Grievor, Witnesses and normally not more than one (1) Steward per Grievor for Grievance Meetings and Arbitration Hearings

The Union pays for its representatives to:

- Prepare for Grievance Meetings, other than as provided for above
- Prepare for Arbitration Hearings, other than as provided for above
- Attend the Union's Grievance Committee Meetings
- Prepare for and attend at Labour Relations Board Hearings

**Collective Bargaining**

The University pays for up to five (5) officially designated representatives of the Union to attend:

- Actual Collective Bargaining sessions

- Actual Mediation sessions
- Travel time to attend Collective Bargaining and Mediation sessions

The Union pays for its representatives to:

- Prepare for Collective Bargaining
- Union caucus time on other than an actual Bargaining day
- Prepare for and attend at Essential Services Hearings

**Official Joint University/Union Committees**

The University pays for up to three (3) officially designated representatives of the Union to attend:

- Actual Committee Meetings
- Follow up requested by the Committee
- Preparation time for the Joint Health & Safety Steering Committee and the Contracting Out Committee Meetings
- Time to respond to University proposals or issues in advance of the meeting
- Travel time to attend Committee Meetings

The Union pays for its representatives to:

- Prepare for Committee Meetings, other than as provided for above
- Perform work outside of the meetings required by the Union

**Meetings with the University**

The University pays for representatives of the Union to attend:

- Meetings required by or agreed to by Management
- Meetings regarding layoff as provided for in Article 11.04(b)(4)
- Meetings otherwise provided for in the Collective Agreement

For the University:



Korey Onyskevitch  
Senior Employee Relations Manager

October 10, 2025  
Date

For the Union:



Roger De Pieri  
President

October 14/25  
Date

Negotiations between UBC and CUPE 116

Agreed to by the parties

Date Signed

Oct 10/25

Time Signed

2:15pm

**Bargaining Proposal: Letter of Understanding #16**

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116


**Re: LETTER OF UNDERSTANDING #16 – Internships**

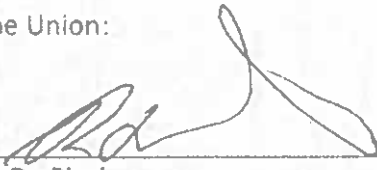
The parties recognize that academic units may establish internship programs. The interns will have an undergraduate, master's, or doctoral degree. The intent is for interns to have the opportunity to apply their education in a practical setting prior to pursuing further education or experience. The following terms shall apply to internship programs:

- a. Internship terms of up to two (2) years.
- b. Article 10.02 would not apply. Job selection to be made on academic criteria.
- c. Interns would not accrue seniority unless they move into another CUPE 116 role. In such cases, seniority would then be credited back to the start date of the internship program and calculated in accordance with Article 9.01.
- d. Interns would not be eligible for layoff and recall provisions.
- e. Interns may be employed within curated collections in the Beaty Biodiversity Museum, the Museum of Anthropology, the Belkin Art Gallery, and the Pacific Museum of the Earth.
- f. Interns may be employed within teaching and research collections in the Departments of Botany, Zoology, and Earth, Ocean and Atmospheric Sciences.
- g. Interns may be employed within the Department of Psychology.
- h. Interns may also be employed within other Departments and/or Units as agreed to between the Union and University.
- i. Internships are not intended to replace ongoing bargaining unit positions and no Union member shall be laid off as a result of an internship program.
- j. The University shall not hire more than two (2) interns at any given time within a Department or Unit described above without Union agreement.
- k. The Union shall be copied on any internship appointment made pursuant to this letter.

For the University:

For the Union:

  
\_\_\_\_\_  
Hassib Hasanzadeh  
Senior Employee Relations Advisor

  
\_\_\_\_\_  
Roger De Pieri  
Acting President

Date

10/10/25

Date

October 10, 2025

Oct 10/25  
2:15pm

Agreed to by the parties

**Bargaining Proposal:**

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LOU #17 – OPPORTUNITIES FOR UNDERREPRESENTED GROUPS**

The University and Union agree to establish a working group within one hundred and twenty (120) days to discuss in good faith recommendations on methods to specifically attract, retain, promote and provide opportunities to qualified candidates from groups that have been historically underrepresented and opportunities to further promote equity, diversity and inclusion within the Collective Agreement.

The purpose of the working group is to:

1. Identify and develop initiatives to attract prospective employees from historically underrepresented groups.
2. Examine, identify and recommend areas within the Collective Agreement wherein initiatives and programs may be undertaken to advance and promote equity, diversity and inclusion for historically underrepresented groups.
3. Where appropriate, the working group may recommend changes to the Collective Agreement consistent with Article 3.05 for consideration by the parties.

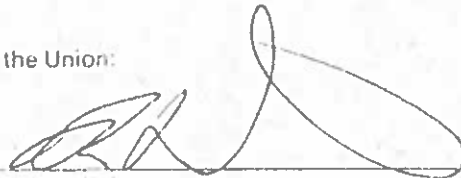
The working group will have a maximum of four (4) representatives from each party. It is also understood that from time to time, additional resource people over and above the four (4) representatives may be required to attend. The working group shall meet ever two months, or more often as necessary.

For the University:



Korey Onyskevitch  
Senior Employee Relations Manager

For the Union:



Roger De Pieri  
President

October 10, 2025  
Date

October 10, 2025  
Date

Negotiations between UBC and CUPE 116

Agreed to by the parties

Date Taken

Oct 10/25

Time Taken

2:15 pm

Bargaining Proposal: Letter of Understanding #18

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #18 – Recruitment and Retention Initiatives**

The parties recognize that there are circumstances where the ability to recruit and retain employees for positions at the University can be challenging.

It is agreed that should a department seek to introduce a recruitment or retention initiative that requires Union agreement as a result of a change in a condition of employment, the University will provide the Union with the following information:

1. Department
2. Position/Classification and number of vacancies
3. Length of time undertaken by the recruitment or retention initiative
4. Reasons necessitating the recruitment or retention initiative
5. Relevant details related to the form of the recruitment or retention initiative

Agreement will not be unreasonably withheld.

Where a recruitment or retention issue is identified, the parties agree to enter into good faith discussions regarding potential measures and steps to undertake to help resolve the issue. The parties agree to exchange any necessary documentation and supporting information.

The University agrees to provide updates related to all recruitment and retention initiatives at Labour Management Committee meetings.

For the University:

  
\_\_\_\_\_  
Hassib Hasanzadeh  
Senior Employee Relations Advisor

10/10/25  
Date

For the Union:

  
\_\_\_\_\_  
Roger De Pieri  
Acting President

October 10, 2025  
Date

Date: October 25  
Time: 2:15pm

**Bargaining Proposal: Letter of Understanding #19**

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #19 – Overpayments**

---


In circumstances where an administrative or other error results in an overpayment of such wages or benefits to an employee that is under five-hundred dollars (\$500.00) and such error has been made in good faith, the University shall be entitled to recover any overpayment under the following conditions:

1. Where the error has been reported by the employee, and the University confirms the amount(s) owing with the employee; or, where the University discovers the error, and a detailed breakdown of the error is given to the affected employee as soon as practicable.
2. Unless the employee proposes an alternative payment plan, the instalment amounts will be made by payroll deduction on the following basis:
  - For employees earning less than two thousand dollars (\$2000.00) per pay period, the maximum amount deducted per pay period shall be fifty dollars (\$50.00).
  - For employees earning more than two thousand dollars (\$2000.00) per pay period but less than three thousand dollars (\$3000.00) per pay period, the maximum amount deducted per pay period shall be seventy-five dollars (\$75.00).
  - For employees earning more than three thousand dollars (\$3000.00) per pay period, the maximum amount deducted per pay period shall be one hundred dollars (\$100.00).
3. In the event the overpayment exceeds five-hundred dollars (\$500.00), the parties agree that every effort will be made to reach an agreement on repayment terms within thirty (30) calendar days.
4. Where an employee disputes that an overpayment occurred, or the amount owing, recovery shall not be made under this letter.

5. Any grievance filed relative to this Letter of Understanding will be heard at Step 3 and referred to Expedited Arbitration.
6. In the event that the employee leaves the employment of the University before the University is able to fully recover an overpayment, the University shall be entitled to make a full recovery at the time and reduce accordingly any payments that might be owing to that employee on termination to recover the overpayment.
7. Should these repayment terms be insufficient to fully satisfy the amount of the overpayment, this Letter of Understanding is not a waiver of other rights that may be held or asserted by the University.

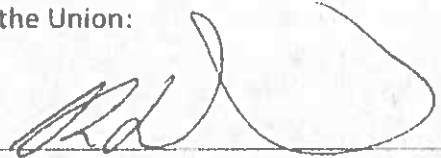
This Letter of Understanding does not apply where the overpayment results from an act of bad faith or other culpable action.

For the University:

  
\_\_\_\_\_  
Hassib Hasanzadeh  
Senior Employee Relations Advisor

10/10/25  
Date

For the Union:

  
\_\_\_\_\_  
Roger De Pieri  
Acting President

October 10, 2025  
Date

Apr 15/26  
1:54 AM

Bargaining Proposal:

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

Re: **LOU #20 – SUSTAINABLE TRANSPORTATION PROGRAM**

This Letter of Understanding governs the administration of the Sustainable Transportation Program (“STP”) ~~joint committee~~, which reflects the continued commitment by the parties to encourage more sustainable modes of transportation, which ~~is~~ **are** critical to meeting the University’s sustainability goals and ~~supports supporting~~ recruitment and retention initiatives. The terms of reference for the Committee are:

All matters related to the Sustainable Transportation Program that, previously, would have been addressed by the STP joint committee will now be administered through the Labour Management Committee.

1. Eligibility criteria will be for the following newly added pay grades effective:

~~a) Schedule A: Compensation rates at Pay Grades 11a-13 and below~~

~~b) Schedule B: Compensation rates at Pay Grades 1 and 2 through 6 and below~~

a) April 1, 2026

Schedule A: Compensation rates at Pay Grades A19 and below

Schedule B: Compensation rates at Pay Grades B7 and below

Schedule C: Compensation rates at Pay Grades C12 and below

b) April 1, 2027

Schedule A: Compensation rates at Pay Grades A19 and below

Schedule B: Compensation rates at Pay Grades B9 and below

Schedule C: Compensation rates at Pay Grades C14 and below

c) April 1, 2028

~~Schedule A: Compensation rates all Pay Grades~~

~~Schedule B: Compensation rates all Pay Grades~~

~~Schedule C: Compensation rates all Pay Grades~~

It is further understood that the Committee will determine the feasibility of adding additional pay grades that will be eligible based on the funding being provided and usage.

2. The Committee shall consider subsidizing public transportation, including discounting Compass Cards for sale through University Community Services, car and van pools, and other sustainable transportation initiatives

3. Single occupancy vehicles and single occupancy car share services shall not be considered

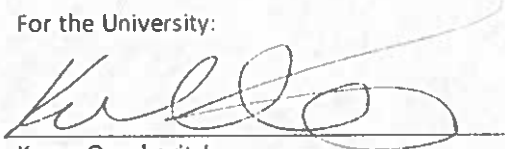
4. The Committee shall consider administrative efficiency as a criterion in the development of the pilot project.

5. The Committee shall ensure that if any benefit or subsidy constitutes a taxable benefit, that the administration of the project includes compliance with taxation requirements.

The University shall maintain the current seventy-five thousand (\$75,000) in annual funding for the program to March 31, 2023. The University will increase the funding to two hundred thousand (\$200,000) per year beginning on April 1, 2023.

The University shall maintain the current two hundred thousand (\$200,000) in annual funding for the program to March 31, 2026. The University will increase the funding to ~~three hundred two hundred and fifty thousand (\$300,250,000)~~ three hundred thousand (\$300,000) per year beginning on April 1, 2026 and three hundred and fifty thousand (\$350,000) per year beginning April 1, 2028. ~~The University will then increase the funding to four hundred thousand (\$400,000) per year beginning on April 1, 2028.~~

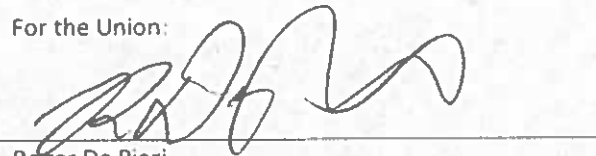
For the University:



Korey Onyskevitch  
Director, Employee and Labour Relations

April 15, 2026  
Date

For the Union:



Roger De Pieri  
President

April 15/26  
Date

Agreed in by the parties

Date: Initial  
Time: Initial

Oct 10/25  
2:15pm

**Bargaining Proposal:**

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LOU #21 – APPRENTICESHIP INCENTIVE FUND**

The University agrees to continue the Apprenticeship Incentive Fund to partially offset departmental costs associated with supporting apprenticeships.

The fund will be targeted towards increasing the feasibility of further apprenticeship opportunities at the University including the exploration of additional opportunities for historically underrepresented groups. Usage and utilization shall be reported to the Apprenticeship Advisory Committee for review and input into ensuring that the fund is meeting its purpose.

An employee may apply directly for reimbursement of tuition fees or the costs of required tools and equipment that are not provided by the University. A department may apply for reimbursement for such expenses incurred on an employee's behalf.

In addition, a department may apply for partial reimbursement of the payroll costs incurred by providing an apprentice with a leave without loss of pay to attend apprenticeship courses. Departments will be reimbursed based on the overall utilization of the Fund. Irrespective of the status of the Fund, employees shall receive a full compensatory payment in lieu of lost wages while attending required apprenticeship courses.

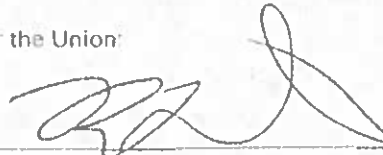
Any amounts unused within a fiscal year shall be carried forward for use in future years.

For the University:



Korey Onyskevitch  
Senior Employee Relations Manager

For the Union:



Roger Da Pieri  
President

OCTOBER 10, 2025  
Date

October 10, 2025  
Date

2

Thu 4/25  
10:45 AM

Bargaining Proposal: Letter of Understanding #22

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LETTER OF UNDERSTANDING #22 – Application of Article 3.06 and Letter of Understanding #12**

The following specific terms and conditions apply to the application of Article 3.06 and Letter of Understanding #12 for employees who maintain a Food Services appointment for the Winter Session (September through April) and a Housing appointment for the Summer Session (May through August).

1. Part-time Regular Status:
  - a. An employee who otherwise meets the requirements of Article 3.06 to be converted from Auxiliary status to part-time Regular will be converted subject to the following conditions:
    - i. The employee must work a minimum of seven hundred (700) hours during the Winter Session;
    - ii. The employee must work a minimum of three hundred and forty (340) hours during the Summer Session; and,
    - iii. The employee must maintain a general availability of thirty-seven and one-half (37.5) hours per week during the entire year.
  - b. Absent significant extenuating circumstances, an employee who fails to maintain the above conditions will be reverted to an Auxiliary employee. The provisions of Article 10.06 will apply.
  - c. An employee converted to part-time Regular who subsequently would qualify for part-time Regular status on the basis of their primary position will no longer be subject to paragraph a. above and will be subject to the normal requirements of a part-time Regular employee.
  - d. Should either Food Services or Housing experience a significant drop in business volume or revenue such that they are no longer able to sustain the minimum hours commitments to Regular employees, it is agreed that employees converted under this Letter of Understanding shall be reverted to Auxiliary status prior to reducing the hours of other part-time Regular employees or initiating layoff procedures. The provisions of Article 10.06 will apply.

2. Sessional Employees:

- a. Where the University identifies a need for Sessional employees within Food Services, the positions shall be posted as vacancies in accordance with Article 10.01. Any such posting will contain information indicating whether work will likely be required on weekends and on afternoon or night shift.
- b. Where a Regular employee applies indicating a preference for a Sessional appointment, they will be converted to Sessional. The remaining Sessional positions shall be filled by Auxiliary employees within the same classification who have applied to the posting on the basis of seniority, subject to satisfactory performance where the University has taken appropriate steps to address performance issues.
- c. Where a part-time Regular employee has been converted to Sessional as above, the University will determine whether the conversion creates an opportunity to increase the number of Sessional positions filled from the posting.
- d. The University will not replace incumbent Regular employees with Sessional appointments, nor reduce the number of full-time Regular employees with sessional appointments except through the operation of Article 11.
- e. In order to ensure an orderly and equitable introduction to the use of Sessional employees within Food Services, the parties agree:
  - i. That the University will balance the number of Sessional appointments posted with ensuring that current Auxiliary employees who provide a minimum thirty-seven and one-half (37.5) hours of availability per week shall retain the opportunity to establish part-time Regular status as set out in Article 3.06.; and,
  - ii. That this is a transition provision that will remain in force and effect for the duration of this Collective Agreement only and will expire on March 31, ~~2025-2027~~ irrespective of the renewal of this Letter of Understanding.

3. Dispute Resolution:

- a. Any dispute arising from the operation or application of this Letter of Understanding shall be managed under the Dispute Resolution procedures of Letter of Understanding #12.
- b. The Dispute Resolution procedure of Letter of Understanding #12 is modified solely with respect to timelines. The meeting between the parties must occur within thirty (30) days. A referral to the mediator arising from this Letter of Understanding may be made after thirty (30) days.

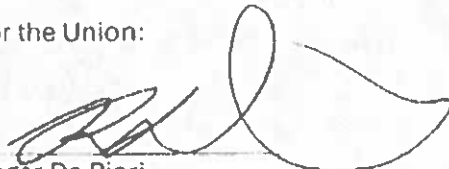
For the University:



Hassib Hasanzadeh  
Senior Employee Relations Advisor

11.4.25  
Date

For the Union:



Roger De Pieri  
Acting President

Nov 4/25  
Date

Oct. 10/25

2:15pm

**Bargaining Proposal: Letter of Understanding #23**

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees

Local 116


**Re: LETTER OF UNDERSTANDING #23 -- Sessional Employees**

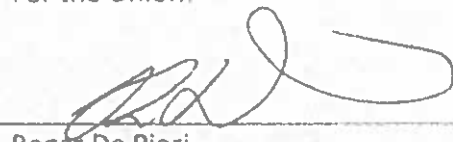
The University shall post vacancies for Sessional employees, or otherwise fill Sessional employee positions, subject to the following terms:

1. In departments or units that traditionally utilize Seasonal employees, the University may post and fill Sessional positions as an alternative to Seasonal employees.
2. In academic departments or units where there is an identified and discrete need for sessional employees to align with a teaching program or a research project, the University shall post and fill no more than three (3) Sessional positions within the department or unit.  
The University will notify the Union of any posting for a Sessional employee with an explanation as to the rationale for a Sessional employee, including the reasons why a full-time Regular or part-time Regular position would not be suitable.  
Should a department or unit wish to use more than three (3) Sessional employees, Union agreement is required.
3. In any other department or unit, the University shall not employ more than two (2) Sessional employees at any time.  
The University will notify the Union of any posting for a Sessional employee with an explanation as to the rationale for a Sessional employee, including the reasons why a full-time Regular or part-time Regular position would not be suitable.  
Should a department or unit wish to use more than two (2) Sessional employees, Union agreement is required.
4. The University will not replace Regular positions with Sessional appointments except by agreement with the Union.

For the University:

For the Union:

  
\_\_\_\_\_  
Hassib Hasanzadeh  
Senior Employee Relations Advisor

  
\_\_\_\_\_  
Roger De Pieri  
Acting President

10/10/25  
\_\_\_\_\_  
Date

October 10, 2025  
\_\_\_\_\_  
Date

**Bargaining Proposal:**

**The Parties agree to recommend the following changes to the Collective Agreement:**

**Between the**  
**University of British Columbia ("UBC")**  
**And**  
**The Canadian Union of Public Employees**  
**Local 116 (the "Union")**

**RE: LETTER OF UNDERSTANDING #24 -Accessibility Shuttle Drivers (Centre for Accessibility)**

This Letter of Agreement contains collective agreement language that pertains exclusively to students employed in the position of Accessibility Shuttle Driver. It is intended to be read in conjunction with the Collective Agreement between the Union and UBC.

**Definitions:**

**ASD:** Accessibility Shuttle Driver

**Academic Year:** Refers to the Fall and Winter Terms. ASD Student Workers that are employed for the Academic Year are understood to be employed for both Terms.

**Fall Term:** Refers to Term 1, which generally runs from September through December. ASD Student Workers who are employed for the Fall Term are understood to be employed for the full period.

**Winter Term:** Refers to Term 2, which generally runs from January through April. ASD Student Workers who are employed for the Winter Term are understood to be employed for the full period.

**Summer Term (1&2):** Refers to the summer academic session, which generally runs from May through August. ASD Student Workers who are employed for the Summer Term(s) are understood to be employed for the full period.

**Year-Round Employment:** Refers to the Fall, Winter, and Summer Terms.

**Common Clauses**

The following are common clauses between the CUPE 116 Collective Agreement and the Letter of Agreement - Accessibility Shuttle Drivers (Centre for Accessibility)

**ASD Drivers Negotiation Document and LOU****Non-Monetary Proposals**

Application of the main Agreement that applies without modification unless otherwise noted:

- Article 1 Preamble
- Article 2 Management Rights
- Article 3 Recognition and Negotiations (excluding Article 3.03)
- Article 4 Discrimination and Harassment
- Article 5 Union/Management Committees
- Article 6 Grievance Procedure
- Article 7 Arbitration
- Article 8 Discharge, Suspension and Discipline
- Article 13 Overtime
- Article 16 Vacations
- Article 17 Sick Leave (limited to legislative sick days (i.e., five [5] days)
- Article 18 Leave of Absence (excluding Article 18.10 & Article 18.09)
- Article 20 Job Classification and Reclassification
- Article 23 Safety and Health (excluding Article 23.17 – First Aid)
- Article 24 Job Security (including only Article 24.03 & Article 24.04)
- Article 25 Uniform and Clothing Provision (including only Article 25.01 and to review Article 25.03 should need arise)
- Article 26 Copies of Agreement
- Article 27 General
- Article 28 Wages
- Article 29 Term(s) of Agreement
- A/B/C Rates of Pay (excluding Schedule B & C)
- Annotations to schedule A, B, C (excluding Schedule B & C)
- Appendix 'A' (include Student Affairs and restrict to those with student status)
- LOU #6 Job Classification Umpire
- LOU #7 Expedited Arbitration
- LOU #9 Job Selection Dispute Disclosure
- LOU #11 Contracting Out
- LOU #15 Articles 18.01 & 18.02 – Leave for Union Business
- LOU #19 Overpayments (propose reducing amount to \$25 per pay cheque)

**Application of the main Agreement that requires modification to articles (its understood that unless the specific language is changed or altered, the rest of the original article is deemed included as set out in the Collective Agreement).**

- Article 9 Seniority
- Article 10 Promotions and Staff Changes
- Article 11 Layoff and Recall Procedures
- Article 12 Hours of Work
- Article 14 Shift Work
- Article 19 Payment of Wages and Allowances

**Articles in the main Agreement to be amended**

**Article 9 Seniority**

**9.01**

**a. Seniority Defined**

Employees - service in the bargaining unit from the initial date of hire, including service prior to certification of the Union.

**b. Seniority Credit:**

Seniority shall be Term based, with credit accumulated per Term worked. Service does not need to be continuous for Seniority to accrue. Seniority shall be determinative in seasonal return, layoff, and recall. For greater clarity:

- Summer-Term 1 credit
- Academic-Term 2 credits
- Year-round Employment 3 credits

**9.02 Seniority List**

The University shall maintain a seniority list of all employees. The seniority list shall be updated and posted at the end of each month, with a copy being forwarded to the Union, at its request.

**9.05 Probationary Period for Newly Hired Employees**

All newly hired employees shall be required to complete a three (3) month probationary period or complete a probationary period of eighty (80) accumulated hours actually worked, whichever comes first, which may only be extended by up to one (1) additional month upon mutual Agreement between the Employer and the Union. This probationary period provides an opportunity for the Employer to assess each employee's suitability for continued employment and the Employer reserves the right to terminate the employment of any probationary employee whom it finds unsuitable.

Once served, no employee will be required to serve an additional probationary period for the same role despite any breaks in employment.

### **9.07 Seniority**

Employees granted an unpaid leave of absence under this Agreement shall have their seniority "frozen" at the time of taking the leave. The employee shall not accumulate additional Seniority during the period of the leave, save and except leave for Union business under article 18, when the employee in question shall be credited with the quantum of Seniority which would have been earned had the employee continued to work.

### **9.08 Exercising of Seniority**

Employees may only exercise their Seniority for the purposes of obtaining available work or in the event of layoff.

## **Article 10: Promotions and Staff Changes**

### **10.01 Rehire (Annual Recall)**

#### **Seasonal Return**

- ASD Workers employed in the prior Summer Term Year shall be returned in seniority order.
- ASD Workers employed in the prior Academic Term Year shall be returned in seniority order.
- ASD Workers employed in the prior Full Academic Term Year shall be returned in seniority order.

## **Article 11: Layoff and Recall**

### **11.01 Layoff Defined**

**a) Layoff is defined as a reduction in the workforce.**

### **11.02 Role of Seniority in Layoff and Recall**

The parties recognize that job security should increase in proportion to the length of service. Therefore in the event of a layoff or recall, employees shall be laid off and recalled in accordance with their Seniority and the procedures set out in this Agreement, or as mutually agreed between the parties and will be recalled in seniority order.

### **11.03 Advance Notice of Layoff**

For employees covered by Article 11.01, the University shall give advance notice of layoff or pay in lieu as set out herein or as required by the Employment Standards Act, whichever is greater.

Employees shall receive notice or pay in lieu as follows:

1. Less than six (6) months of service – one (1) week;
2. More than six (6) months but less than one (1) year of service – two (2) weeks;
3. More than one (1) year of service – one (1) month.

**Article 11.04 Layoff Procedures**

**a. General Provisions**

In the event of a layoff, other than a seasonal layoff, the Union shall be notified in writing before any employee is issued notice of layoff. The parties agree to meet and discuss potential alternatives to layoff, should any exist.

**Article 12 - Hours of Work**

**12.03 Employment or Wage Guarantee**

It is agreed that a minimum of four (4) hours pay in any one day will apply.

**12.04 Paid Rest or Relief Periods**

Employees working full-time hours (seven and one-half (7-1/2) hours), shall receive two (2) fifteen (15) minute work breaks, with pay, during each regularly scheduled shift completed, one in the first half of the shift, the other in the second half of the shift, and a thirty-minute (30) unpaid lunch break.

Other employees shall receive a paid fifteen (15) minute work break during each scheduled working period of four (4) hours completed.

**12.07 Shift Cancellation(s)**

The Employer retains the right to cancel previously scheduled work when operational needs require. The Employer shall provide at least forty-eight (48) hours' notice to employees scheduled to work or they are required to pay them four (4) hours pay for anything less than 48 hours notice.

**Overtime**

Regular hours worked are typically four (4) in any one shift. In the event an employee is scheduled to work in excess of the daily maximum of seven and one-half (7-1/2) hours or weekly maximum of thirty-seven and one-half (37-1/2) hours, hours in excess of these maximums will be paid at the applicable rates as set out in Article 13.02.

**Article 14 Shift Work (Weekdays)**

**14.01 Shift Premium**

All employees shall receive shift differential compensation of one dollar (\$1.00) for all hours worked between 6:00 p.m. and 11:00 p.m. and one dollar and twenty-five cents (\$1.25) for all hours worked between 11:00 p.m. and 7:00 a.m.

**14.02 Shift Duration**

It is agreed the minimum hours for any scheduled shift is four (4) hours in any one day, and may only be extended based on mutual Agreement between the employee and the department.

**Article 19 – Payment of Wages and Allowances**

**19.01 Pay Days**

It is agreed that the present pay periods will continue until such time as the parties agree to alter present practice.

**19.02 Equal Pay for Equal Worth and or Responsibility**

The principle of equal pay for equal worth and/or responsibility shall apply.

**Modifications to this Letter of Understanding – (NEW)**

The parties agree this letter of understanding during the life of the Collective Agreement can be amended by the parties as necessary to reflect changes in the operation that may impact the University or its employees; any such amendment will be in accordance with article 3.05.

**Monetary proposals:**

**28.01 Wages**

Wages are as set out in Schedule 'A'

**28.02 Increment Policy**

Employees will be paid incremental increases on their anniversary date of appointment to the position. Increments, where applicable, will normally be automatic, but the University reserves the right to withhold an increment for cause. If an increment is withheld, however, reasons for the action shall be given to the employee in writing within one (1) calendar month.

Employees may be placed at step 2 or 3 of the pay schedule if there is justification. (see addendum)

Hourly wage based on 85% of Pay Grade 9a

Rates of pay A/B/C/ as set out in the April 1, 2022 – March 31, 2025, Collective Agreement

Retro Pay to April 1, 2022 to align with Main Collective Agreement @ 85%

All ASD to start at Step 1

Pay Grade	Schedule A Effective Dates	Rate of pay as a percentage (@ Step 1)
9a	April 1, 2022	(\$21.14 X 85%) @ \$17.96/hour
9a	April 1, 2023	(\$22.84 X 85%) @ \$19.41/hour

**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:**

**1. Provisions agreed to in negotiation meetings**

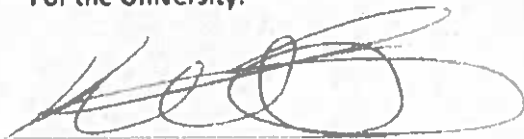
All items agreed to by the parties' negotiation committees as attached to this memorandum in the LOA, shall form the agreement.

**2. Ratification**

This agreement is effective as of the date of ratification, except for wages which is retroactive to April 1, 2022.

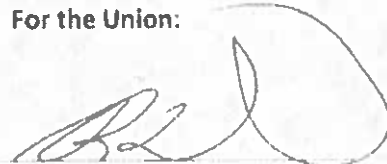
Agreed to this 9<sup>th</sup> day of June, 2023.

**For the University:**



Korey Onyskevitch  
Senior Employee Relations Manager

**For the Union:**



Roger De Pieri  
Acting President

Dec 4/23

Date

Dec 4/23

Date

ER → Union

Date Typed:

Nov 18/25

Time Typed:

9:32 AM

University Response: Bargaining Proposal

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

Re: NEW LETTER OF UNDERSTANDING #?? – JOINT COMMITTEE ON TECHNOLOGY AND ARTIFICIAL INTELLIGENCE (AI)/ARTIFICIAL GENERAL INTELLIGENCE

~~The University and Union agree to establish a joint committee within one hundred and twenty (120) days to~~

~~The Parties recognize that changes in technology may affect the rights and working conditions of Employees. The Parties agree that an AI Technology Committee will be established within one hundred and twenty (120) days to discuss, consider, monitor, analyze and make recommendations regarding the introduction and ongoing use of AI technology.~~

~~This committee shall consist of three (3) representatives from the Union and three (3) representatives from the Employer. The committee will meet quarterly or more often as required.~~

~~The purpose of the committee is to avoid problems related to the implementation of AI or other digital technologies through open dialogue. The committee will consider issues such as: impact on workload and work intensity, diversification of tasks, and training needs.~~

~~Activities undertaken by the AI-Technology Committee shall not trigger any timelines within the Collective Agreement.~~

~~On an annual basis, the Employer will provide the union with a list of all digital technologies used within the workplace in the previous calendar year. For each digital technology, the Employer will provide: a description of the system and its objectives; information about training data and variables used in the system; the owner, licensor, developer and vendor or other third parties associated with the technology; the parameters, rules and instructions underlying the system, and any assessments or audits that have been conducted about any technologies that have been used.~~

~~On an annual basis, the Employer will provide Employees and the Union with a list of the types of personal data collected about Employees; the method of personal data collection; how personal data is used and processed; the period of time for which data will be retained; the location of servers where Employees' data is stored, a list of who has access to the personal data of Union members; and the names and headquarters of any third parties involved in the collection, processing, storage, or use of the data, and how and when the data will be destroyed.~~

~~Should any disputes arise out of this committee they shall be referred to the Umpire per Article 7.02 for resolution.~~

Any dispute arising out of this committee may be referred to Step 3 of the Grievance Procedure.

For the University:



Korey Onyskevitch  
Associate Director, Employee & Labour  
Relations

Nov 18/25

Date

For the Union:



Roger De Pieri  
President

Nov 18/25

Date

Oct 10/25  
2:15pm

Bargaining Proposal:

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LOA #1 - ACCOMODATION PROCESS IMPROVEMENT WORKING GROUP**

The University and Union agree to ~~continue~~ ~~establish a working group within one hundred and twenty (120) days~~ to discuss in good faith their respective concerns regarding the accommodation process, and to make every reasonable effort to constructively address those concerns.

The purpose of the working group is:

1. To examine and recommend improvements to the existing accommodation processes to create a clear, consistent and transparent procedure for all CUPE 116 members;
2. To provide procedural clarity on the accommodation processes, as well as an understanding of the respective participants' legal obligations and their roles and responsibilities; and
3. To provide greater awareness and training on the accommodation processes.

The parties agree that any recommendations made by the working group cannot detract from the obligations contained in Article 23.18, the *Human Rights Code* or University policy.

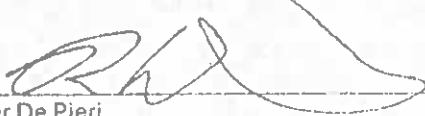
The working group will have a maximum of four (4) representatives from each side. It is also understood that from time to time, additional resource people over and above four (4) representatives may be required to attend. The working group shall meet every two (2) months, or more often as necessary.

~~The parties commit to share all information necessary to discuss concerns about existing processes by January 31, 2023 in order to facilitate the proper functioning of the working group.~~

For the University:

For the Union:

  
Corey Onyskevitch  
Senior Employee Relations Manager

  
Roger De Pieri  
President

October 10, 2025  
Date

October 10/25  
Date

Oct 10/25  
2:15 pm

**Bargaining Proposal:**

The Parties agree to recommend the following change to the Collective Agreement:

Between the  
University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

**Re: LOA #2 – SCHEDULE B REVIEW**

The University and Union agree to ~~establish a working group within one hundred and twenty (120) days~~ to review the current Schedule B wage grid for the purpose of providing orderly pay grades and establishing updated job hierarchies, where appropriate. Except as required by the operation of Article 20 of the Collective Agreement, the parties agree to a cost neutral approach.

For the University:



Korey Onyskevitch  
Senior Employee Relations Manager

For the Union:



Roger De Pieri  
President

October 10, 2025  
Date

October 10, 2025  
Date

Apr 15/26  
11:55AM

University Bargaining Proposal

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

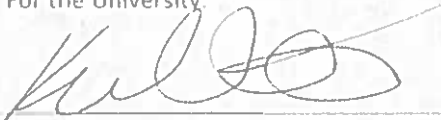
The Canadian Union of Public Employees

Local 116

Re: LOA #3 - HEALTH SPENDING ACCOUNT

The parties agree that the current Health Spending Account available to CUPE 116 members shall increase to ~~five hundred dollars (\$500.00)~~ ~~seven hundred and fifty dollars (\$750.00)~~ ~~six hundred and fifty dollars (\$650.00)~~ per year per eligible employee on January 1, 2027. On January 1, 2028, it will increase to ~~seven hundred and fifty dollars (\$750.00)~~ per year per eligible employee.

For the University:



Korey Onyskevitch  
Associate Director, Employee & Labour  
Relations

For the Union:



Roger De Pieri  
President

APRIL 15, 2026

Date

Apr 15/26

Date

## Health Spending Account - List of eligible expenses

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You can use your Health Spending Account to cover expenses that are eligible medical expenses under the Income Tax Act (Canada) and that are not paid (or not paid in full) by any other private or government plan. These include eligible expenses incurred outside your province of residence.

Eligible expenses include the items listed below. To be sure your expense meets the conditions necessary to qualify under the Income Tax Act, you should visit the Canada Revenue Agency website for more details. Go to [www.cra-arc.gc.ca](http://www.cra-arc.gc.ca) and enter **Medical Expense Tax Credits** in the search window. Go to the most current version of publication #IT519 (Medical Expense and Disability Tax Credits and Attendant Care Expense Deduction).

A Health Spending Account can cover the portion of expenses not covered by a health or dental benefits plan. This includes your deductible, coinsurance (portion not covered if your plan covers less than 100%), or amounts that are over your plan maximums. You can also claim expenses not covered under your spouse's plan.

### Drugs

- Drugs, medications or other preparations or substances prescribed by a licensed medical practitioner or dentist and dispensed by a pharmacist
- Insulin, test tape or test tablets
- Oxygen, including the cost of buying or renting oxygen equipment.
- Needles and syringes prescribed by a medical practitioner

### Vision care *(must be prescribed by a medical practitioner)*

- Eyeglasses
- Contact lenses
- Laser eye surgery

### Medical practitioners *(must be licensed to practice in the province where the service is provided)*

- Acupuncturists
- Chiropractors
- Chiropractors
- Christian Science practitioners
- Dental hygienists
- Dentists
- Dieticians
- Naturopaths
- Nurses
- Occupational therapists
- Optometrists
- Osteopaths
- Pharmacists
- Physicians
- Physiotherapists
- Podiatrists
- Psychoanalysts
- Psychologists
- Speech therapists
- Theraputists

### Dental services

- Preventive services (eg. dental check-ups, cleanings)
- Diagnostic services (eg. x-rays)
- Orthodontic treatment
- Restorative services (eg. fillings)

## Attendant care

- Remuneration of a full-time attendant, or full-time care in a nursing home, of a patient who has a severe/prolonged mental or physical impairment. Condition must be certified by a medical practitioner.
- Remuneration of a full-time attendant if the patient lives independently (e.g. in his or her home) and is dependent on others due to physical or mental infirmity. Condition must be certified by a medical practitioner.

## Hospitals and other facilities

- Payments to a public or licensed private hospital
- Payments to a nursing home for the full-time care of a patient who is dependent on others due to mental infirmity.
- Payments to a special school, institution or other place for care and training of a mentally or physically impaired person. An appropriately qualified person must certify the person requires the equipment, facilities or personnel specially provided by that facility.

## Devices, supplies and equipment

- Artificial eyes
- Artificial kidney machines
- Artificial limbs
- Crutches
- Hearing aid devices
- Ileostomy or colostomy pads
- Iron lung, including a portable chest respirator
- Laryngeal speaking aids
- Limb braces
- Oxygen tent or equipment
- Products required for incontinence caused by illness, injury or affliction, such as diapers, disposable briefs, catheters, catheter trays and tubing
- Rocking bed for poliomyelitis victims
- Spinal braces
- Truss for a hernia
- Wheelchairs

## These items must be prescribed in writing by a medical practitioner:

- Air conditioner required to cope with a severe chronic ailment, disease or disorder, up to \$1,000 or 50% of the cost of the air conditioner, whichever is less
- Device or equipment for use by a person suffering from a severe chronic respiratory ailment or a severe chronic immune system disregulation, such as an air or water purifier
- Device to enable a person with a mobility impairment to operate a vehicle
- Infusion pump, including disposable peripherals, used in diabetes treatment or a device designed to measure blood sugar
- Mechanical device or equipment to assist a person to enter or leave a bathtub or shower, or to get on or off a toilet
- Device to decode special television signals to permit the vocal portion of the signal to be visually displayed
- Device designed to be attached to infants diagnosed as being prone to sudden infant death syndrome, to sound an alarm if the infant stops breathing
- Elastic support hose or extremity pump to relieve swelling caused by chronic lymphedema
- Optical scanner or similar device to enable a blind person to read print
- Orthopaedic shoe or boot, or an insert for a shoe or boot, made to order
- Power-operated lifts to allow people with disabilities access to different levels of a building or assist them to gain access to a vehicle, or to place wheelchairs in or on a vehicle
- Electronic environmental control system for the use of a person with a severe and prolonged mobility restriction
- Electronic speech synthesizer that enables a mute person to communicate using a portable keyboard
- External breast prosthesis required after mastectomy
- Heart pace maker or monitor
- Hospital bed, including attachments
- Inductive coupling osteogenesis stimulator for treating non-union of fractures or aiding in bone fusion
- Synthetic speech system, Braille printer and large print-on-screen device, to allow a blind person to operate a computer
- Teletypewriter or similar device, including a telephone ringing indicator, that enables a deaf or mute person to make and receive telephone calls
- Walkers
- Wig made to order

Apr 15/26  
1:57AM

Bargaining Proposal: Letter of Agreement #4

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

The Canadian Union of Public Employees  
Local 116

Re: **LETTER OF AGREEMENT #4 -- Minimum Wage**

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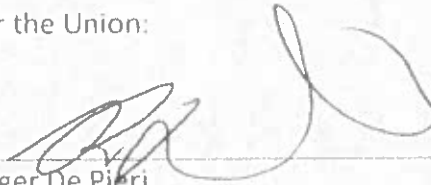
Notwithstanding the wage schedule in this agreement, the minimum hourly pay rate for any position in the bargaining unit will be the current BC Minimum Wage plus 2.5%, rounded up to the nearest penny.

For the University:



Korey Onyskevitch  
Associate Director,  
Employee and Labour Relations

For the Union:



Roger De Pieri  
Acting President

APRIL 15, 2026  
Date

Apr 15/26  
Date

Date Tabled \_\_\_\_\_

Time Tabled \_\_\_\_\_

**Bargaining Proposal: LOA #4**

The Parties agree to recommend the following change to the Collective Agreement.

Between the

University of British Columbia

And

Canadian Union of Public Employees  
Local 116

**Re: Letter of Agreement #4 - Appendix "A" Working Group**

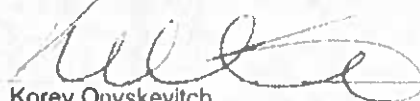
The University and Union agree to establish a working group within one hundred and twenty (120) days to discuss in good faith amendments to Appendix "A" to more accurately reflect the relevant operations. Where appropriate, the working group may recommend changes to the Collective Agreement consistent with Article 3.05 for consideration by the parties.

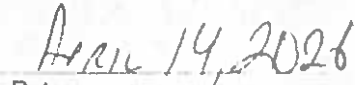
The working group will have a maximum of three (3) representatives from each party. The working group shall meet every two (2) months, or more often as necessary.

**The parties agree that the items negotiated, and agreed to, by the Committee cannot be expanded to include any issues that increase the cost of the operation of the Collective Agreement nor substantially alter any terms and conditions of employment.**

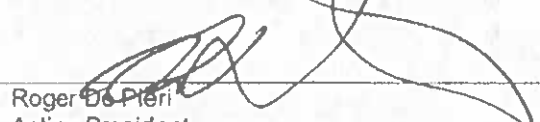
**Any matters for which agreement cannot be reached shall be deemed withdrawn and the provisions of the 2022-2025 Collective Agreement shall continue in full force and effect.**

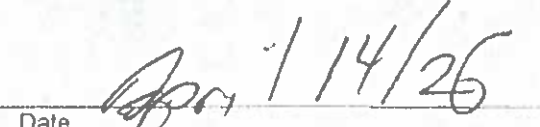
For the University:

  
Korey Onyskevitch,  
Director, Employee and Labour  
Relations

  
Date

For the Union:

  
Roger De Pieri  
Acting President

  
Date



April 15, 2026

**Hand Delivered**

Canadian Union of Public Employees, Local 116  
Suite #206-2389 Health Sciences Mall  
Vancouver, BC V6T 1Z3

**Attention: Roger De Pieri,**

Dear Mr. De Pieri:

**Re: Personal Spending Account**

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This letter is to provide notice of the University's commitment to establishing a Personal Spending Account qualifying CUPE 116 members in the amount of \$100 per year, effective January 1, 2027 and \$300 per year, effective January 1, 2028. The Personal Spending Account is to be used for wellness costs like fitness, health products and services and financial related products and is subject to the guidelines established by the University's insurance provider for eligible products and services. For information, this is a taxable benefit for claims made and unused funds will not be carried over from one year to the next. For reference, we have attached Sun Life's current list of eligible products and services.

Yours truly,

THE UNIVERSITY OF BRITISH COLUMBIA

Korey Onyskevitch  
Director, Employee and Labour Relations  
[konyskev@mail.ubc.ca](mailto:konyskev@mail.ubc.ca)

## Eligible expenses for Sun Life's Personal Spending Account



With Sun Life's enhanced Personal Spending Account (PSA), employees will benefit from a broad range of expenses in one inclusive list. This is a list of the eligible expenses available for the PSA.

### Fitness services

- fitness club or gym memberships
- registration fees for virtual fitness classes
- registration fees for fitness-related programs, lessons or courses (such as aerobics, yoga, dance and martial arts)
- sports team memberships and registration fees
- annual memberships or daily passes to athletic facilities (such as access to golf courses, racquet clubs and ski hills)
- personal trainers, fitness consultants, lifestyle consultants and exercise physiologists
- registration fees for fitness-related events (such as walks, runs and races)
- recreational activity fees (such as boating fees, camping fees and trail passes)
- fees for athletic facilities and equipment rental costs
- fitness-related apps, software and programs
- hunting and fishing licenses

### Fitness equipment

- purchase or rental of exercise equipment (such as treadmills, exercise bikes, universal gyms and weights)
- specialized sports equipment (such as skates, bikes, non-motorized boats, rackets and clubs)
- fishing gear and supplies, camping gear, tents and sleeping bags
- jogging or cycling strollers
- specialized athletic footwear (such as running shoes, golf shoes and swim fins)
- fitness-related apparel (such as running jackets, cycling shorts and sunglasses)
- athletic safety equipment (such as helmets, eye protection and mouth guards)
- fitness tracking tools (including watches) and heart-rate monitors
- fitness consoles and accessories, DVDs and downloadable work-out videos

### Health products and services

- weight management programs (excluding food)
- nutrition programs and counselling
- cholesterol and hypertension screening
- smoking cessation programs and products
- services provided by iridologists, herbalists, Chinese medical practitioners and acupressurists
- maternity services and accessories (such as Doulas, Midwives and classes)
- other alternative wellness services (such as Reiki, Rolfing and light therapy)
- stress management programs
- first aid and CPR (cardiopulmonary resuscitation) training
- health, fitness or lifestyle assessments (such as fees for allergy testing, ergonomic assessments and genetic testing)
- vitamins, supplements, herbal products, blenders and juicers
- sleeping aids (such as orthopaedic mattresses and pillows, darkening blinds, white noise machines and ear plugs)
- medical alert products and services
- personal care items (such as heating pads, thermometers, sunscreen, teeth whitening kits and denture products)
- life coach services or fees for spiritual or wellness retreats (excludes the cost of travel and accommodations)
- cosmetic procedures (such as Botox, dermabrasion and tattoo removal)
- health-related apps, software and programs
- day-spa services (such as baths, saunas and aesthetic treatments)

## Indigenous health

- traditional Indigenous Healers and Elders
- traditional medicines (such as sweetgrass, sage, cedar, tobacco plant)
- fees and supplies for Indigenous ceremonies (such as sweat lodges, healing circles, smudge kits)

## Education and personal development

- home office equipment (such as an ergonomic chair/desk, and sound proofing barriers) and fees for secure shredding services
- tuition fees for university, college or continuing education (including books and supplies)
- fees for language training and tutoring
- fees or dues for professional memberships or associated with maintaining a professional designation
- hobby or general interest classes and supplies (including cameras)
- personal computers, accessories and software
- online courses offered through a recognized educational institution requiring registration
- internet services (statements used as receipts must include the payment amounts and date)
- cultural activity passes or tickets (for things like museums, zoos, music concerts, plays, operas and symphonies)
- lessons, courses, seminars and conferences (including books, instruments, supplies and accessories)
- hard cover and online reading materials, subscriptions and book club memberships (including e-readers and apps)
- online audio subscriptions, audio books and apps
- music, music streaming services and apps
- finance related apps, software and programs
- smartphones and tablets

## Green living

- public transit passes
- solar energy and wind energy products
- energy home audits, cost to upgrade windows, programmable thermostats and weather stripping
- home insulation materials for heating or cooling
- air purification systems and installation costs
- lead pipe and asbestos removal from home
- composters, rain barrels, recycling bins and recycling fees
- for atypical items (such as electronics) efficient products for home heating, cooling and lighting (such as tankless water heaters and compact fluorescent light bulbs)
- car or bike sharing memberships and usage fees (excluding fuel costs and repair fees)

## Work-life balance

- childcare expenses (includes educational expenses and materials)
- elder-care expenses
- food delivery services (does not include the cost of food)
- pet-care services (such as kenneling, obedience training, dog walking and veterinarian fees)
- domestic services (such as house cleaning, snow removal, landscaping and moving services)
- intelligent personal assistant (IPA) devices

## Safety initiatives

- baby safety equipment
- first aid products (such as bandages, Automated External Defibrillators (AED) and disinfectant)
- smoke alarms, carbon monoxide (CO) detectors, fire extinguishers and fire escape ladders
- Personal Protective Equipment (PPE), including fees for sanitation, gloves, masks and hand sanitizer, purchased for personal use
- protective safety equipment (such as safety boots, eye protection and safety gloves)
- life jackets, bear spray, rescue equipment and avalanche kits
- home security systems and associated fees

## Professional services

- estate planning, financial investment counselling and tax return preparation
- legal expenses (such as wills, divorces, and house purchases or sales)

## Insurance premiums

- Life and Critical Illness insurance premiums, as well as Long Term Care facility premiums
- pet insurance premiums

## Financial

- Registered Retirement Savings Plan (RRSP) contributions
- Registered Education Savings Plan (RESP) contributions
- Registered Disability Savings Plan (RDSP) contributions
- Tax-Free Savings Account (TFSA) contributions
- fraud prevention/assistance and credit monitoring services and products

Life's brighter under the sun

Group Benefits are provided by Sun Life Assurance Company of Canada, a member of the Sun Life group of companies. PD-9825-E 06-23 ry-cd





April 14, 2026

**Hand Delivered**

Canadian Union of Public Employees, Local 116  
206 – 2389 Health Sciences Mall  
Vancouver, BC V6T 1Z3

**Attention: Roger De Pieri, Acting President**

Dear Mr. De Pieri:

**Re: Letter of Commitment related to Seasonal Hires in Schedule C**

This letter confirms the University's commitment to engage in discussions with the Union regarding the duration of the probationary period when hiring seasonal employees within Schedule C.

Yours truly,

**THE UNIVERSITY OF BRITISH COLUMBIA**

Korey Onyskevitch  
Interim Director, Employee and Labour Relations  
[korey.onyskevitch@ubc.ca](mailto:korey.onyskevitch@ubc.ca)