



University of British Columbia Employees  
CUPE Local 116

# B·U·L·L·E·T·I·N

## BARGAINING BULLETIN #8

June 11<sup>th</sup>, 2019

### FINAL REPORT!

In the early hours of Sunday, June 9<sup>th</sup>, after another long bargaining session, your Bargaining Committee reached a tentative agreement with the University to renew and revise our Collective Agreement.

Please see the attached Memorandum of Agreement for a comprehensive list of the areas with changes to the Collective Agreement.

In accordance with our by-laws (Article XX), the Bargaining Committee will present its recommendations to the membership at a series of special meetings to be held:

Date:	Tuesday, June 18 <sup>th</sup> , 2019
Location:	Wesbrook (WESB) – Room 100 6174 University Boulevard (see next page for map with location)
Information Sessions:	7 am – 8 am 11 am – noon 3 pm – 4 pm 6:30 pm – 7:30 pm 9 pm – 10 pm

Ballots for the ratification vote will be available at the location of the special meetings from **7 am to 10 pm on Tuesday, June 18<sup>th</sup>**. Members unable to attend any of the meetings because of illness, vacation, or due to a regular day off may request a ballot from the Union office. The returned ballot will be placed in a ballot box at the Union office and then added to the final count. Hard copies of the tentative agreement will be available at the Union office from June 11<sup>th</sup> onwards.

**Members are entitled to University paid time off to attend the information meeting and voting. Please advise your manager of which meeting you plan to attend.**

Your Bargaining Committee is satisfied that we have achieved the best settlement possible, and will be unanimously recommending ratification of the tentative agreement.

**In Solidarity,**

**Your CUPE 116 Bargaining Committee**

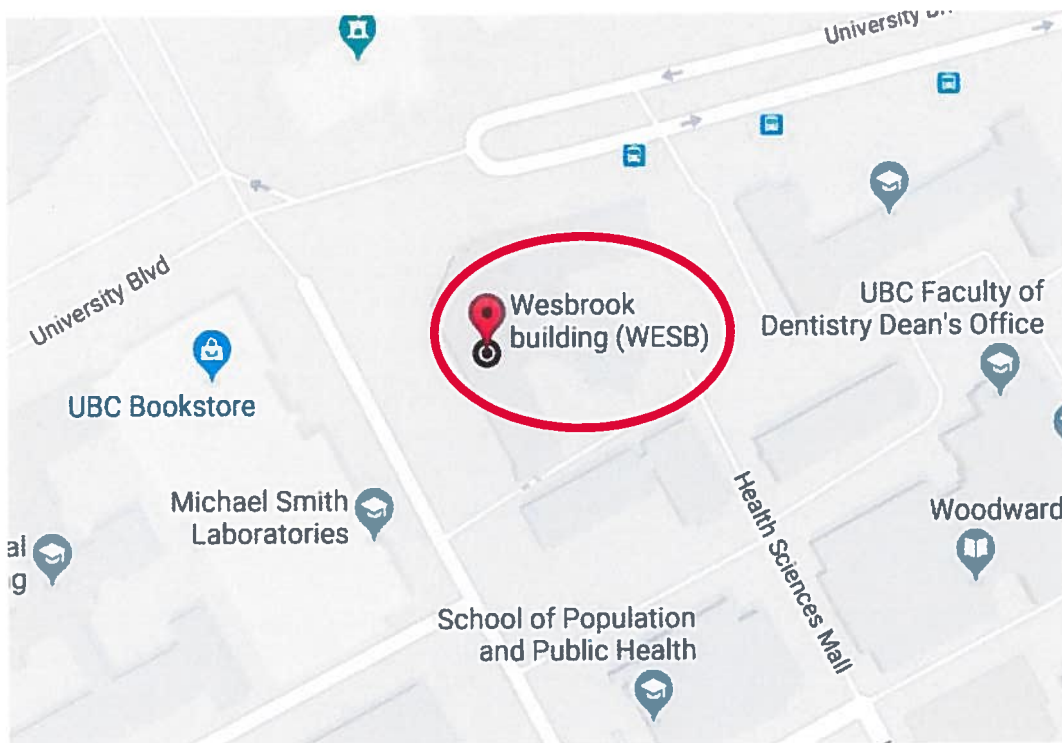
**(Dillon Duckworth, Richard Gee, Sylva Matiaskova, Leah Murray, Andy Russell, Dave Lance, Cody Hedman)**



# B·U·L·L·E·T·I·N

## RATIFICATION VOTE!

**Date:** Tuesday, June 18<sup>th</sup>, 2019  
**Time:** 7 am – 10 pm  
**Location:** Wesbrook (WESB) Room 100  
6174 University Boulevard



**Information Sessions:** 7 am – 8 am  
11 am – noon  
3 pm – 4 pm  
6:30 pm – 7:30 pm  
9 pm – 10 pm

**Bargaining Committee Report on the Memorandum of Settlement to renew and revise the  
2014 - 2019 Collective Agreement between CUPE 116 and UBC.**

**1) Previous Conditions:** All of the terms of the 2014 - 2019 Collective Agreement continue except as specifically set out in this report.

**2) Term of Agreement:** April 1, 2019 – March 31, 2022.

**3) General Wage Increases:**

Effective April 1, 2019 (including retroactive pay): 2%

Effective April 1, 2020: 2%

Effective April 1, 2021: 2%

**4) Health Spending Account:** Increase of Health Spending Account to \$350 per calendar year for all members on benefits.

**5) Professional Development Fund:** Confirmation that the current established funding amount of \$200,000 per contract year will continue on an ongoing basis, until such time as the parties agree to amend the funding level.

**6) Apprenticeship Incentive Fund (NEW):** Establishment of \$100,000 per contract year, on an ongoing basis, to fund the Apprenticeship Incentive Program, which will be targeted towards increasing the feasibility of further apprenticeship opportunities at the University. See Letters of Understanding (LoU) #10 & #21.

**7) Sustainable Transportation Initiative – Pilot Project (NEW):** Establishment of targeted \$75,000 per contract year, on an ongoing basis, to support sustainable transportation initiatives for employees at pay grades 11a and below on Schedule A, and pay grades 1 and 2 on Schedule B. See LoU #24.

**8) Monetary Improvements to:**

- Weekend Premium
- Shift Premium
- First Aid Premium
- Gas Tickets Premiums

**9) Targeted Equity Adjustment (Schedule B – Technicians) (NEW):** Additional .7% annual wage increases for Schedule B - Technicians at pay grade 6 and above. See Letter of Agreement (LoA) #2.

**10) Consolidation of Wage Grids and Restructuring of Schedule B – Technicians (NEW):** Commitment to engage in the process of consolidating the three wage grids into a single wage grid, and remodelling Schedule B. See LoA #3.

**11) Article 3.06 – Definition of Employees:** Introduction of sessional employee definition and language as per LoU #23.

**12) Articles 4.01/4.02/4.03:** Replaces Articles 4.04, 4.05, 23.18, and 23.19 for greater clarity in regard to human rights, and bullying and harassment language.

- 13) **Article 7.02 – List of Arbitrators and Umpires (NEW):** Updated lists of Arbitrators and Umpires and respective Articles where referenced.
- 14) **Article 10.01 – Job Posting:** Improved access to temporary promotion opportunities.
- 15) **Article 10.02 – Job Selection:** Increased clarity and fairness in job selection process.
- 16) **Article 11 – Layoff and Recall:** Revised for clarity and to add ‘pre-layoff canvas’.
- 17) **Article 10.06 – Transfer from Regular to Auxiliary:** Increased clarity in regard to treatment of benefits in the case of a voluntary status reversion.
- 18) **Article 13.04 – Sharing of Overtime:** Improved access to overtime reports.
- 19) **Article 15 – Holidays:** Revised for clarity.
- 20) **Article 16.06 – Part Time Vacations:** Increased access to paid vacations for part-time regular members.
- 21) **Article 16.08 – Vacation Pay on Retirement:** Improved vacation pay entitlement on retirement.
- 22) **Article 17.02 – Annual Sick Leave; Article 17.10 – Sick Leave Conversion (NEW) and LoA #4 – Sick Leave Transition (NEW):** Break-even transition of calculation & administration of sick leave from days to hours.
- 23) **Article 17.08 – Subrogation:** Revised for clarity and legislative adherence.
- 24) **Article 18.04 – Bereavement Leave:** Improved eligibility for bereavement leave and incorporation of LoU #19 into the Collective Agreement.
- 25) **Article 18.08 and LoU #8 – Maternity and Parental Leave:** Revised for clarity and legislative adherence.
- 26) **Article 18.12 – Leave for Birth of a Child (NEW):** Introduction of paid leave in the event of the birth of a child.
- 27) **Article 18.13 – Pre-placement Adoption Leave (NEW):** Incorporated entitlement of twenty (20) days of paid pre-placement adoption leave into the Collective Agreement on an ongoing basis.
- 28) **Article 18.14 – Domestic Violence Leave (NEW):** Introduction of paid leave for members who experience domestic violence.
- 29) **Article 22.04 – Part-time and Auxiliary Employee Benefits:** Increased access to benefits for auxiliary employees.
- 30) **Article 24.03 – Contracting Out and Letter of Understanding #11 (Contracting Out Re: Article 24.03):** Increased access to information, clear identification of limited circumstances where expedited contracting out may occur, and invoking senior committee to identify contracting in opportunities.
- 31) **Letter of Understanding #3 – Campus Security:** Re-signed with confirmation that changes to the shift schedule require Union agreement.

**32) Letter of Understanding #12 – Food Services:** Updated to remove block scheduling, and to regularly communicate ongoing scheduling information to all employees, including at annual and new employee orientations. Commitment to review availability forms for possible improvements and opportunities to add clarity.

**33) Letter of Understanding #22 – Student Housing and Hospitality Services Employees (NEW):** Introduction of ‘dual-role part-time regular’ (where above set thresholds, hours from both Food Services and Housing positions can count towards status change reviews) and sessional employee definitions in Student Housing and Hospitality Services.

**34) Letter of Understanding #23 – Sessional Employees (NEW):** Introduction of limited sessional positions in the rest of the bargaining unit, outside of Student Housing and Hospitality Services.

**35) Letter of Agreement #1 – Integrated Renewal Program (NEW):** Clarifies process for implementing new UBC payroll system, and mandates that key changes require Union consultation and agreement.

**36) Recruitment and Retention:** Commitment from the University to engage in discussions to address recruitment and retention issues.

**37) Housekeeping:** Various updates to the Collective Agreement, including the use of gender neutral language and territorial acknowledgement.

## 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, 2014 through March 31, 2019 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:

<b>Article</b>	<b>Subject Matter</b>	<b>Date of Tentative Agreement</b>
3/4/23	Discrimination and Harassment	May 31, 2019
3.06(a)	Sessional Employees	June 8, 2019
7.02	Umpires and Arbitrators	June 6, 2019
8.03	Discipline and Discharge	May 29, 2019
10.01	Job Postings	May 31, 2019
10.02	Job Selection	May 31, 2019
10.06	Transfer from Regular to Auxiliary	May 29, 2019
11	Layoff and Recall	June 6, 2019
13.04	Sharing of Overtime	May 29, 2019
14.01	Shift Premium	June 8, 2019
14.02	Weekend Premium	June 7, 2019
15.01	Paid Holidays	May 8, 2019
15.04	Pay for Holiday not Worked	May 8, 2019
15.05	Pay for Holiday Worked	May 8, 2019
15.07	Special Holiday	May 8, 2019
16.06	Part-time Vacation	June 8, 2019
16.08	Vacation Pay on Retirement	June 8, 2019
17.02	Sick Leave Calculation	June 9, 2019
17.08	Subrogation	June 7, 2019
17.10	Sick Leave Conversion	June 8, 2019
18.04	Bereavement Leave	June 7, 2019
18.08	Maternity, Parental and Adoption Leave	May 31, 2019

18.12	Leave for Birth of a Child	June 7, 2019
18.13	Pre-placement Adoption Leave	June 7, 2019
18.14	Domestic Violence Leave	June 7, 2019
19.02	Equal Pay for Equal Work	May 8, 2019
19.06	Tuition Fee Waiver	June 8, 2019
22.04	Part-time and Auxiliary Employee Benefits	May 29, 2019
23.09	Video Display Terminals	May 8, 2019
23.17	First Aid	June 7, 2019
24.03	Contracting Out	June 8, 2019
29	Term of Agreement	June 8, 2019
Schedules	General Wage Increase	June 8, 2019
Annotations	Gas Tickets	June 8, 2019
Annotations	Apprentices	June 9, 2019

### 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 – Work of the Bargaining Unit	June 8, 2019
LOU #2	Hours of Work – Union Meeting	May 8, 2019
LOU #3	Campus Security	May 29, 2019
LOU #5	SHHS – Hours of Work	May 8, 2019
LOU #6	Job Classification Umpire	May 29, 2019
LOU #7	Expedited Arbitration	May 29, 2019
LOU #8	Maternity and Parental Leave (re: 18.08)	May 31, 2019
LOU #9	Job Selection Dispute Disclosure	May 8, 2019
LOU #10	Apprenticeships	June 8, 2019
LOU #11	Contracting Out (re: 24.03)	June 8, 2019
LOU #12	Food Services	June 8, 2019
LOU #13	Bookstore – Use of Contractors for Inventory	June 8, 2019
LOU #14	Student Workers in Food Services	June 7, 2019
LOU #15	Leave for Union Business	May 8, 2019
LOU #16	Internships	May 8, 2019
LOU #17	Professional and Skills Development Fund	May 30, 2019
LOU #21	Apprenticeship Incentive Fund	June 8, 2019
LOU #22	Housing and Food Services Employees	June 8, 2019
LOU #23	Sessional Employees	June 8, 2019
LOU #24	Transportation Pilot Project	June 8, 2019
LOA #1	Integrated Renewal Program	May 29, 2019
LOA #2	Targeted Equity Adjustment (Technicians)	June 8, 2019
LOA #3	Schedules A/B/C	June 8, 2019
LOA #4	Sick Leave Transition	June 8, 2019
LOA	Health Spending Account	June 8, 2019

**4. Salary Grid**

**General Wage Increases**

General Wage Increases as follows and to be included in a renewed Collective Agreement.

April 1, 2019	2%
April 1, 2020	2%
April 1, 2021	2%

**5. Term**

The term of the agreement shall be from April 1, 2019 and up to and including March 31, 2022.


**6. Ratification**


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



Agreed to this 9 day of June 2019.

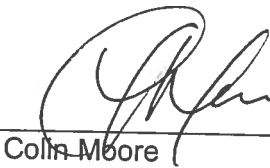
FOR THE UNIVERSITY:

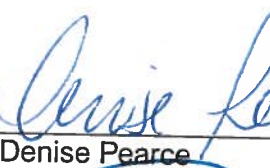
  
Mike Vizsolyi

  
Sarah Dixon

  
David Kiloh

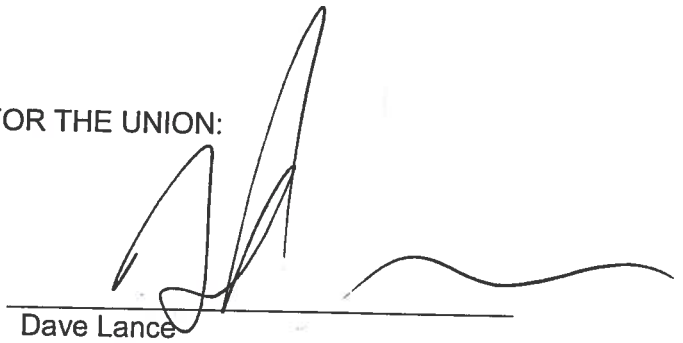
  
Anna Li

  
Colin Moore

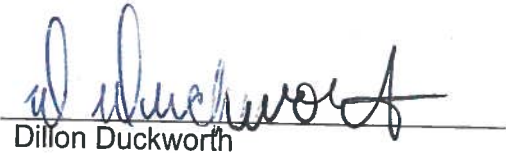
  
Denise Pearce

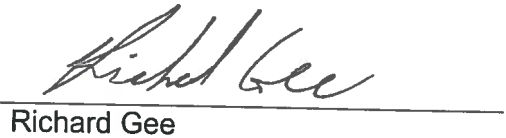
  
Katie Pikor

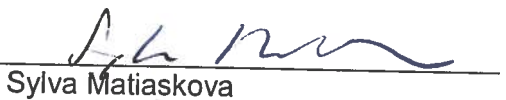
FOR THE UNION:

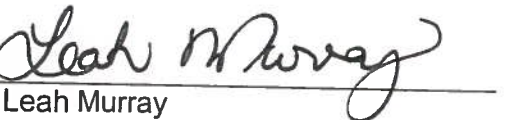
  
Dave Lance

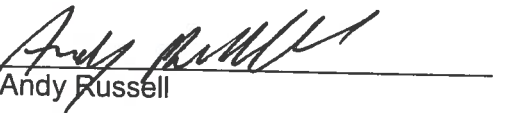
  
Cody Hedman

  
Dillon Duckworth

  
Richard Gee

  
Sylva Matiaszkova

  
Leah Murray

  
Andy Russell



May 30, 2019

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

**Hand Delivered**

**Attention: Dave Lance, President**

Dear Mr. Lance:

**Re: Letter of Understanding #17 - Professional and Skills Development Fund**

This letter serves to provide the University's funding commitment for the proposed Professional and Skills Development program as set out in Letter of Understanding #17.

The University commits to maintain funding for the Professional and Skills Development program at the current established amount of \$200,000 per contract year until such time as the parties agree to amend the funding level.

The administration of the Professional and Skills Development shall be the responsibility of the University. For the duration of the commitment set out herein, the University shall charge the Professional and Skills Development Fund for reasonable administration costs.

Yours truly,

THE UNIVERSITY OF BRITISH COLUMBIA

Mike Vizsolyi  
Senior Employee Relations Manager  
[michael.vizsolyi@ubc.ca](mailto:michael.vizsolyi@ubc.ca)



THE UNIVERSITY OF BRITISH COLUMBIA

Human Resources  
600 - 6190 Agronomy Road  
Vancouver, BC V6T 1Z3

Phone 604 822 8111  
Fax 604 822 8134  
[www.hr.ubc.ca](http://www.hr.ubc.ca)

June 8, 2019

**Hand Delivered**

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

**Attention: Dave Lance, President**

Dear Mr. Lance:

**Re: Letter of Understanding #21 - Apprenticeship Incentive Fund**

This letter serves to provide the University's funding commitment for the proposed Apprenticeship Incentive Fund as set out in our proposal for a new Letter of Understanding #21.

Commencing April 1, 2020, the University commits to provide \$100,000 per contract year, on an ongoing basis, to fund the Apprenticeship Incentive Program.

The administration of the Apprenticeship Incentive Fund shall be the responsibility of the University. For the duration of the commitment set out herein, the University may charge the Apprenticeship Incentive Fund Apprenticeship Incentive Fund for reasonable administration costs.

Yours truly,

THE UNIVERSITY OF BRITISH COLUMBIA

Mike Vizsolyi  
Senior Employee Relations Manager  
[michael.vizsolyi@ubc.ca](mailto:michael.vizsolyi@ubc.ca)