



# B·U·L·L·E·T·I·N

## BARGAINING BULLETIN #8

October 7, 2022

### FINAL REPORT!

In the early hours of Wednesday, October 5, 2022, after another long bargaining session, your Bargaining Committee reached a tentative agreement with the University to revise and renew 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: Thursday, October 20, 2022  
Location: Life Sciences Building - Room 1001  
2350 Health Sciences Mall  
(see next page for map with location)

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

Ballots for the ratification vote will be available at the location of the special meetings from **7am – 12:45pm and 2pm – 10pm on Thursday, October 20, 2022** (note – the room will be occupied by a class from 1pm – 2pm). 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 Wednesday, October 12, 2022 onwards.

**Members are entitled to University paid time off to attend the information meeting and vote. 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 are unanimously recommending ratification of the tentative agreement.

**In Solidarity,**

**Your CUPE 116 Bargaining Committee**

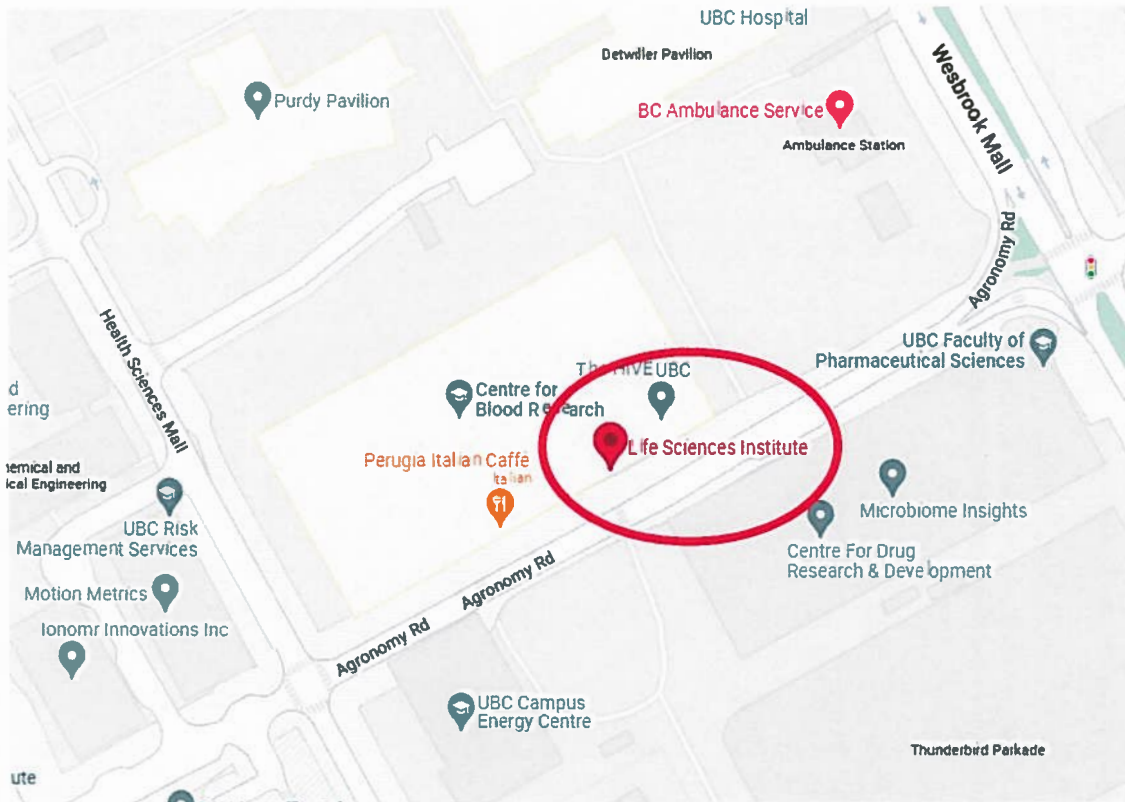
**(Rigel Abanes, Richard Gee, Leah Murray, Andy Russell, Dave Lance, Jessica Clement)**



# B·U·L·L·E·T·I·N

## RATIFICATION VOTE!

**Date:** Thursday, October 20, 2022  
**Time:** 7am - 12:45pm and 2pm - 10pm  
**Location:** Life Sciences Room 1001  
2350 Health Sciences Mall



**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 revise and renew the 2019 – 2022 Collective Agreement between CUPE 116 and UBC.**

1.) **Previous Conditions:** All of the terms of the 2019 – 2022 Collective Agreement continue except as specifically set out in this report.

2.) **Term of Agreement:** April 1, 2022 – March 31, 2025.

3.) **General Wage Increases (per pending PSEC Mandate):**

Effective April 1, 2022 (including retroactive pay): increase all rates of pay by \$0.25 per hour and a 3.24% increase

Effective April 1, 2023: minimum of 5.5% and a maximum of 6.75%\*

Effective April 1, 2024: minimum of 2.0% and a maximum of 3.0%\*

\* Subject to Cost of Living Adjustment (Letter of Agreement ('LoA') #8)

Addition of a "Me too" clause to ensure receipt of the maximum general wage increase available, should the mandate change (See LoA #4)

4.) **Health Spending Account:** Increase of Health Spending Account amount from \$350 to \$500 per calendar year, effective 2023, for all members on benefits.

5.) **Sustainable Transportation Initiative:** Raising the \$75,000 ongoing funding per contract year, to \$200,000 per contract year, starting on April 1, 2023. (See Letter of Understanding ('LoU') #20).

6.) **Targeted Wage Adjustments (Lower Pay Grades) (NEW):** Additional \$0.25 wage increases on April 1, 2023 for Schedule A, up to and including Pay Grade 14. (See LoA #5).

7.) **Letter of Agreement #6 – Wage Schedule A (NEW):** Agreement to simplify the structure of Schedule A.

8.) **Monetary Improvements to:**

Evening Shift Premium increased from \$0.80 to \$1.00.

Night Shift Premium increased from \$1.00 to \$1.25.

Weekend Premium increased from \$0.80 to \$1.00.

Footwear Allowance increased from \$200.00 to \$250.00.

Meal Allowance increased from \$12.00 to \$20.00.

**9.) Annotations to Schedules A, B and C (Trades Premiums):**

Heavy Duty Mechanic Premium increased from **\$2.50 to \$3.00**.

Arborist Premium increased from **\$1.50 to \$1.75**.

Engineering Technician Trades Qualification or Equivalency Premium increased from **\$1.50 to \$1.75**.

On April 1, 2023 – **10% increase** to all annotation premiums (rounded up to next 5 cent amount).

**10.) Restructuring of Schedule B – Technicians (Revised and Renewed):** Commitment to remodeling Schedule B. ( See LoA #2).

**11.) Article 3.06 (c) – Temporary Employees:** Clarification on the extension of temporary employees and the duration of internal candidate status.

**12.) Article 3.06 (e) – Probationary Employees:** Clarification on the impact of an unpaid leave on the duration of probation.

**13.) Article 7.02 – List of Arbitrators and Umpires:** Updated list of Arbitrators and Umpires.

**14.) Article 9.01 – Seniority:** Removal of seniority adjustment for members who restrict their availability.

**15.) Article 10.01 – Job Posting:** Clarification on areas where paper copies of job postings are required (vs. electronic copies).

**16.) Article 12.05 – Modification to Work Schedules:** Addition of hybrid work schedules.

**17.) Article 12.06 – Availability for Part-time Regular and Auxiliary Employees:** Clarification of minimum availability required.

**18.) Article 15.01(a) – Paid Holidays:** Addition of Truth and Reconciliation Day as a paid holiday.

**19.) Article 16.08 – Vacation Pay on Retirement:** Enabled access to provision for those who are on Long Term Disability/Disability Benefits Plan (DBP) at the time of their retirement.

**20.) Article 16.09 – Vacation Preferences and Schedules:** Revised to allow for automatic 10 day carryover.

**21.) Article 17.02 – Annual Sick Leave:** Addition of *Employment Standards Act* five day minimum entitlement into the Collective Agreement.

- 22.) **Article 17.03 – Leave for Medical and Dental Appointments:** Revised to standardize the entitlement (removed proration).
- 23.) **Article 18.03 – Leave of Absence for Full-Time Union or Public Duties:** Revised for clarity.
- 24.) **Article 18.04 – Bereavement Leave:** Improved eligibility for bereavement leave for Indigenous members.
- 25.) **Article 18.08 and LoU #8 – Maternity and Parental Leave:** Revised for clarity.
- 26.) **Article 18.14 – Domestic Violence Leave:** Increased entitlement to paid leave for members who are survivors of domestic violence.
- 27.) **Article 18.15 – Religious and Cultural Observance Leave (NEW):** Improved access to leave for members to attend religious or cultural observances.
- 28.) **Article 18.16 – Indigenous Leave for Ceremonial, Cultural or Spiritual Events (NEW):** Addition of two paid days off per year for Indigenous members to attend ceremonial, cultural or spiritual events.
- 29.) **Article 19.05 – Safe Transportation at Night:** Amended for clarity.
- 30.) **Article 19.08 – Professional Development Fund (NEW):** Incorporated into the body of the Collective Agreement.
- 31.) **Article 24.03 – Contracting Out and Letter of Understanding #11 (Contracting Out Re: Article 24.03):** Raising of ‘cap’ from \$50,000 to \$75,000 on April 1, 2024, with limited exceptions.
- 32.) **Letter of Understanding #3 – Campus Security:** Amended for clarity.
- 33.) **Letter of Understanding #4 – Residence Life:** Incorporation of the March 2022 Memorandum of Agreement into the Collective Agreement (sets out terms and conditions of employment for new Residence Life members)
- 34.) **Letter of Understanding #5 – Student Housing Hours of Work:** Amended for clarity.
- 35.) **Letter of Understanding #10 – Apprenticeships:** Amended to facilitate discussion of potential opportunities for members from historically underrepresented groups.
- 36.) **Letter of Understanding #12 – Food Services:** Amended for clarity.

- 37.) Letter of Understanding #17 – Opportunities for Underrepresented Groups (NEW):** Creation of new working group to explore ways to attract and provide potential opportunities to those from historically underrepresented groups.
- 38.) Letter of Understanding #18 – Recruitment and Retention (NEW):** Creation of a joint process to engage in discussions to address recruitment and retention issues for CUPE 116 members.
- 39.) Letter of Understanding #19 – Overpayments (NEW):** New process for the collection of validated overpayments by the University; with the ability for an agreed orderly payback schedule, with prescribed limits on amounts affected and with an ability to dispute claims.
- 40.) Letter of Agreement #1 – Accommodation Process Improvement Working Group (NEW):** Creation of a new working group to address concerns regarding the accommodation process.
- 41.) Letter of Agreement #7 – Re: Article 16.06 (NEW):** Creation of a working group to discuss administration and reconciliation of paid vacation time for Part-time Regular members.
- 42.) Housekeeping:** Various updates to the Collective Agreement, including:

Preamble  
Article 4.01  
Article 28.02  
Appendix 'A'

## 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, 2019 through March 31, 2022 shall continue in effect except as specifically amended or altered by this memorandum. Letters of Understanding and Letters of Agreement are not renewed except as provided for in #3 below.

### 2. Amendments and alterations agreed to in negotiation meetings:

All items agreed to by the parties' negotiation committees and set out below, and attached to this memorandum, shall amend and alter the current agreement:

Article	Subject Matter	Date of Tentative Agreement
1	Preamble	September 20, 2022
3.06 (c)	Temporary Employees	September 20, 2022
3.06 (e)	Probationary Employee	September 13, 2022
4.01	Discrimination	August 30, 2022
7.02	List of Arbitrators	October 5, 2022
9.01	Seniority	September 29, 2022
10.01	Job Posting	September 20, 2022
12.01 (f)	Standard Daily or Average Weekly Hours	August 30, 2022
12.05	Modification to Work Schedules	September 15, 2022
12.06	Availability for Part-Time Regular and Auxiliary Employees	September 28, 2022
13.03	Meal Allowance	October 5, 2022
14.01	Shift Premium	October 5, 2022
14.02	Weekend Premium	October 5, 2022
15.01 (a)	Paid Holidays	September 15, 2022
16.08	Vacation Pay on Retirement	October 3, 2022
16.09	Vacation Preferences and Schedules	September 13, 2022
16.11	Notice of Termination by Employee	August 30, 2022
17.02	Annual Sick Leave	September 15, 2022
17.03	Leave for Medical and Dental Appointments	September 15, 2022
18.03	Leave of Absence for Full-Time Union or	

	Public Duties	September 15, 2022
18.04	Paid Bereavement Leave	October 4, 2022
18.08	Maternity, Parental & Adoption Leave	October 4, 2022
18.14	Leave for Domestic Violence	August 30, 2022
18.15	Religious & Cultural Observance Leave	October 3, 2022
18.16	Indigenous Leave	October 4, 2022
19.05	Safe Transportation at Night	August 30, 2022
19.08	Professional and Skills Development Fund	September 22, 2022
24.03	Contracting Out	October 5, 2022
25.03	Footwear Allowance	October 3, 2022
22.04	Auxiliary Employees – Benefits Entitlement	August 30, 2022
28.02	Increment Policy	October 5, 2022
28.03	Direct Deposit	September 13, 2022
29	Term of Agreement	October 4, 2022
A/B/C	Rates of Pay	October 4, 2022
	Annotations to Schedule A, B and C	October 5, 2022
	Appendix A	October 5, 2022

### 3. Letters of Understanding and Agreement:

The agreement shall include the following letters of understanding that are attached to this memorandum:

<b>Letter</b>	<b>Subject Matter</b>	<b>Date of Tentative Agreement</b>
LOU #1	Bookstore	October 5, 2022
LOU #2	Hours of Work – Union Meeting	August 30, 2022
LOU #3	Campus Security Eight Day Work Cycle	September 29, 2022
LOU #4	Student Housing (Residence Life & Admin)	October 4, 2022
LOU #5	Student Housing - Hours of Work	October 5, 2022
LOU #6	Job Classification Umpire	August 30, 2022
LOU #7	Expedited Arbitration	August 30, 2022
LOU #8	Supplemental Employment Benefit	October 4, 2022
LOU #9	Job Selection Dispute Disclosure	August 30, 2022
LOU #10	Apprenticeships	September 20, 2022
LOU #11	Contracting Out	October 5, 2022
LOU #12	SHCS – Food Services Addendum	October 5, 2022
LOU #13	Use of Contractors to Perform Inventory in the Bookstore	August 30, 2022
LOU #14	Student Workers in Food Services	October 5, 2022
LOU #15	Articles 18.01 and 18.02 – Leave for Union Business	August 30, 2022
LOU #16	Internships	September 29, 2022
LOU #17	Opportunities for Underrepresented Groups	September 28, 2022
LOU #18	Recruitment & Retention Initiatives	October 3, 2022
LOU #19	Overpayments	October 5, 2022
LOU #20	Sustainable Transportation Initiative	October 4, 2022
LOU #21	Apprenticeship Incentive Fund	September 20, 2022
LOU #22	Application of 3.06 and LOU #12	October 5, 2022
LOU #23	Sessional Employees	October 3, 2022
LOA #1	Accommodation Process Improvement	



	Working Group	September 22, 2022
LOA #2	Schedule B Review	September 22, 2022
LOA #3	Health Spending Account	October 3, 2022
LOA #4	Public Sector Wage Increases	October 4, 2022
LOA #5	Targeted Wage Adjustments	October 5, 2022
LOA #6	Wage Schedule A	October 5, 2022
LOA #7	Re Article 16.06	October 5, 2022
LOA #8	Cost of Living Adjustment	October 4, 2022

**4. Salary Grid:**

**General Wage Increases**

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

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 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 COLA LOA (LOA #8).

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 (LOA #8)

**5. Term:**

The term of the agreement shall be from April 1, 2022 and up to and including March 31, 2025.

**6. Ratification:**

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

Agreed to this 5<sup>th</sup> day of 2022.

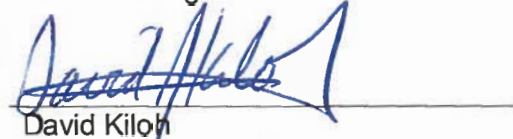
FOR THE UNIVERSITY:



Korey Onyskevitch



Matthew Furgal



David Kiloh



Steve Alb



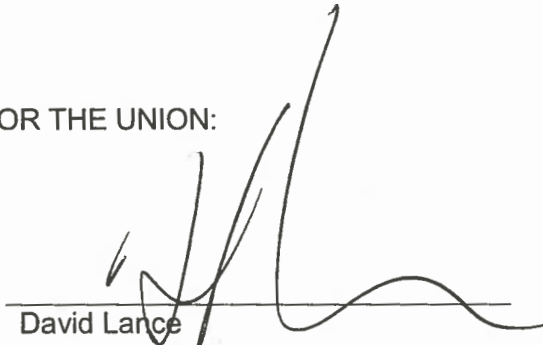
Jennifer Sheel



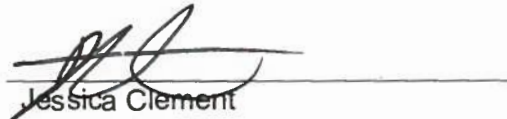
Michelle Tan

Catherine Ouellet

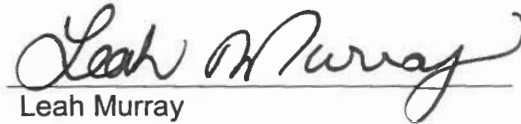
FOR THE UNION:



David Lance



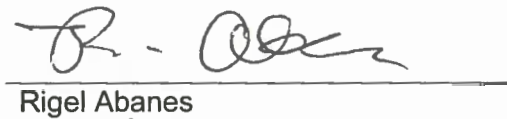
Jessica Clement



Leah Murray



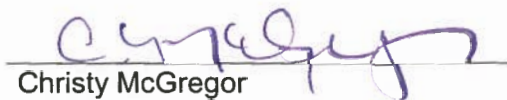
Richard Gee



Rigel Abanes



Andrew Russell



Christy McGregor