



B·U·L·L·E·T·I·N

November 5, 2020

IMPORTANT INFORMATION

CUPE 116 MEMBERS IN SHCS

Your Department communicated today that due to the COVID-19 pandemic there will be a number of temporary layoffs in Food Services and in Facilities and Building Services. Unfortunately, this will impact CUPE 116 members.

The Union has been involved in extensive discussions with the University regarding this situation and we have been able to negotiate a memorandum with UBC. The "Temporary Layoff and Employee Retention" agreement is designed to minimize the impacts for CUPE 116 members of the reduced operations in SHCS. It is designed to assist employees as much as possible until the resumption of more typical activity on campus – hopefully September 2021.

The Union and the University have entered into this agreement with the shared goal of avoiding permanent layoffs. The agreement has many important features:

- A wage 'top-up' in addition to Employment Insurance (EI) payments, to a maximum amount;
- Continued access to dental and extended health and welfare benefits;
- The protection of seniority rights;
- The use of seniority within classifications in implementing any temporary layoffs;
- The ability for continued pro-rated pension contributions;
- Continued access to the PD Fund and Tuition Fee Waiver.

The communication from the Department is accompanied by the signed agreement and a Frequently Asked Questions (FAQ) write-up that contains useful information. The Union has provided feedback on the FAQ document.

The difficulties presented by the COVID-19 pandemic are unlike any other we have dealt with before. We recognize the anxiety and stress that the last few months have caused. In the discussions with the University regarding temporary layoffs and employee retention, we have protected the interests of our affected members as much as possible in these circumstances.

We are available to provide support and to answer additional questions or concerns.

Please contact the Union Office at:

(604) 827-1705 or cupe116@cupe116.com

In Solidarity,

CUPE 116