



University of British Columbia Employees
CUPE Local 116

B·U·L·L·E·T·I·N

BARGAINING BULLETIN #8

Revised – April 21, 2026

FINAL REPORT of the CUPE 116 Bargaining Committee

After more than six months of bargaining, your Bargaining Committee reached a tentative agreement with the University on April 15, 2026, 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 20), the Bargaining Committee will present its recommendations to the membership at a series of special meetings.

Date:	Tuesday, April 28, 2026
Location:	P. A. Woodward Instructional Resources Centre (IRC) ground floor Lecture Room #2 2194 Health Sciences Mall, Vancouver, BC V6T 1Z6
Information Sessions:	7am – 8am, 11am – Noon, 3pm – 4pm, 6:30pm – 7:30pm, 9pm – 10pm

Ratification Vote

Ballots for the ratification vote will be available at the location of the special meetings from **7am – 12:45pm and 2pm – 10pm Tuesday, April 28, 2026**. 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 CUPE 116 office. The returned ballot will be placed in a ballot box at the CUPE 116 office and added to the final count. Hard copies of the tentative agreement will be available at the CUPE 116 office from Monday, April 20, 2026, 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 addressing the priorities Members mandated us to take to the table with the employer and are unanimously recommending ratification of the tentative agreement.

In Solidarity,
Your CUPE 116 Bargaining Committee
(Roger De Pieri, Richard Gee, Mike Laing, Elinor Morris, Roger Newell, Pritesh Padhiar)

FINAL REPORT of the CUPE 116 Bargaining Committee

INFORMATION SESSIONS & RATIFICATION VOTE

Date: April 28, 2026

Time: Information Sessions:

7 am – 8 am

11 am – noon

3 pm – 4 pm

6:30 pm – 7:30 pm

9 pm – 10 pm

Location: P. A. Woodward Instructional Resources Centre (IRC)

Ground floor **Lecture Room 2** – 2194 Health Sciences Mall



FINAL REPORT of the CUPE 116 Bargaining Committee

Memorandum of Settlement

1. **Previous Conditions:** All the terms of the 2022 – 2025 Collective Agreement continue except as specifically set out in this report.
2. **Terms of Agreement: April 1, 2025 – March 31, 2029.**
3. **General Wage Increases (per PSEC Framework):**
 - Effective April 1, 2025: (including retroactive pay), increase all rates of pay by **3%**
 - Effective April 1, 2026: (including retroactive pay), increase all rates of pay by **3%**
 - Effective April 1, 2027: Increase all rates of pay by **3%**
 - Effective April 1, 2028: Increase all rates of pay by **3%**
4. **Health Spending Account:** Increased the Health Spending Account amount from \$500 to:
 - **Effective January 1, 2027, it will increase to \$650 per year per eligible employee.**
 - **Effective January 1, 2028, it will increase to \$750 per year per eligible employee.**
5. **Sustainable Transportation Initiative:**
 - Funding Model:**

Raising the current funding model from \$200,000 ongoing funding per contract year from to:

 - **Effective April 1, 2026, it will increase to \$300,000 per contract year.**
 - **Effective April 1, 2028, it will then increase to \$350,000 per year.**
(See Letter of Understanding #20 – LOU #20 for more details).
 - Utilization by classification:**
 - ** • Effective April 1, 2026, eligibility expands to include more paygrades.**
 - **Effective April 1, 2027, eligibility **further expands to include additional pay grades.**
6. **Letter of Agreement (LOA) #4 – Minimum Wage Adjustment (NEW):** Ensures that all bargaining unit hourly wages are always at least 2.5% above the BC minimum wage (rounded up).
7. **Article 18.08 & LOU #8 (NEW clause) Supplemental Employment Benefit (Parental Top-up)**

Effective April 1, 2026

 - **Tops up EI parental leave benefits to 95% of regular earnings for the first 10 weeks, ensuring higher income support during leave.**
8. **Citizenship Leave**

Effective April 1, 2026

 - **Expanded to include paid time off to attend Canadian citizenship ceremonies (in addition to application processing).**

FINAL REPORT of the CUPE 116 Bargaining Committee

9. Convocation & Volunteer Leave (NEW)

Effective April 1, 2026

- **Introduces a single annual paid leave for attending UBC convocation (self, spouse, or child) or volunteering at UBC events.**

10. Joint Committee on Artificial Intelligence (NEW)

- **Establishes a joint committee to oversee the use of AI and digital technologies, including transparency, reporting, and review of impacts on employees.**

Monetary Improvements to:

Evening Shift Premium increased from:

- **(effective April 1, 2025 – including retroactive pay) \$1.00 to \$1.25.**
- **(effective April 1, 2028) \$1.25 to \$1.35**

Night Shift Premium increased from:

- **(effective April 1, 2025 – including retroactive pay) \$1.25 to \$1.50**
- **(effective April 1, 2028) \$1.50 to \$1.65**

Weekend Premium increased from:

- **(effective April 1, 2025 – including retroactive pay) \$1.00 to \$1.25**
- **(effective April 1, 2028) \$1.25 to \$1.35.**

Footwear Allowance (Safety Footwear) increased from:

- **(effective April 1, 2026) – \$250.00 to \$300.00**

Footwear Allowance (NEW) Employer Required – Non-Safety Footwear

- **(effective April 1, 2026) – \$100.00**

Meal Allowance increased from:

- **(effective April 1, 2026) – \$20.00 to \$22.50**

Standby Pay increased from:

- **(effective April 1, 2026) – \$38.00 to \$50.00**

First Aid increased from **(effective April 1, 2026):**

- **Basic First Aid – \$60.00 to \$90.00**
- **Intermediate First Aid – \$120.00 to \$150.00**
- **Advanced First Aid (NEW) – \$180.00**

Personal Spending Account (NEW):

- **(effective January 1, 2027) – \$100.00**
- **(effective January 1, 2028, forward) – \$300.00**

FINAL REPORT of the CUPE 116 Bargaining Committee

Annotations to Schedules A, B and C (Premiums):

All effective April 1, 2025 – retroactive, including Field Safety Representative (FSR). Percentage premiums remain unchanged.

Gas & Environmental Certifications

- Grade B Gas fitting Ticket: \$1.95 → **\$2.15**
- Level 1 Environmental Operations Certification: \$1.40 → **\$1.55**
- Grade A Gas fitting Ticket: \$3.30 → **\$3.65**
- Level II Environmental Operations Certification: \$2.20 → **\$2.45**
- Level III Environmental Operations Certification: \$3.30 → **\$3.65**

Trades & Technical Premiums

- Welder 1: \$1.10 → **\$1.25**
- Welder 2: \$1.95 → **\$2.15**
- Heavy Duty Equipment Technician: \$3.30 → **\$3.65**
- Person In Charge (PIC): \$2.20 → **\$2.45**
- Arborist: \$1.95 → **\$2.15**

Engineering / Supervisory Premiums

- Engineering Technician Trades Qualification / Equivalency: \$1.95 → **\$2.15**
- Project Supervisors (Facilities): \$1.95 → **\$2.15**
- Multiple Trades Head / Sub-head: \$1.10 → **\$1.25**

NEW PREMIUMS:

- **Field Safety Representative (FSR) Premiums: Class B – \$2.20**
- **Field Safety Representative (FSR) Premiums: Class A – \$3.30**

Language Updates (amended):

11. **Self-Identifying References:** Amends employer-proposed language for clarity and appropriateness.
12. **Article 3.06 (d) – Grant Employees:** Amended for clarity.
13. **Article 3.06 (e) – Probationary Employees:**

Effective upon ratification by both parties, this language applies to all new hires in Schedule 'C' thereafter.

- As a service improvement measure, the probationary period for Schedule C classifications is increased, while maintaining Union oversight on any extensions. A Letter of Commitment was also established for further discussions on fair probationary standards for seasonal employees in Schedule C.

FINAL REPORT of the CUPE 116 Bargaining Committee

14. **Article 7.02 – List of Arbitrators and Umpires:** Updated list of Arbitrators and Umpires, which improves and broadens access to arbitrators and umpires, reducing restrictions and improving flexibility in how disputes are resolved between the parties.
15. **Article 9.06 – Transfer Outside of the Bargaining Unit:** Requires employee consent before being transferred out of the bargaining unit and extends seniority protection to 18 months for employees on certain leaves.
16. **Article 16.04 – Vacation Schedule:** Adjusts how premiums are applied in certain situations, while delivering significant increases to shift and weekend premiums.
17. **Article 16.09 – Modification to Work Schedules:** Amended for clarity.
18. **Article 17.02 – Annual Sick Leave:** Adjusts how premiums are applied in certain situations, while delivering significant increases to shift and weekend premiums.
19. **Article 17.04 – Employee’s Report of Illness:** Amended for clarity.
20. **Appendix B:** Housekeeping, and amended for clarity.
21. **LOU #3 Campus Security Eight-Day Work Cycle:** Updates the work schedule for Security Coordinators and aligns bereavement leave provisions for consistency.
22. **LOU #4 Student Housing (Residence Life & Administration):** Updates provisions related to vacation and general leaves of absence, incorporates new wage rates, and removes the Compensation Working Group.
23. **LOU #11 Contracting Out (Article 24.03):** Modernizes the approach to contracting out by introducing a more flexible consultation process and enhanced access to umpire/mediation support.
24. **LOU #12 SHCS – Food Services Addendum:** Establishes a joint committee to finalize LOU #12 and resolve outstanding scheduling issues, including weekend coverage and availability.
25. **LOU #24 Accessibility Shuttle Drivers:** Amended for clarity.
26. **LOA #1 Accommodation Process Improvement Working Group:** Amended for clarity.
27. **LOA #2 Schedule B Review:** Revised and Renewed.
28. **LOA #3 Health Spending Account:** Revised and Renewed.
29. **LOA #4 Minimum Wage (NEW):** Ensures that all bargaining unit hourly wages are always at least 2.5% above the BC minimum wage (rounded up).
30. **LOA #5 Appendix A (New – Working Group):** Establishes a joint Union–Employer working group to review and update Appendix A to better reflect current operations.
31. **LOC #1 (Letter of Commitment) Personal Spending Account (PSA):** Establishes a Personal Spending Account, qualifying CUPE 116 members to access wellness costs like fitness, health products, and service and financial products through Sunlife.
32. **LOC #2 (Letter of Commitment) Related to Seasonal Hires in Schedule ‘C’:** Establishes a process for discussions on fair probationary standards for seasonal employees in Schedule C.

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 15th day of April 2026.

FOR THE UNIVERSITY:




Korey Onyskevitch

FOR THE UNION:

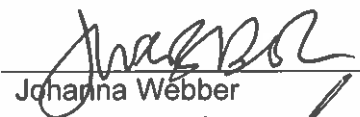



Roger De Pieri

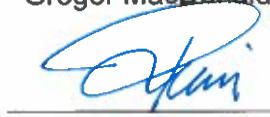

Hassib Hasanzadeh


Michelle Tan


Mike Paley


Johanna Webber

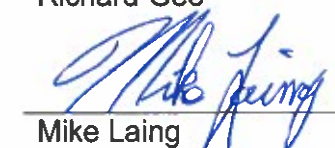

Gregor MacDonald



Katie Pikor

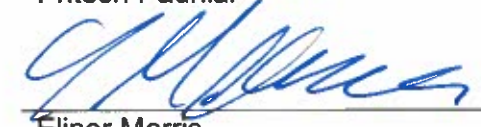

Deea Bailey


Roger Newell


Richard Gee


Mike Laing


Pritesh Padhiar


Elinor Morris



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

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
konysev@mail.ubc.ca



THE UNIVERSITY OF BRITISH COLUMBIA

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

Phone 604 822 3111
Fax 604 822 3134
www.hr.ubc.ca

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