

Summary of Changes to the BCGEU Collective Agreement

July 1, 2010 – June 30, 2012

Article	Title Previous Contract Wording	Change
5.1	Excluded Positions -Revised from outdated list	<ul style="list-style-type: none"> • Administrative Assistants in offices of DVC, Provost, HR, AVP Students, • Executive Administrative Assistants in offices of the DVC, Provost • HR Reporting and Budget Administrator
9.2	Orientation of New Members - 30 minute orientations at unspecified time and frequency	<ul style="list-style-type: none"> • 4 meetings may be scheduled per calendar year for employee orientation - including auxiliary employees, 10 days notice required • 30 minute paid time over 90 minute lunch (12:00 – 1:30)
18.1	Job Evaluation -joint committee	Clarification in referencing committee: Joint Job Evaluation Committee (JJEC)
20.2	Positions Reclassified -and advertised	Remove reference to “advertising” position externally when position is reclassified and posted by the University
20.4	Reclassification -Director of HR investigates appeals -date determined by Director, HR	<ul style="list-style-type: none"> • Employee completes form; employee and supervisor must agree on job description • Within 20 working days, the supervisor will submit documentation to the JJEC • Within 15 working days JJEC will complete the reclassification review • If employee appeals, the appeal must take place within 10 working days of the decision • Appeals to be heard by a JJEC Appeal Committee • If JJEC Appeal Committee cannot agree, the appeal moves into the grievance procedure • Reclassification effective date is the date on which the initiating form was signed and submitted to the supervisor.
21.1	Posting Required -posting if more than 5 mos.	Positions anticipated to be active for more than 4 mos shall be posted for a minimum of 10 days.
22.1	Union representation on Selection Committee - 0 notice time specified	University shall provide at least 3 full working days notice of interview to the Observer Coordinator.
22.2	Selection Criteria - 3 yrs or more of service gets 1% per year to max of 10%	Internal applicants with 2 or more completed years of service shall receive 2% points for seniority to a maximum of 14% of the total point rating.
22.5	Regular Appointments: Competition for Auxiliary Appointments	<ul style="list-style-type: none"> • Regular, non-probationary employees may apply for auxiliary appointments of 4 consecutive

	-5 consecutive months -more than 4 months, less than 5 months	months or more <ul style="list-style-type: none"> Regular, non-probationary employees will be advised by their supervisor of anticipated auxiliary appointments of at least 3 consecutive months or more within their department.
22.7	Promotion - Placement on Scale -increase of at least 3.5%	<ul style="list-style-type: none"> If promoted to a position on higher salary scale, individual receives the greater of either the rate at one step higher than current or minimum of new scale.
24	Probation -no provision for probation of auxiliaries	<ul style="list-style-type: none"> Auxiliary employees will be required to complete a six month (910 hour) probationary period. Auxiliary employees granted regular appointments will be required to serve an additional 6 month probationary period. If unsuccessful, this is considered a negative evaluation. Auxiliary employees completing a six month period in the department in which they are granted a regular appointment, will be required to complete an additional 3 month probationary period
26.2	Seniority for Auxiliary Appointments -no provision on negative reviews	Auxiliary employees receiving 3 negative reviews in which the manager states s/he would not rehire, will lose their seniority and all rights under the Agreement.
32.1	Work Week Defined -specified Monday to Friday	Normal work week is 5 days – no longer limited to Mon-Fri
32.2	Working Schedule -not specified but practice per employment standards	12 hours off between shifts except by mutual agreement between the employee and supervisor
32.3	Shifts -choice of shifts determined on the basis of seniority -choice of shifts between employees in the same classification	<ul style="list-style-type: none"> Preference for choice of shifts shall normally be determined through collaborative discussion between the supervisor and the staff members If agreement cannot be reached voluntarily, shift assignment shall be based on seniority Choice of shifts will be between regular employees with the ability to fulfill job expectations Where work is organized around shift rotation, shifts will be rotated on an equitable basis Short term vacancies of less than 3 months shall be determined by collaborative discussion. If agreement cannot be reached, assignment shall be based on seniority and equitable distribution
35.1	Rate of Pay - when supervisor assigns an employee to replace another employee in a higher classification ...	When supervisor assigns employee to a higher classification, rate shall be greater of minimum of new scale or rate at least 3.5 % of previous salary.

36	<p>Lay Off and Recall</p> <p>-an involuntary reduction of hours or cessation of employment</p> <p>-pre-layoff canvass required before lay-off notices</p>	<ul style="list-style-type: none"> • Lay off defined as elimination of a full time position with reduction to part-time hours and reduction of a part-time position below 50% with loss of benefits. • University gives one month lay off notice to affected employees • A pre-lay off canvass is conducted within 15 days only if it is required after individual choices are made and is directed only to employees within the bumping stream of the eliminated position.
42.7	<p>Vacation Schedule</p> <p>-Specified period between June 1 to Sept 1</p> <p>-changes in schedule by mutual agreement only</p>	<ul style="list-style-type: none"> • The University shall make every reasonable effort subject to operational requirements, to ensure that employees are able to schedule vacation any time in the calendar year • University will not change schedules other than in emergency. • Employee request for rescheduling allowed if requirements of unit can be reasonably met.
43.1	<p>Statutory Holidays</p> <p>-wording was not in keeping with employment standards</p>	<ul style="list-style-type: none"> • Employees required to work a stat holiday receive time and a half plus another day's pay or day off. • If electing a day off, must be taken within 4 months subject to operational requirements.
50.2	<p>Amount of Sick Leave</p> <p>-No language for auxiliaries but practice as per new wording</p>	<p>Auxiliaries who have 66 days worked, accrue 1 ¼ days per month if work at least last 11 days of the month. Maximum of 152 days.</p>
50.3	<p>Illness in the Family</p> <p>-immediate family was not defined but had to be residing with the employee</p>	<p>Up to 10 days of sick leave to care for immediate family if 12 days available for self. Includes spouse, child, parent, guardian, sibling, grandchild, grandparent or any person living with employee as member of family.</p>
50.4	<p>Proof of Illness</p> <p>-no language on cost</p>	<p>If University requires medical documentation beyond the initial certificate of illness, the University will reimburse the employee's cost.</p>
56.3	<p>Staff Development Eligibility</p> <p>-no provision for auxiliaries</p>	<p>Auxiliaries with 1820 hours now eligible for leave and/or assistance.</p>
56.4	<p>Staff Development Leave</p> <p>-a maximum of 20 working days</p>	<p>Maximum time removed but subject to University approval.</p>
59.1	<p>Leave of Absence without Pay</p> <p>-no time restrictions, no need to give reasons or exhaust other options</p> <p>-no language on process when return</p> <p>-seniority accrues up to 2 months</p>	<ul style="list-style-type: none"> • Non-probationary employees may apply in writing with reasons for leave up to 6 months after other leaves exhausted • Extensions to maximum of 1 year with application 30 days prior to initial leave end • When possible, employee is placed into former position & schedule or go to layoff and recall • Seniority accrues for up to 2 months

59.3	Family Responsibility Leave (NEW)	Per employment standards, employees are entitled to up to 5 days unpaid leave in a year for responsibilities related to care, health or education of a child under 19 or care or health of any member of immediate family (see 50.3).
68.8	Special Apparel - \$100/yr	Safety footwear at \$200 every 2 years or at discretion of supervisor if footwear fails.
69	Discrimination and Harassment -outdated language not in keeping with University Policy	This article has been rewritten in whole to reflect the UBC Statement on Respectful Environment as well as University Policy # 3.
LOU	# 3 and # 5	Deleted
LOU	#1 Student Appointments	No Change
LOU	#2 Teaching Assistants LOU 2 & 2a) rolled together to cover Teaching Assistants as well as Non-Student Teaching Assistants or Exam Invigilators	<ul style="list-style-type: none"> • Qualifications determined by the supervising faculty member
LOU	#3 Research Assistants /Technicians -no definition of seniority	Previous LOU # 4 Article 26 – seniority based on 1820 hours equals 1 year
LOU	#4 On Call (NEW)	<ul style="list-style-type: none"> • On call for Power Engineers @ \$2 per hour with minimum of 4 hours. • On-call shifts equitably distributed as far as possible. • Must report within 20 minutes.
LOU	#5 Joint Job Evaluation (NEW)	<ul style="list-style-type: none"> • Details of Process from Article 20.4 • Submissions ineligible for 12 months from previous submission • Reclassification to a lower level results in red circling • Auxiliaries in reclassified positions receive retroactive pay to date of reclassification submission
LOU	Old # 6 Health Promotion Fund	Expired
LOU	New # 6 One Time Transfer of PD Carryover Funds	<ul style="list-style-type: none"> • Full time regular employees active Aug 31 and Nov 1, receive additional 3 days vacation in time or pay between December 15/11 and June 2013. Subject to supervisory approval. • Part-time prorated. • Eligible TAs & Auxiliaries receive pay-out if earned minimum of \$3500 between Sept 1/10 and Aug 31/11.