

**Summary of Changes to the 2014 Collective Agreement**

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**BCGEU and UBC Okanagan Campus**

Article/Clause	Changes
16.4 Job Sharing	<p>(b) The <u>initiating</u> staff member will submit a written proposal outlining the basis on which the job share is being requested <u>to the Manager and Human Resources</u>, with a copy to the <u>Union Chair</u>. The proposal will be reviewed by both the Manager and Human Resources.</p> <p>(f) The manager shall maintain the right to end the job sharing arrangement, <u>with a minimum of 30 calendar days</u>, based on operational requirements.</p> <p>(g) (2) <u>The new incumbent to the position shall serve a probationary period in accordance with Article 24.</u></p>
NEW clause in Article 21 – Posting of Positions	<p>21.4 Positions that increase from part-time to less than full-time</p> <p>When an FTE change increases a position from part-time to less than full-time the position shall be posted in accordance with 21.1. The posting process may be waived by mutual agreement between the University and the Union. If the position is posted, the incumbent holding the original position, subject to satisfactory performance, shall be given first and full consideration.</p> <p>If two or more part-time employees in the same area are performing the same job duties, in a satisfactory manner, the manager shall request an expression of interest. If only one employee is interested, the posting process may be waived by mutual agreement between the University and the Union. If more than one employee is interested and all factors are considered equal the interested employees shall participate in a selection process that will be limited to those employees. The selection process will be implemented between those interested employees in the same area in accordance with Article 22.</p>
32.1 Workweek Defined	<p>(b) The University may authorize modified workweeks for specified periods in selected parts of the University’s operations, <u>such as flextime.</u></p>
50.8 Medical and Dental Appointments	<p>50.8 Medical and Dental Appointments</p> <p>a) Where it is not possible to schedule medical and/or dental appointments outside regularly scheduled working hours, reasonable time off for medical and dental appointments for employees and for dependent children shall be permitted, but where any such <u>individual</u> absence exceeds two hours, <u>or where the number of hours exceeds 15 hours per annum</u>, the additional time off shall be charged to employees’ sick leave credits.</p>

<p><b>NEW</b> Article – Winter Holiday Leave Provisions</p>	<p>Article 58 – Winter Holiday Leave Provisions</p> <p>(a) Between ratification of the collective agreement and December 31, 2014, regular employees will be granted two additional days leave of absence to be scheduled subject to operational requirements.</p> <p>(b) Effective January 1, 2015, three additional days leave of absence with pay per calendar year shall be granted by the University to all regular employees. These days are to be used, at the employee's option, either during the three working days during the winter holiday season (between Boxing and New Year's days), or at any other time during the year subject to reasonable notice and operational requirements.</p> <p>(c) All days must be used within the year and may not be carried over to the following year.</p> <p>(d) Should employees be required to work during the winter holiday season, due to unforeseeable circumstances, they will be paid at their regular rate of pay and be granted the equivalent number of days (up to three days) off with pay at some other mutually agreeable time.</p>
<p><b>Removed</b> due to Article 58</p>	<p>Article 44 Christmas Floater (Regular Staff only) Article 58 Special Leave (Regular Staff only)</p>
<p><b>NEW</b> Clause due to Article 58</p>	<p><b>(h) Auxiliary-Specific Leaves</b></p> <p><b>1) Christmas Floater</b></p> <p>A days leave of absence with pay shall be granted by the University to <u>auxiliary employees who are scheduled to work</u>, except those designated by the University to remain on duty in keeping with operational requirements, as follows:</p> <ol style="list-style-type: none"> <li>i. on December 24 when Christmas Day falls on a Tuesday, Thursday, Friday or a Saturday;</li> <li>ii. on December 27 when Christmas Day falls on a Monday or a Wednesday;</li> <li>iii. on December 28 when Christmas Day falls on a Sunday.</li> </ol> <p>Those <u>auxiliary</u> employees who are designated to remain on duty on the Christmas floater shall receive a day off in lieu within the following 12 months.</p> <p><b>2) Special Leave Definition</b></p> <p><u>Auxiliary e</u>mployees <u>currently working on assignment</u>, shall be entitled to special leave at their regular rate of pay for leave under circumstances listed below:</p> <ol style="list-style-type: none"> <li>i. birth or adoption of the employee's child;</li> <li>ii. serious household or domestic emergency;</li> <li>iii. attendance at the employee's own citizenship hearing;</li> <li>iv. court appearance of the employee's child;</li> <li>v. wedding of the employee's child;</li> <li>vi. moving of household furniture and effects (maximum of one day for each move).</li> </ol> <p>Total leaves of absence for any or all of the above shall not exceed three days in any one calendar year. Employees shall give two weeks' notice of (iii), (v) and (vi) and shall make every reasonable effort to inform supervisors of (i), (ii) and (iv) above.</p>

<p>Changed due to Article 58</p>	<p>Article 56 – Staff Development 56.6 Funds There shall be a staff development fund established to fund staff development activities. The fund shall be drawn from the following sources each fiscal year:</p> <ul style="list-style-type: none"> <li>(a) \$45,000 each fiscal year from the University.</li> <li>(b) Funds not expended in any fiscal year shall be carried forward to the next fiscal year.</li> <li>(c) <u>Carry forward funds from 2013/2014 will be allocated towards Holiday Leave Provision Article 58.</u></li> <li>(d) <u>For the period from April 1, 2014 to March 31, 2015 the total amount approved by the Joint Staff Development Committee for staff development requests shall not exceed \$40,000. During this period, \$5000 of the fund will be allocated towards the Holiday Leave Provision, Article 58.</u></li> <li>(e) <u>For the period between April 1, to March 31 in the years 2015/16, 2016/17, 2017/18, the total annual amount approved by the Joint Staff Development Committee for the staff development requests shall not exceed \$33,000. During this period, \$12,000 of the fund will be allocated towards the Holiday Leave Provision, Article 58.</u></li> </ul>
<p>Changes to Health and Welfare Benefits</p>	<p>The Union will survey its members to find out if they wish to make changes to their health and welfare benefit coverage in exchange for an increased annual deductible. The Union will inform the University Human Resources Department, in writing, of the results of the survey by December 31, 2014. The earliest day of implementation will be January 2, 2015.</p>
<p>LOU#6 – Review of Job Evaluation Plan</p>	<p>The parties agree to continue discussions at the Joint Union Management Committee about review of the Job Evaluation Plan and sharing the costs of hiring a consultant to complete a review of the Job Evaluation Plan. The mandate of the consultant would be to review the job evaluation plan and make recommendations to the Joint Union Management Committee.</p>
<p>General Wage Increases</p>	<p>July 1, 2014 – 0% July 1, 2015 – 1.0% July 1, 2016 - 0.5% May 1, 2017 – 1.0% July 1, 2017 – 0.5% May 1, 2018 – 1.0% July 1, 2018 – 0.5% May 1, 2019 – 1.0%</p> <p>The General Wage Increases will be applied to Salary Scales in the Collective Agreement in Appendix C and on page 58 for Teaching Assistants.</p>

The Economic Stability Dividend	<p>2. The Economic Stability Dividend shares the benefits of economic growth between employees in the public sector and the Province contingent on growth in BC's real GDP.</p> <p>3. Employees will receive a general wage increase (GWI) equal to one-half (1/2) of any percentage gain in real GDP above the forecast of the Economic Forecast Council for the relevant calendar year.</p> <p>4. For greater clarity and as an example only, if real GDP were one percent (1%) above forecast real GDP then employees would be entitled to a GWI of one-half of one percent (0.5%).</p>
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### *Housekeeping*

Article 23 – Job Transfer and Reclassification Downward	Title change to Job Transfer
Article 35 – Substitution Pay; 35.1 Rate of Pay	When a supervisor assigns an employee to a higher classification, the replacement employee shall receive a higher rate of pay for the full period served in the replacement position. The rate of pay, in the case of substitution shall be the rate of the higher classification which is <del>closest to but not less than an increase of 3.5%</del> <b>at least one step higher than</b> the previous salary or the minimum of the new scale, whichever is greater.
Article 65 – Travel Allowance	<p><b>65.1 Rate</b></p> <p>A travel allowance, <u>in accordance with Policy 83, of 42¢ per kilometre</u> may be claimed by employees authorized to use their own motor vehicle on University business. It shall not be a condition of employment for employees to supply or use their own car.</p>
Article 75 – Term of the Agreement	The term of the agreement shall be from July 1, 2014 and up to and including June 30, 2019.
LOU#3 – Research Assistant/Technicians	The positions identified as Research Assistants/Technicians will be placed on the wage schedule in accordance with the Technicians positions. The five levels of Research Assistant positions will receive the following wages. The classification of such positions will be based on current <b>Research Assistant/ Technician</b> standards at UBC. <del>The positions will be assessed through the point factor system and will be evaluated on that basis once the appropriate number of points are determined.</del>
LOU#4 – On Call	Renewed.
LOU#5 – Joint Job Evaluation– Classification/ Reclassification Procedures	New language agreed to by Joint Union Management Committee. This language is on the HR website and is 5 pages; therefore, it will not be added to this document.
LOU#6 – One Time Transfer of PD Carryover Funds	Completed and removed from Collective Agreement.
LOU#7 – Review of Classification Language	The review has been completed and LOU should be removed from Collective Agreement.
Redundant Job Titles and Classifications	Appendix A – Remove “Classroom Assistant” and “Reader”. Appendix B – Remove “Reader” from Salary Band 1 and “Classroom Assistant” from Salary Band 2.