

CUPE 116
Major Changes to the Collective Agreement
June 2015

1) Article 3.06 Definition of Employees (Major Rewrite)

- Hourly and Staff have been deleted as employee definitions. They are now solely payroll terms.
- We now have new definitions for Regular (full time and part time) and Auxiliary to reflect the primacy of the employment relationship with UBC. Seasonal employees are now captured by the Auxiliary Employees definition.
- Limitations on recurring temporary employees have been removed. The general restrictions on temporary employees apply.
- Grant employees now receive access to recall rights at 12 months, but all other layoff rights remain at 15 months.

2) Article 10.01 Job Posting

- Paper postings have been eliminated for all positions where employees have workstations and direct access to online postings.
- In cases of planned absences (Long term Union Leaves, Maternity/Parental Leaves, General Leaves) of four (4) weeks or longer, vacancies will now be filled through expressions of interest and a requirement to consider opportunities to rotate such assignments amongst qualified employees.

3) Article 10.02 Job Selection (Major Rewrite)

- The University can now make staff changes, and transfers or promotions on the basis of the knowledge, skills, and abilities of qualified candidates.
- This change provides the ability to select candidates based on the attributes and requirements set out in job standards and position descriptions.
- A manager will now be able to tailor the job selection process to those attributes and requirements.

4) Article 13.03 Payment for or Supply of Meals

- Meal allowance is now twelve dollars instead of eight dollars for employees who work two hours or more immediately after their regular shift due to overtime.

5) Article 13.05 (c) Standby Pay (New)

- Standby pay will occur when employees are scheduled to be on-call for evenings and weekends. Standby employees shall be paid a \$38.00 shift premium for each twenty-four (24) hour period or part thereof, they are scheduled for on-call work, regardless of whether work is required.

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- This provision has been added to deal with two types of scenarios: a potential need for employees to be available because of a single event; and a need to schedule employees on a rotational basis to be available for emergencies.
- The University is required to consult with the Union prior to implementing a Standby Schedule within a unit. The University is required to give thirty days calendar notice to the Union and impacted employees prior to implementing the Standby Schedule.
- The University must give consideration to the impact of a Standby schedule on affected employees.

6) Article 14.01 Shift Premium:

- Shift premiums go from \$.70/hr and \$.75/hr and \$.80/hr.

7) Article 14.02 Weekend Premium (replaces Article 19.07)

- The triple time premium for consecutive weekends is now deleted.
- Should UBC require additional forces on a weekend, it has the right to assign work on the basis of reverse seniority.
- Employees will now receive a weekend premium of seventy-five cents for all hours worked between 7:00 am and 6:00 pm on a Saturday or on a Sunday.

8) Article 22.06 WorksafeBC Disability Benefits

- Employees on time loss will remain on payroll, but receive 68% of their base hours times their hourly rate. This change has aligned the University's disability benefits with those of WorksafeBC.

9) Article 23.16 Workload

- Issues respected workload will be referred to the Local Working Committee under article 5.04 as the first agenda item. If the issue is not resolved by the Local Working Committee, it will be forwarded to the Labour-Management Committee.

10) Article 23.17 First Aid Premium (New)

- Where the University requires an employee to hold an occupational First Aid Certificate for the benefit of the University, the employee shall be paid a salary differential depending on the first aid level. It is \$45 dollars per month for Level 1 and \$90 dollars per month for Level 2.

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11) Article 25.03 Allowance for Footwear

- Safety footwear allowance has been increased from \$150 every two (2) years to \$200 every two (2) years.

12) LOU #15 Student Housing and Hospitality Services (Food Services)

- There is now a specialized skills designation for: the mobile and concessions unit; cook classifications at Bento Sushi; Cook classifications at Triple O's and Mercante as a merged unit.

13) LOU #19 Internships (New)

- Academic units may now establish internship programs of up to two years for individuals who have an undergraduate, masters, or doctoral degree.
- No union member will be laid off as a result of an internship program. Internships are not intended to replace ongoing bargaining unit positions.
- Article 10.02 will not apply to interns. Job selection will be made on academic criteria.
- Interns will not accrue seniority unless they move into another CUPE 116 role. If an intern moves into a CUPE 116 role, seniority would be credited back to the start date of the Internship program and calculated in accordance with Article 9.01.

14) LOU # 20 Professional Development Fund (New)

- An employee who wishes to engage in professional and skills development for programs that may be of future use to their career at UBC may submit a request to the University for funding such a course or program.
- This does not apply to required job specific training which remains the responsibility of the University to provide.
- A CUPE 116 Professional and Skills Development Fund has been established.
- Funding will start at \$75,000 and go up to \$200,000 by 2018.