1) **Article 21.01 Tuition Fee Benefit**

Modified to reflect the change from a paper application process to an on-line self-service portal process.

2) **Article 22.01 Job Posting**

Revised to end the obligation to display paper copies of all job postings on the HR bulletin board and instead make job posting available for viewing as currently provided at a computer terminal.

3) **Article 22.02 Right to Apply**

Revised to define the limited rights of temporary Staff Finders Employees to apply for postings:
- Employees with 900+ accrued hour of service - *internal applicant status*.
- Employees with less than 900 accrued hours and more than 66 days of accrued service - *internal status when all other internal applicants lack the required qualifications*.
- Employees with less than 66 days of accrued service – *ineligible to apply*.

4) **Article 22.08 Orientation Period For transfer, Promotion and Voluntary Demotion**

Revised to reflect present practice of placing an employee on the recall list when the employee finds the job unsatisfactory or is unable to meet the basic job requirements during the orientation period, when their former position is unavailable (already back-filled).

5) **Article 24.02 Unsafe Working Conditions (revised)**

Revised to remove references to specific regulation articles and updated to reflect the current governing authority of WorkSafe BC’s Occupational Health & Safety Regulations.

6) **Article 24.09 Computer Screens**

Previously the article addressed temporary accommodations for pregnant employees operating a VDT, permanent accommodations for employees with an ophthalmologist diagnosis of eye damage due to VDT use, and replacement of malfunctioning VDTs. The preserved language addresses unresolved safety concerns arising from the quality or ergonomics of computer screens if unresolved may be referred to the safety committee or grievance procedure.

7) **Article 25.01 Retirement**

Previously article 3.08 addressed retirement issues. The provision was updated to reflect the abolition of mandatory retirement and was moved to article 25 which previously provided for a University Library card upon retirement. The article recognizes the right of employees to retire any time after age 55. (Since employees are not obligated to retire, a notice of retirement would be different than a notice of resignation.)
8) **Article 26.02 Family Day**

“Family Day”, legislated as a new provincial statutory holiday on the second Monday of February, was added to the list of holidays.

9) **Article 27.11 Vacation Pay on Retirement (revised)**

Revised to reflect the change of moving the retirement provision from article 3.08 to 25.01 as noted above.

10) **Article 27.12 Payment (revised)**

Updated to reflect the direct deposit method of payment, and the elimination of off-cycle paycheques.

11) **Article 30.02 Compassionate Leave**

Revised to change the approval process for extension of up to three additional bereavement leave days from the AVP of HR to the Department Head (or their designate) and to clarify that approval for an extension of 1 to 3 days is only considered when the employee has identified an exceptional circumstance like significant out-of-town travel.

12) **Article 30.03 Pension Plan**

Revised to clarify that eligibility and contribution levels are determined by the Staff Pension Plan (currently eligibility is voluntary the first three years of service and mandatory thereafter)

13) **Article 30.06 (J) Illness of Dependents**

Article 30.06 (J) was revised to take advantage of the EI Premium Reduction Program available if the sick leave plan places some restriction on the use of sick day for dependents. With the revision, employees are now restricted from using a sick day for a dependent (the max of five days per year) unless they have reserved (maintained) a day per month from the earned 1 ¼ day for own use only until such time as they have accrued 12 or more days in their sick bank. For example, an employee who has earned and accrued 5 sick days over 4 months (1 ¼ day per month) may only use one of the accrued sick days for a dependent, reserving the other 4 for own use.

14) **Article 30.10 Military Leave, 30.11 Citizenship Leave, and 30.12 Court Duty**

Moved these article from under Article 13 General to Article 30 Benefits where other leave articles reside.

15) **Article 31 Job Descriptions, Job Evaluation, Reclassification and Misclassification**

Replaced the previous classification system with the New Job Evaluation System implemented March 2011.
16) **Article 33.07 Notice of Resignation from the University**

Revised to reconcile the notice period requirement (previously 15 days), now 10 days, with the penalty provision if 10 days’ notice is not provided.

17) **Article 34.04 (C) (i) & 34.05 (C) (i)**

Revised to reflect the present practice that employees who elect to “bump” and are unsuccessful are provided with lay-off with recall rights.

18) **Article 34.06**

Revised to provide that temporary employees hired directly by a department (of less than 3 months including any extensions) will have no right of recall or placement with Staff Finders. Temporary Employees hired directly by a department for three months or more (Leave replacements) will be eligible for recall to Staff Finders as a HR Clerk 1, and any refusal of recall will result in a loss of seniority rights.

19) **Article 36.01 Wages**

GWI increases as follows:
- April 1, 2012 – 2% (except Grade 1, Step 1)
- April 1, 2013 – 2% (except Grade 1, Step 1)
- April 1, 2013 – savings achieved from “freezing” Grade 1, Step 1 and Savings achieved from the EI Premium Reduction Program applied to Grades 5 through 7 to smooth the grid and to add steps 4 & 5 to Grade 5 and add a step 5 to Grades 6 & 7.

20) **Chan Centre Component**

The Chan Centre will no longer be referred to as an Appendix “A”, and will now be referred to as the Chan Centre Component.

21) **Article 4.01 Probation (Chan Centre)**

Clarified the probation period as 65 days worked or two years from first ay worked whichever comes first.

22) **Articles 5.03, 5.04 and 30(b) (Chan Centre)**

Revised language to reconcile with article 32.04 to result on automatic removal of an employee form the roster who does not work a shift in twelve months.

23) **Article 28.02 (Chan Centre)**
CUPE 2950  
Changes to the Collective Agreement  
April 1 2010 – March 31, 2014  

Provide for combining a relief period with a meal break or another relief period without shortening the work day.

24) LOA Re: Facilitated Discussions – renewed

25) LOA Re: Art 4.01 & 22.08 Probation & Orientation Periods – Renewed

26) LOA Re: Contracting Out - Renewed

27) LOA Re: Article 13 Official University Closure – Renewed

28) LOA Re: Job Skills Training – Renewed

29) LOA Re: Article 22.10 Placement – Renewed

30) LOA Re: Medical & Dental Appointments – Renewed

31) LOA Re: Article 30.07 Maternity & Adoption Leave (And Repayment Agreement) – Renewed

32) LOA Re: Article 35 Expedited Arbitration – Renewed

33) LOA Re: Bargaining Unit Jurisdiction Dispute Resolution Process – a new LOA incorporating a Umpire dispute resolution process to any bargaining unit jurisdictional disputes as awarded by Don Munroe on April 25, 2005, and as used by the parties.

34) LOA Re: Health & Welfare – Renewed

35) New Job Evaluation System Job Security Provisions – a new LOA (signed October 2008) to administer job security provision in a manner consistent with the new job evaluation system implemented March 16, 2008. For example references to “classification” in the Collective Agreement will mean “Benchmark Clusters”, and further clarifications on “benchmark clusters”, “job families”, “single benchmarks”, etc.

36) MOA Re: Work Practices at the Chan Centre – Renewed

37) Chan Centre GWI

GWI increases:
- April 1, 2012 – 2%
- April 1, 2013 – 2%
- April 1, 2013 - .26% for EI Premium Reduction Savings