



Highlights of the CUPE 1975 Tentative Agreement

January 1, 2010 to December 31, 2012

The Collective Agreement between the University and CUPE 1975 was tentatively agreed upon subject to ratification and Board approval on April 14, 2010. Highlights from the three-year agreement, January 1, 2010 – December 31, 2012, include:

Compensation:

- maintaining a job family model to support recruitment, retention, building capacity (performance and development), and total compensation and rewards
- adjusting market pay bands (increased by 3% in each year for phases 1 and 2, and 2% in each year for phases 3 to 6) in support of the long-term compensation strategy to match the 50th percentile of local market data
- adjusting individual salaries 2% up to the maximum of the pay bands effective January 1 for each year of this agreement based on a competitive market review
- adjusting individual salaries by 5% (2010), 2% (2011), 2% (2012) to the FAPA rates of pay, effective January 1 of each year of this agreement
- agreeing to a Memorandum of Agreement to engage in discussion on the development and implementation of a performance-based pay model
- increasing the shift premium to \$1.00 per hour and shift differentials to \$80 per month to reflect market rates
- introducing a standby (on-call) premium of one (1) hour's pay at regular rates for each eight (8) hour period of standby

Benefits Plans:

- increasing employer funding cap from 5.5% to 5.75% of payroll of eligible members effective May 1, 2010 and realigning benefit plans to improve overall coverage that include:
 - increasing lifetime child orthodontic maximum from \$1500 to \$2000
 - adding dental implants as acceptable treatment under the dental alternatives benefits clause
 - changing the basic life premiums from the employer funding cap to a full employer funded premium
 - reducing the short-term disability period and long-term disability elimination period from 6 months to 90 days
 - discontinuing the employer top up to workers' compensation benefits

Pension:

- increasing allowable matching pension contributions effective January 1, 2010 to 7.5%, and January 1, 2011 to 8.25%, and January 1, 2012 to 8.5%
- including market adjustments (Article 11.4) as pensionable earnings
- discontinuing the option to withdraw lump sum amounts upon retirement from the defined benefit pension plan
- agreeing to a Memorandum of Agreement for a joint discussion at the non-academic fringe benefits committee regarding a potential transition to an affordable defined benefit pension plan

Article 8 Vacancies and Promotion Basis

- changing the current seniority-based, closed competition (Article 8.1 and 8.4), to an open merit-based system for all entry level phase 2 jobs to support diversity goals and enhance opportunities for Aboriginal people and other minority groups
- adding language (Article 8.3), to indicate that unsuccessful applicants may contact the hiring manager to receive feedback on their non-selection

Article 12 Layoff

- revising lay-off language to reflect current practices and provide clarity

Article 13 Discipline

- providing an update to discipline language reflective of the concept of progressive discipline to ensure more effective performance management process
- adding language that allows for a non-disciplinary coaching process

Article 15.1.4 Leave for CUPE 1975 Officer(s)

- providing increased support for joint union/management processes (through 1 full-time equivalency release time)

Article 15.4.2 Employee Development

- realigning employee development funds to support career development and personal wellness that include:
 - changes to professional development fund from \$75,000 per year to \$60,000 per year in conjunction with the elimination of a personal development fund of \$25,000
 - the introduction of a \$100 per year flexible spending program for all eligible members of group benefits plans

Article 18.4 Personal/ Family Leave

- revising language (Article 18.4.1) to provide two days per year that may be taken for emergent or non-emergent situation