

## CUPE Local 917

# Memorandum of Settlement - Key Points

### Previous Conditions

- All previous conditions shall continue in the Collective Agreement except as outlined in this report.

### Land Acknowledgment

- Added to the front of the Collective Agreement

### Article 7.04: Annual report of hours worked by casual employees

- This will help us track whether casual employees are working regular hours for conversion purposes

### Housekeeping Items (various Articles)

- Removing historical references that are no longer applicable, updating language, changing to gender neutral pronouns

### Article 19: Overtime

- Bank increased by 25 hours to 125 hours for annual carryover.

### Meal allowance increase

- Increased \$4.00 to \$16.00 when working more than 2 hours of OT

### Article 21: Statutory Holidays

- Addition of Truth and Reconciliation Day. Additional two cultural days for Indigenous members within Article 24 as well.

### Article 23 Sick Bank

- No material changes but language was rewritten to reflect Union's interpretation. Coverage to include partial days and be applicable to those on a Return to Work Plan.
- **Termination Account** name changed to **Personal Sick Leave Surplus Account**
- **Five (5) paid sick days for temporary and casual employees** captured new legislation in Collective Agreement

### Article 24.05 Full-time President Leave

- Enshrined within Collective Agreement

### Article 24.08 Parental Leave

- 18-week supplementary benefit to apply to BOTH parents.

### Article 24.14 Sexual and Domestic Violence Leave

- Legislation enshrined within Collective Agreement

### Article 27 Job Descriptions

- Any disputes to be referred to Expedited Dispute Resolution process for a 1-year period

**CUPE Local 917 – Memorandum of Settlement, Key Points**  
(Renewal of Collective Agreement Expired, March 31, 2022)

---

**Article 28 Extended Health Benefits**

- Physiotherapy, massage and naturopath increased coverage to \$50 per visit, up from \$30

**Article 28 Dental Plan**

- Increased Plan C (orthodontics) to \$4000 maximum (from \$2000) and coverage to 80% (up from %60)

**Article 25.03 Footwear**

- Increased reimbursement amount to \$250 (up from \$225) and it is not limited to just one pair. Added “safety sensitive positions” to the applicable language.

**Letter of Understanding #2 Employee and Family Assistance**

- Language updated, housekeeping item

**Letter of Understanding #11 Expedited Dispute Resolution Process**

- Updated roster of arbitrators. Added Job Descriptions to it for a one year period.

**Letter of Understanding #12 CUPE Supplemental Fund**

- \$116,250 currently in CUPE Supplemental Fund. \$36,000 continuing annual funding each April 1<sup>st</sup>. Union has full control of fund. Will strike committee to determine best use of funds. Membership to be presented with recommendations by September. Potential to offset parking costs with this fund. Will solicit input from membership for best use.

**Letter of Understanding XX Grievance Support for Equity, Diversity and Inclusion**

- Union can access additional resources to help members with unique needs.

**Letter of Understanding XX Sick Leave Administration**

- Union and UVic to develop simple to understand language regarding sick leave access to help members and management navigate it better.

**Letter of Understanding XX Apprenticeship Positions**

- Union and UVic commit to meeting twice a year to identify apprenticeship opportunities on campus and to make those available to regular employees

**Letter of Understanding XX Job Evaluation**

- Targeted dates built in for the creation of a Joint Job Evaluation Committee that will review all job descriptions within 1 year. Salary protection locked in for every position. Joint training to be provided concurrently to Union and Management Committee members. Will create internal equity for all positions.

**Letter of Understanding XX Pension Plan Review**

- Union to work with UVic in exploring options for Pension Plan improvement. Any recommendations to be brought to membership for further ratification.

**Letter of Understanding XX Premium Pay**

- Painter and Grounds premiums to be folded into base wages following the implementation of the JE plan.

**CUPE Local 917 – Memorandum of Settlement, Key Points**  
(Renewal of Collective Agreement Expired, March 31, 2022)

**Letter of Understanding XX Union Leave**

- Eliminated 10 day cap on Union officer leave for duration of CA.

**Three Year Term**

- New term: April 1, 2022 – March 31, 2025

**General Wage Increase for all positions**

- April 1, 2022 0.25\$ per hour + 3.24%
- April 1, 2023 6.75%
- April 1 2024 2% + up to 1% cost of living adjustment

**Schedule A Salary Adjustment**

- April 1, 2022 Pay Group 8 0.58%
- April 1, 2022 Pay Group 18, 19, 20 1.01%
- April 1, 2023 Pay Group 8 0.29%
- April 1, 2024 Pay Group 8 0.20%

**Schedule B Salary Adjustment**

- April 1, 2022 Pay Group 8 Step 1 0.17\$ per hour
- April 1, 2022 Pay Group 8 Step 2 0.15\$ per hour
- Effective April 1, 2022, the Schedule 'B' Salary Structure will consist of the following Pay Groups: 3, 8, 11, 12, 13, 14, 15, 16. Pay Group 9 becomes Pay Group 8.
- April 1, 2022 Pay Group 8 0.58%
- April 1, 2023 Pay Group 8 0.29%
- April 1, 2024 Pay Group 8 0.20%