

## 2014 Collective Agreement—Summary of Changes

Prepared: December 2014 by AAPS

*Changes from the 2012 Collective Agreement are in bold*

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### 1. Article 1.3: Term of Agreement

The term of this Agreement shall be from July 1, **2014** to June 30, **2019**. This Agreement shall continue until a new agreement is in place.

### 2. Article 3.1.3: Term Employees with Three Years of Service

Language has been amended to read: “A term employee who has accumulated three years of service within a five year period with the University shall the same receive benefits and entitlements as a regular employee **with the exception of the maximum amount of notice as reflected in Article 9.1.7.**”

### 3. Article 5.4.1.2: Temporary Promotion

Numbering changed to **5.4.1.1**.

### 4. Article 9.1.4: Search for Alternatives

This article relates to employees who have been terminated under Article 9 and obliges the University to aid the employee with an active search for suitable alternative employment. The last paragraph has been amended so that, “an employee who is terminated from the University without cause who has the qualifications for subsequent vacant positions will be ensured of an interview for these positions **until the end of their notice period and upon making a request of their HR Advisor or the hiring manager.**”

### 5. Article 9.1.7: Notice Entitlements

- a. Language was amended in regards to term employees: A term employee who has accumulated three (3) years of service within a five (5) year period with the University pursuant to Article 3.1.3, will receive the notice entitlements under this article as if she/he were a regular employee **to a maximum of eighteen (18) months’ notice.**
- b. The last paragraph was amended to: An employee in receipt of **Disability Benefits Plan (DBP)** benefits shall not accumulate years of service for the purpose of notice entitlements under Article 9.1.7.

### 6. Article 11.2.1: Supplementary Vacation

This article was removed with the understanding that current eligible members would be grandfathered.

### 7. Article 12.3: Sick Leave

The last line of the first paragraph was amended to: Total pay for leave will not exceed the equivalent of six (6) **months’** pay.

### 8. Article 12.3.1: Documentation

Language was added to define satisfactory medical documentation pursuant to case law:

**Satisfactory information is defined as timely medical documentation confirming:**

- **the employee is too ill to attend work;**
- **the general nature of the illness;**
- **prognosis, including the anticipated return to work date;**
- **confirmation of compliance with a treatment plan; and**

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- **an indication of any modifications required to allow the employee to return in a modified capacity.**

### 9. Article 12.6.7: Vacation and Sick Leave

“or adoption” was removed from the article.

### 10. Article 13.5: Long Term Disability Plan (Income Replacement Plan)

The header was amended to: Long Term Disability Plan (**Disability Benefits Plan**)

### 11. Letter of Agreement #1: Re: Pay Structure and Salary Policy

- a. Point 2 under General provisions was amended to:  
In order to meet its commitment in paragraph 1(b), the University shall conduct a salary survey of the representative comparator market at appropriate intervals. The University shall consult with AAPS on the **methodology and the** list of organizations that establish the comparator market prior to each survey. A copy of the results of the salary survey shall be provided to AAPS. **The University shall implement any changes in a timely manner.**
- b. Salary grids in Document A reflects the new salary ranges to be in effect as of July 1, **2015**.

### 12. Letter of Agreement #2: Re: Benefit Coverage Beyond Age 65

The number 4.9 was changed to **4.09** to be consistent with previous numbering.

### 13. Letter of Agreement #3: Re: Professional Development

The following amendments were made to the third and fourth paragraphs:

The total amount funding available for this purpose is \$480,000 per fiscal year. **The fund will increase by the following amounts on a cumulative basis such that the fund will total \$760,000 at July 1, 2018.**

**July 1, 2015 \$70,000**

**July 1, 2016 \$70,000**

**July 1, 2017 \$70,000**

**July 1, 2018 \$70,000**

The University will administer this fund. The parties agree that the program will be cost neutral to the University and that the cost of administering the fund will be borne by the fund (**based on 10% of the total fund**). Employees will be eligible to participate up to a maximum of **\$550.00**. The University reserves the right to set the maximum, however the University will consult with AAPS prior to any changes.

### 14. Letter of Agreement #4: Re: Search for Alternatives

Further to Article 9.1.4 the University commits to providing greater assistance to regular employees whose employment has been terminated by creating a Career Transition Consultant position for the period of two years. On a trial basis, this position is intended to enhance the work performed by the Human Resources Advisors by coaching staff in transition and referring them to appropriate resources as they explore their developmental and career options within or beyond the University. **The Career Transition Consultant will give priority to employees who are in transition.**

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As this is a pilot position, the University's obligations set out in 9.1.4 may be fulfilled by either the Human Resources Advisor or the Career Transition Consultant for the duration of this letter of agreement.

**The effectiveness and ability to fund the Career Transition Consultant will be evaluated by the University annually. If it is determined that it is no longer viable to continue with the position, the University will provide six months notice to AAPS ending Letter of Agreement #4.**

### 15. Letter of Agreement #5: Re: Economic Stability Dividend (NEW)

- a. GWI equal to  $\frac{1}{2}$  % of any % gain in real GDP above the forecast. For example, if GDP was 1% higher than forecast then members would get 0.5%.
- b. Schedule for the 2015/16 to 2018/19 fiscal years:
  - July 1, 2016
  - May 1, 2017
  - May 1, 2018
  - May 1, 2019

### 16. Appendix 2 – Deferred Salary Leave Plan

The Leave application was updated as follows:

- Point 1: At least two **months'** notice is required prior to the employee commencing the Plan.
- Point 2: Approval is required by the employee's unit Dean, Director or Department Head and the **Vice-President**, Human Resources or Director, Human Resources....
- Numbering adjusted to be in sequence from 4 and on.
- Signature title amended to **Vice-President**, Human Resources

### 17. Document A: Classification Matrix & Salary Grid

Schedule of General Wage Increases (GWI):

- July 1, 2015 – 1%
- July 1, 2016 – 0.5%
- May 1, 2017 – 1%
- July 1, 2017 – 0.5%
- May 1, 2018 – 1%
- July 1, 2018 – 0.5%
- May 1, 2019 – 1%

### 18. Document C: Comparator Organizations

The following changes were made to some of the comparators:

- Terasen was changed to **FortisBC**
- WCB was changed to **WorkSafe BC**