

Contract Committee Report on the Memorandum of Settlement to revise and renew the April 1, 2025 – March 31, 2029 Collective Agreement between CUPE 2950 and UBC

Previous Conditions: All of the terms of the 2022 – 2025 Collective Agreement continue except as specifically set out in this report.

Article 38.01 Duration of the Collective Agreement: April 1, 2025 – March 31, 2029.

General Wage Increases (per Public Sector Employer Council Mandate):

Effective April 1, 2025 (including retroactive pay) increase all rates of pay by 3%

Effective April 1, 2026 (including retroactive pay) increase all rates of pay by 3%

Effective April 1, 2027 increase all rates of pay by 3%

Effective April 1, 2028 increase all rates of pay by 3%

The Employer will pay retroactive wages to active employees only.

Article 3.04 Hiring Solutions Hourly Employee: Clarifying definitions and return to roster on completion of placement. Vacation pay in lieu to be received each pay period. Codified ability to take vacation as unpaid leave. Includes a “Practice Letter” to codify process for removing individuals from Roster when they are unavailable for placement without good reason.

Article 4.01 Probationary Employee: Changed to 6 months for all pay grades. Extending probationary period when unpaid leaves of 10+ days occur.

Article 5.05 Contracting Out: Housekeeping change to remove page number, as it can change each time we renew our Collective Agreement.

Letter of Agreement #3: Short Term Leave of Absence removed letter and wrote it into main body of collective agreement, **Article 7.03 Short Term Leave of Absence.**

Article 9.01 Human Rights: Housekeeping changes.

Article 11.02 Respectful Use of Managerial Authority: Housekeeping changes.

Article 21.06 Graduate Studies: members now eligible for graduate tuition waivers.

Article 22.08 Orientation Period for Transfer, Promotion and Voluntary Demotion: changed to 6 months for all pay grades.

Article 22.09 Assignment Outside the Bargaining Unit: extended to 18 months to align with Maternity and/or Parental Leaves.

Article 25.01 Retirement: Housekeeping changes to remove language no longer in effect.

Article 26.02 List of Statutory Holidays: Housekeeping changes

Article 27.01 Vacation Pay on Retirement: Housekeeping changes to remove language no longer in effect.

NEW Article 27.15 Long Service Recognition: An additional 5 days of paid time in an employee's 25th year of service as recognition of their long service to the University. The employee may carry this entitlement for up to 2 years in addition to any other carryover entitlement under Article 27.05.

Article 30.03 Bereavement Leave: Removed provision for “self-identifying” but no change to practice. Employer will not ask for proof.

Article 30.06 Sick Leave: Changes to absence reporting. Medical certificates are only required where “excessive use” is suspected or returning to work after a prolonged illness. Subrogation changes made to reflect what the Act requires and clarifies how employer will manage net earnings while claims are in review.

Article 30.07 Supplemental Employment Benefits; Letter of Understanding #3 Maternity, Adoption and Parental Leave; and Repayment Letter have all been amended, effective September 1, 2026 to include 10 weeks of the supplemental employment benefit for Parental Leave.

Article 30.17 Indigenous Leave for Ceremonial, Cultural or Spiritual Events: removed “self identifying” but no change to practice. Employer will not ask for proof.

Article 34.04 (C) (iii) 12: Housekeeping change to correct spelling.

Article 34.04 Internal Placement and Recall: Housekeeping change to clarify that Temporary Employees hired directly by a department must apply to Hiring Solutions to be employees on the Hiring Solutions roster.

Chan Centre Article 3 Employee Definitions: clarified language to differentiate between members called in from the roster for a show (On-Call) and those that work in part-time regularly constituted positions (Regular).

Chan Centre Article 25 Retirement: to include Chan Centre member use of facilities.

Chan Centre Article 27 Vacations: clarifies that Chan Centre members accrue vacation equal to the hours they work.

Chan Centre Article 28.01 (f) Minimum Hours of Work: codifies the same language that applies in main agreement, with 4 hours minimum pay if you start working.

Chan Centre Article 28.02 (a) Meal Periods: No employee should be scheduled in a way that has them working longer than 5 hours without a meal break. If it's impossible to

Contract Committee Report on the Memorandum of Settlement to revise and renew the April 1, 2025 – March 31, 2029 Collective Agreement between CUPE 2950 and UBC

get a meal break at 5 hours, a ½ hour meal penalty is paid (double-time). Under no circumstances can one work more than 6 consecutive hours without an uninterrupted meal break. Those who are close to the end of their shift can elect to work through.

Chan Centre Article 28.02 (b) Relief Periods: improved to codify a paid 15 minute break for each 4 hour shift.

Chan Centre Article 28.03 Split Shifts: no split shifts spanning a time frame longer than 12 hours.

Chan Centre Article 29 Overtime: Clarifies language because Chan Centre members have longer weekly hours than Main Component members.

Article 37 Chan Centre: Housekeeping only to include the new term of the Collective Agreement.

Letter of Understanding #12 Re: Work Practices at the Chan Centre: improved Boot Allowance from \$250 up to \$300 every 2 years and expanded to include On-Call Production Staff who are eligible for benefits.

Letter of Agreement #11 Re: Targeted Wage Adjustments – Chan Component:

Applied after the 3% GWI for April 1, 2027,

\$3.00/hour for Ticket Seller, Ticket Captain, Front of House Attendant, Front of House Captain 1, Front of House Captain 2, Assistant Front of House Coordinator, Head Concessions Captain, Student Assistant Ticket Seller.

\$2.00/hour for Stage Technician, Stage Coordinator, Audio Visual Coordinator, Assistant Head Technician, Head Technician, Assistant Technical Director, Student Assistant Stage Technician.

\$1.00/hour for Events & Front of House Coordinator, Ticket Coordinator, Ticket Office Supervisor.

Letter of Understanding #1 Re: Article 5.05 Contracting Out: Renew, no changes.

Letter of Understanding #2 Re: Article 13.01 Inclement Weather: Renew, no changes.

Letter of Understanding #3 Re: Article 30.07: addressed above, now includes 10 weeks top up for parental leave effective September 1, 2026.

Letter of Understanding #3 Repayment Agreement Re: Article 30.07 Maternity Leave and Parental Leave: same as above.

Letter of Understanding #4 Re: Article 35 Expedited Arbitration: renew.

Contract Committee Report on the Memorandum of Settlement to revise and renew the April 1, 2025 – March 31, 2029 Collective Agreement between CUPE 2950 and UBC

Letter of Understanding #5 Re: Bargaining Unit Jurisdiction Dispute Resolution Process: renew.

Letter of Understanding #6 Re: Article 22.01 & 22.07 Job Postings & Temporary Transfer and Promotions: changed to reflect longer probationary period.

Letter of Understanding #7 Re: Article 30.09 Paid Leave (Between Boxing Day and New Year's Day): renew.

Letter of Understanding #8 Re: Roster of Arbitrators and Umpires: renew.

Letter of Understanding #9 Re: Conferences and Accommodations: rewritten to reflect the Grievance Settlement reached in 2024. Does not change current operations.

Letter of Understanding #10 Re: Opportunities for Underrepresented Groups: renew.

Letter of Understanding #11 Re: Overpayments: renew.

Letter of Agreement #1 Re: Targeted Wage Adjustments – Lower Pay Grades:

Pay Grades 1, 2, 3 and 4 will, as of April 1, 2027, have a Step 4 and Step 5 added to the pay grid. Employees wages will be adjusted based on their length of service at that date.

Pay Grade 5 will receive an additional 1% wage increase effective April 1, 2027
Also effective April 1, 2027, Pay Grade 1, Step 1 will move to \$27.58 per hour

Letter of Agreement #2 Group Benefit Plan: The Union and University will meet to review of the group benefits plan, with a goal to complete it by December 31, 2026.

Letter of Agreement #5 Re: Article 31 Job Evaluation: renew.

Letter of Agreement #6 Re: Personal Spending Account: effective Jan 1, 2027 will increase from \$125 per year to \$400 per year.

Letter of Agreement #7 Re: Health Spending Account: effective Jan 1, 2027 will increase from \$375 per year to \$650 per year. Effective Jan 1, 2028 will increase to \$750 per year.

Letter of Agreement #8 Re: Sustainable Transportation Program

Effective September 1, 2026, the funding will double to \$150,000 per year. The Joint Committee will continue and will review the program to look at expanding to Chan members and Pay Grades 7-10.

Contract Committee Report on the Memorandum of Settlement to revise and renew the April 1, 2025 – March 31, 2029 Collective Agreement between CUPE 2950 and UBC

Letter of Agreement #9 Re: Pension Plan: renew. This agreement provides for part-time hourly and Chan Centre hourly employees who meet the eligibility requirements of working 17.5hrs/week for a 3 month rolling average to be included in the Pension Plan.

Letter of Commitment Re: Article 21.08 Professional Development: A Letter of Commitment from the Employer to immediately add another \$100,000 to the fund (back dated July 1, 2026) and continue to add the \$100,000 on April 1 of each year.

Letter of Commitment Re: Article 3.04 Hiring Solutions Roster: offer of assignments for rostered employees will follow the agreed to processes when employees refuse or are not available for assignments.