

MEMORANDUM OF AGREEMENT

Between

The University of British Columbia

(the "University")

and

Canadian Union of Public Employees, Local 2950

(the "Union")

The parties agree to recommend to their respective principals the following as the renewal of the Collective Agreement (the "current agreement"):

1. Provisions of the current agreement in effect:

All provisions of the current agreement in effect from April 1, 2022 through March 31, 2025 shall continue in effect except as specifically amended or altered by this memorandum. Letters of Understanding and Letters of Agreement are not renewed except as provided for in #4 below.

2. Amendments and alterations agreed to in negotiation meetings:

All items agreed to by the parties' negotiation committees and set out below, and attached to this memorandum, shall amend and alter the current agreement:

Article	Subject Matter	Date of Tentative Agreement
3.04	UBC Hiring Solutions Employee	May 29, 2026
4.01	Probationary Employee	July 14, 2026
5.05	Contracting Out	November 24, 2025
7.03	Short Term Leave of Absence	March 10, 2026
9.01	Human Rights	February 12, 2026
11.02	Respectful Use of Managerial/Supervisory Authority (i.e. outside of bargaining unit) Procedures	February 12, 2026
21.06	Graduate Studies	July 14, 2026
22.08	Orientation Period for Transfer, Promotion and Volunteer Demotion	July 14, 2026
22.09	Assignment Outside the Bargaining Unit	November 17, 2025
25.01	Retirement	March 10, 2026
26.02	List of Statutory Holidays	March 12, 2026
27.11	Vacation Pay on Retirement – Deleted	March 10, 2026
27.15	Long Service Recognition	July 14, 2026
30.02	Bereavement Leave	July 14, 2026
30.06	Sick Leave	March 10, 2026
30.06(F)	Sick Leave – Subrogation	July 14, 2026
30.07	Maternity, Adoption and Parental Leave	July 14, 2026

30.17	Indigenous Leave for Ceremonial, Cultural Or Spiritual Events	July 14, 2026
34.04(C)(iii)12	Internal Placement and Recall – Continuing Employees	February 12, 2026
34.05	Internal Placement and Recall – Temporary Employees	May 5, 2026
38.01	Duration of the Collective Agreement	July 14, 2026
	Wage Rates	July 14, 2026

3. Chan Component - Amendments and alterations agreed to in negotiation meetings:

All items agreed to by the parties' negotiation committees and set out below, and attached to this memorandum, shall amend and alter the current agreement:

Article	Subject Matter	Date of Tentative Agreement
3.0	Definitions	July 14, 2026
25	Retirement	July 14, 2026
27	Vacations	May 29, 2026
28.01(f)	Minimum Scheduled Hours of Work	July 14, 2026
28.02(a)(b)	Meal Periods and Relief Periods	July 14, 2026
28.03	Split Shifts	July 14, 2026
29	Overtime	May 5, 2026
37	Chan Centre	February 12, 2026
LOU #12	Work Practices at the Chan Centre	July 14, 2026
LOA #11	Targeted Wage Adjustments - Chan Component	July 14, 2026

4. Letters of Understanding and Agreement:

The agreement shall include the following letters of understanding that are attached to this memorandum:

Letter	Subject Matter	Date of Tentative Agreement
LOU #1	Article 5.05 – Contracting Out	November 24, 2025
LOU #2	Article 13.01 – Inclement Weather	November 17, 2025
LOU #3	Article 30.07 – Maternity Leave and Parental Leave	July 14, 2026
LOU #3	Article 30.07 – Maternity Leave Repayment Agreement	July 14, 2026
LOU #4	Article 35 – Expedited Arbitration	November 17, 2025
LOU #5	Bargaining Unit Jurisdiction Dispute Resolution Process	November 17, 2025
LOU #6	Article 22.01 & 22.07 – Job Postings & Temporary Transfer and Promotions	July 14, 2026
LOU #7	Article 30.09 – Paid Leave (Between Boxing Day and New Year's Day)	July 14, 2026
LOU #8	Roster of Arbitrators and Umpires	November 7, 2025

LOU #9	Conferences & Accommodations	March 12, 2026
LOU #10	Opportunities for Underrepresented Groups	November 17, 2025
LOU #11	Overpayments	January 20, 2026
LOA #1	Targeted Wage Adjustments – Lower Pay Grades	July 14, 2026
LOA #2	Group Benefit Plan	July 14, 2026
LOA #5	Article 31 – Job Evaluation	March 10, 2026
LOA #6	Personal Spending Account	July 14, 2026
LOA #7	Health Spending Account	July 14, 2026
LOA #8	Sustainable Transportation Program	July 14, 2026
LOA #9	Pension Plan	May 8, 2026
LOC	Article 21.08 - Professional Development	July 14, 2026
LOC	Article 3.04 Hiring Solutions Offer of Assignment	May 29, 2026

5. Salary Grid:

General Wage Increases

General Wage Increases as follows and to be included in a renewed Collective Agreement. Retroactive payments to be made to active employees as of the date of ratification.

April 1, 2025	Increase all rates of pay by a 3% GWI.
April 1, 2026	Increase all rates of pay by a 3% GWI.
April 1, 2027	Increase all rates of pay by a 3% GWI.
April 1, 2028	Increase all rates of pay by a 3% GWI.

6. Term:

The term of the agreement shall be from April 1, 2025 and up to and including March 31, 2029.

7. Ratification:

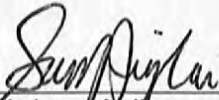
When both parties have ratified the agreement and notified each other in writing, the agreement shall come into effect.

8. Errors and Omissions

The parties acknowledge that the Collective Agreement may contain errors, omissions, or typographical mistakes that do not reflect the true intent of the parties as agreed upon during bargaining. Errors and Omissions Excepted to be remedied in the drafting process.

Agreed to this 14th day of July 2026.

FOR THE UNIVERSITY:



Sabriena Auja



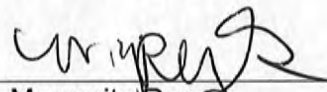
Alex Brand



Claudia Chan



Heather Dunn



Margarita Reyes



Jessica Zanette

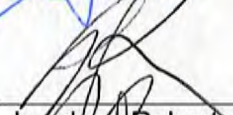
FOR THE UNION:



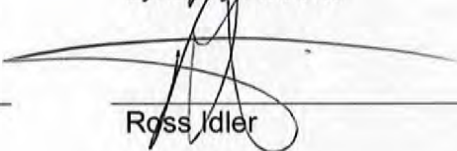
Chloe Martin-Cabanne



Jamie Miller

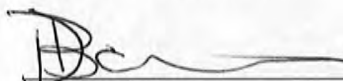


Lindsey Roberts



Ross Idler

Micaela Peragallo



Deea Bailey

Tabled Date: May 29/26
Time: 3:23 PM

UBC counter proposal

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

3.04 UBC Hiring Solutions Hourly Employee:

UBC Hiring Solutions Hourly Employees, including Ongoing, are defined as employees hired on a roster who are available for placement for full-time temporary assignments. At the end of their assignment, Hiring Solutions Hourly Employees are returned to the roster for future assignments.

- (A) An employee shall become an Ongoing UBC Hiring Solutions Hourly Employee when: ~~The~~ the employee has accrued a minimum of 1800 hours of service:
- (i) in temporary assignments through UBC Hiring Solutions; and
 - ~~(iii)~~(ii) has demonstrated skills and abilities necessary to successfully work at a variety of classifications (benchmark cluster, single benchmark, or unique job), including a minimum of 70 hours at pay grade 5.

~~(A)(iii)~~ (B) ~~The~~ the minimum number of Ongoing UBC Hiring Solutions Hourly Employees employed for temporary assignment is less than 1.0% of the total number of members in the bargaining unit. If 1.0% has been achieved, then the employee will be placed on a wait list for eligibility as an Ongoing UBC Hiring Solutions Hourly Employee in order of the date of required accrued hours.

~~(B)~~ (C) A continuing fulltime employee on recall may be assigned temporary work through UBC Hiring Solutions and will become eligible as an Ongoing UBC Hiring Solutions Hourly Employee according to the provisions set forth in (A) ~~(i) and (ii) and (iii)~~ above.

~~(C)~~ (D) ~~An Ongoing~~ UBC Hiring Solutions Hourly Employees shall:

- (i) Be available for full-time temporary assignments;
- (ii) Be assigned to temporary positions by every reasonable effort by the University;

Tabled Date: May 29/26
Time: 3:23 PM

- (iii) ~~Be paid hourly;~~
- (iv) ~~Be paid by automatic deposit, when the University payroll system becomes equipped to issue payment by such means for these hourly employees; and~~
- (v)(iii) Receive all the rights and privileges of this Agreement which are received by Temporary Employees in Article 3.05 and the associated Letter of Understanding #7 Paid Leave (between Boxing Day and New Year's Day); and, in addition:
- (iv) Receive vacation pay semi-monthly with their normal pay as calculated in Article 27.04 effective January 1, 2027. One (1) week of entitlement is equivalent to 2% of wages, and one (1) day of entitlement is equivalent to 0.4% of wages;
- (v) Be entitled to vacation leave as per Article 27.04, through an unpaid approved leave of absence. In addition;
 - (i) Requests for this leave shall not be unreasonably denied; and,
 - (ii) This leave shall not impact the employee's Article 3.05 benefits or other eligible benefits.

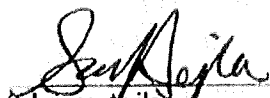
The following is a note for the Memorandum of Settlement and not to be contained in the renewal Collective Agreement.

UBC Hiring Solutions Employees with accrued vacation leave balances as of the effective date of this Agreement shall use such balances by December 31st, 2026. Employees are expected to schedule and take such vacation during this period. Any accrued vacation balance remaining unused after December 31, 2026 shall be paid out at the rate of pay at which it was accrued and shall not carry over beyond that date.

(C) (E) In addition to (D) above, Ongoing UBC Hiring Solutions Hourly employees are entitled to:

- (a)(i) Personal Study Benefits (Article 21);
- (b)(ii) Paid leave [Between Boxing Day and New Year's Day] (Article 30.09 and related provisions)

For the University:


Sabriena Aujla
Senior Manager, Employee Relations

For the Union:


Chloe Martin-Cabanne
President, Local 2950

Tabled Date: May 29/26
Time: 3:23 PM

2
Date May 29, 2026

Date May 29/26

Tabled Date: *July 8, 2026*

Time: *8:54am*

UBC Pkg – July 8, 2026

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

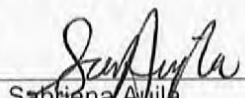
4.01 Probationary Employee

A probationary employee shall mean a new employee serving a trial period to determine suitability. This probationary period shall be ~~three (3) calendar months or sixty-six (66) days of accumulated service for positions classified within pay grade one (1) through six (6); and, six (6) calendar months or one hundred and thirty-two (132) days of accumulated service, for positions classified within pay grade seven (7) through ten (10).~~

Upon written request from the University, the Chairperson of the Union Grievance Committee or designate may agree to one extension of the probationary period not to exceed three (3) months or sixty-six (66) days of accumulated service

In the event that an employee is on an unpaid leave of absence exceeding ten (10) working days during their probationary period, the probationary period will be extended for the duration of the leave, unless otherwise agreed between the University and the Union.

For the University:



Sabriena Auja
Senior Manager, Employee Relations

July 14, 2026

Date

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026

Date

Nov 7, 2025

1:43 pm

UBC Bargaining Proposal: Article 5.05 Contracting Out

The Parties agree to recommend the following change to the Collective Agreement:

Between the
University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: 5.05 – Contracting Out

It is agreed between the parties that this Article shall prevail over other provisions or articles of the Collective Agreement, Letters of Understanding, any other ancillary documents, or practices.

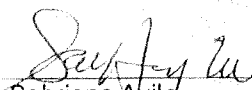
UBC shall not contract out services or work where UBC has employees that normally provide the work or services, except in the following circumstances:

- (1) UBC does not have the equipment necessary to provide the required work.
- (2) UBC does not have employees who regularly perform such work or are skilled in such work and where such jobs will not be required on a continuing basis.
- (3) Emergency situations.
- (4) Routine contracting out of secretarial/clerical work in accordance with Article 5.07, and routine contracting out of printing will be reported to the Union by UBC on a monthly basis.

In the above noted circumstances, no employee shall be laid off, suffer a reduction in classification (benchmark cluster, single benchmark or unique job), or have recall withheld because of contracting out.

UBC will inform the Union of all other contracting out of bargaining unit work in advance, or within one (1) day in emergency situations. Pertinent details will be supplied upon request. Upon request by either party, the subject of contracting out may be referred to the process set out in the Letter of Agreement Understanding #1 at page 51.

For the University:


Sabriena Aujla

Senior Manager, Employee Relations

Nov 24, 2025
Date

For the Union


Jaime Miller

Interim President, Local 2950

24 Nov 2025
Date

Union Tabled Date: 10 March 2026.

Time: 1:05 PM.

UBC Counter

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

LETTER OF AGREEMENT #3

Re: Article 7.03 — Short Term Leave of Absence

The parties agree that the University will continue with the current practice of payment with respect to employees on a short term leave of absence for Union business.

Employees who are granted a short term leave of absence (LOA) without pay in accordance with Article 7.03 will continue to receive pay from the University for the duration of the LOA and the Union will reimburse the University for the salary and benefit costs for the LOA upon receipt of invoice.

In the event the University intends to change the current practice, thirty (30) days' notice of such change will be provided to the Union.

Subject to the acceptance of the following proposal amending Article 7.03, the Union agrees to removal of LOA #3.

7.03 Short Term Leave of Absence

The University agrees to grant representatives of the Union leave of absence without pay for Union functions business on the following basis:

- (A) After thirty (30) days' notice in the case of steward seminars at which thirty (30) employees or more are to attend during their regular working hours.
- (B) After five (5) days' notice in the case of emergency situations. It is understood that emergency situations may arise in which the Union would be unable to give a full five (5) days' notice. ~~A request for leave to begin after less than five (5) full days' notice will only be denied if the granting thereof would, due solely to the shortness of notice, result in undue disruption of the department concerned.~~ A

Union Tabled Date:

Time:

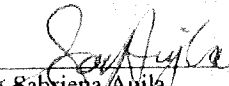
request for leave with fewer than five (5) full days' notice may only be denied if the short notice would result in undue disruption to the department's operations.

- (C) After ten (10) days' notice in all other cases.
- (D) If, as a direct result of the granting of leave under (B) above, shift changes are required, the Union shall assume the premium pay costs required by Article 28.05 (C) (v).

The University agrees that, whenever possible, shift changes resulting from the granting of such leave shall be avoided

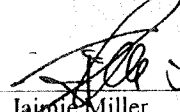
Employees who are granted a short term leave of absence without pay for Union business in accordance with this Article will continue to receive pay and benefits from the University. Upon receipt of the invoices for these leaves, the Union will reimburse the University for the full salary and benefit costs for the leave.

For the University:


Sabrina Auja
Senior Manager, Employee Relations

MARCH 10, 2026
Date

For the Union:


Jamie Miller
Interim President, Local 2950

10 MARCH 2026
Date

Union Tabled Date: 12 FEB 2026

Time: 10:04 AM

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The following proposal is Housekeeping and meant only to correct typos, punctuation, insert missing words, remove duplications or other minor corrections. There is no intent to change the meaning of the affected Articles and presentation here does not constitute opening of the Article for negotiation.

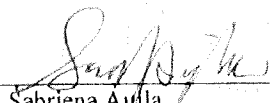
The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

Article 9.01 Human Rights

The parties agree to abide by the Human Rights Code. The University and the Union agree that there will be no discrimination against an employee because of Indigenous identity, age, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, ~~or physical or mental disability~~, in particular, that there shall be no such discrimination in terms of hiring, promotion, wages, discipline, or dismissal.

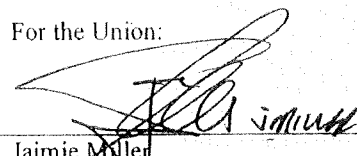
> REMOVE
SA JM -

For the University:


Sabriena Auila
Senior Manager, Employee Relations

Feb 12, 2026
Date

For the Union:


Jaimie Miller
Interim President, Local 2950

12 FEB 2026
Date

Union Tabled Date: Feb 12, 2026

Time: 10:02 am

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
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AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

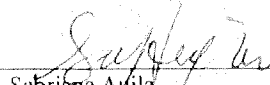
The following proposal is Housekeeping and meant only to correct typos, punctuation, insert missing words, remove duplications or other minor corrections. There is no intent to change the meaning of the affected Articles and presentation here does not constitute opening of the Article for negotiation.

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

Article 11.02 Respectful use of Managerial/Supervisory Authority (i.e. outside bargaining unit) Procedures

- (C) The arbitrator may:
- (i) attempt to mediate a resolution
 - (ii) make findings of fact
 - ~~(ii)~~ (iii) render a decision about the alleged inappropriate use of managerial/supervisory authority
 - (iv) dismiss the complaint
 - (v) order a remedy they find just and reasonable.

For the University:


Sabrina Anjla
Senior Manager, Employee Relations

Feb 12, 2026
Date

For the Union:


James Miller
Interim President, Local 2950

12 Feb 2026
Date

Tabled Date: *July 8, 2026*

Time: *8:51am*

UBC Pkg – July 8, 2026

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

21.06 Graduate Studies

This benefit ~~does not apply to~~ **includes** Graduate Studies courses.

For the University:



Gabriela Ajila
Senior Manager, Employee Relations

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

July 14, 2026
Date

Date Tabled: July 8, 2026
Time Tabled: 4:52 pm.

UBC Pkg – July 8, 2026

UBC Bargaining Proposal: Article 22.08 Orientation Period for Transfer, Promotion and Voluntary Demotion

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: Article 22.08 – Orientation Period for Transfer, Promotion and Voluntary Demotion

When promoted, transferred, or voluntarily demoted, the employee shall be on an orientation period for three (3) months or sixty-six (66) days of accumulated service for positions classified within pay grade one (1) through six (6); and, six (6) months or one hundred and thirty-two (132) days of accumulated service for positions classified within pay grade seven (7) through ten (10). If an employee finds the job unsatisfactory or is unable to meet the basic job requirements:

(A) In the case of promotion, the employee shall be returned to a vacant position of their choice in their former salary range. If such a position is not available, the employee may return to their former position provided the position is available, or be placed on the recall list.

(B) In the case of transfer, the employee shall be placed into a vacant position of their choice in their salary range. If such a position is not available, the employee may return to their former position provided the position is available, or be placed on the recall list.

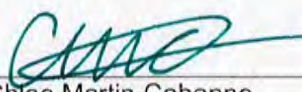
(C) In the case of voluntary demotion, the employee shall be placed into a vacant position of their choice in their current classification (benchmark cluster, single benchmark or unique job).

For the University:


Sabriena Auja
Senior Manager, Employee Relations

July 14, 2026
Date

For the Union:


Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

Nov 17, 25
11:30 am

UBC Bargaining Proposal: Article 22.09 Assignment Outside the Bargaining Unit

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

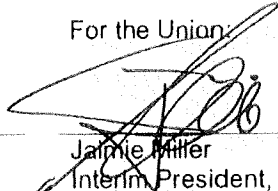
Re: Article 22.09 - Assignment Outside the Bargaining Unit

No employee shall be assigned to a position outside the bargaining unit without their consent. An employee who takes a position with the University outside the bargaining unit shall retain their seniority rights for six (6) months. When an employee is filling a maternity/parental/adoption leave vacancy the employee shall retain their seniority rights for up to eighteen (18) twelve (12) months. If the employee returns to a position in the bargaining unit within six (6) months or eighteen (18) twelve (12) months in the case of maternity/parental/adoption leave replacements, the employee shall begin accruing seniority from the level in effect before the transfer out of the bargaining unit took place, i.e., no seniority shall accrue during the period the employee is outside the bargaining unit. If the employee does not return to a position in the bargaining unit within six (6) months or eighteen (18) twelve (12) months in the case of maternity/parental/adoption leave replacements, the employee shall lose their seniority rights and shall be treated as an outside applicant for all posted positions.

For the University:


Sabrena Aujla
Senior Manager, Employee Relations

For the Union:


Jamie Miller
Interim President, Local 2950

Date

NOV 17, 2025

Date

17 Nov - 2025

Union Tabled Date: 10 MARCH 2026.

Time: 10 AM

UBC Counter

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
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AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The following proposal is Housekeeping and meant only to correct typos, punctuation, insert missing words, remove duplications or other minor corrections. There is no intent to change the meaning of the affected Articles and presentation here does not constitute opening of the Article for negotiation.

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

Article 25.01 Retirement.

An employee may choose to retire at any time after their fifty-fifth (55th) birthday.

All employees, upon retirement from the University:

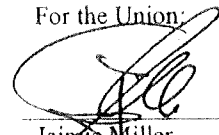
- (A) shall receive a lifetime University Library card, renewable yearly;
- (B) ~~shall be entitled to the same vacation which the employee would have had if the employee continued working to the end of the calendar year. Effective January 1, 2016 this provision will no longer exist such that an employee who retires on or after January 1, 2016 will no longer be entitled to this benefit.~~
- (C)(B) shall be entitled to the use of University facilities as per Article 113.06.

For the University:


Sabriena Aujla
Senior Manager, Employee Relations

March 10, 2026
Date

For the Union:


Jaime Miller
Interim President, Local 2950

10 MARCH 2026.
Date

Union Tabled Date: MARCH 12, 2026

Time: 9:42am

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
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CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
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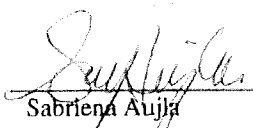
26.02 List of Statutory Holidays

The following paid statutory holidays for all employees are to be recognized:

New Year's Day	B.C. Day
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Dominion Day (Canada Day)	Boxing Day
National Day for Truth and Reconciliation Day	

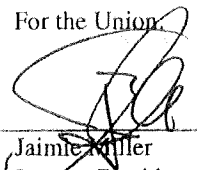
In addition, any other day proclaimed by the Federal or Provincial Governments or any other day in lieu of a Statutory Holiday shall be recognized

For the University:


Sabrena Aujla
Senior Manager, Employee Relations

MARCH 17, 2026
Date

For the Union:


Jaime Miller
Interim President, Local 2950

12 MARCH 2026
Date

Tabled Date: 10 MARCH 2021

Time: 1:00 PM.

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

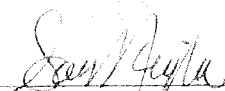
The parties agree to remove Article 27.11.

27.11 Vacation Pay on Retirement

On retirement (Article 25.01), each employee shall be entitled to the same vacation which the employee would have had if the employee continued working to the end of the calendar year. Effective January 1, 2016 this provision will no longer exist such that an employee who retires on or after January 1, 2016 will no longer be entitled to this benefit.

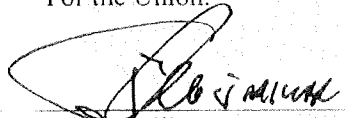
[Further sections to be renumbered]

For the University:



Sabriena Auja
Senior Manager, Employee Relations

For the Union:



Jaime Miller
Interim President, Local 2950

March 10, 2026
Date

10 MARCH 2026
Date

Date Tabled July 8, 2026
Time Tabled 8:58am

UBC Pkg – July 8, 2026

UBC Bargaining Proposal: **NEW** Article 27.15 – Long Service Recognition

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

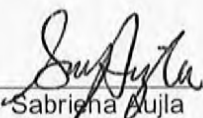
Canadian Union of Public Employees
Local 2950

Re: NEW Article 27.15 Long Service Recognition

During the calendar year in which an employee's 25th year of service occurs, they will receive a one-time additional five (5) days of paid time in recognition of their long service to the University. A part-time employee's entitlement will be pro-rated based on their percentage of appointment.

The employee may (with the advance approval of their supervisor) and on a one-time basis carry this entitlement over for up to two (2) years in addition to any carry over approved under Article 27.05. This recognition is not subject to Article 27.09 and is not considered an earned entitlement that will be paid out on termination of employment.

For the University:



Sabrina Aujla
Senior Manager, Employee Relations

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

July 14, 2026
Date

Date Tabled: *July 8, 2026*
Time Tabled: *8:51am*

UBC Pkg – July 8, 2026

UBC Bargaining Proposal: Article 30.02 Bereavement Leave

The Parties agree to recommend the following change to the Collective Agreement:

Between the
University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: Article 30.02 – Bereavement Leave

- (A) In the case of death in the immediate family, an employee shall be entitled to five (5) full working days with pay upon notification to the department head.

Upon written request this leave may be extended up to a further three (3) days with pay at the Department Head's (or their designate) discretion to address circumstance, such as, but not limited to, significant out-of-town travel arrangements.

Immediate family shall include an employee's spouse, common-law spouse or partner, children, grandchildren, parents, parents-in-law, sibling, sibling-in-law, and grandparents or for the death of a person whose relationship is not defined above, the impact of which is comparable to that of the immediate family (e.g. a close friend). Any relative permanently residing in the employee's household or with whom the employee permanently resides is also considered to be immediate family.

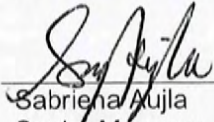
For self-identifying Indigenous employees, this leave will also be granted for the passing of an Elder close to them and/or the community, as well as any individual the employee considers a close family member consistent with the cultural norms of their community (e.g. aunt, uncle).

- (B) In special circumstances resulting from the death of a family member not listed within the provisions of Article 30.02 (A), an employee may request time off without deduction of pay in accordance with Article 30.02 (A).
- (C) An employee shall be entitled to a one (1) day leave of absence with pay to attend a funeral upon notification to the department head.
- (D) If longer leave is required under (A) or (B) above, it shall be applied for under Article 30.01(A).

This article may be refined or amended based on recommendations from consultations conducted with the Indigenous community at UBC. Any recommendations are subject to approval by both Parties, and the approved recommendations shall be incorporated into any new collective agreement to reflect the agreement of the parties.

The changes in this Article are effective April 1, 2023⁵.

For the University:



Sabrieha Aujla
Senior Manager, Employee Relations

July 14, 2026
Date

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

Union tabled date: 10 MAR 2021
Time: 10:15 AM.

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

30.06 Sick Leave

(A) No employee shall be severed or lose seniority because of illness.

(B) ~~Proof of Illness~~ Absence reporting

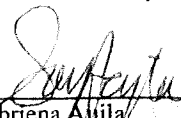
- (i) Where an employee is absent through illness, the employee must report by telephone or otherwise to their Department Head or designate as early as possible, normally by starting time on the first day away.
- (ii) In case of illness exceeding six (6) days, a report by telephone or otherwise must be made to the Department Head or designate each week whenever possible.
- ~~(iii) Upon return to work, the employee will be required to complete a standard 'Proof of Illness' form provided by the University.~~

~~(iv)~~ (C) Medical Certificates

A medical certificate may be requested from an employee where there would appear to be excessive use of sick leave or where there is a return to work after a prolonged illness. The medical certificate must provide sufficient and satisfactory information. Providing the employee has submitted a satisfactory initial medical certificate, any subsequent requests from the University or follow-up for additional information will be paid for by the University.

[Further sections to be renumbered]

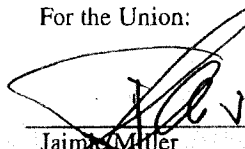
For the University:



Sabriena Alijla
Senior Manager, Employee Relations

March 10, 2026.
Date

For the Union:



Jaime Miller
Interim President, Local 2950

10 March 2026.
Date

Tabled Date: *July 8, 2026*
Time: *8:54am*

UBC Pkg – July 8, 2026

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the “University”)

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the “Union”)

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

30.06 Sick Leave (F) Subrogation

- (i) Employees with sick leave to their credit who suffer a workplace injury or a work-related illness and whose claim for **wage loss** temporary disability benefits is accepted by WorkSafe BC, shall be paid an advance equal to ~~sixty-eight (68%)~~ **ninety percent (90%)** of their **average net earnings (subject to adjustment in accordance with WorkSafe BC benefit rates)** of their regular rate of pay for each day the employee is absent and on WorkSafe BC benefits. The advance will be paid on the employee's regular pay day.

An employee with sick leave credit and whose WorkSafe BC claim is pending will be paid an advance of 90% of their average net earnings (subject to adjustment in accordance with WorkSafe BC benefit rates) of their regular pay for each day the employee is off. If the WorkSafe BC claim is subsequently allowed, the employee will continue to receive the advance (subject to adjustment in accordance with WorkSafe BC benefit rates). Employees who do not have available sick leave credits shall be placed on an unpaid sick leave pending a decision from WorkSafe BC.

~~If an employee's claim for compensation is in dispute with the WorkSafe BC, sick leave credit will be paid retroactively to the first day of the disability that is eligible for benefits.~~

~~If the WorkSafe BC claim is subsequently allowed, the employee shall repay these sick leave credits.~~

~~If WorkSafe BC reassesses the employee's wage loss compensation, the Employer will change the amount of the advance accordingly.~~

~~If the WorkSafe BC disallows an employee's claim, the employee must repay the WorkSafe BC advance. The use of sick leave or other credits may be used to effect repayment.~~

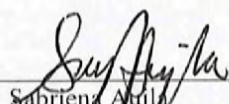
No changes to (F) ii)

For the University:

For the Union:

Tabled Date:

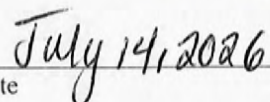
Time:



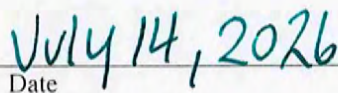
Sabriena Atjila
Senior Manager, Employee Relations



Chloe Martin-Cabanne
President, Local 2950



Date



Date

July 8, 2026

8:52am

UBC Pkg – July 8, 2026

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: Article 30.07 – Maternity, Adoption and Parental Leave

(A) Maternity Leave

1. A pregnant employee is entitled to seventeen (17) weeks of unpaid maternity leave. If the baby is confined to hospital, this period may be split and/or delayed by carrying forward one week for each week of hospitalization. This leave may start no earlier than thirteen (13) weeks before the expected birth date, and no later than the actual birth date. This leave must end no later than seventeen (17) weeks after the maternity leave begins.
2. If maternity leave is not requested until after the birth of a child or after termination of the pregnancy, the employee is entitled to up to six (6) consecutive weeks of leave beginning on the date of birth or termination date upon medical certification of such event.
3. An employee must apply for maternity leave in writing to their supervisor at least four (4) weeks prior to the anticipated start date of their maternity leave. The University may require a certificate from a medical practitioner, nurse practitioner, or midwife stating the expected or actual birth date.
4. An employee who requests maternity leave is entitled to an additional six (6) consecutive weeks of unpaid leave if an employee is unable to return to work for reasons relating to the birth or termination of the pregnancy. A request for additional leave must be made in writing and the University may require medical documentation stating the actual or expected birth date or date the pregnancy terminated or stating the reasons for requesting additional leave.

(B) Parental Leave

1. A parent who takes maternity leave as set out in Article 30.07(A)(1) is also entitled to up to sixty-one (61) consecutive weeks of unpaid parental leave, which must begin immediately after the end of the employee's maternity leave. An employee's maximum combined maternity and parental leave is seventy-eight (78) weeks of unpaid leave plus any additional maternity and/or parental leave the employee is entitled to pursuant to this Article and/or the *Employment Standards Act*.
2. A parent, other than an adopting parent, who did not take maternity leave, is entitled to sixty-two (62) consecutive weeks of unpaid parental leave, which

must begin within seventy-eight (78) weeks after the birth of the child or children.

3. An employee who adopts a child is entitled to up to sixty-two (62) consecutive weeks of unpaid parental leave, which must begin within seventy-eight (78) weeks after the child or children are placed with the parent.
4. An employee must apply for parental leave in writing to their supervisor at least four (4) weeks prior to the proposed start date of their leave.
5. If the child who the parental leave was taken for has a physical, psychological or emotional condition requiring an additional period of parental care, an employee may request an additional five (5) consecutive weeks of unpaid leave, beginning immediately after the initial period of parental leave. The University may require a certificate from a medical practitioner or nurse practitioner or other evidence of the employee's entitlement to leave.

(C) Additional Provisions

1. Upon return to work the employee shall be reinstated in their former position according to Article 30.01, with all increments to wages and to benefits to which the employee would have been entitled had the leave not been taken. If their former position has been discontinued, the employee will be placed into a position of the same classification (benchmark cluster, single benchmark, or unique job) which is coincidentally vacant. Where there is no vacancy, the employee with the least amount of seniority in the classification (benchmark cluster, single benchmark or unique job) shall be laid off and the returning employee transferred to the resulting vacancy.
2. An employee on maternity or parental leave may maintain coverage on the following plans:
 - Medical Plan
 - Dental Plan
 - Extended Health Plan
 - Group Life Insurance Plan
 - Optional Life Insurance Plan
 - Long-Term Disability Insurance Plan
 - Pension Plan

It is understood that an employee on maternity or parental leave shall continue to pay their share of any applicable premiums and/or contributions for the following plans:

- Optional Life Insurance Plan
 - Long-Term Disability Insurance Plan
 - Pension Plan
3. An employee on maternity, or parental leave shall not lose seniority entitlements. Seniority entitlements shall continue to accrue for the period for such leave.
 4. Employees on maternity or parental leave who qualify for the benefits of Article 30.07(C)(2) shall receive the full accrual of sick leave and vacation credits in the first month of such leave. Following the first month of such

leave, accrual of sick leave credits shall be pro-rated based on the maternity leave salary differential paid to the employee by the University. Employment shall be deemed continuous for the purposes of calculating annual vacation entitlement but vacation pay shall be pro-rated based on the maternity leave salary differential paid to the employee by the University.

5. Supplemental Employment Benefit

Employees on maternity leave **and/or parental leave** who qualified for and receive Employment Insurance benefits may be eligible for the Supplemental Employment Benefit (SEB). Employees shall opt for Plan A or Plan B, but not both.

Plan A

After completing six (6) months service, following return to work after maternity leave **and/or parental leave**, employees will be paid by the University the difference of the benefit received from Employment Insurance and the employee's monthly salary for the period of time Employment Insurance benefits were received. Provided the employee has received the benefit mentioned above, the University will pay to the employee their salary for the statutory waiting period for Employment Insurance.

Plan B

Employees on maternity leave **and/or parental leave** will be paid by the University the difference between the EI benefit and 95% of their monthly salary during the period of time Employment Insurance benefits were received unemployment due to pregnancy. Upon completion of six (6) months service following the return from maternity leave **and/or parental leave**, employees may request the final 5% top- up benefit. Election of this benefit requires proof of Employment Insurance Benefits and a commitment in writing that an employee will return for a minimum of six (6) months of service. Please refer to the Letter of Agreement Article 30.07 – **Supplemental Employment Benefits Maternity-Leave** for complete details on the requirements under Plan B.

6. If the employee does not apply for, or qualify for, Employment Insurance benefits, the University will not pay monies to the employee for the period of time the employee was on maternity leave **and/or parental leave**. Such employees will not accrue sick leave credits beyond the month in which the maternity leave **and/or parental leave** commenced. Employment shall be deemed continuous for the purposes of calculating annual vacation entitlement but vacation pay will be limited to the month in which the maternity leave **and/or parental leave** commenced.

For the University:



Sabriena Ayila
Senior Manager, Employee Relations

July 14, 2026
Date

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

July 8, 2026
8:51am

UBC Pkg – July 8, 2026

UBC Bargaining Proposal: Article 30.17 Indigenous Leave for Ceremonial, Cultural or Spiritual Events

The Parties agree to recommend the following change to the Collective Agreement:

Between the
University of British Columbia

And
Canadian Union of Public Employees
Local 2950

Re: 30.17 – Indigenous Leave for Ceremonial, Cultural or Spiritual Events

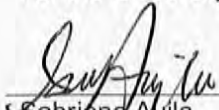
An self-identifying Indigenous employee may request up to two (2) days of leave per calendar year without loss of pay to participate in ceremonial, cultural, or spiritual event(s). The leave may be taken in one or more blocks of time. For the purposes of this Article, a ceremonial, cultural, or spiritual event under this section includes any event that is significant to an self-identifying Indigenous employee's cultural practices. Examples of significant cultural events include, but are not limited to, Hoobiyee, Pow-wows, Sundance, sweat lodge ceremony, coming of age events, feasts, traditional food gathering, or ceremonies held following a significant family event.

Leave under this provision is in addition to an Indigenous employee's entitlement to leave under 30.02 - Bereavement Leave, as applicable.

Where an self-identifying Indigenous employee requires more than two (2) days of leave for a ceremonial, cultural, or spiritual event, the leave shall not be unreasonably denied. This additional leave is unpaid, however, and an employee may draw from their available vacation and overtime banks, as applicable.

This article may be refined or amended based on recommendations from consultations conducted with the Indigenous community at UBC. Any recommendations are subject to approval by both Parties, and the approved recommendations shall be incorporated into any new collective agreement to reflect the agreement of the Parties.

For the University:


Sabriena Ayila
Senior Manager, Employee Relations

Date

July 14, 2026

For the Union:


Chloe Martin-Cabanne
President, Local 2950

Date

July 14, 2026

Union Tabled Date: 10 FEB 2026
Time: 10 AM

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

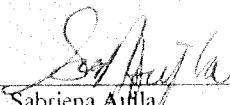
The following proposal is Housekeeping and meant only to correct typos, punctuation, insert missing words, remove duplications or other minor corrections. There is no intent to change the meaning of the affected Articles and presentation here does not constitute opening of the Article for negotiation.

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

Article 34.04 (C) (iii) 12.

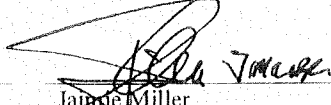
12. Following the recall interview, the department shall notify the recall candidate of its decision within ten (10) working days by telephone or e-mail. In the event the University is unable to notify the recall candidate within ten (10) working days, the University will provide the recall candidate and the Union an update on the delay

For the University:


Sabriena Aujla
Senior Manager, Employee Relations

FEB 12, 2026
Date

For the Union:


Jamie Miller
Interim President, Local 2950

12 FEB 2026
Date

Tabled Date: **MAY 5, 2026**

Time: **9:43**

UBC Counter Proposal

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

Re: Article 34.05 - Internal Placement and Recall - Temporary Employees

A. Notice

A temporary employee shall, at date of hire or recall, be assigned a termination date which is normally less than six (6) calendar months or less from date of hire or recall, except by mutual agreement of the parties or to fill vacancies resulting from leaves of absence or maternity leaves where such positions cannot be filled through temporary promotion. The termination date serves as notice of layoff and no other notice is required of the University. Temporary employees shall be laid off at termination date. However, when the position of a temporary employee is discontinued before the termination date, the University will give the temporary employee two (2) weeks' notice or two weeks' pay in lieu of notice, unless less than two (2) weeks remain in the appointment, in which case the employee will only receive notice up to the termination date.

B. Recall

UBC Hiring Solutions shall maintain a roster of employees for temporary assignment. At the end of their assignment these temporary employees shall be returned to the roster for future assignment.

Employees who are hired directly by a department or unit other than Hiring Solutions are not eligible for recall to the Hiring Solutions roster. **Such employees must apply to be considered for the Hirings Solutions roster.**

For the University:

For the Union:

Sabriena Aujla

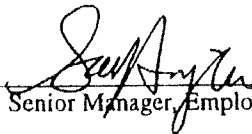
Jaimie Miller

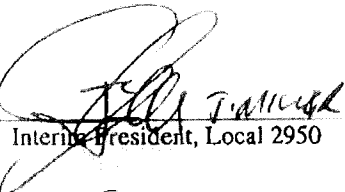
2

Tabled Date:

Time:

2


Senior Manager, Employee Relations


Interim President, Local 2950

Date May 5, 2026

Date 5 MAY 2026 -

UBC Pkg – July 14, 2026

Bargaining Proposal: Article 38.01 – Duration of the Collective Agreement

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: 38.01 – Duration of the Collective Agreement

This Agreement shall be in force effective from April 01, 202~~5~~⁶ until March 31, 202~~5~~⁶.

Either party to this Agreement may at any time within four (4) months immediately preceding the expiry of the Agreement, by written notice, require the other party to commence collective bargaining. Failing agreement by March 31, 202~~5~~⁶ this agreement will continue in force until:

(A) commencement of a strike by the Union or a lockout by the University, as defined in the Labour Code of British Columbia, or

(B) a new agreement is reached.

IN WITNESS WHEREOF, the University and the Union have executed this Agreement in duplicate by their respective officers, hereunto duly authorized this July 14, 2026.

**ON BEHALF OF THE
UNIVERSITY OF
BRITISH COLUMBIA**

**ON BEHALF OF THE
CANADIAN UNION OF PUBLIC
EMPLOYEES LOCAL 2950**

**'Dr. Benoit-Antoine Bacon
President**

**'Chloe Martin-Cabanne'
President**

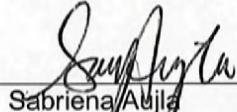
**'Adam Charania'
Vice-President
Human Resources**

**'Jaimie Miller'
1st Vice-President**

**'Sabriena Aujla'
Senior Employee Relations Manager
Human Resources**

**'Lyndsey Roberts'
2nd Vice-President**

For the University:



Sabriena Aujla
Senior Manager, Employee Relations

July 14, 2026

Date

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026

Date

Date Tabled

July 14, 2026

Time Tabled

9:44am

UBC Pkg – July 14, 2026

UBC Bargaining Proposal: Wage Rates

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: Wage Rates

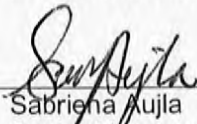
The Parties agree to amend the wage schedules within the Collective Agreement to reflect the following general wage increases:

Effective April 1, 2025	Increase all rates of pay by a 3% GWI.
Effective April 1, 2026	Increase all rates of pay by a 3% GWI.
Effective April 1, 2027	Increase all rates of pay by a 3% GWI.
Effective April 1, 2028	Increase all rates of pay by a 3% GWI.

Copies of current and updated salary scales reflecting all increases shall be available in the Collective Agreement and on the UBC Human Resources website at:

<https://hr.ubc.ca/working-ubc/salaries/staff-salaries-job-evaluation/staff-salary-scales>

For the University:



Sabriena Aujla
Senior Manager, Employee Relations

July 14, 2026

Date

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026

Date

Tabled Date: *July 8, 2026*

Time: *9:01am.*

UBC Pkg – July 8, 2026

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

Chan Centre for the Performing Arts Component

Article 3 - Definitions

3.01 Employee

An employee for the purpose of this component shall mean a person employed by the University to work ~~at the~~ **for the** Chan Centre in a front of house or production, or ~~ticket office~~ **ticketing** classification as set out herein. Clerical and Office staff are covered by the CUPE 2950 Collective Agreement.

3.02 Regular Employees

"Regular Employee" shall mean an employee, either full-time or part-time, who occupies a regularly constituted year-round position. A Regular employee will be paid based on a monthly salary.

3.03 On-Call Employees

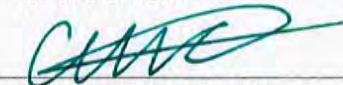
On-Call employees shall mean an employee working on a job which will not continue as a regularly constituted position. **On-Call employees work in a position from which they are called in from the appropriate roster to meet operational requirements on an as needed basis.** An On-Call employee will be paid based on an hourly rate.

For the University:



Sabriena Aujla
Senior Manager, Employee Relations

For the Union:



Chloe Martin Cabanne
President, Local 2950

July 14, 2026
Date

July 14, 2026
Date

Tabled Date: *July 8, 2026*

Time: *8:59am*

UBC Pkg – July 8, 2026

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

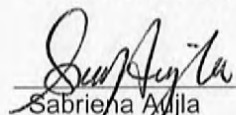
The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

Chan Centre for the Performing Arts Component

Article 25 - Retirement

The provisions of Article 25.01 (A) in the CUPE Local 2950 agreement shall apply.

For the University:

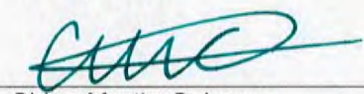


Sabrieha Adila
Senior Manager, Employee Relations

July 14, 2026

Date

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026

Date

Union Tabled Date: *May 5, 2026*
Time: *9:47am*

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

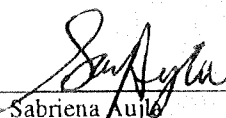
The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

Chan Centre for the Performing Arts Component
Article 27 - Vacations

The provisions of Article 27 in the CUPE Local 2950 agreement shall apply. **Annual vacation entitlements shall be accrued based on the weekly hours of work for the Chan Centre Classifications.**

On-Call employees shall accumulate and receive on each scheduled payday vacation pay in lieu of entitlement (as calculated in article 27.04 of the CUPE Local 2950 agreement) according to the number of hours worked in that pay period. One (1) week of entitlement is equivalent to 2% of wages, and one (1) day of entitlement is equivalent to 0.4% of wages.

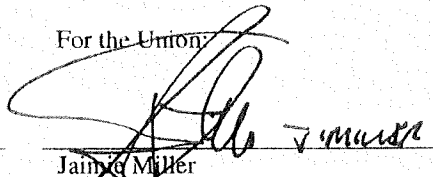
For the University:



Sabriena Aujla
Senior Manager, Employee Relations

May 29, 2026
Date

For the Union:



Jaime Miller
Interim President, Local 2950

29 MAY 2026
Date

Tabled Date: *July 8, 2026*
Time: *8:59 am*

UBC Pkg – July 8, 2026

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

Chan Centre for the Performing Arts Component

28.01 (f) Minimum Hours of Work:

The provisions of Article 28.02 (f) in the CUPE Local 2950 agreement shall apply in the Chan Centre for the Performing Arts Component.

For the University:


Sabriena Ajila

Senior Manager, Employee Relations

July 14, 2026
Date

For the Union:


Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

Union Tabled Date:

Time:

UBC Pkg – July 14, 2026

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

28.02 Meal Periods and Breaks

(a) Meal Periods

Employees are eligible for a thirty (30) minute **uninterrupted** meal period for each period of work greater than five (5) consecutive hours. The time and duration of the meal period shall be the employee's decision, providing that departmental requirements are met. In departments where complex scheduling is required, the department head or designate will make up the schedule after the employees have submitted their preferences, which will be met where reasonably possible. **Under no circumstances will an employee be scheduled to work more than five (5) consecutive hours without a meal period.**

- (i) It is further understood that this is an unpaid meal period and the University shall recognize the employee's right to enjoy this period without interruption. ~~In the event that the employer finds it impossible to provide a meal break, employees shall be paid in lieu 30 minutes at the overtime rate.~~
- (ii) An employee must work a minimum of three (3) hours prior to a meal period being scheduled.
- (iii) Employees eligible for an additional meal period(s), who have worked greater than ten (10) hours in a shift, shall receive the thirty (30) minute meal period at the applicable rate.
- (iv) In the event that the employer finds it impossible to provide an **uninterrupted** meal period **for each period of work greater than five (5) consecutive hours** employees shall be paid in lieu thirty (30) minutes at the overtime rate ("Meal Penalty"). **Under no circumstances will an employee work for a period greater than six (6) consecutive hours without an uninterrupted meal period being provided.**
- (v) Paid meals shall not be considered part of the hours worked in a given shift or pay period and shall not be taken into account when calculating overtime pay.
- (vi) **Notwithstanding (iv),** ~~Where~~ where a meal period occurs near the end of a shift an employee may request to work through the end of a shift and leave work. In cases where the meal

Union Tabled Date:

Time:

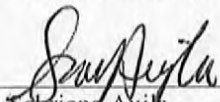
period is paid, then the meal period shall be added at the end of the shift. Approval of such requests shall not result in a Meal Penalty.

(b) Relief Periods

~~Employees working a shift of seven (7) hours or more are entitled to two (2) paid relief periods of (15) minutes each, one normally to be taken during the first half of a shift, and the other normally to be taken during the second half of a shift.~~ A fifteen (15) minute paid relief period shall occur roughly midway through each four (4) hour work period, or portion thereof equal to or greater than three (3) hours. In the event an employee is unable to take their relief period due to operational requirements, the unused paid relief period shall be added to the total hours worked for pay purposes.

- (i) Overtime rates shall be applicable for the portion of the shift that exceeds eight (8) hours only.
- (ii) The appending of this time to the end of a shift will not cause a Meal Penalty.
- (iii) An employee's relief period may be combined with a meal period or another relief period by mutual agreement between the employee and the manager. Such combination is not to be used to shorten an employee's regular work day.

For the University:


Sabriena Auja
Senior Manager, Employee Relations

July 14, 2026
Date

For the Union:


Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

Tabled Date: *July 8, 2026*
Time: *4:53pm*

UBC Pkg – July 8, 2026

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

Chan Centre for the Performing Arts Component

28.03 Split Shifts

- (a) Employees shall be notified at the time the employee is scheduled, whether or not a shift will be a split shift.
- (b) The minimum first call of the day is three (3) hours.
- (c) If the break between the first and second call is two (2) hours or less, then the total for the first and second calls must be at least five (5) hours.
- (d) If the break between the first and second call is greater than two (2) hours and less than or equal to four (4) hours then the total for the first and second call must be at least six (6) hours.
- (e) If the break between the first and second call is greater than four (4) hours, then the total for the first and second call must be at least seven (7) hours.
- (f) **The Employer must ensure that an employee working a split shift completes the shift within 12 hours of starting work.**

For the University:



Sabriera Aulia
Senior Manager, Employee Relations

July 14, 2026
Date

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

Tabled Date: Jun 22

Time: 10.05

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

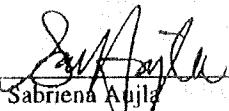
The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

Chan Centre for the Performing Arts Component
Article 29 - Overtime

The provisions of Article 29 in the CUPE Local 2950 agreement shall apply.

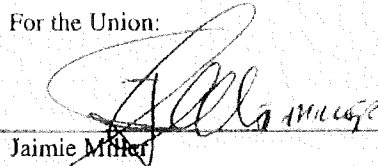
Overtime for On-Call employees is that time worked in excess of each employee's regular work day or work week as defined in Article 28.01 of the Chan Component Agreement.

For the University:



Sabriena Auja
Senior Manager, Employee Relations

For the Union:



Jaimie Miller
Interim President, Local 2950

May 5, 2026
Date

5 MAY 2026
Date

Union Tabled Date: 12 Feb 2026.

Time: 10 Am.

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The following proposal is Housekeeping and meant only to correct typos, punctuation, insert missing words, remove duplications or other minor corrections. There is no intent to change the meaning of the affected Articles and presentation here does not constitute opening of the Article for negotiation.

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

Article 37 - Chan Centre

The Parties have reached the following understandings with respect to the Chan Centre:

1. Clerical including Programming Coordinator, Academic Productions, Theatre and Music, works and services at the Chan Centre falls within the scope of CUPE Local 2950's jurisdiction and is covered by the collective agreement between this Local and the University.
2. Custodial, Maintenance, Trades, Parking and Security, Theatre Film and Creative Writing Cinema use and services at the Chan Centre fall within the jurisdiction of CUPE Local 116 and are covered by the collective agreement between this Local and the University.
3. For a period from ~~April 1, 2019 to March 31, 2022~~, **(Insert new Term)** the parties agree that the following Provisions, Terms, and Conditions will apply to any other works and services at the Chan Centre. Such agreement is on a "without precedent" basis, and "without prejudice" to the interpretation, application, or administration of the respective collective agreements, or any Rights of the Parties in negotiations.
 - (a) Members of either CUPE Local 116 or 2950 whose regular position at the University is based outside of the Chan Centre, shall, when assigned work at the Chan Centre be fully covered by all terms and conditions of their respective collective agreements except as otherwise expressly provided for in Letters of Understanding between the respective Local, the University and the employee(s) concerned.
 - (b) Mutually agreed Job Descriptions and Rates of Pay shall be established for specific Regular and On-Call positions for works and services at the Chan Centre

Union Tabled Date:

Time:

not covered in items 1 & 2, such rates to increase at the same time and by the same percentage as rates in the CUPE Local 2950 agreement. These job descriptions and rates are reflected in the Chan Centre Component.

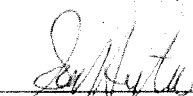
- (c) The Chan Centre Component shall set out the terms and conditions of employment of employees hired for the positions noted in section (b) Where provisions of the CUPE Local 2950 collective agreement are referenced they shall apply in the same way they apply to all other employees covered by that agreement. Where a provision of the CUPE Local 2950 collective agreement is not referenced, it shall not apply.
- (d) Where there are University employees on lay-off qualified and capable of performing the work noted in section (b) the employee shall receive preference in accordance with the relevant seniority provisions of CUPE Local 2950 for such work once the employee has indicated their interest in writing to the University and the Union and satisfied the parties the employee is qualified. The foregoing may be done prior to, during or following notice of lay off.
- (e) The Chan Centre shall provide a monthly report to Human Resources and each of the locals by the 15th of the following month showing the names and hours worked in each of the classifications covered by section (b).
- (f) The Chan Centre shall, whenever possible, advise the Union as far in advance as possible of any production or event where work falling within the scope of section (b) would normally be shared with employees of the production/event. Where advance notice is not possible the Union shall be notified as soon as reasonably possible. The Union agrees it will not object to the sharing of such work. In any other circumstances, if the Union has an objection, it shall be dealt with in accordance with the provisions of item (g).
- (g) Where one or more of the Parties has a concern regarding the interpretation, application, or administration of this article including an objection pursuant to section (f), that party shall notify the designated representative(s) of the other parties in writing. Such notice shall set out the concern or objection and resolution sought. Parties receiving such notice shall reply in writing within five (5) working days indicating their position. Where none of the parties concerned object to the resolution, it shall be confirmed in writing. Where the resolution is not acceptable, a meeting shall be held within a further ten (10) working days to resolve the matter. If the matter is not resolved at the meeting or where mutually agreed at some later time, it shall be referred to a Placement Umpire who shall act as an umpire with the sole jurisdiction to expeditiously resolve the matter.

Union Tabled Date:

Time:

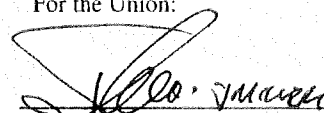
- (h) In recognition of our mutual interest in the success of the Chan Centre and successful Productions and Events, it is understood and agreed between the Parties that any disputes, including jurisdictional disputes shall be referred to the process set out in section (g). In the meantime employees will follow Management directives on the understanding that redress or remedies is fully within the jurisdiction of the Umpire.

For the University:



Sabrina Ajlla
Senior Manager, Employee Relations

For the Union:



Jaimie Miller
Interim President, Local 2950

Feb 12, 2026
Date

12 Feb 2026
Date

Date Typed July 8, 2026
Time Typed 9:19am

UBC Pkg – July 8, 2026

Counter Proposal - UBC Bargaining Proposal: Letter of Understanding #12 Re: Work Practices at the Chan Centre

The Parties agree to renew the following:

Between the
University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: Letter of Understanding #12 Re: Work Practices at the Chan Centre

The parties agree to the following provisions on a without prejudice or precedent basis:

1. Uniforms and clothing provided by the employer shall be dry-cleaned to be paid for by the employer a minimum of three times per year or as necessary. The decision to send uniforms and clothing out for dry-cleaning shall be at the discretion of the Front of House Coordinators.
2. Production employees shall be entitled to change into show blacks during paid work time.
3. Production employees shall be entitled to use the last five (5) minutes of their final shift of the day as wash-up time.
4. On proof of purchase, regular ~~full-time~~ Front of House Coordinators, Head Technicians, the Assistant Technical Director, and regular ~~part-time~~ Technicians, **as well as On-Call Production employees who are eligible for benefits**, will receive reimbursement up to ~~two hundred and fifty dollars (\$250.00)~~ **three hundred dollars (\$300.00)** every two calendar years toward the purchase of suitable safety footwear for the sole use at the Chan Centre. The footwear shall be black in colour. Otherwise, the suitability of safety footwear is to be determined jointly by Union and Management taking into consideration safety and working conditions of employees.
5. ~~Casual hourly~~ **On-Call Production staff employees who are not eligible for benefits** shall be required, at their own cost, to wear appropriate safety footwear. ~~Casual hourly~~ **On-Call** Front of House staff will be required to wear steel-toed footwear as required and as provided by the Chan Centre.

Dated this 14 day of July

For the University:



Sabriena Alija
Senior Manager, Employee Relations

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026

Date

July 14, 2026

Date

UBC Pkg – July 8, 2026

The Parties agree to replace the existing Letter of Agreement #11 Re: Targeted Wage Adjustments – Lower Pay Grades – Chan Component with the following Letter:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

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

In recognition of the disparity between the lower pay grades in the Chan Component in comparison to the main body agreement and to avoid wage compression in the Chan wage grid, the University will provide the following wage adjustments to address such affected positions.

The adjustments will be made effective April 1, 2027 in the amount of \$3.00/hour for the following positions:

- 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

The adjustments will be made effective April 1, 2027 in the amount of \$2.00/hour for the following positions:

- Stage Technician
- Stage Coordinator
- Audio Visual Coordinator
- Assistant Head Technician
- Head Technician
- Assistant Technical Director
- Student Assistant – Stage Technician

The adjustments will be made effective April 1, 2027 in the amount of \$1.00/hour for the following positions:

- Events & FOH Coordinator
- Events and Concessions Coordinator
- Ticket Coordinator
- Ticket Office Supervisor

These adjustments will be made after the general wage increase of 3% effective April 1, 2027.

This Letter of Agreement does not affect or amend Article 31 of the Collective Agreement and may not be relied upon in any manner to support an interpretation of the Collective Agreement.

Dated this 14 day of July, 2026.

For the University:



Sabriena Aujla
Senior Manager, Employee Relations

July 14, 2026

Date

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026

Date

Nov 17, 2025

11:19am

Bargaining Proposal: Letter of Understanding #1 Re: Article 5.05 – Contracting Out

The Parties agree to renew the following:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: Letter of Understanding #1 Re: Article 5.05 – Contracting Out

Attached hereto is a protocol which establishes a consultation and umpire process to discuss and adjudicate matters arising within the frame of Article 5.05 (Contracting Out) of the collective agreement. However, in addition to the attached protocol, and apart from it, the parties agree to the following:

1. During the term of the collective agreement, the parties will constitute a senior joint committee to discuss in good faith their respective concerns regarding contracting out, and to make every reasonable and timely effort to constructively address those concerns. The umpire, acting in their capacity as Special Mediator, shall facilitate discussions between the parties regarding issues of mutual concern and/or issues consistent with the goal of improving labour management relations.
2. Notwithstanding the attached protocol, and irrespective of Article 5.05, where the University has given the Union notice of an intended contracting out, either party may elect to have the matter discussed and dealt with under the terms of this paragraph. In that event, it is agreed between the parties that the matter will be addressed solely on the basis of reasonableness. That is to say, the University and the Union may agree (without prejudice or precedent) to the contracting out or contracting in of a particular project, work or service; and the University and the Union further agree that neither of them will withhold agreement unreasonably. It is further agreed that the umpire has exclusive jurisdiction to resolve any differences between the parties arising from the operation of this paragraph including the test of reasonableness; further, that the exercise of such jurisdiction in relations of the test of reasonableness shall be notwithstanding the terms of the collective agreement. Decisions made by the umpire under this paragraph shall be on an expedited basis, in accordance with procedures established by the umpire and may include hearings by conference telephone call.

PROTOCOL

Consultation - Contracting Out

1. The parties agree to establish a contracting out committee. The committee will be comprised of three (3) persons representing the University and three (3) persons representing the Union. Each party shall designate a co-chair.
2. The contracting out committee shall meet on a date which shall be established by the committee following the University's written notification of intent to contract out or

upon request by the Union. After one (1) year, or sooner if by agreement between the University and the Union, the committee shall determine the need for regularly scheduled meetings in addition to these.

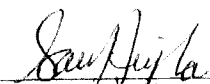
3. Not less than five (5) working days prior to each committee meeting, the University shall deliver to the Union in writing, by fax, e-mail or courier, its notice and pertinent information about work or services which it intends to contract out.
4. Not less than two (2) working days prior to each committee meeting, the Union shall deliver to the University and the members of the contracting out committee in writing, by fax, e-mail or courier, its request for information about matters requiring the committee's attention. The co-chairs of the committee shall then confirm with each other the upcoming agenda.
5. All pertinent information will be submitted to the committee no later than the start of the scheduled meeting, unless, in the course of the discussion, the University and Union agree that additional information is reasonably necessary for further but still timely discussion.
6. The committee shall use its best and most timely efforts to resolve any issue or dispute arising from matters referred to it. The following conditions shall apply with respect to the committee meetings:
 - (a) all discussions will be without prejudice, and
 - (b) the outcome will go on record.

If agreement is reached, this agreement is binding and will be implemented, and the matter will be considered resolved.

7. Any matters not resolved by the committee shall be referred to the contracting out umpire who shall expeditiously decide the matter and whose decision shall be final and binding. Notwithstanding the grievance and arbitration provisions of the collective agreement, the umpire shall have the jurisdiction to interpret and apply the contracting out provisions of this letter of agreement. For clarity, the jurisdiction of the umpire includes the adjudication of an allegation by the Union that the University has wrongly failed to give notice of a contracting out. In the event of such allegations, the matter will be discussed by the committee under paragraph 5 of this protocol prior to being referred to the umpire under this paragraph. The umpire may determine their own procedures which shall be appropriate to the nature of the issue, with the aim of the promptest possible ruling. Fees and expenses of the umpire shall be shared by both parties.

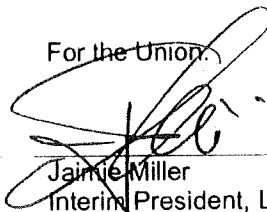
Dated this 24 day of November

For the University:



Sabriena Avila
Senior Manager, Employee Relations

For the Union:



Jaime Miller
Interim President, Local 2950

Nov 24, 2025
Date

24 Nov 2025
Date

Nov 17, 2025
11:21 AM

UBC Bargaining Proposal: Letter of Understanding #2 Re: Article 13.01 – Inclement Weather

The Parties agree to renew the following:

Between the
University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: Letter of Understanding #2 Re: Article 13.01 – Inclement Weather

Where severe snow conditions require decisions regarding staffing levels, the following procedures will apply:

Notification procedures shall be established by each department which will include contingency plans in the event phone services are disrupted and/or recorded phone messages cannot be accessed. The department head will be responsible for establishing the content of the notification.

The notification will include whether there is a curtailment of non-vital services and/or the cancellation of classes. In the event of such curtailment and/or cancellation, it will include what operationally vital services will be continued and require the presence of predesignated operationally vital employees. In addition to persons predesignated, the department head may identify additional positions/functions based on operational requirements at the time of the snow (for example, exams and special conferences).

In deciding as to whether or not a curtailment or cancellation will affect any department, the department will base its decision on the following:

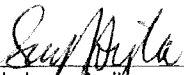
- the President's (or delegates') decision about the cancellation of classes and/or the curtailment of non-vital services
- the operational requirements of the department
- the safety of employees travelling to and from work and at work
- what other departments are doing
- availability of public transportation.

If an employee is scheduled to work and the department determines that the work is not required as a result of the curtailment or cancellation, there will be no reduction in pay.

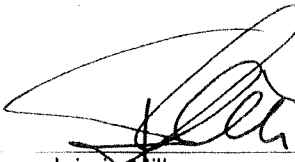
Dated this 17 day of November 2025.

For the University:

For the Union:


Sabriena Aujla
Senior Manager, Employee Relations

NOV 17, 2025
Date


Jaimie Miller
Interim President, Local 2950

17 NOV 2025
Date

July 8th, 2026
4:51pm

UBC Pkg – July 8, 2026 - Counter

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

**Re: Letter of Understanding #3 Re: Article 30.07 – Supplemental Employment Benefit
Maternity Leave**

At the option of the employee, during the term of this collective agreement, the following procedure shall apply.

The employee shall opt for Plan A or Plan B, but not both:

1. Plan A is the benefit as described in Article 30.07(C) (5).
2. Plan B is a Supplemental Employment Benefit (SEB) as described herein. The object of the SEB Plan is to supplement Employment Insurance (EI) benefits during a period of unemployment due to pregnancy, **maternity and parental leave**.

SEB Plan for Maternity Leave and Parental Leave

3. The benefit level paid under Plan B is 95% of the employee's regular weekly earnings; the University will pay the difference between 95% of the employee's regular weekly earnings and the amount of EI received by the employee.

In any week, the total amount of SEB payments and the weekly rate of EI benefits will not exceed 95% of the employee's regular weekly earnings.

4. ~~During the maternity leave, the SEB benefit will be paid for the duration of maternity leave EI benefits plus any statutory waiting period~~
The Supplemental Employment Benefit will be paid as follows:

(A) During maternity leave, the SEB benefit will be paid for the duration of maternity leave EI benefits plus any statutory waiting period.

(B) During parental leave, the SEB benefit will be paid for the first ten (10) weeks of parental leave EI benefits.

5. Employees must prove that the employee has applied for and is in receipt of employment insurance benefits in order to receive payment under the plan. The University will verify the receipt of EI benefits by requiring the employees to submit EI cheque stubs.
6. Employees do not have the right to SEB payments except for supplementation of EI benefits for the unemployment period as specified in the plan.

7. The employee's share of benefit plan premiums/contributions during the period of the maternity leave **and/or parental leave** shall be deducted from the amount paid to the employee by the University under the provisions of the SEB Plan.
8. Any period of leave of absence beyond the periods specified in (4) above shall be without pay, and the employee shall be responsible for the prepayment of their share of benefit plan premiums/contributions in accordance with Articles 30.01(D) and 30.07(C) (2).
9. Upon return to work after maternity leave **and/or parental leave** and, where applicable, any additional leave of absence without pay, and where the employee has opted for Plan B, the University will pay to the employee 5% of their monthly salary for the statutory waiting period.
10. Notwithstanding the provisions of Article 1.01, the employee shall make a written agreement with the University on a form (a copy of which is attached and forms part of this Letter of Agreement) which shall be signed by the employee in the presence of a shop steward or other representative of the Union and which provides the following:
 - (A) The employee shall make a commitment to return to work at the end of the maternity leave and/or parental leave and, where applicable, any additional leave of absence without pay.
 - (B) The employee shall agree to repay the University the gross benefit paid to the employee during the statutory waiting period of the maternity **and/or parental** leave and the gross benefit difference which was paid to the employee for balance of the maternity and/or parental leave, including the employee's share of the benefit plan premiums/contributions which were deducted during the maternity leave, if the employee fails to return to work, or resigns or is dismissed for just cause within six (6) months of return to work.
11. If the employee refuses to make an agreement under (10) above, or chooses not to exercise the option established in this Letter of Agreement, the provisions of Plan A shall apply.

These changes are effective September 1, 2026.

Dated this 14 day of July.

For the University:



Sabriena Ajila
Senior Manager, Employee Relations

July 14, 2026
Date

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

Date Typed *July 8, 2026*
Time Typed *8:53am*

UBC Pkg – July 8, 2026

The Parties agree to renew the following:

Between the
University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: **Letter of Understanding #3 Re: Article 30.07 – Maternity Leave and Parental Leave Repayment Agreement**

I _____ after consulting with a Union representative or shop
(Employee name, please print)

steward and having full understanding of my obligations, make the following agreement with the University of British Columbia.

I agree that 95% of my maternity leave **and/or** the first ten (10) weeks of parental leave salary differential be paid to me during my leave of absence and the remaining 5% of my maternity leave salary differential be paid to me upon my return to work, rather than after completing six (6) months service following my leave of absence, and I agree to return to work and remain at work for a minimum of six (6) months. If I return on a part-time basis, I am obligated to fulfill the full-time equivalent ("FTE") of 6 months' work in order to retain the SEB payments I received. Should I fail to return to work, or having returned to work should I fail to complete six (6) months of service (or the FTE in the case of part-time work), or if I resign, or if I am dismissed for just cause within six (6) months of my return to work, or having returned to part-time work I am dismissed for just cause before I complete the FTE of **six (6) months' work**, I agree to repay the University the full amount of SEB received including my share of the benefit premiums/contributions which were deducted during the maternity or parental leave, and I understand that under no circumstances will this repayment be pro-rated.

I understand that if I do not make the required repayment, I will be subject to legal action initiated by the University to regain such payments. If I receive notice from the University subsequent to my return that terminates my employment without cause, I will not be obligated to repay any portion of the SEB payments received.

Employee Signature

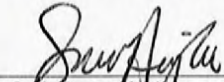
Date

The University of British Columbia

CUPE Local 2950 Representative

* *This signature implies no liability on the part of the Canadian Union of Public Employees, its local union 2950, or the individual union representative

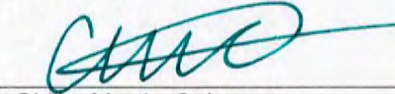
For the University:


Sabrina Aulic

Senior Manager, Employee Relations

July 14, 2026
Date

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

Nov 17, '85
11:25 am

UBC Bargaining Proposal: Letter of Understanding #4 Re: Article 35 – Expedited Arbitration

The Parties agree to renew the following:

Between the
University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: Letter of Understanding #4 Re: Article 35 – Expedited Arbitration

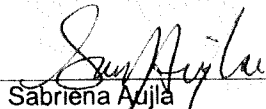
On a trial basis, for the term of the collective agreement, the parties agree to the following letter of agreement:

1. The parties shall determine, by mutual agreement, those grievances suitable for expedited arbitration.
2. Those grievances agreed to be suitable for expedited arbitration shall be scheduled within one (1) month.
3. The location of the hearings is to be agreed by the parties.
4. All presentations are to be short and concise and are to include a comprehensive opening statement. The parties agree to make limited use of authorities during their presentations.
5. Prior to rendering a decision, the arbitrator may assist the parties in mediating a resolution to the grievance.
6. Where mediation fails, or is not appropriate, a decision shall be rendered as contemplated herein.
7. The decision of the arbitrator is to be completed and mailed to the parties within ten (10) working days of the hearing.
8. The parties shall equally share the costs of the fees and expenses of the arbitrator.
9. The expedited arbitrators, who shall act as the sole arbitrator, shall be selected from the roster of agreed upon arbitrators. If availability is an issue the parties may agree upon another expedited arbitrator within five (5) working days.
10. The expedited arbitrator shall have the same powers and authority as an arbitrator established under the provisions of Article 35.04, except for Article 35.04 (A), (B) and (C).
11. All decisions of the arbitrator are to be limited in application to that particular dispute and are without prejudice. These decisions shall have no precedential value and shall not be referred to by either party in any subsequent proceeding.

12. The parties agree that all disputes arising under the Job Evaluation System shall be referred to expedited arbitration.

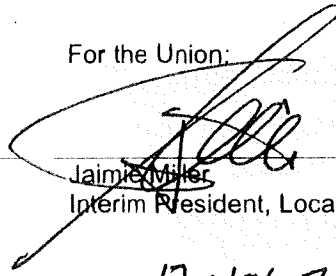
Dated this 17 day of NOVEMBER 2025

For the University:



Sabriena Auja
Senior Manager, Employee Relations

For the Union:



Jaime Miller
Interim President, Local 2950

NOV 17, 2025
Date

17 NOV. 2025.
Date

Nov 17, 25
11:24 am

UBC Bargaining Proposal: Letter of Understanding #5 Re: Bargaining Unit Jurisdiction Dispute Resolution Process

The Parties agree to renew the following:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

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

The Union may challenge any proposed new M&P positions or reposted M&P positions, whether or not the reposting involves a change in job duties. In addition, the Union may challenge from this day forward any new non-bargaining unit positions to determine whether the said new or reposted positions are properly included or excluded from the bargaining unit. It is understood that the process described in this document is intended as a summary process for the resolution of jurisdiction issues in the context of the Union's existing bargaining agency; it is not intended as a process for the resolution of disputes about the general contours of the Union's bargaining agency.

M&P positions created from January 1998 to April 25, 2005 are not material evidence of the jurisdiction of the bargaining unit.

Without limiting the generality of the foregoing, the M&P status of the said post 1998 to 2005 positions shall not prejudice any argument the Union may advance to the effect that relevantly similar positions are properly included in the bargaining unit.

Process:

1. Where the University reclassifies an existing bargaining unit position to another employee group, it shall notify the Union. The University shall also provide the Union a copy of the relevant position description and organizational chart.
2. If the Union elects to dispute the University's decision to exclude a position from this bargaining unit, it shall notify the University in writing within ten (10) working days of receiving notice of reclassification or ten (10) working days of the disputed position being posted or reposted.
3. Following receipt of the notification of the Union's dispute, the parties shall meet within ten (10) working days and attempt, in good faith, to reach agreement. Prior to the meeting, the Union will provide the employer with reasons for the challenge.
4. All discussions shall be without prejudice. If agreement is reached, it shall be committed to writing and signed by the parties. Any agreement so executed shall be final and binding.

5. If the parties cannot agree, all outstanding matters shall be referred forthwith to the Jurisdiction Umpire whose decision shall be final and binding.

It is the aim of this provision that a challenge referred to the Umpire shall be heard and decided promptly.

Accordingly, the Umpire shall establish his/her own procedure which in any instance, may include hearings by conference telephone call, submissions by fax or any other procedure deemed appropriate by the Umpire.

6. In reaching a decision, the Umpire shall refer to the following documents:
- a) The Union's certification;
 - b) The Collective Agreement;
 - c) The applicable provisions of the Labour Relations Code and the decisions of the Labour Relations Board pursuant thereto;
 - d) Applicable arbitral jurisprudence
 - e) The appropriate communities of interest, including the practices of the Parties, and the relationship between the core duties and qualifications of the disputed position and existing positions within the bargaining unit and existing positions outside of the bargaining unit.
7. Notwithstanding Article 35 of the Collective Agreement (Grievance and Arbitration Procedure), the Umpire shall have exclusive jurisdiction to interpret and apply the provisions of the April 25, 2005 award and all appendices.
8. Fees and expenses shall be shared by the parties.
9. This agreement shall continue in force during the term of the collective agreement and may thereafter be renewed by agreement of the parties.

If any discrepancy exists between the interpretation or application of this Letter of Agreement and Don Munroe's award dated April 25, 2005, the award shall apply.

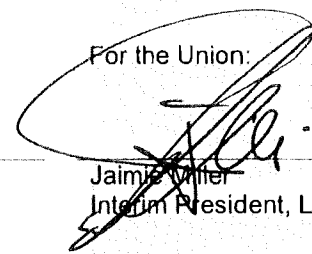
Dated this 17 day of NOVEMBER 2025

For the University:


Sabrena Aulfa
Senior Manager, Employee Relations

NOV 17, 2025
Date

For the Union:


Jaime Miller
Interim President, Local 2950

17 NOV. 2025.
Date

July 8, 2026

8:57am

UBC Pkg – July 8, 2026

UBC Bargaining Proposal: Letter of Understanding #6 Re: Article 22.01 & 22.07 – Job Postings & Temporary Transfer and Promotions

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: Letter of Understanding #6 Re: Article 22.01 & 22.07 – Job Postings & Temporary Transfer and Promotions

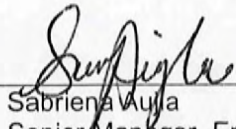
The parties agree to allow a department to request and accept a temporary transfer and/or promotion of a UBC Hiring Solutions employees to fill a vacancy resulting from a recognized Leave of Absence, including Maternity Leave, Parental Leave or Adoption Leave. The temporary transfer and promotion (from their base rate) is agreeable, provided the following occurs:

1. UBC Hiring Solutions has a candidate on its roster that it deems suitable for the temporary transfer and promotion;
2. The candidate employee accepts the temporary transfer and promotion;
3. If the candidate employee accepting the temporary transfer and promotion has yet to complete their probationary period of one hundred and thirty-two (132) 66 days worked, the employee may commence the assignment as a UBC Hiring Solutions employee and upon successful completion of the probation period be temporary transferred and promoted to the position;
4. At the end of the temporary transfer and promotion, the employee shall be returned to the UBC Hiring Solutions roster and be placed in their former position (Base rate of HR Admin Clerk 1); and,
5. The employee's seniority shall accrue during the temporary transfer and promotion.

Either party may serve the other party sixty (60) days' notice to end this Letter of Understanding. If such notice is served, the application of articles 22.01 and 22.07 would revert back to the practice in place prior to the signing of this LOU.

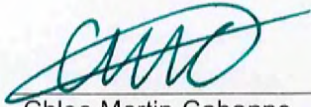
Dated this 14 day of July

For the University:



Sabriena Ayala
Senior Manager, Employee Relations

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

July 14, 2026
Date

July 8, 2026

~~9-11am~~ 9-11am -

UBC Pkg – July 8, 2026

UBC Bargaining Proposal: Letter of Understanding #7 Re: Article 30.09 – Paid Leave (Between Boxing Day and New Year's Day)

The Parties agree to recommend the following renewal to the Collective Agreement:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

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

UBC Hiring Solutions employees who are normally eligible for benefits will be eligible for the three days leave of absence with pay as follows;

1. The employee has completed their probation on or before the first of December;
2. The employee has worked on at least 15 of the 30 days before Christmas Day, and is in an assignment which continues to Christmas Day, and resumes again on the day following New Year's Day. This includes any concurrent assignments without a break in service that achieve the same service continuity. For clarity, this includes an assignment that ends December 24, and a concurrent assignment that begin on the first workday following New Year's Day;
3. The three days leave of absence with pay benefit will be paid at the employee's base rate (HR Admin Clerk 1, or as otherwise set), as opposed to the rate of their current assignment; and,
4. If a department requests of UBC Hiring Solutions to assign a UBC Hiring Solutions employee to work during the three days between Boxing Day and New Year's Day for operational reasons, the employee in that assignment will be given the option to accept working on the assignment and receive the rate of pay for the assigned work in addition to their base rate pay for the three days, or decline the offer and take the three days off at their base rate. If the employee declines, UBC Hiring Solutions will offer the assignment to another UBC Hiring Solutions employee on the same condition.

Dated this 14 day of July,

For the University:



Sabriena Ayila
Senior Manager, Employee Relations

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

July 14, 2026
Date

Date 13.4.21 Nov 7, 2025

Time 1:42 pm

UBC Bargaining Proposal: Letter of Understanding #8 Re: Roster of Arbitrators and Umpires

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

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

Re: Roster of Arbitrators and Umpires

The parties agree that the following Arbitrators and Umpires shall be relied upon to adjudicate disputes that may arise between parties within the context of:

- Article 5.05 (Contracting Out)
- Article 19 (Placement)
- Article 22.10 (Placement)
- Article 31.08 (Reclassification)
- Article 35 (Grievance and Arbitration)
- Bargaining Unit Jurisdiction Disputes

Arbitrators and Umpires:

- Corinn Bell
- Ken Saunders
- Julie Nicholas
- Koml Kandola
- Jessica Gregory

Dated this 7 day of November 2025

For the University:

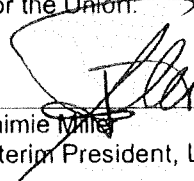


Sabriya Alija
Senior Manager, Employee Relations

Nov 7, 2025

Date

For the Union:



Jaimie Miller
Interim President, Local 2950

7 NOVEMBER 2025.

Date

UBC Bargaining Proposal: Letter of Understanding #9 Re: Conferences & Accommodations

The Parties agree to recommend the following change to the Collective Agreement:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: Letter of Understanding #9 Re: Conferences & Accommodations

Conferences and Accommodations (C&A) provides summer accommodation, meeting room rentals and conference support to internal and external groups and also operates campus hotel suites on a year-round basis.

C&A is divided into summer and winter operations. Both summer and winter operations include running the Front Desk and Reservations departments. C&A operates multiple residences and schedules according to seasonal needs and group arrival/departure patterns. These fluctuating demands year to year require operations to be flexible to address changing needs.

The parties agree that the following terms and conditions of employment shall apply to employees in C&A.

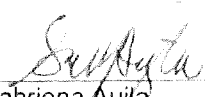
- (a) **C&A employees shall receive all the rights and privileges of the collective agreement, except the following provisions will not apply:**
 - (1) **Article 28.01 (c) Standard Work Week**
 - (2) **Article 28.05 (c) Scheduling Provisions**
- (b) **The "standard work week" for C&A employees shall mean a five (5) day work week, seven (7) working hours per day.**
- (c) **Article 28.02 (B) sets out the five basic forms of work week available to C&A for scheduling purposes. Two of these forms of work week, identified in (i) and (ii) below, are commonly used in C&A:**
 - i) **Seven (7) hours per day, five (5) days per week;**
 - ii) **Eight and three-quarters (8 ¾) hours per day, four (4) days per week;**
 - iii) **Seven and three-quarters (7 ¾) hours per day, nine (9) days per two-week period;**
 - iv) **Seven and one-half (7 ½) hours per day, fourteen (14) days per three-week period;**
 - v) **Eleven and two-thirds (11 2/3) hours per day, three (3) days per week. This form shall be available only for shift workers on a twenty-four (24) hours per day operation.**
- (d) **Shift schedules must be posted no less than one (1) week in advance.**

- (e) There will be a minimum of ten (10) consecutive hours off duty between the completion of one (1) work shift and the beginning of the next. This may vary upon the mutual consent of the employee and the supervisor concerned. An employee who is scheduled without consent and has less than ten (10) consecutive hours off duty will receive the overtime rate on any hours worked within the ten (10) hours off duty period, up to a maximum of three (3) hours.
- (f) The employer will notify an employee of a shift change no later than twenty-four (24) hours prior to the assigned shift. In the event that a shift is changed with less than twenty-four (24) hours' notice and results in a shift of shorter duration than was originally scheduled, the employee shall be paid based on the original scheduled shift.
- (g) The employer will notify an employee of a shift cancellation no later than forty-eight (48) hours prior to the assigned shift. Every reasonable effort shall be made to reschedule the employee for additional hours subject to seniority and the employee's availability. In the event that a shift is cancelled with less than forty-eight (48) hours' notice, the employee shall be paid for the cancelled shift.
- (h) For the summer months, (roughly May to September), Customer Service Representatives (CSRs) typically work a seven (7) hours per day, five (5) days per week form of work week whereas the Supervisors work an eight and three-quarters ($8\frac{3}{4}$) hours per day, four (4) days per week form of work week. All employees receive regular straight time pay for the regular hours worked in their form of work week. If an employee exceeds the daily hours reflected in their form of work week and/or thirty-five (35) hours per week in total, they shall be compensated at overtime rates for those hours.
- (i) Shift schedules will be posted in advance each week, as per (h) above, and each work week is identified in accordance with 28.01 (A), as Sunday to Saturday.
- (j) Exceptions are made for employees who wish to occupy the Supervisor position and can work eight and three-quarters ($8\frac{3}{4}$) hour day but are unable to work four (4) days per week or have other limitations on their availability. Such employees do not receive overtime compensation for working eight and three-quarters ($8\frac{3}{4}$) hour shifts and must confirm their understanding of such in writing to the Union and their Manager.
- (k) Supervisor positions will work a consistent form of work week but the Parties recognize there may be changes required due to operational needs arising from seasonal shifts. These changes may require an employee to work seven (7) hours per day five (5) days per week for certain months of the year and eight and three-quarters ($8\frac{3}{4}$) hours per day four (4) days per week for other months of the year. As much notice as possible, but not less than two (2) weeks' notice will be provided to the employees of anticipated changes to their form of work week.

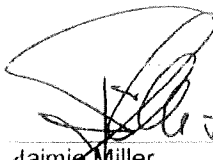
Dated this 12th day of March 2026

For the University:

For the Union:


Sabriena Auja
Senior Manager, Employee Relations


Date


Jaimie Miller
Interim President, Local 2950


Date

Nov 17, 25
11:24am

UBC Bargaining Proposal: Letter of Understanding #10 Re: Opportunities for Underrepresented Groups

The Parties agree to renew the following:

Between the
University of British Columbia

And

Canadian Union of Public Employees
Local 2950

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

The University and Union agree to establish a working group within one hundred and twenty (120) days to discuss in good faith recommendations on methods to specifically attract, retain, promote and provide opportunities to qualified candidates from groups that have been historically underrepresented and opportunities to further promote equity, diversity and inclusion within the Collective Agreement.

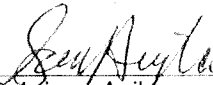
The purpose of the working group is to:

- 1) Identify and develop initiatives to attract prospective employees from historically underrepresented groups.
- 2) Examine, identify and recommend areas within the Collective Agreement wherein initiatives and programs may be undertaken to advance and promote equity, diversity and inclusion for historically underrepresented groups.
- 3) Where appropriate, the working group may recommend changes to the Collective Agreement for consideration by the parties.

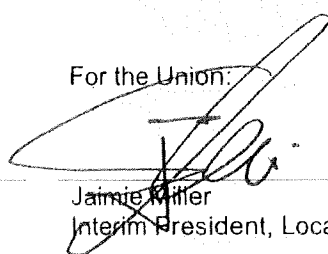
The working group will have a maximum of four (4) representatives from each party. It is also understood that from time to time, additional resource people over and above the four (4) representatives may be required to attend. The working group shall meet every two (2) months, or more often as necessary.

Signed this 17 day of Nov 2025

For the University:


Sabrina Aujla
Senior Manager, Employee Relations

For the Union:


Jamie Miller
Interim President, Local 2950

Nov 17, 2025
Date

17 Nov. 2025
Date

Date Tabled: Jan 20, 2026

Time Tabled: 2:37pm

The Parties agree to recommend the following renewal to the Collective Agreement:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

LETTER OF UNDERSTANDING #11

Re: Overpayments

In circumstances where an administrative or other error results in an overpayment of wages or benefits to an employee that is under five-hundred dollars (\$500), and such error has been made in good faith, the University shall be entitled to recover any overpayment, provided the error has been reported by the employee, that the University confirms the amount(s) owing to the employee; or, where the University discovers the error that a detailed breakdown of the error is given by the University to the affected employee as soon as practicable, under the following conditions:

1. Unless the employee proposes an alternative payment plan, the installment amounts will be made by payroll deduction on the following basis:
 - a. For employees earning less than one thousand dollars (\$1000.00) per pay period, the maximum amount deducted per pay period shall be twenty-five dollars (\$25.00);
 - b. For employees earning more than one thousand dollars (\$1000.00) per pay period but less than two thousand dollars (\$2000.00) per pay period, the maximum amount deducted per pay period shall be fifty dollars (\$50.00);
 - c. For employees earning more than two thousand dollars (\$2000.00) per pay period but less than three thousand dollars (\$3000.00) per pay period, the maximum amount deducted per pay period shall be seventy-five dollars (\$75.00);
 - d. For employees earning more than three thousand dollars (\$3000.00) per pay period, the maximum amount deducted per pay period shall be one hundred dollars (\$100.00).
2. In the event the overpayment exceeds five-hundred dollars (\$500.00), the parties agree that every effort will be made to reach an agreement on repayment terms within thirty (30) calendar days.
3. When an employee disputes that an overpayment occurred, or the amount owing, recovery shall not be made under this letter.
4. Any grievance filed related to this Letter of Understanding will be heard at Step 3 and referred to Expedited Arbitration.
5. In the event the employee retires from, or leaves the employment of the University before the University is able to fully recover an overpayment, the University shall be entitled to

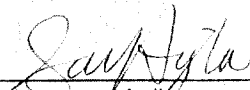
make a full recovery at the time and reduce accordingly any payments that might be owing to that employee on termination to recover the overpayment.

6. Should these repayment terms be insufficient to fully satisfy the amount of the overpayment, this Letter of Understanding is not a waiver of other rights that may be held or asserted by the University.

This Letter of Understanding does not apply where the overpayment results from an act of bad faith or other culpable action.

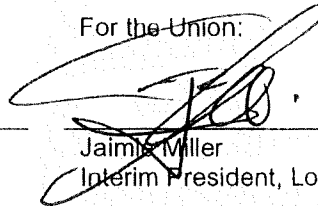
Dated this 20th day of January, 2026

For the University:



Sabrina Aujla
Senior Manager, Employee Relations

For the Union:



Jaime Miller
Interim President, Local 2950

Jan 20, 2026
Date

20 JANUARY 2026
Date

Date Tabled: July 8, 2026
(Time Tabled) 9:21am

UBC Pkg – July 8, 2026

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

The Parties agree to make the following changes:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

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

In recognition of the wage rate with respect to positions within classifications at the lower pay grades, the University will provide wage adjustments to address such affected positions.

Pay grades 1-4 will be expanded with the addition of step 4 and 5 wage rates. In addition, pay grade 5 will be lifted by 1%.

These adjustments will be made effective April 1, 2027.

Employees will be placed at the appropriate step based on their service as of April 1, 2027 with the next increment date one calendar year later (April 1, 2028).

Pay grade 1, step 1 will be increased to \$27.58/hour effective September 1, 2027.

This Letter of Agreement does not affect or amend Article 31 of the Collective Agreement and may not be relied upon in any manner to support an interpretation of the Collective Agreement.

Dated this 14 day of July, 2026.

For the University:



Gabriela Ayala
Senior Manager, Employee Relations

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

July 14, 2026
Date

Union Tabled Date: *July 8, 2026*

Time: *8:51am*

UBC Pkg – July 8, 2026

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

LETTER OF AGREEMENT #2

Re: Group Benefit Plan

The University will explore benefit levels for CUPE Local 2950 employees as part of its Benefit Review. The review will be completed by **December 31, 2026**. ~~June 30, 2023~~. The University commits to seeking input from CUPE Local 2950 as part of the review process.

For the University:



Sabrina Ajila
Senior Manager, Employee Relations

For the Union:



Chloe Martin Cabanne
President, Local 2950

July 14, 2026
Date

July 14, 2026
Date

Union Tabled Date: 10 November 2026

Time: 10:05 AM.

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

LETTER OF AGREEMENT #5

Re: Article 31 – Job Evaluation

The CUPE 2950 Job Evaluation System was implemented in 2008. It utilizes a benchmark classification system with an underlying point factor plan to classify jobs. There has not been a comprehensive review by the Parties of the system since implementation.

The University and the Union (the "Parties") agree that:

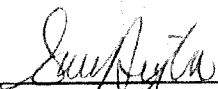
1. There is a mutual interest to review the current CUPE 2950 Job Evaluation system used for salary band placement/pay grades of positions (the "Review".)
2. Within one hundred and twenty (120) days of ratifying the Collective Agreement, the Parties agree to form a Joint Job Evaluation Review Committee (the "Committee") to conduct the Review.
3. Each party will name two (2) representatives who will be tasked to conduct the Review. Wherever possible the named members of the Committee shall remain consistent for the period of the Review.
4. Each party may designate an advisor to assist the Committee with any stage of the Review.
5. Within one hundred and twenty (120) days of striking the Committee, the Committee shall draft Terms of Reference for approval by the Parties.

Union Tabled Date:

Time:

6. Upon completion of the Review, the Committee shall produce a report for the Parties. If the recommendations of the Committee are approved by both Parties, the said recommendations shall be discussed and incorporated into any new collective agreement to reflect the agreement of the Parties. Implementation of changes to any part of the system shall be negotiated and ratified by the Parties

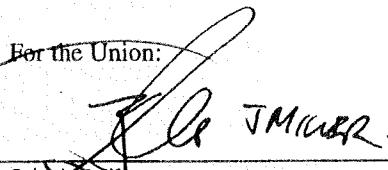
For the University:



Sabriena Auja
Senior Manager, Employee Relations

MARCH 10, 2026.
Date

For the Union:



Jainie Miller
Interim President, Local 2950

10 MARCH 2026.
Date

Date Tabled

July 14, 2026

Time Tabled

9:46am

UBC Pkg – July 14, 2026

UBC Bargaining Proposal: Letter of Agreement #6 Re: Personal Spending Account

The Parties agree to make the following changes:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: Letter of Agreement #6 Re: Personal Spending Account

The Personal Spending Account is a taxable benefit that provides additional health and wellbeing options beyond traditional benefits coverage.

The parties agree to provide a Personal Spending Account available to CUPE 2950 members of four ~~one hundred and twenty-five~~ dollars (\$400~~125~~) per year per eligible employee effective January 1, 2027~~4~~.

Dated this 14 day of July, 2026

For the University:



Gabriela Ajila
Senior Manager, Employee Relations

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

July 14, 2026
Date

Date Tabled July 8, 2026
Time Tabled 4:50pm.

UBC Pkg – July 8, 2026

UBC Bargaining Proposal: Letter of Agreement #7 Re: Health Spending Account

The Parties agree to make the following changes:

Between the

University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: Letter of Agreement #7 Re: Health Spending Account

The parties agree that the current Health Spending Account available to CUPE 2950 members shall increase to six ~~three~~ hundred and fifty ~~seventy-five~~ dollars (\$650~~375~~) per year per eligible employee effective January 1, 2027~~4~~. On January 1, 2028, it will increase to seven hundred and fifty dollars (\$750) per year per eligible employee.

Dated this 14 day of July, 2026

For the University:



Sabrina Aulia
Senior Manager, Employee Relations

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026
Date

July 14, 2026
Date

Date Signed July 14, 2026
Time Signed _____

UBC Pkg – July 8, 2026

UBC Bargaining Proposal: Letter of Agreement Re: Sustainable Transportation Program

The Parties agree to make the following changes:

Between the
University of British Columbia

And

Canadian Union of Public Employees
Local 2950

Re: Letter of Agreement #8 Re: Sustainable Transportation Program

The parties agree to extend the Sustainable Transportation Program to members of CUPE 2950.

The University and Union agree to ~~continue~~ establish a joint committee within one hundred and twenty (120) days to develop and implement a pilot project to support sustainable transportation initiatives.

The terms of reference for the committee are:

- a. Eligibility criteria will be for the following Employees and/or pay grades by priority:
 - i. The lowest 3 Pay Grades
 - ii. The mid 3 Pay Grades
 - iii. The remaining Pay Grades

It is further understood that the Committee will determine the feasibility of adding Chan Centre employees and additional pay grades 7-10 that will be eligible based on the funding being provided.

- b. The Committee shall consider subsidizing public transportation, including discounting Compass Cards for sale through University Community Services, car and van pools, and other sustainable transportation initiatives.
- c. Single occupancy vehicles and single occupancy car share services shall not be considered.
- d. The Committee shall consider administrative efficiency and current Sustainable Transportation Programs as a criterion in the development of the pilot project.
- e. The Committee shall ensure that if any benefit or subsidy constitutes a taxable benefit, that the administration of the project includes compliance with taxation requirements.
- f. The University shall maintain the current provide \$75,000 in annual per-year in funding for the program to pilot project effective August 31, 2026. The University will increase the funding to \$150,000 per year beginning on September 1, 2026.

Dated this 14 day of July 2026

For the University:

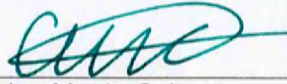


Sabrina Auja
Senior Manager, Employee Relations

July 14, 2026

Date

For the Union:



Chloe Martin-Cabanne
President, Local 2950

July 14, 2026

Date

Union Tabled Date: MAR 12, 2026

Time: 9:44 PM

NEGOTIATIONS BETWEEN

THE UNIVERSITY OF BRITISH COLUMBIA
(the "University")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2950
(the "Union")

The negotiation committees for the above parties agree to recommend the following revision to the collective agreement:

LETTER OF AGREEMENT #9

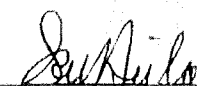
Re: Pension Plan

The parties agree to extend eligibility for the Pension Plan to part-time hourly and Chan Centre hourly employees who meet the eligibility requirements of the Plan effective September 1, 2023.

An employee on qualifying for mandatory enrolment in basic life insurance shall, as a term of employment, become a member of the Pension Plan.

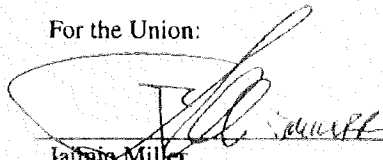
Hiring Solutions employees remain ineligible for the Pension Plan.

For the University:



Sabrieza Aulia
Senior Manager, Employee Relations

For the Union:



Jaimin Miller
Interim President, Local 2950

May 8, 2026.
Date

8 MAY 2026.
Date



THE UNIVERSITY OF BRITISH COLUMBIA

Human Resources
600 - 6190 Agronomy Road
Vancouver, BC V6T 1Z3

Phone 604 822 8111
Fax 604 822 8134
www.hr.ubc.ca

*July 8/26
8:51am*

UBC Pkg - July 8, 2026

July 8, 2026

Hand Delivered

Canadian Union of Public Employees, Local 2950
6253 NW Marine Drive
Vancouver, BC V6T 1Z1

Attention: Chloe Martin-Cabanne, President

Dear Ms. Cabanne:

Re: Article 21.08 - Professional Development

This letter serves to provide the University's funding commitment for the Professional Development program as set out in Article 21.08.

The University commits to maintaining funding for the Professional Development program at its current established level through June 30, 2026. Effective July 1, 2026, the University will increase the funding by \$100,000. After July 1, 2026 the additional \$100,000 will take effect on April 1st of each subsequent year.

The administration of the Professional Development program shall be the responsibility of the University. For the duration of the commitment set out herein, the University shall charge the Professional Development Fund for reasonable administration costs.

Yours truly,

THE UNIVERSITY OF BRITISH COLUMBIA

Sabriena Aujla
Senior Employee Relations Manager
sabriena.aujla@ubc.ca



THE UNIVERSITY OF BRITISH COLUMBIA

Human Resources
600 - 6190 Agromony Road
Vancouver, BC V6T 1Z3

Phone 604 822 8111
Fax 604 822 8134
www.hr.ubc.ca

May 29, 2026

Hand Delivered

Canadian Union of Public Employees, Local 2950
6253 NW Marine Drive
Vancouver, BC V6T 1Z1

Attention: Chloe Martin-Cabanne, President

Dear Ms. Cabanne:

Re: Article 3.04 - Hiring Solutions Roster - Offer of Assignment

This letter serves to provide the University's commitment to the following practice regarding Article 3.04 and the offer of assignments to Hiring Solutions hourly rostered employees.

When a placement is offered to a Hiring Solutions Employee, they shall have two (2) full business days of offer of assignment, as defined in the Standard Work Week (Article 28.01) to respond. Assignments will be filled on a first-response basis.

Where a Hiring Solutions Hourly Employee is not on an approved leave of absence and has been offered but not responded or accepted work assignments for a period longer than one (1) month, the employee shall meet with the employer to discuss the reasons for the lack of response or refusals.

Where there are no bona fide reasons for the lack of response or refusal of assignments and one (1) additional month has elapsed in which an employee has been offered, but not responded or accepted assignments with no bona fide reasons for the lack of response or refusal, the employee shall be removed from the Hiring Solutions roster and be issued a Record of Employment (ROE).

Yours truly,

THE UNIVERSITY OF BRITISH COLUMBIA

Sabriena Aujla
Senior Employee Relations Manager
sabriena.aujla@ubc.ca