



CUPE Local 1858-VIU Collective Agreement

New Terms July 1, 2019 – June 30, 2022

The following are the highlights of the new 2019-2022 Collective Agreement. This is not a complete listing of the changes nor does it include the specific language involved. The Union and VIU are working to generate the new version of the Collective Agreement and hope to have it ready early this fall.¹ Note for VIU Student Residences Staff – there is no longer a separate appendix for VIUSR staff.

Article #TBD – New Language – “In accordance with the Employment Standards Act, no employee is required or expected to work for free.”

Wage Grids

Annual 2% general wage increases (GWI) on July 1 each year plus wage grid adjustments and the addition of 6 new wage levels through the Service Improvement Allocation (SIA) funding on July 1, 2020. This results in the following wage grids:

July 1, 2019 (2%GWI)

Level	Step 1 Hourly	Step 2 Hourly
1	19.66	20.80
2	20.50	21.64
3	21.37	22.53
4	22.25	23.37
5	23.13	24.24
6	23.96	25.09
7	24.86	25.98
8	25.68	26.81
9	26.56	27.70
10	27.41	28.55

July 1, 2020 (2%GWI + SIA)

Level	Step 1 Hourly	Step 2 Hourly
1	20.05	21.22
2	20.92	22.07
3	21.82	22.98
4	22.76	23.84
5	23.74	24.72
6	24.76	25.64
7	25.83	26.59
8	26.94	27.58
9	28.11	28.60
10	29.32	29.66
11	30.64	31.00
12	32.01	32.39
13	33.46	33.85
14	34.96	35.37
15	36.53	36.96
16	38.18	38.63

July 1, 2021 (2% GWI)

Level	Step 1 Hourly	Step 2 Hourly
1	20.45	21.64
2	21.34	22.51
3	22.26	23.44
4	23.21	24.31
5	24.22	25.22
6	25.26	26.15
7	26.35	27.12
8	27.48	28.13
9	28.67	29.17
10	29.90	30.25
11	31.25	31.62
12	32.66	33.04
13	34.12	34.52
14	35.66	36.08
15	37.26	37.70
16	38.94	39.40

Benefits Improvements

Article 22 – Maternity & Parental Leave

- **Employer paid benefits premiums** for up to 78 weeks.

¹ This document is a general overview and does not replace the actual language negotiated in the new Collective Agreement. Any errors or omissions in this document are unintended. The language in the official Collective Agreement that will be issued in a few months is the true language that should be relied on. Please check with a Steward or the Local’s Executive if you have any questions.

Article 29.02.b.iv – Long Term Disability (LTD) Insurance

- **Appointment qualification level decreased** to from 40 to 35 hours biweekly, 8 months/year.
- **No waiting period** for employees in temporary positions moving into regular positions.

Article 29.04 – Benefits Coverage While on LTD

- **Employer paid benefits premiums** for 90 day LTD qualifying period for employees who participate in the Joint Early Intervention Program.
- **Employer paid benefits premiums** for the first twenty four (24) months of their approved LTD claim.

General improvements to benefits coverage:

- ✓ **Prescriptions – add coverage for oral contraceptives**
- ✓ **Hearing Aids – increase** coverage from \$600 to **\$1,000** every 5 years per covered family member
- ✓ **Glasses – add coverage for prescription sunglasses**, and
 - **increase** coverage from \$425 to **\$500** every 2 years per covered family member
- ✓ **Orthodontia – increase** coverage from \$2,000 to **\$3,000** per child
- ✓ **Massage – remove requirement of a doctor’s note** to access massage therapy coverage

Financial & Language Changes

Article 15.02 – **Shift premiums increased** for second and third shift from \$0.50/hour to \$0.80/hour

Article 21.08 – Domestic or Sexual Violence – **Paid and unpaid leave** for employees and/or dependents experiencing domestic or sexual violence.

Article 21.09 – Compassionate Care Leave – **Unpaid leave** for employees to assist gravely ill family members with **benefits and pension continuation options**.

Article 12.05 – **Increased notice periods** for employees facing layoff:

- Increase from 20 to 30 working days for employees with less than six (6) years’ service;
- Increase from 25 to 35 working days for employees of 6-8 years’ service;
- Increase from 30 to 40 working days for employees with 8 or more years’ service.

Article 14.08d – **Starting July 1, 2020, premium changed from 1 hour to 45 minutes of pay per shift for all scheduled work where the majority of hours fall on a Saturday and/or Sunday.**

General Language Improvements

- Casual appointment now defined as an appointment of 90 calendar days or less.
- Adjustment to allow an 8 hour workday/40 hour work week in Departments across VIU.
- Adjustments to probation and trial period lengths.
- Scheduling language for employees in Ancillary Services.
- Option of creating positions with “Stand by” responsibilities including appropriate compensation.
- New language about re-opening campuses after weather closures.