

Association of
Administrative +
Professional Staff
of the University of British Columbia

2014

TENTATIVE
COLLECTIVE
AGREEMENT

General Wage Increase (GWI)

- **Article 1.3: Term of Agreement**
 - July 1, 2014 to June 30, 2019
- **GWI:**
 - July 1, 2014 – 0%
 - July 1, 2015 – 1%
 - July 1, 2016 – 0.5%
 - May 1, 2017 – 1%
 - July 1, 2017 – 0.5%
 - May 1, 2018 – 1%
 - July 1, 2018 – 0.5%
 - May 1, 2019 – 1%

Economic Stability Dividend

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

Commitment for Working Notice

- UBC has agreed to change its guidelines to ensure that **terminated employees on working notice** will be **eligible for the M&P Staff PD Fund and considered for merit**. Employees will now be eligible for merit as long as they are still working in the unit or department when the merit based review process is being conducted. Under the previous policy, members had no automatic right to consideration for merit and most members on working notice were denied merit

Termination Without Cause

- **Article 9.1.4: Search for Alternatives**
 - Provided employee has qualifications for vacant position, will be ensured of an interview throughout the whole notice period
- **Article 9.1.7: Notice Entitlements**
 - Maximum amount of notice for term employees limited to 18 months



Vacation

- **Article 11.2.1: Supplementary Vacation**
 - Removed; Current members eligible are grandfathered



Medical Documentation

- **Article 12.3.1**
 - Clear and distinct language on what a satisfactory medical note should have:
 - General nature of illness
 - Prognosis
 - Confirmation of compliance with treatment plan
 - Limitations/restrictions



Salary Administration

- **LOA#1**
 - UBC commits to consulting AAPS on methodology prior to the next market survey and to implement the results of the market survey in a timely manner

M&P Staff PD Fund

- **LOA #3**

- An additional \$70,000 per year into the PD Fund, increasing the fund to a total of \$760,000 by July 1, 2018
 - July 1, 2015: $\$480,000 + \$70,000 = \$550,000$
 - July 1, 2016: $\$550,000 + \$70,000 = \$620,000$
 - July 1, 2017: $\$620,000 + \$70,000 = \$690,000$
 - July 1, 2018: $\$690,000 + \$70,000 = \$760,000$
- In exchange for agreeing to lower the notice entitlement for term employees to 18 months
- Administrative cost capped at 10%.



Search for Alternatives

- **LOA #4**
 - Priority for the Career Transitions Consultant is to assist employees terminated under Article 9



Housekeeping

- **Article 9.1.7**
 - Income Replacement Plan (IRP) replaced by Disability Benefits Plan (DBP)
- **Document C – Comparator Organizations**
 - Terasen is now Fortis BC
 - WCB is now WorkSafe BC

Vote Online
To ratify the Agreement
From November 5, 2014
To November 25, 2014