

SUMMARY OF TERMS OF SETTLEMENT

MAIN BODY AGREEMENT

March 9, 2015 Ratification Meeting

Term and General Wages

- 1 Year – September 1, 2014 to August 31, 2015
- 2.6% wage increase retroactive to Sept. 1, 2014

Article 1 Purpose

- Add an anti-discrimination clause and a clause referencing commitment to a harassment-free workplace

Article 3 Definitions

- Add probation period for Term Specific
- Clarify 2 weeks' notice to terminate term specific contract applies only when contract is shortened as a result of the employee being replaced returning early or the project/activity ending early.

Article 5 Employment, Job Postings, Promotions, Transfers, and Probationary/Trial Periods

- Clarify that when a continuous employee works in a temporary position, their former position will be held for them for 12 months

Article 7 Lay-Off and Recall

- Include listing of Weekly Hours of Work categories
- Provide for the possibility of early termination with payment of entitlements as an alternative to waiting on the recall list for a year when there is little or no likelihood of being placed
- The Association proposed a different concept around placing employees identified for transfer and layoff which would give them far more choice, improve the likelihood of better matching employees to positions available and facilitate earlier placements. CBE is very interested but needs more time to determine what internal processes would be necessary and how to implement them. A joint feasibility study will be completed by Jan. 1

next year with the intention of having the necessary changes to the Agreement and business processes in place in time for spring staffing 2016.

Article 11 Hours of Work

- Include minimum daily and weekly hours of work in the Agreement
- Confirm hours are to be consecutive
- Establish the norm for scheduling 3 hours per day as either morning or afternoon, to facilitate additional employment within CBE or elsewhere
- Change time span for standard hours from current 7:30 a.m. - 5:30 p.m. to 7:00 a.m. - 6:00 p.m.
- Delete requirement to work 5 non-standard shifts before shift premiums apply.
- Change shift premium from 7% and 10% (depending on the start time of the shift) to 10% in all cases where a shift begins or ends between 6:00 p.m. and 7:00 a.m.
- Change from having no parameters around changing weekly hours of work to establishing that the decision of which employee the change would apply to incorporates operational need and seniority.

Article 15 Sick Leave With Pay

- Increase maximum sick leave accrual for 12 month employees from 200 days to 240 days
- Remove provision requiring use of sick leave in quarantine circumstances from this Article and add a paid leave provision in Article 19 to apply in such circumstances

Article 18 Professional Improvement Leave

- Change the provision requiring full repayment of money received for a PIF if the employee does not provide 2 years of service to the CBE following the PIF to repaying a pro-rated amount based on the amount of service 'owed'.

Article 19 Leaves of Absence

- One day personal leave at full pay
- Other 4 days personal leave at half pay (only option)
- Unpaid leave will not be granted during the first 2 weeks or last 2 weeks of the school year unless otherwise agreed to by the Supervisor

Article 20 Benefits

- Increase Health Spending Account from \$750 to \$800 effective Jan. 1, 2016

Article 25 Supplement to the Workers Compensation Board

- Top up of benefits to full salary will apply to Term Specific employees in addition to Continuous employees

Article 30 Management Rights

- Notification of allegations and right to Association representation required prior to any investigation meeting involving HR
- Letters of Expectations to be removed from personnel file after 3 years if no further similar issues or discipline

Appendix A

- Include a listing of Fields of Employment

Appendix C

- Include a Letter of Understanding for ELL Instructors
- Letter of Understanding – Security/Energy Operators – increase premium from 5% to 8%

Other

- Various ‘housekeeping’ items correcting references, minor wording changes and updates of Letters of Understanding