

MEMORANDUM OF AGREEMENT

between

**EMILY CARR UNIVERSITY OF ART + DESIGN
(hereinafter called "the
Employer")**

and the

**CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 15
(hereinafter called "the Union")**

Subject to PSEC approval

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF EMILY CARR UNIVERSITY OF ART + DESIGN (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE EMILY CARR UNIVERSITY OF ART + DESIGN BOARD;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 15 (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING APRIL 1, 2012 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2010-2012 Collective Agreement continue except as specifically varied below by paragraphs 2 to 5, both inclusive.

2. Effective Dates

The effective date for all changes to the new Collective Agreement will be the date of ratification of this Memorandum, unless otherwise specified.

3. Term of Agreement

The term of the new collective agreement shall be for twenty-four (24) months, effective from April 1, 2012 to March 31, 2014.

4. Schedule "A"

The Employer and the Union agree to the amendments to the new Collective Agreement attached to this Memorandum of Agreement as Schedule "A".

5. Schedule "B" Schedule of Wage Rates

Schedule "B" of the Collective Agreement shall be increased by the following percentages effective on the dates indicated:

- (a) Effective September 1, 2012, all annual rates of pay which were in effect on August 31, 2012 shall be increased by one percent (1.0%). The new rates shall be rounded to the nearest whole cent or dollar as applicable.

- (b) Effective December 1, 2012, all annual rates of pay which were in effect on November 30, 2012 shall be increased by one percent (1.0%). The new rates shall be rounded to the nearest whole cent or dollar as applicable.
- (c) Effective April 1, 2013, all annual rates of pay which were in effect on March 31, 2013 shall be increased by one percent (1.0%). The new rates shall be rounded to the nearest whole cent or dollar as applicable.
- (d) Effective January 1, 2014, all annual rates of pay which were in effect on December 31, 2013 shall be increased by one percent (1.0%). The new rates shall be rounded to the nearest whole cent or dollar as applicable.

These wage increases shall apply to all current employees who are members of the bargaining unit.

- 6. Except as identified above, all other proposals tabled by the parties shall be withdrawn.
- 7. Effective the date of ratification, the Employer and the Union agree to the Letter of Understanding attached as Appendix "A".
- 8. Ratification
 - a. The parties expressly agree that, upon the completed signing of this Memorandum of Agreement, the parties shall recommend the approval of this Memorandum to their respective principals and schedule the necessary meetings to ensure that their principals vote on the recommendations.
 - b. This Memorandum of Agreement is also subject to ratification by the Post-Secondary Employers' Association Board of Directors.

Signed this 4th day of APRIL 2013.

Bargaining Representatives for the Employer:

Sam Hobart
Mod.
Susan Dulner
[Signature]
[Signature]

Bargaining Representatives for the Union:

James Curran
[Signature]
[Signature]
Nancy Bolden
[Signature]

Schedule A

Article 2.7.4 - Permanent Part-Time Employees and Positions

- 2.7.4 ~~A permanent part-time employee whose normal working hours are fifty percent (50%) or less will not be eligible to participate in the Municipal Pension Plan unless allowed under the Municipal Pension Plan.~~ **Permanent part time employees will not be enrolled in the Municipal Pension Plan prior to completing two (2) years of continuous employment and having earned at least 35 percent (35%) of Canada Pension Plan's Year's Maximum Pensionable Earnings (YMPE) in each of two consecutive calendar years.**

Article 2.8.15 - Permanent Term Employees and Positions

- 2.8.15 ~~Term employees will have the option of participating in the Municipal Pension Plan, subject to pension legislation.~~ **be eligible to participate in the Municipal Pension Plan in accordance with Plan regulations.**

Article 11.4 - Leave of Absence without Pay

- 11.4.2 Upon approval of leaves of absence without pay, employees may immediately exercise an option for continuation of medical, insurance ~~and pension benefits~~ by payment of the full cost of any necessary premiums. **Eligibility for purchase of pensionable service will be in accordance with the Pensions BC regulations.**

Article 10.5 - Municipal Pension Plan (~~Superannuation~~)

Except as provided elsewhere in this Agreement, all employees will participate in the *Municipal Pension Plan* according to the terms and conditions contained in the *Municipal Pension Plan*. The **University** contribution will be paid only when the employee is in receipt of pay or when the Act or other provisions of this Agreement require it. Details are **outlined on Pensions BC website**, ~~given in a booklet which may be obtained from the Human Resources Department.~~

Article 10.7.4 – Health Insurance

The extended health benefits plan will include optical care insurance in accordance with the terms of contract with the insuring company, including ~~\$250~~ **\$500** of eyeglass coverage. Employees become eligible for optical care insurance upon completion of six (6) months service.

Schedule C

Letter of Understanding #1 – Renew

Letter of Understanding #2 - Renew

Schedule B

Annual Rates Effective 1 September 2012 Pay Equity Scale

Pay Grade	1	2	3	4
A	32,796.40	33,542.60	34,325.20	35,107.80
B	34,325.20	35,107.80	35,908.60	36,727.60
C	35,908.60	36,727.60	37,564.80	38,438.40
D	37,564.80	38,438.40	39,312.00	40,240.20
E	39,312.00	40,240.20	41,150.20	42,114.80
F	41,150.20	42,114.80	43,061.20	44,062.20
G	43,061.20	44,062.20	45,081.40	46,118.80
H	45,081.40	46,118.80	47,174.40	48,248.20
I	47,174.40	48,248.20	49,376.60	50,505.00
J	49,376.60	50,505.00	51,669.80	52,852.80
K	51,669.80	52,852.80	54,054.00	55,309.80
L	54,054.00	55,309.80	56,583.80	57,876.00
M	56,583.80	57,876.00	59,222.80	60,587.80

Employees whose regular shifts end at later than 7:00pm or who are required to work weekends will be paid a premium of \$1.17 per hour for all hours worked. Shift premiums will not be paid for overtime hours worked.

Schedule B

Monthly Rates Effective 1 September 2012 Pay Equity Scale

Pay Grade	1	2	3	4
A	2,733.03	2,795.22	2,860.43	2,925.65
B	2,860.43	2,925.65	2,992.38	3,060.63
C	2,992.38	3,060.63	3,130.40	3,203.20
D	3,130.40	3,203.20	3,276.00	3,353.35
E	3,276.00	3,353.35	3,429.18	3,509.57
F	3,429.18	3,509.57	3,588.43	3,671.85
G	3,588.43	3,671.85	3,756.78	3,843.23
H	3,756.78	3,843.23	3,931.20	4,020.68
I	3,931.20	4,020.68	4,114.72	4,208.75
J	4,114.72	4,208.75	4,305.82	4,404.40
K	4,305.82	4,404.40	4,504.50	4,609.15
L	4,504.50	4,609.15	4,715.32	4,823.00
M	4,715.32	4,823.00	4,935.23	5,048.98

Employees whose regular shifts end at later than 7:00pm or who are required to work weekends will be paid a premium of \$1.17 per hour for all hours worked. Shift premiums will not be paid for overtime hours worked.

Schedule B

Hourly Rates Effective 1 September 2012 Pay Equity Scale

Pay Grade	1	2	3	4
A	18.02	18.43	18.86	19.29
B	18.86	19.29	19.73	20.18
C	19.73	20.18	20.64	21.12
D	20.64	21.12	21.60	22.11
E	21.60	22.11	22.61	23.14
F	22.61	23.14	23.66	24.21
G	23.66	24.21	24.77	25.34
H	24.77	25.34	25.92	26.51
I	25.92	26.51	27.13	27.75
J	27.13	27.75	28.39	29.04
K	28.39	29.04	29.70	30.39
L	29.70	30.39	31.09	31.80
M	31.09	31.80	32.54	33.29

Employees whose regular shifts end at later than 7:00pm or who are required to work weekends will be paid a premium of \$1.17 per hour for all hours worked. Shift premiums will not be paid for overtime hours worked.

Schedule B

Annual Rates Effective 1 December 2012 Pay Equity Scale

Pay Grade	1	2	3	4
A	33,124.00	33,870.20	34,671.00	35,453.60
B	34,671.00	35,453.60	36,272.60	37,091.60
C	36,272.60	37,091.60	37,947.00	38,820.60
D	37,947.00	38,820.60	39,712.40	40,640.60
E	39,712.40	40,640.60	41,568.80	42,533.40
F	41,568.80	42,533.40	43,498.00	44,499.00
G	43,498.00	44,499.00	45,536.40	46,573.80
H	45,536.40	46,573.80	47,647.60	48,739.60
I	47,647.60	48,739.60	49,868.00	51,014.60
J	49,868.00	51,014.60	52,179.40	53,380.60
K	52,179.40	53,380.60	54,600.00	55,855.80
L	54,600.00	55,855.80	57,148.00	58,458.40
M	57,148.00	58,458.40	59,823.40	61,188.40

Employees whose regular shifts end at later than 7:00pm or who are required to work weekends will be paid a premium of \$1.18 per hour for all hours worked. Shift premiums will not be paid for overtime hours worked.

Schedule B

Monthly Rates Effective 1 December 2012 Pay Equity Scale

Pay Grade	1	2	3	4
A	2,760.33	2,822.52	2,889.25	2,954.47
B	2,889.25	2,954.47	3,022.72	3,090.97
C	3,022.72	3,090.97	3,162.25	3,235.05
D	3,162.25	3,235.05	3,309.37	3,386.72
E	3,309.37	3,386.72	3,464.07	3,544.45
F	3,464.07	3,544.45	3,624.83	3,708.25
G	3,624.83	3,708.25	3,794.70	3,881.15
H	3,794.70	3,881.15	3,970.63	4,061.63
I	3,970.63	4,061.63	4,155.67	4,251.22
J	4,155.67	4,251.22	4,348.28	4,448.38
K	4,348.28	4,448.38	4,550.00	4,654.65
L	4,550.00	4,654.65	4,762.33	4,871.53
M	4,762.33	4,871.53	4,985.28	5,099.03

Employees whose regular shifts end at later than 7:00pm or who are required to work weekends will be paid a premium of \$1.18 per hour for all hours worked. Shift premiums will not be paid for overtime hours worked.

Schedule B

Hourly Rates Effective 1 December 2012 Pay Equity Scale

Pay Grade	1	2	3	4
A	18.20	18.61	19.05	19.48
B	19.05	19.48	19.93	20.38
C	19.93	20.38	20.85	21.33
D	20.85	21.33	21.82	22.33
E	21.82	22.33	22.84	23.37
F	22.84	23.37	23.90	24.45
G	23.90	24.45	25.02	25.59
H	25.02	25.59	26.18	26.78
I	26.18	26.78	27.40	28.03
J	27.40	28.03	28.67	29.33
K	28.67	29.33	30.00	30.69
L	30.00	30.69	31.40	32.12
M	31.40	32.12	32.87	33.62

Employees whose regular shifts end at later than 7:00pm or who are required to work weekends will be paid a premium of **\$1.18** per hour for all hours worked. Shift premiums will not be paid for overtime hours worked.

Schedule B

Annual Rates Effective 1 April 2013 Pay Equity Scale

Pay Grade	1	2	3	4
A	33,451.60	34,216.00	35,016.80	35,799.40
B	35,016.80	35,799.40	36,636.60	37,455.60
C	36,636.60	37,455.60	38,329.20	39,202.80
D	38,329.20	39,202.80	40,112.80	41,041.00
E	40,112.80	41,041.00	41,987.40	42,952.00
F	41,987.40	42,952.00	43,934.80	44,935.80
G	43,934.80	44,935.80	45,991.40	47,047.00
H	45,991.40	47,047.00	48,120.80	49,231.00
I	48,120.80	49,231.00	50,359.40	51,524.20
J	50,359.40	51,524.20	52,707.20	53,908.40
K	52,707.20	53,908.40	55,146.00	56,420.00
L	55,146.00	56,420.00	57,712.20	59,040.80
M	57,712.20	59,040.80	60,424.00	61,807.20

Employees whose regular shifts end at later than 7:00pm or who are required to work weekends will be paid a premium of \$1.19 per hour for all hours worked. Shift premiums will not be paid for overtime hours worked.

Schedule B

Monthly Rates Effective 1 April 2013 Pay Equity Scale

Pay Grade	1	2	3	4
A	2,787.63	2,851.33	2,918.07	2,983.28
B	2,918.07	2,983.28	3,053.05	3,121.30
C	3,053.05	3,121.30	3,194.10	3,266.90
D	3,194.10	3,266.90	3,342.73	3,420.08
E	3,342.73	3,420.08	3,498.95	3,579.33
F	3,498.95	3,579.33	3,661.23	3,744.65
G	3,661.23	3,744.65	3,832.62	3,920.58
H	3,832.62	3,920.58	4,010.07	4,102.58
I	4,010.07	4,102.58	4,196.62	4,293.68
J	4,196.62	4,293.68	4,392.27	4,492.37
K	4,392.27	4,492.37	4,595.50	4,701.67
L	4,595.50	4,701.67	4,809.35	4,920.07
M	4,809.35	4,920.07	5,035.33	5,150.60

Employees whose regular shifts end at later than 7:00pm or who are required to work weekends will be paid a premium of \$1.19 per hour for all hours worked. Shift premiums will not be paid for overtime hours worked.

Schedule B

Hourly Rates Effective 1 April 2013 Pay Equity Scale

Pay Grade	1	2	3	4
A	18.38	18.80	19.24	19.67
B	19.24	19.67	20.13	20.58
C	20.13	20.58	21.06	21.54
D	21.06	21.54	22.04	22.55
E	22.04	22.55	23.07	23.60
F	23.07	23.60	24.14	24.69
G	24.14	24.69	25.27	25.85
H	25.27	25.85	26.44	27.05
I	26.44	27.05	27.67	28.31
J	27.67	28.31	28.96	29.62
K	28.96	29.62	30.30	31.00
L	30.30	31.00	31.71	32.44
M	31.71	32.44	33.20	33.96

Employees whose regular shifts end at later than 7:00pm or who are required to work weekends will be paid a premium of **\$1.19** per hour for all hours worked. Shift premiums will not be paid for overtime hours worked.

Schedule B

Annual Rates Effective 1 January 2014 Pay Equity Scale

Pay Grade	1	2	3	4
A	33,779.20	34,561.80	35,362.60	36,163.40
B	35,362.60	36,163.40	37,000.60	37,837.80
C	37,000.60	37,837.80	38,711.40	39,603.20
D	38,711.40	39,603.20	40,513.20	41,459.60
E	40,513.20	41,459.60	42,406.00	43,388.80
F	42,406.00	43,388.80	44,371.60	45,390.80
G	44,371.60	45,390.80	46,446.40	47,520.20
H	46,446.40	47,520.20	48,594.00	49,722.40
I	48,594.00	49,722.40	50,869.00	52,033.80
J	50,869.00	52,033.80	53,235.00	54,454.40
K	53,235.00	54,454.40	55,692.00	56,984.20
L	55,692.00	56,984.20	58,294.60	59,623.20
M	58,294.60	59,623.20	61,024.60	62,426.00

Employees whose regular shifts end at later than 7:00pm or who are required to work weekends will be paid a premium of \$1.20 per hour for all hours worked. Shift premiums will not be paid for overtime hours worked.

Schedule B

Monthly Rates Effective 1 January 2014 Pay Equity Scale

Pay Grade	1	2	3	4
A	2,814.93	2,880.15	2,946.88	3,013.62
B	2,946.88	3,013.62	3,083.38	3,153.15
C	3,083.38	3,153.15	3,225.95	3,300.27
D	3,225.95	3,300.27	3,376.10	3,454.97
E	3,376.10	3,454.97	3,533.83	3,615.73
F	3,533.83	3,615.73	3,697.63	3,782.57
G	3,697.63	3,782.57	3,870.53	3,960.02
H	3,870.53	3,960.02	4,049.50	4,143.53
I	4,049.50	4,143.53	4,239.08	4,336.15
J	4,239.08	4,336.15	4,436.25	4,537.87
K	4,436.25	4,537.87	4,641.00	4,748.68
L	4,641.00	4,748.68	4,857.88	4,968.60
M	4,857.88	4,968.60	5,085.38	5,202.17

Employees whose regular shifts end at later than 7:00pm or who are required to work weekends will be paid a premium of \$1.20 per hour for all hours worked. Shift premiums will not be paid for overtime hours worked.

Schedule B

Hourly Rates Effective 1 January 2014 Pay Equity Scale

Pay Grade	1	2	3	4
A	18.56	18.99	19.43	19.87
B	19.43	19.87	20.33	20.79
C	20.33	20.79	21.27	21.76
D	21.27	21.76	22.26	22.78
E	22.26	22.78	23.30	23.84
F	23.30	23.84	24.38	24.94
G	24.38	24.94	25.52	26.11
H	25.52	26.11	26.70	27.32
I	26.70	27.32	27.95	28.59
J	27.95	28.59	29.25	29.92
K	29.25	29.92	30.60	31.31
L	30.60	31.31	32.03	32.76
M	32.03	32.76	33.53	34.30

Employees whose regular shifts end at later than 7:00pm or who are required to work weekends will be paid a premium of \$1.20 per hour for all hours worked. Shift premiums will not be paid for overtime hours worked.

APPENDIX "A"

April 04 2013

LETTER OF UNDERSTANDING

Disability Management Program

The Parties agree to develop a Disability Management Program (DMP) with the following characteristics:

1. The purpose of the program is rehabilitative.
2. Where an employee is absent for five (5) or more consecutive days of work or where it appears that there is a pattern of consistent or frequent absence from work, the employee may be referred for participation in the Disability Management Program. If an employee is referred, s/he must participate in the DMP.
3. The employee will provide the information necessary for the disability management services provider to determine the employee's ongoing participation in the DMP and the prognosis for early managed return to work.
4. The parties jointly must maintain any employee medical information received or shared as confidential; managers will only be provided with the information necessary for rehabilitative employment.
5. Employees may request Union representation at any stage of the DMP. The Union agrees to maintain the confidentiality of the employee's medical and related information.

The parties will establish a committee of two (2) members each that will develop the implementation plan for the Disability Management Program. The committee will conclude meetings by June 30 2013. In the event that the parties are unable to reach agreement on the program by June 30, 2013, they agree to submit their differences to an arbitrator agreed to by the parties, by July 14, 2013. The arbitrator must adhere to the principles outlined above, and the parties

will request that the arbitrator will issue his/her decision on the design of the plan by July 21, 2013 for implementation by August 1, 2013. Thereafter the Committee will meet annually to review the effectiveness of the plan, or as needed.