SU - CUPE

Collective Agreement

Summary of Changes for 2011-2013 Agreement
General Comments

• There is lots of goodwill between CUPE and management.

• As a result, negotiations went very smoothly, with both sides being satisfied with the outcome.

• The Collective Agreement benefits...
Compensation Changes

• Long-term Service retirement benefit increased 5% ($5000 > $5250). This is paid to retiring full-time employees with 15 years of service.

• 2011-12 wage increase: 2%

• 2012-13 wage increase: 2.5% on May 1, additional 0.5% uncompounded increase on November 1.

These increases fit within our budget.
Benefit Changes

• Pay Direct prescription card: Employees will have drugs paid directly, rather than having to pay personally and then be reimbursed.

• After 20 years of service, staff receive extra 15 days vacation on every 10th year thereafter.
Benefit Change

• Change to LTD coverage from ‘ any occupation’ to ‘own occupation’
Other Changes

- Changes to Hours of Work sections to reflect Theatre operations more accurately.
- New ‘Accommodation’ clause added.