

## Summary of Changes to the 2019-2022 Collective Agreement

### CUPE Local 409

And

### New Westminster Board of Education (School District #40)

**This summary does not include changes that are of a housekeeping nature, and do not change the terms of the Collective Agreement.**

General Wage increases as follows:

Year one: 2.0% - July 1, 2019

Year two: 2.0% - July 1, 2020

Year three: 2.0% - July 1, 2021

Term of Agreement:

3 years (July 1, 2019 June 30, 2022)

1.01 (k) - Noon hour Supervisor/Crossing Guards shall receive 20% in lieu of benefits as of **July 1, 2020**.

4.32 Pro - D days Redefined as "Not in Session Days" - and provide opportunity for everyone including NHS & CG to not suffer any loss of loss of pay.

New 2.06 (a) - Effective **July 1, 2020**, \$35,000 from the Support Staff Provincial Framework Agreement Local Table Allocation funds will be applied to the LIF funding, as a top up to EA and CCYW hours to maintain no less than 1 additional hour per week.

New 2.09 (j) - Employees who wish to take a leave for day(s) of Cultural Significance may do so by requesting days to the Secretary-Treasurer or designated senior management.

3.11 (a) & (b) Sick Leave: one additional day as of **July 1, 2020**.

3.11 (e) \_ Employees on LTD will be eligible for Health and Welfare benefits effective **July 01, 2020**

3.11 (f) Sick leave will be deducted by actual time missed, and not use the current "work more than day ½, get paid full day not deducted from sick leave" Effective **July 01, 2020**.

3.13 (a (I) Bereavement Leave: 5 days may be split upon request from the Secretary-Treasurer or designated senior management.

3.13 (c) - Leave to attend funeral increased from a half day to a full day with pay.

3.18 - Pregnancy and Parental Leave changed from 1 year to 18 months as per legislation.

4.05 (a) Union will be notified of Lay-off or recall in writing 48 hours in advance of employee, prior to 1-month layoff notice.

4.18 – Enforcement of Job Guarantee for full time employees

10.03 - Dues will be electronically transferred to the Union within 10 business days of the payroll from once a month.

10.09 (a) Driving Allowance increased to \$0.55 cents per kilometer. (b) change to reflect current insurance regulations.

10.11 (a), (b) & (c) OFA change certification title & (c) - 1 day to prepare for exam from a half day.

10.12 Improved to not unreasonably withheld Course Reimbursements and allows for easier access.

10.13 (d) - Increase vehicle vandalism reimbursement to \$300.00 dollars or the actual cost of the repair or actual cost of the deductible, whichever is lesser as of **July 1, 2020**.

New - The Board will reimburse the employee for the cost of Electronic Fingerprinting.

New LOU – Paid Orientation Sessions provided for new employees, and will include Union participation.

Schedule "A" Notes - Custodian in Charge per hour rate increase from \$0.10 to \$0.50/hr. & from \$0.5 to \$0.25 per custodian under their supervision as of **July 01, 2020**.

Lead Hand per hour rate increase from \$0.35 to \$0.50 & from \$0.10 to \$0.25 per person under their supervision as of **July 01, 2020**.

High School Lead Hand rate increase to \$0.35/hr., + \$0.10 per person they direct as of **July 01, 2020**.

LOU # 6 - Revised the date for a Job-Sharing Review Committee

LOU # 16 – Revised Dates in regards to the additional week spring break minutes.

LOU # 12 – Deleted = No longer Applicable

Schedule D – Deleted = No longer Applicable  
longer in Effect

Schedule F – Delete and replace with the 2019 to 2020 Provincial Framework Agreement

LOUs and Schedules as per the Memorandum of Settlement.