

Changes to the Collective Agreement
between CUPE 2278 and UBC
September 1, 2014 – August 31, 2019

- *Term of Contract* (per provincial mandate): September 1, 2014 – August 31, 2019
- *Wage Increases* (per provincial mandate):

September 1, 2015	1%
September 1, 2016	0.5%
July 1, 2017	1%
September 1, 2017	0.5%
July 1, 2018	1%
September 1, 2018	0.5%
July 1, 2019	1%
- *Economic Stability Dividend* (per provincial mandate):
 - Possible additional wage increases if real BC GDP exceeds forecasted GDP.
- *Hardship Fund, new Article 3.12:*
 - UBC to establish a permanent annual fund in the amount of 0.25% of annual aggregate union payroll to help partially offset costs related to employment.
- *Hours of Work, Article 14.01:*
 - Workday established as 7:30 a.m. - 8 p.m. (except for on-campus night classes).
 - Certain TAships expanded to include more paid hours and more flexible contracts.
- *Parental Leave, Article 17.05:*
 - Reappointment preference no longer jeopardized by taking parental leave.
 - Expanded Adoption Leave benefits.
- *Bereavement Leave, new Letter of Understanding #7:*
 - Language expanded to include any family member or significant other.
- *Orientations and Information, Articles 3.02, 3.07, and 12.02:*
 - More consistent language to ensure all members are informed of their rights.
- *Departmental Practice Audits, new Article 12.05:*
 - New language to ensure hiring departments are respecting the rules of the Collective Agreement and treating their TAs fairly.

• **Letter of Agreement – Job Classifications (to be appended to the CA):** A joint committee between the TA Union and UBC will be formed to engage in a comprehensive review of the Teaching Assistant and Marker job classifications.

○ *Purpose of the committee:*

- To establish the classification of a Senior/Lead Teaching Assistant, to recognize that some TAs fill administrative and managerial style roles in addition to their ordinary teaching duties, and to reflect this role in a higher wage.

- To address the large wage disparity that currently exists between Undergraduate and Graduate Teaching Assistants, to ensure that undergraduate members are paid fairly for equal work.

- To address the abuse of Markers being hired to perform TA duties, currently paid at less than half the typical Graduate TA wage.

- To ensure fair compensation to members with multiple degrees in related disciplines, to ensure members are paid according to their level of education and experience, not just the status of the student program in which they are enrolled.

○ *Timeline:*

- To commence in the fall of 2015, and to conclude prior to May 2016.

- Any agreed upon changes will take effect *immediately* upon ratification by the membership. New Article 1.04 allows such midterm changes to legally occur.

○ *What does it really mean for members?*

- There are no concrete changes that *must* come out of this joint committee's review of job classifications. However, the university has agreed in principle with the union that all of the above listed issues need to be addressed. Job classifications may change slightly (e.g. adding one or two new classifications) or they may change drastically. Regardless, the university has committed that *this review will not result in reduced overall TA funding*, and may in fact lead to increases. With this review, we have the opportunity to affect vast improvements for our most precarious and currently undervalued members, while ensuring that the financial positions of our more typical members are not compromised.

Questions? Contact us at administration@cupe2278.ca – all communications are confidential.

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