

Date: January 27, 2023
To: CUPE Local 723 Members, SD 72 Management
From: Secretary-Treasurer Kevin Patrick and CUPE 723 President Andrea Craddock
Subject: **CUPE Collective Agreement Settlement 2022-2025**

We are pleased to announce that the board, CUPE Local 723 and BCPSEA have ratified our 2022 to 2025 CUPE collective agreement. The general wage settlement was negotiated at the provincial level with article wording changes and local costing items using local table allocation funds for our district. The following information is provided for you to help understand the changes to your pay and the collective agreement. If you have questions, please contact Andrea Craddock or Kevin Patrick.

Retroactive Pay

Our payroll department is working hard to provide CUPE members with your retroactive pay as soon as possible. Your wage has been adjusted to the new rate for your January 20th payroll deposit. Due to the volume of changes, the six months of retro, BCPSEA's delayed ratification and the payroll cut-off deadlines (which is one week prior to the deposit date), the retro will be paid on the February 17 deposit date. This retro application is more complicated than past agreements and we want to make sure it is correct.

Canada Revenue considers pay to be taxed in the year received, not the year earned. All retro pay will be included in your 2023 T4.

Pension will be retroactively applied back to July 1, 2022 as an adjustment. This will not be reflected in your pension statement from 2022 but will be shown on your 2023 pension statement. If you require pension information before you receive your 2023 statement, you can check in with the BC Pension Branch.

Settlement Summary

There were a combination of wording and compensation changes to the collective agreement. The changes impacting employees are listed by year.

Year One July 1, 2022

1. General wage increases of \$0.25 + 3.24%.
2. Joint Job Evaluation Letter Of Understanding.
3. JCC agenda setting process – items must be shared with employer and CUPE chair to set the agenda. Attendees will be decided at the agenda setting meeting.
4. Internal Postings – minimum days reduced from 10 days to 5 days.
5. Temporary Appointments – clarified language
6. Seniority Outside the Bargaining Unit – Establish the date of seniority at the closing of the posting period.
7. Strong Start – Move the language of the Letter Of Understanding into the respective articles in the collective agreement.

8. Hours of Work – Clarify language regarding week-end work
9. Discretionary Days – include new positions that were not in existence when the collective agreement was last signed.
10. Sick Leave for employees not covered by the board’s sick leave plan will be entitled to the Employment Standards Act provision.
11. Statutory Pay in Lieu – increase the percentage of pay in lieu of stat for temporary and casual staff to 4.74%.
12. IT payrate will increase from \$32.79 to \$33.54.
13. Grounds Maintenance I LH position will embed a historical labour market adjustment and be combined with the Maintenance I rate. It will increase by \$2.59 before the LH rate.
14. Secondary Data records positions at secondary, middle and Robron will increase from \$28.01 to \$29.01.
15. Senior Payroll and Benefit Technician will increase from \$32.79 to \$33.54.
16. Education Assistants wage will increase from \$28.01 to \$28.24.
17. Footwear will increase from \$125 every two years to \$200 every two years.
18. Meal allowances will increase from \$10 to \$20 per meal.
19. Bathing suit allowance will be provided up to \$100 per year for education assistants who are assigned to the swim program.
20. Group Life insurance coverage will be extended for full coverage to employees over the age of 65.

Year two (July 1, 2023)

1. General wage increase of 5.5% plus up to 1.25% COLA.
2. IT Payrate will increase from \$35.38 to \$36.13.
3. Senior Payroll and Benefit Technician will increase from \$35.38 to \$36.13.
4. Morning shift from \$0.26 to \$0.35.
5. Abnormal working conditions from \$0.50 to \$1.5.

Year three (July 1, 2024)

1. General wage increase of 2% plus up to a 1.0% COLA.
2. Overnight rate from \$0.66 to \$0.89.
3. Afternoon rate from \$0.51 to \$0.70.
4. Abnormal working conditions spray painting allowance will increase from \$0.40 to \$1.40.
5. Lead Hand rate from \$1.25 to 1.75 in year three.
6. IT Technician II will embed a historical Letter Of Understanding increase of \$1.56 per hour.
7. First Aid Allowance II will increase from \$0.50 to \$0.75.
8. First Aid Allowance III will increase from \$1.00 to \$1.50.
9. First Aid standby rate has been added for \$0.25 for employees designated to be certified, ready and on standby for backfill purposes

