

**Summary of Changes  
2018-20 UofC & AUPE Collective Agreement**

Article	Title	Changes
n/a	Preamble	housekeeping
1	Interpretations & Definitions	1.01 – Operating and Fixed-term funding clarified 1.02(m) – Limited term may be extended for an additional two years subject to notice in accordance with Article OP40
2 (OP & FXT)	Application of Agreement	Housekeeping 2.02 – Temp, Casual and Student limited rights under Art 52.
3	Management Rights	Added “in a reasonable manner”
6	Respectful Workplace	6.01 – added “discrimination” and “Sexual Violence” 6.02 – Update definitions of harassment for consistency with policy 6.03 – “Sexual Violence” defined consistent with policy 6.04 – housekeeping 6.05 – requirement to consult before changing definitions 6.06 – Policy definitions shall prevail in the event of change or conflict with CA 6.07 – added “or is intended to discourage”
7	Union Membership & Dues Check-Off	7.03 – added “University email address” to the dues report 7.07 - removed
9	Time Off for Union Officers and Members	9.01(a) - housekeeping 9.08 – released from duties without loss of regular earnings for one (1) hour.

Article	Title	Changes
10	Union Meetings	10.01 – space “shall” be granted 10.02 – office phone and internet to be provided to the Local for a fee and 6 months’ notice required of planned office relocation. 10.03 – access to photocopying, printing, a/v and postal services subject to availability and fees 10.04 – 1 non-voting member on Budget Committee and 1 non-voting member on Academic Planning and Priorities Committee 10.05 – Local designee may brief new EEs during each orientation. 10.06 – Board shall retain EI rebate. Annual disclosure to Local Chair of the amount of the rebate 10.07 – Access to internal email system and listserv for the purposes of informing members.
11	Union Notices	11.01 – Housekeeping, removed duplicate “bulletin boards” 11.06 - Remove
13	Joint Consultation	Various housekeeping 13.02 – monthly meetings 13.03 – advance notice of attendees 13.05 – join consultation defined
14	Grievance Procedure	Various housekeeping 14.04(d) – cannot designate to a manager whose actions are the subject of the grievance.
15	Disciplinary Action	Various housekeeping 15.02 – included “and the length of time the Disciplinary Action will remain on file.” 15.03 – Clarified right to Union Steward at disciplinary meeting 15.04 – 20 working days to notify a respondent of an investigation 15.09 – Requirement to purge an employee file of past due records
16	Job Review	16.02(a) – NEW: EE may contact HR or AUPE for info on process 16.02(e) – Employee to be copied on communication 16.03 – added “and the Job Placement Manual” 16.06 – housekeeping/clarification

Article	Title	Changes
17	Probationary Employee and Period	Various housekeeping 17.06 – added “will not be dismissed for arbitrary or discriminatory reasons.”
18 (OP & FXT)	Hours of Work	FXT18.01(e) – consequential amendment per ESC OP18.04(a) – housekeeping and increase penalty payment to the first two days following a change in schedule. OP18.04(c) – RPT, Causal and Students may request written explanation after one month of no shifts due within 10 work days OP18.08 – consequential amendments per ESC
19	Overtime	19.01 – Managers must first request to work OT before mandating. 19.09 - removed
20	Call-Out Pay	20.04(c) – Dept. may designate (in writing) an alternate method of urgent work-related communications
24	Shift Differential	24.01 – Apr. 1, 2019 premium increased to \$2.50/hr 24.02 - removed
25	Weekend Premiums	25.01 – Apr. 1, 2019 premium increased to \$2.00/hr 25.02 - removed
26	Acting Incumbency	26.01 – removed “more senior” and clarified that must be another position with a higher max salary. 24.04 – NEW: only one acting incumbent can be designated.
27	Group Leader Premium	27.01 – clarified “to lead a group of Employees” 27.02 & 27.03 – housekeeping
28	Paid Holidays	28.01(a) – Easter Monday added effective Jan 1, 2020. 28.01(b) – clarified that employee must be absent for the duration of stampede 28.02 – increased to 5% holiday pay in lieu per ESC 28.07(a) – corrected clause reference to 28.05 28.08 – Time off without pay for religious observance with notice and access to other paid leaves upon request
29 (OP & FXT)	Vacation	Various housekeeping 29.05 – 20 working days after 5 years of service effective Apr 1, 2019

Article	Title	Changes
30	Sick Leave	30.05(h) – added “relevant” and “other healthcare provider of their choice” 30.06 – consequential removal (see Art. 10.06)
31	Special Leave	31.01(b) – removed reference to same or opposite sex as redundant 31.02(a) – added two days travel time for long distance 31.02(b) – added two days travel time for long distance 31.02(c) – removed 31.02(e) – one additional PLD 31.02(f) – added ½ day paid to attend Citizenship Ceremony 31.03(b) – housekeeping 31.04 – clarified right to deduct from pay any fees received for required appearance in court 31.05 - housekeeping
32	Parental Leave	Entire Article updated to reflect changes to ESC 32.08 – Top-up extended to birthfather as primary caregiver
33	Leave of Absence	Various housekeeping 33.05 – increased to 27 weeks per ESC and clarified criteria. 33.05(a) – removed 33.06 – added Critical Illness Leave per ESC 33.07 – added Death or Disappearance of a Child Leave per ESC 33.08 – added Domestic Violence Leave per ESC 33.09 – Incorporate ESC rules by reference
34	Military Leave	Remove 20 working day limit and include that requests shall not be unreasonably denied.
35	Group Benefit Plans	35.01(a) – Ext Health premium coverage increased to \$62 (single) and \$155 (family) 35.06 – incorporated former LOU7 outlining process for proration 35.07 – clarified pro-rata part-time and increased Flex Spending benefit to \$850/yr effective July 1, 2019
37	Workers’ Compensation Supplement	Housekeeping

Article	Title	Changes
OP40	Position Abolishment	<p>OP40.03 – offer available vacant positions within the Department. If transferred to a position with a lower max salary, employee’s salary shall be maintained for duration of the notice period.</p> <p>OP40.05(a) - Employee on redeployment shall have first right to an available vacant position that they are qualified and able to perform.</p> <p>OP40.05(b) – If unsuccessful in position within six months, shall get balance of notice as PIL.</p>
FT40	Termination of Appointment	FXT40.01 – improvements to the notice schedule
41	Training and Upgrading	<p>41.01 – pay and costs for “any required” and approved training</p> <p>41.02 – Employees may request time off to attend relevant job-related training and prof dev subject to Board’s discretion.</p>
42	Job Opportunities	<p>42.02 – housekeeping</p> <p>42.06 (b) – Temp positions postings to include reference to 42.06(a).</p>
45	Salary Increments and Evaluations	<p>Various housekeeping</p> <p>45.03 – notice of withholding by the first workday in April</p>
46	Growth Increments	46.01(a) – clarified entitlement is normally ½, but no more than one full increment every six months
47	Tuition Support	47.01(b) – consequential amendment
51	Safety & Health	<p>51.01 - Established Joint Worksite Health and Safety Committee(s), and representation in accordance with OHS Act</p> <p>51.02 – set out purpose for JWHSCs</p> <p>51.03 – requirement to establish TORs</p> <p>51.04 – establish timelines (30 days) to remedy H&amp;S matters</p> <p>51.05 – obligations of the Board</p> <p>51.06 – notice of a fatal accident or serious injury to an Employee</p> <p>51.07 – proportional representation on additional OHS committees</p>
53	Overpayments	Housekeeping

Article	Title	Changes
54	Implementation of Agreement	54.01 – effective Apr 1, 2018 54.02 – 0% ATB 54.03 – 0% ATB 54.04 – Gen Family consequential adjustments due to min wage increase
55	Duration of Agreement	55.01 – Apr 1, 2018- Mar 31, 2020
56	Continuation During Negotiations	Consequential/housekeeping amendments
Sched A	Salary Schedule	Consequential amendments to Gen Family as a result of increases to min wage.
LOU 1	Job Rotation, Work Exchange, Secondments	Employees may involve the Union for assistance.
LOU 3	Student Exemptions	2(b) – replaced “Assistants” with “Ambassadors” 2(f) – removed Canada Summer Jobs Program
LOU 5	Educational Work Experience Programs	(d) – NEW: Mount Royal University Athletic Therapy Program exemption  NEW: Obligation to report at the end of the fall, winter and spring semesters
LOU 6	University of Calgary Qatar Campus	Housekeeping
LOU 7	Group Benefit Plans	Removed
LOU 8	Lump Sum Payment in Lieu of Reduction to Annual Increment under Article 45	Removed
LOU OP2	Hours of Work - Res Life Coord	Consequential amendments to existing LOU to ensure ESC compliance
LOU OP3	UTS/Drama	New averaging agreement
LOU OP4	Hours of Work - Campus Security	Consequential amendments to existing LOU to ensure ESC compliance
LOU OP5	Hours of Work - Heating & Cooling	Consequential amendments to existing LOU to ensure ESC compliance
LOU OP6	Hotel Alma	Housekeeping

<b>Article</b>	<b>Title</b>	<b>Changes</b>
NEW LOU	Contracted Services	Consultation process for contracted services
New LOU	Joint Exclusions Review	Process for jointly reviewing MaPS positions and transitioning them into the AUPE bargaining unit as appropriate.
NEW LOU	Job Placement Manual	Requirement to consult and update Job Placement Manual
NEW LOU	Immigrant Bridging Program Work Experience Placements	IBP hires excluded from BU
NEW LOU	Ranch	Hours of work and special terms for Ranch workers in Ancillary Services
NEW LOU	Workload	Internal process to review workload concerns