
AAPS BARGAINING
SUMMARY OF KEY LANGUAGE CHANGES
July 1, 2022 – June 30, 2025

Article 1.01 Purpose of Agreement:

Reframes the agreement consistent with the parties' mutual interest in an inclusive, diverse, anti-racist, and respectful workplace.

**Article 5.1.3 New Employees and
Article 9.3.1 Notice or Pay in Lieu of Notice:**

Employees now serve only one probationary period at the start of their employment as an AAPS member. Existing AAPS members moving to new roles now have an orientation and assessment period.

**Article 10.3 Workplace Options and
LOA #19 Re: Workplace Options (Hybrid Work):**

Replaces Telecommuting with references to Hybrid Work subject to the University's Hybrid Work guidelines.

Article 11.1 Statutory Holidays:

National Day for Truth and Reconciliation added as a statutory holiday.

**Article 11.2.4 Long Service Recognition and
LOA #17 Long Service Recognition:**

Introducing a new one-time, five-day, paid leave for employees reaching their 25th year of service with the University. LOA #17 extends this leave to those current employees who have already accrued more than 25 years' service.

Article 12.3 Sick Leave:

There are two significant changes to the sick leave provision of the ACTE. The first is that sick leave for all absences is capped at six months in any 12-month period, irrespective of whether it is the result of single or multiple illnesses or injuries. The second change provides a second six-month allocation for a recurrence of a prior medical condition subject to certain conditions, including that 24 months have passed and that LTD has been denied.

Article 12.4 Bereavement Leave:

Language has been amended to include leave for an Indigenous elder or close family member for Indigenous employees and the definition of family has been updated.

Article 12.11 Indigenous Leave for Ceremonial, Cultural or Spiritual Events:

Addition of two days paid leave per calendar year for an Indigenous employee to participate in ceremonial, cultural or spiritual events.

Article 12.12 Birth of a Child:

A new leave allowing a non-birth parent a two day paid leave for the birth of an employee's child.

Document A Classification Matrix & Salary Grid and LOA #14 Cost of Living Adjustment:

Provides for the following general wage increases:

1. July 1, 2022 - Increase all rates of pay by a flat rate of \$0.25 per hour and a 3.24% GWI.
2. July 1, 2023 - Increase all rates of pay by 6.75% GWI. (Note: GWI is based on recognition of a COLA amount of 1.25% in addition to a 5.5% wage Increase).
3. July 1, 2024 - Increase rates of pay by the annualized average of BC CPI over twelve months starting on March 1, 2023 to a minimum of 2.0% and a maximum of 3.0%, subject to the COLA LOA.

LOA #1 Pay Structure and Salary Administration Process

There are several updates to LOA #1:

- Replacement of the "ability to pay" test with a "consideration of the University's overall financial circumstances" which applies to both the decision to pay merit within a specific year and the application of the market survey. The test is defined within the language and considers several factors that are specific to UBC as opposed to the old test which is more relevant to private-sector and for-profit enterprises.
- Market surveys must now occur at least once every five years.
- Establishment of a fund to deal with individual inequities arising from the implementation of the market survey.
- Employees above the maximum of a salary range are "red-circled" and will not receive general wage increases that place or keep them above the maximum of the range until their salaries fall back within the range.

LOA #5 Employee Classifications at UBC Okanagan

Provides AAPS with the opportunity to bring forward job descriptions/classifications at UBCO to validate the University's approach to classifications at UBCO.

LOA #11 Grievances**LOA #12 Grievance Resolution Process**

Replaces the grievance procedure set out in the Framework Agreement with a modernized approach geared towards grievance resolution and more consistent with those in UBC's unionized collective agreements. Removes the necessity for senior leaders to manage grievances and places the authority for management of grievances to the most appropriate management level and Employee Relations. The Pre-Lawyer Entanglement Meeting has been replaced by a formal Step 3 grievance meeting.

The parties have also agreed to an expedited grievance resolution process where appropriate.

LOA #15 Placement Search Database

Provides for the establishment of a placement search database for employees on notice provided that the options are viable, practical, and cost-effective.

LOA #18 Conflict Resolution Specialist

The University is reviewing the feasibility of establishing a conflict resolution program including a potential for hiring a conflict resolution specialist. The intent of the LOA is to reflect AAPS support for the initiative.

Health Spending Account & Personal Spending Account

Health Spending Account increases from \$200/year to \$400/year per eligible employee effective January 1, 2024.

A Personal Spending Account to support health and wellbeing is established at \$200 per year.