



CUPE SUPPORT STAFF SETTLEMENTS

Date: December 1, 2005

On December 1, 2005, the PSEA Board of Directors ratified the four CUPE Support Staff Settlements for Camosun, COTR, Malaspina, and NIC.

The Camosun, COTR, Malaspina, and North Island employers and their four CUPE support staff locals mandated PSEA and CUPE central office to reach agreement on a settlement template for 2005-06 settlements that (1) provided 2005-06 compensation increases consistent with those of the eight BCGEU and COPE 2002-06 support staff settlements of earlier this year and (2) rolled over all other provisions of the collective agreements.

The template settlement then became the basis on which each of the four sets of local parties reached their own memoranda of agreement. The approach allowed for minor variances of the template to fit the needs of particular sets of local parties. In the event, the only variances from the template concerned the distribution and calculation of the signing bonus.

The summary template for the Support Staff settlement is as follows:

Summary of Compensation Changes:

- **Vision exam benefit** of maximum \$75 every 2 years; effective July 1, 2005
- **Supplemental employment benefit** for maternity or parental leave of top-up of EI benefit to 75% of average base salary; maximum duration of SEB is 52 weeks for birth mothers and 37 weeks for other parents; effective December 1, 2005
- **Effective July 1, 2005, wage increase of 1.5%** or an increase equal to the total compensation for any college or institute support staff settlement for July 1, 2005 to June 30, 2006, whichever is greater.
- **Net-zero signing bonus** funded by Accord PD Fund unused accruals through to a date between March 31, 2005 and the date of ratification as agreed upon by the local parties. The signing bonus varies from settlement to settlement, depending on (1) the date agreed upon by the local parties for fixing the Accord PD Fund accrual amount, (2) the total PD Fund amount as of the accrual date, and (3) the formula for distribution of the bonus.

Summary of Other Changes:

All other 2002-05 collective agreement provisions are rolled over for 2005-06.