

SU - CUPE

Collective Agreement

Summary of Changes for 2011-2013 Agreement

General Comm

- There is lots of goodwill between
and management.
- As a result, negotiations went ve
smoothly, with both sides being s
with the outcome.
- The Collective Agreement benef

Compensation Changes

- Long-term Service retirement benefit increased 5% (\$5000 > \$5250). This applies to retiring full-time employees with 15 years of service.
- 2011-12 wage increase: 2%
- 2012-13 wage increase: 2.5% on top of 2011-12 increase plus an additional 0.5% uncompounded increase.

Benefit Change

- Pay Direct prescription card: Employees will have drugs paid directly, rather than having to pay personally and then be reimbursed.
- After 20 years of service, staff receive extra 15 days vacation on every

Benefit Change

- Change to LTD coverage from ‘all occupation’ to ‘own occupation’

Other Changes

- Changes to Hours of Work section reflect Theatre operations more
- New 'Accommodation' clause ad