

The Collective Agreement between the University and CUPE 1975 was tentatively agreed on June 28, 2019. The tentative agreement is subject to ratification by the CUPE 1975 membership and approval by the University Board of Governors. Highlights from the five-year agreement covering January 1, 2016 to December 31, 2020 include:

Compensation



\$4,000 Lump sum payment

per member active at the date of signing

Pro-rated based on FTE, excluding casuals/recurring relief/FAPA



Wage Adjustment

0.0% – 2016

0.0% – 2017

1.5% – 2018

2.0% – 2019 (2.0% adjustment to salary range)

2.0% – 2020 (2.0% adjustment to salary range)



Minimum of **2.0% salary increase** if a position is placed in a higher phase through transfer, promotion or position review

Benefits



\$400 Flexible Spending Benefit

currently \$200 and can put into either a personal or health spending account

Hours of Work



Days Off With Pay at Christmas

so employees no longer have to use vacation or banked time

Vacation Accrual



25 Vacation Days after 14 years of service (currently 17 years)

30 Vacation Days after 22 years of service (currently 23 years)

Pension

Members of Non Academic Pension Plan (NAPP) and new CUPE 1975 members will be enrolled into the Colleges of Applied Arts and Technology (CAAT) DBplus Pension Plan on September 1, 2019 and no longer contribute to the NAPP.

The DBplus pension plan offers a predictable, lifetime income in retirement, inflation protection and survivor benefits that removes the need to worry about complex investments, market downturns, or outliving your savings.

Members' current NAPP pension is protected and will be paid out monthly upon retirement, in addition to the monthly payments members will receive from the new DBplus Pension Plan.

DBPLUS PENSION PLAN HIGHLIGHTS



Employees contributes **7.0%** of pensionable earnings to plan until Dec. 31, 2020

Employees contributes **7.5%** of pensionable earnings to plan after Jan. 1, 2021



The university contributes **7.0%** of pensionable earnings to plan until Dec. 31, 2020

The university contributes **7.5%** of pensionable earnings to plan after Jan. 1, 2021



Employees earn predictable monthly DB pension benefits payable for life with valuable inflation protection



A lifetime pension is payable to the member's surviving spouse. In a case of death before retirement, more options are available.