

Summary of Changes to CUPE Collective Agreement July 1, 2019 to June 30, 2024

Effective date: May 18, 2022

OVERVIEW OF MEMORANDUM OF SETTLEMENT

SUMMARY OF CHANGES TO ARTICLES

Article 1: Terms of Agreement

- 5 Year Agreement: July 1, 2019 to June 30, 2024.

Article 3: No Discrimination or Harassment

- Retitled the article to include Harassment
- Article 3.01 reworded to identify the joint responsibility of employees, union, and employer to create a harassment and discrimination free environment.
- Revised language in article 3.02 to reflect the current protected grounds covered under Alberta Human Rights legislation.

Article 9: Employee Categories and Definitions

- Amended article 9.01 (b) to identify casual employees as those who are filling a position for 60 working days. It removed the reference to consecutive or non-consecutive working days. When replacing a permanent or term-certain employee on leave, the casual term would be for 60 working days versus to 90 calendar days.
- As a result of the changes in 9.01 (b), 9.01 (c) Term-Certain employee definition changes to identify someone appointed to a position that is greater than 60 working days. This changes from the previous 30 working days.

Article 27: Maternity Leave/Parental Leave

- Language added to clarify and align with Alberta Employment Standards and address adoption leave.
- Article 27.06 language changed to allow an extension to leave when complications during pregnancy occur. Leave can be extended to 6 months beyond the maximum allowable leave.
- Article 27.07 updated to identify when someone's employment may be terminated for not returning from a leave.

Article 28: Adoption Leave

- This article was deleted because it was incorporated into Article 27.

Appendix A: Salary Scale

- Effective July 1, 2019 0% increase
- Effective July 1, 2020 0% increase
- Effective July 1, 2021 0% increase
- Effective July 1, 2022 0% increase
- Effective April 1, 2023 1.25% increase
- Effective December 1, 2023 1.5% increase

Plus Additional 0.5% Subject to Gain Sharing Formula*

*Gain Sharing Formula:

Alberta's 20-year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the "Average of All Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective December 1, 2023.

"Average of All Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year would be a simple average of Alberta's Real GDP for 2023 across the following independent forecasting institutions:

- Conference Board of Canada
- Stokes Economics
- BMO Capital markets
- CIBC World Markets
- Laurentian Bank
- National Bank
- RBC Royal Bank
- Scotiabank
- TD Bank

The most recent publicly available forecast for Alberta's Real GDP for 2023 would be sourced from each institution at the time the pay-out determination would be made in February 2024. The "Average of All Private Forecasts for Alberta's Real GDP" for 2023 will be published in *Alberta Budget 2024*.