

Dalhousie University's Comprehensive Package Proposal

[Nov 19, 2014]

The information below outlines the key provisions of the University's Comprehensive Package Proposal to merge members of NSGEU Local 92 to Local 77 or 99. This package is based on merging NSGEU Local 92 with Locals 77 and 99; it is without prejudice to the university's position on the union's application before the Labour Board.

Insured Benefits & Health Spending Account

On December 15, the university and union held an information session at the Agricultural Campus. University representatives presented on Dalhousie's insured benefit plans and NSGEU addressed the current plans covering Local 92 members. As part of a conversion to Dalhousie insured benefit plans from the provincial government plans, **a \$500 Health Spending Account (HSA) would be made available for eligible bargaining unit employees.** Employees covered by the Research Classification and Pay Plan (RE) will receive the HSA if hired prior to the date of ratification by both parties.

Wage Rates & Job Evaluation/Classification Review

Effective **April 1, 2012 - 2% increase to all rates**

Effective July 1, 2013, employees will be placed on the Local 77 wage rates, as outlined in Appendix "B" of the [Local 77 collective agreement](#), and Local 99 rates of pay, as outlined in Schedule "A" of the [Local 99 collective agreement](#) following the job evaluation/classification review process conducted earlier this year. Employees who are classified as RE will not be reclassified but will have separate salary scales. The RE Pay Scales will be increased by 2% effective April 1, 2012 and by 1.75% effective July 1, 2013. Some PR positions will not be reclassified but will have a new salary scale in place.

As a result of the evaluation/review processes, wage rates will increase for some employees but no employee will have their wage rate reduced. Accordingly, some employees at the Agricultural Campus will continue to receive more than an employee in Locals 77 or 99 performing similar work, until the applicable Local 77 or 99 rate catches up.

Any employee who does not receive a 1.75% increase effective July 1, 2013, will receive a lump sum payment to ensure they receive **1.75% of their regular wage rate for the period July 1, 2013 to June 30, 2014**, as either salary, lump sum payments, or a combination. Wage rates beyond June 30, 2014 will be the subject of collective bargaining with NSGEU Locals 77 and 99.

There is an appeal process for job evaluation results outlined in the Local 77 collective agreement. Substantiating data sheets are provided to a designated officer of the union under Local 77, who advises employees who are considering an appeal of their classification.

Hours of Work

Hours of work for Custodial, Security, and Vehicle Operators – increase to 40 hours per week; 35 hours at the current AC rate with a 2% increase, and **an additional 5 hours per week at Local 99 rates, this would reflect an increase of 12.1 – 13.1% in annual salary.**

Hours of work for other employees currently working 35 hours per week will remain at 35 hours unless there is a mutual agreement between the employee and department head (or designate) to increase to 40 hours per week for Facilities Management employees moving to Local 99, or to decrease to 32.5 hours per week for employees moving to Local 77. (Exception: three employees who will receive a significant increase in annual salary with a reduction in hours of work to 32.5). Employees working 12-hour shifts will continue to do so.

Retroactivity

Retroactivity will be applicable to wage increases (including overtime, as provided in the Civil Service Master Agreement) as outlined above. All other terms become effective on the date of ratification by both parties unless specified otherwise in this summary.

Pay Period Adjustments

July 1, 2013.

At a date yet to be determined, employees will convert to the pay periods outlined in NSGEU Locals 77 and 99 collective agreements. Local 77 employees are paid on the 27th of each month (on the Friday before if 27th falls on week end and earlier in December) and are paid to the end of that month. They are paid up to a week in advance of the work performed. Local 99 employees are paid bi-weekly but unlike employees covered by the CSMA, there is no holdback and they are paid on Fridays for work performed to the Saturday of the week they are paid. **Upon ratification, employees will be paid for the two-week holdback as a result of being paid up to date.** Summary sheets showing the effect of the employer's proposal as outlined above are available for each employee through their supervisor or through the union.

Public Service Superannuation Plan (PSSP)

Employees who were hired before September 1, 2012 and who participated in the PSSP will remain in the Plan. Employees hired between September 1, 2012 and the date of ratification by both parties may elect, by majority vote, to remain in the PSSP or move to the Dalhousie University Staff Pension Plan. Employees hired on or after the date of ratification will be covered by the Dalhousie University Staff Pension Plan, subject to the terms of the plan.

Public Service Award

The public service award remains in place for employees hired before September 1, 2012.

Service/Seniority

Service and seniority shall be in accordance with the terms of the applicable collective agreement as of the date of ratification and employees shall maintain their service/seniority accrued to that date.

Service/seniority that designated employees have accumulated while in the civil service will remain with the employee even if they resign or retire from the university and return to the Agricultural Campus at a later date.

Overtime

Overtime worked on a first day of rest/day off will increase from time and one-half to **double time compensation**. For employees moving to Local 99, overtime worked between 12 am and 8 am will increase from time and one-half to **double time**.

Holidays

Hours worked on Holidays will be compensated at **double time** instead of time and one-half (in addition to having time off in lieu of the holiday at a later date).

Vacation and Additional Time Off (between Christmas and New Year's Day) - effective on a yet to be determined date.

Local 77 - Effective on a yet to be determined date; employees hired before the date of ratification will have a **merged entitlement, including the three days off** as outlined in Article 28.09 of the [Local 77 collective agreement](#)) as follows:

- Less than one year – maximum of 15 vacation days plus 3 days off
- After one year – 15 vacation days plus 3 days off
- Year in which their 9th anniversary falls – 20 vacation days plus 3 days off
- Year in which their 19th anniversary falls – 25 vacation days plus 3 days off

Local 99 - Effective on a yet to be determined date; employees hired before the date of ratification will have a **merged entitlement, including the three days off** (Article 17.5 of the [Local 99 collective agreement](#)), as follows:

- Less than one year – maximum of 10 vacation days plus 3 days off
- After one year – 15 vacation days plus 3 days off
- Year in which their 9th anniversary falls – 20 vacation days plus 3 days off
- Year in which their 19th anniversary falls – 25 vacation days plus 3 days off

Employees moving to Locals 77 and 99 – Employees hired before the date of ratification by both parties will continue to take vacation in the year it is earned; however, they will move to a vacation year of June 1 to May 31 for scheduling purposes.

Employees whose current vacation entitlement exceeds the above shall **retain the number of vacation days they are currently entitled to** until their entitlement under the formula above meets or exceeds their current entitlement. Employees who have accrued 20 years or more of service but less than 24 years will be provided two additional vacation days after reaching 24 years of service for a maximum of 27 vacation days plus three days off between Christmas and New Year's Day.

Vacation carry-over of five days and accumulative vacation carry-over of 20 days for designated employees. Others (hired on or after Sept 1, 2012 and before the date of ratification) may carry over 10 days to be used the following year. Employees hired on or after the date of ratification will be covered by the terms of the Local 77 or 99 collective agreement.

Tuition Waiver

Tuition Waiver for employees, spouses, and children, as provided in Local 77 and 99 collective agreements, will be available upon ratification. Special arrangements will be made for retroactive reimbursement of tuition paid, which would in the future be eligible for waiver, since the date of merger by separate agreement.

Grand parented provisions for employees hired before the date of ratification by both parties:

Weekend premium - The weekend premium of \$1.50 per hour will be maintained with pyramiding on shift premium only, not on overtime hours worked.

Sick Leave - Entitlement of employees who become members of **Local 77:**

- less than one year of service at 100% of normal salary for the first 20 days of absence and thereafter at a 75% of normal salary for the next 80 days of absence;
- one year or more of service – employees will be credited with 125 days of eligibility for sick leave under the terms of the Local 77 collective agreement.

Sick Leave - Entitlement for employees who become members of **Local 99:**

- less than one year of service at 100% of normal salary for the first 20 days of absence and thereafter at a 75% of normal salary for the next 80 days of absence;
- more than one year but less than five years – 100 days at 100% salary;
- more than five years – 15 days per year accumulation to a maximum of 200 days at 100% pay.

Work Injury Accident, Local 99

- 125 work days at 100% salary per injury resulting from an accident in the workplace.

Work Injury Non-Accident, Local 99

- 125 work days at 75% net pay per non-accident injury. Salary can be topped up to 100% pay by using sick leave credits.

Pregnancy Leave - Employees who commence a pregnancy leave after the date of ratification will take their leave in accordance with the terms of the applicable collective agreement. Employees who are eligible for the Supplementary Unemployment Benefit Plan will receive a maximum benefit equal to **95% of her normal salary for 17 weeks, including during the waiting period**. Employees who have commenced a pregnancy leave before the date of ratification would continue to receive benefits as outlined in the Civil Service Master Agreement.

Parental Leave (Adoption or Paternity) - Employees who commence a parental leave after the date of ratification will take their leave in accordance with the terms of the applicable collective agreement. Employees who are eligible for the Supplementary Unemployment Benefit Plan will receive a maximum benefit equal to **95% of her/his normal salary for 10 weeks, including during the waiting period**. Employees who have commenced a parental leave before the date of ratification will continue to receive benefits as outlined in the Civil Service Master Agreement.

Local 77 - Paid Paternity Parental leave - four days if the employee is not taking parental leave benefits as outlined above.

Local 77 - Paid Adoption Leave - five days if the employee is not taking parental leave benefits as outlined above.

Leave for Union Business - One additional bargaining team member from the Agricultural Campus will join the Local 77 and 99 negotiating teams for current collective bargaining to renew the collective agreements expiring June 30, 2014.

Family Illness Leave (hired before date of ratification) - Up to **five days** for parent, spouse, child or any other relative of the employee who permanently resides with the Employee; may also be used for preventative medical and dental care for such family members.

Bereavement Leave (hired before date of ratification)

- Up to **five days** for spouse, parent, child (including step-child), ward of the employee, grandchild or relative permanently residing with the employee.
- Up to **three days** for parent-in-law, grandparent, sibling (including step-sibling and half-sibling), son-in-law, daughter-in-law or step-parent.
- **One day** for brother-in-law, sister-in-law, aunt, uncle, niece, nephew, foster parent, or grandparent of spouse to attend funeral.
- Travel time if the service is more than 200 kilometers away, to a maximum of two days.

Leave for Medical and Dental Appointments (hired before date of ratification) - Up to **two days** from sick leave credits may be used. This is inclusive of the four hours of Personal Leave for Local 99 members.

Leave for Ongoing Treatments (hired before date of ratification) - May use sick leave credits if time between successive sessions if does not exceed 30 days and medical certification is provided.

Court Leave - In addition to collective agreement language, time required by the employer to attend court is considered work time.

Local 77 Job Posting (hired before Sept. 2, 2014) - In addition to collective agreement language, an employee on an assessment period upon appointment to a new position, may return to their former position if determined by the employer not to be suitable for the new position within the first 42 calendar days.

No split shifts except by mutual agreement.

Other Employees

Relief Employees – Employees who are classified as Relief Employees as of the date of ratification will be grand parented with this status.

Temporary/Term employees - Employees who are classified as temporary or term under the terms of the Civil Service Master Agreement before the date of ratification by both parties will continue to hold that classification with benefits associated with that status. Such temporary employees continue to receive 12% pay in lieu of benefits.

Seasonal Employees - a revised seasonal classification will continue for the Faculty of Agriculture.

Probationary Employees - probationary employees hired before the date of ratification by both parties will be grand parented with probationary language outlined in the Civil Service Master Agreement. Employees hired on or after the date of ratification will be hired under the probationary language of Local 77 or 99, as applicable.

Research Employees (RE) - A separate exercise will be conducted to discuss and determine the appropriate articles of the NSGEU Local 77 collective agreement to apply to employees covered by the Research Classification and Pay Plan (RE).

The provisions of Local 77 and Local 99 collective agreements will apply to employees hired before the date of ratification by both parties except to the extent modified by any tentative agreement.

Employees hired on or after the date of ratification by both parties will be hired under the terms of the Local 77 or Local 99 collective agreements.

Use of Automobile (Agricultural Campus only) - An employee authorized to use a privately owned automobile on the employer's business shall be paid in accordance with the Dalhousie University policy as amended from time to time.

Benefits of the collective agreements are pro-rated for part-time employees, unless specified otherwise.

This is an overview of the university's package proposal. Actual contract language that has been agreed is available through NSGEU.

The provisions of the [NSGEU Local 77](#) and [NSGEU Local 99](#) collective agreements are available on the Dalhousie Labour Relations website.