



BC's Union for Professionals

## UVIC TENTATIVE AGREEMENT HIGHLIGHTS

### General Wage Increases (GWI)

- **July 1, 2022**  
A flat \$0.25/hour increase to each step of the salary grid  
3.24% GWI added on top of the flat increase
- **July 1, 2023**  
5.5% GWI  
Contingent Cost of Living Adjustment (COLA) of up to 1.25%
- **July 1, 2024**  
2.0% GWI  
Contingent Cost of Living Adjustment (COLA) of up to 1.0%

### Addendum A – Salary Structure Amendments

On January 1, 2023, salary grades 1 through 22 will be adjusted with a 2% increase to the floor and a 1.25% increase to the ceiling.

### Progression Adjustments

Beginning July 1, 2023, annual progression adjustments both below and above the job rate will be increased by an additional .25% of actual salary.

### New LOU Re: Job Evaluations and Salary Structure

The parties agree to work together during the term of this agreement to update the Joint Job Evaluation Plan and job evaluation process.

If a position's job evaluation level is downgraded during this process, the incumbent's base salary and any applicable market adjustment will be full salary protected. The incumbent will also continue to receive future negotiated General Wage Increases (GWIs) while they remain in that position.

### New LOU Re: Remote Work Arrangements

Staff members may request the option to work remotely in accordance with the University's Remote Work Framework and principles. Requests shall not be unreasonably denied and disputes may be resolved through the grievance procedure.

### New LOU Re: Professional Development Expense Account

The University will make a one-time payment of \$465 into each full-time continuing staff members Professional Development Expense Account, effective July 1, 2022.

### Health and Welfare Benefits

- Effective July 1, 2023 the coverage for the purchase and/or repair of eyewear will be increased to a maximum of \$750 per person in a 2-calendar year period. Coverage for eye examinations every 2 calendar years to a maximum of \$125.
- Effective July 1, 2023 the dental coverage will include dental implants at \$1000/ lifetime maximum per tooth.
- Effective July 1, 2023 the coverage for massage therapy will increase to \$50 per visit for the first 12 visits in a calendar year, to a combined maximum of \$1,200 per person in any calendar year.
- Effective July 1, 2023 the coverage for clinical psychology/counselling benefits will increase to \$1,500 per person.
- Effective July 1, 2023 the extended health plan will include continuous glucose monitors (CGMs) maximum charge \$2,000 per calendar year.
- Effective July 1, 2023 the coverage of podiatry services will increase to \$50 per visit for the first 12 visits in a calendar year to an annual maximum of \$1,200 per person in any calendar year.
- Effective July 1, 2023 the extended health plan will include non-medicated intrauterine devices (IUDs) such as copper medical devices.
- Effective July 1, 2023 the extended health plan will include eligible preventative and travel vaccines prescribed by a general practitioner at a reimbursement rate of 50% of the cost.
- Effective July 1, 2024 the coverage for chiropractic and physiotherapy services will increase to \$50 per visit for the first 12 visits in a calendar year, to a combined maximum of \$1,200 per person in any calendar year.
- Effective July 1, 2024 the coverage for acupuncture will increase to an annual maximum of \$1,200 per person.
- Effective July 1, 2024 the coverage for fertility treatment and/or drugs with a lifetime maximum of \$3,000.

### New LOU Re: Alternative Dispute Resolution

The parties agree to work together during the term of this agreement to develop alternative dispute resolution pathways. The work may include conflict competency training for supervisors/managers; exploring Indigenous models for dispute resolution; and/or restorative justice services supported by an external third-party provider.

#### Paid Holidays: Day of Truth and Reconciliation

The Day of Truth and Reconciliation has been designated as a paid holiday.

#### Cultural Leave for Indigenous Employees

Indigenous employees are entitled to up to two days leave with pay per calendar year to attend an Indigenous ceremonial gathering or cultural activity.

#### Leave Respecting Domestic or Sexual Violence

If a staff member or their child is a victim of domestic or sexual violence then the employee is entitled to up to 5 days of paid leave, and up to 5 days of unpaid leave, and up to 15 weeks of additional unpaid leave during each calendar year.

#### Five Days Sick Leave

Probationary and part-time term members are now entitled to five days of paid sick leave in each calendar year for those staff who have completed 90 consecutive days of employment.

#### Parental Leave Benefits

Where the birth parent and co-parent are regular staff members, both parents are now eligible for the provisions of the UVic Supplementary Benefit to a maximum of eighteen (18) weeks.

#### Term of Agreement

Three-year term: July 1, 2022 to June 30, 2025.