



Summary of Changes to the Collective Agreement

Article	Amendment	Page
Housekeeping	Various changes; no change to intent	1
2.1 - Employees	Clarification: repeating language as 14.2(e)	1
2.2 - Other Definitions	Added definitions for clarity - already exists in other memoranda; Geographic Area - Article 22.3 Joint Safety and Health Committee clarification; Link to Article 13.3	1
4 - Union Security	Employee in union upon hire (versus after 30 days)	2
9.9 - Failure to Act	Employer to enquire on status of grievance then abandoned if no actions in 30 days	2
11.8 - Probation	Cap of 9 months for supervisory employees	2
13.3 - Layoff	New language: see Handout	3
13.4 - Bumping	New language: see Handout	3



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13.5 - Recall	New language: see Handout	4
17.5 - Holiday Falling on a Workday	Clarification	4
17.11 - Paid Holidays for Part-time Employees	Repeat of 14.2(e)(3) - employees can access vacation pay or overtime for lieu days	5
19.2 - Employee to Inform Employer	Employer can ask for prognosis not diagnosis for employees on sick leave - letter on topic will not be in the collective agreement	5
22.5 - Workplace Violence/Aggressive Conduct	If remedy reached employer to implement within 15 days. WorkSafeBC Critical Incident pager number at worksites.	6
24.3 - Appointment Policy	New language: see Handout	7
24.9 - Expedited Process	New language: see Handout	7
24.11 - Temporary Vacancies	LTD leaves can be posted up to 18 months	8
26.8 - Maintenance Agreement	References Info Appendix C	8



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28.5 - Copies of Agreement	Collective agreement copies - employer to provide electronically where possible or link to CSSEA website	9
29 - Harassment	New language: see Handout	9
31 - Municipal Pension Plan	References to RSP removed & MPP process and contact information added	14
32 - Term of Agreement	March, 2012	15
Appendix B List of Arbitrators	Amendments	16
MOA #1 Re: Local Issues	Student employment can be negotiated ay time notice to be served during December, 2011	17
MOA #2 Re: Superior Benefits & Provisions	Renew	18
MOA #3 Re: New Certifications and Variances	If non-union program certifies, language applies after two months	18
MOA #4 Re: Benefits & RRSP Administration Advisory Committee	Deleted - "benefits administration" included in MOA #16	19



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MOA #5 Re: Professional Responsibility, Job Sharing and Work Location	Consolidation of MOA #'s 6 & 13	19
MOA #6 Re: Job Sharing	Deleted - consolidated into MOA #5	20
MOA #7 Re: RRSP Contributions	Deleted	20
MOA #'s 8 to 12	Renew	21
MOA #13 Re: Work Location	Deleted - consolidated into MOA #5	21
MOA #14 Re: Continuity of Services and Employment	Renew - August 13, 2011 to October 31, 2012	22
MOA #15 Re: Health & Welfare Benefits for Status Indians	Renew	22
MOA #16 Re: Community Social Services Sector Committee	Continued: mandate now includes health & welfare benefits and precarious work	22
MOA #17 Re: Pension Plan	Deleted because MPP implemented	23



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MOA #18 Re: Market Adjustment Premium	Renew	23
MOA #19 Re: One Time Only Early Incentive Payment	Deleted	24
MOA #20 Re: Fiscal Dividend	Deleted	25
MOA # Re: Sick Leave, Short Term Illness and Injury Plan and Benefits Improvement Costs	Committee struck to review issue	26
Wage Re-opener Letter of Understanding	Mandate change can re-open wage negotiations	26
Education Funding Letter of Understanding	Application for education funds for displaced employees	27
Information Appendix A - Group Benefits Plan Equivalency Provisions	RTW within 12 months obtains same position & inclusion of health addendum terms for clarity	29
Information Appendix C - Maintenance Agreement and Classification Manual	Information only	34
Information Appendix D - Continuity of Service and Employment Memorandum	Renew	43



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Information Appendix E & F	Updated	45
Information Appendix G - Shared Fact Sheet	Information only	46