

EXTENSION AGREEMENT

Between

CANADIAN UNION OF PUBLIC EMPLOYEES (CUPE)

LOCAL 3131

and

BOARD OF GOVERNORS

CAPE BRETON UNIVERSITY

RECITALS:

- A. Canadian Union of Public Employees (CUPE) Local 3131 ("Union") and the Board of Governors of Cape Breton University ("CBU") (collectively the "Parties") are parties to a collective agreement effective April 1, 2020 through March 31, 2022 (the "Collective Agreement"), pursuant to an Extension Agreement executed in April 2021 (the "2021 Extension");
- B. Pursuant to the terms of the 2021 Extension, the Union revived its notice to bargain on January 14, 2022.
- C. The Parties met once, on April 11, 2022, to exchange proposals.
- D. The Parties have since agreed to extend the Collective Agreement from April 1, 2022 to March 31, 2023 and have reached agreement regarding the terms of the extension of the Collective Agreement in this Extension Agreement.

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

- 1. Article 39.01 of the Collective Agreement will be amended as follows:

39.01 Except for articles which specify otherwise, this Agreement is effective for the period April 1, **2022** through March 31, **2023** and will be automatically renewed thereafter for successive periods of twelve (12) months unless either party requests the negotiation of a new Agreement by giving written notice to the other party not less than thirty (30)

calendar days, and not more than sixty (60) calendar days prior to the expiration of this Agreement, or any renewal thereof.

2. Article 39.02 of the Collective Agreement will be amended as follows:

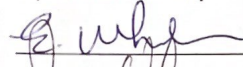
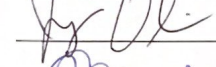
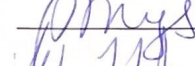


39.02 Notwithstanding the Article 39.01 requirement to serve notice to bargain, the Union will be deemed to have revived its January 3, 2023 notice to bargain in the period 60-day period prior to March 31, 2023 and therefore will not be required to serve a new notice to bargain. The Parties will reach agreement regarding a schedule for collective bargaining once the Union revives its notice.

3. Pursuant to Article 39.05 of the Collective Agreement both Parties understand and agree that only Appendix B, Appendix E, Appendix F and Schedule II provisions dealing with salaries shall have retroactive implication. All other provisions will be effective on the date of signing of this Extension Agreement.
4. Appendix B – General Salary Increases will be replaced by the new Appendix B attached hereto.
5. Appendix E – Salary Rates For Green Circled Employees will be replaced by Appendix E attached hereto.
6. Appendix F – Salary Rates For Market Driven Classifications will be replaced by Appendix F attached hereto.
7. Schedule II – Point Banding & Rates of Pay will be replaced by Schedule II attached hereto.
8. The Memorandum of Agreement regarding Contracting out of Work (page 86 of the Collective Agreement) will be amended to replace March 31, 2022 with **March 31, 2023**.
9. All members of the Bargaining Unit (as defined in the Collective Agreement) as of the date of execution of this Extension Agreement will receive a one-time lump sum payment of \$1,500.00, subject to statutory deductions and pro-rated for those members of the Bargaining Unit who work less than full-time. For greater clarity, future Bargaining Unit members are not entitled to this one-time lump sum payment.

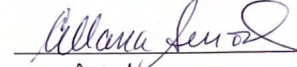
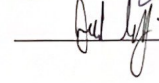
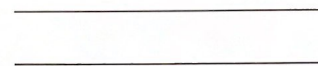
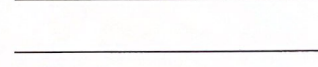
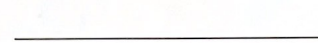
Signed at Sydney, CBRM, in the Province of Nova Scotia, this

day of November, 2022.

Board of Governors
Cape Breton University

Canadian Union of Public Employees
Local 3131

APPENDIX B – GENERAL SALARY INCREASES

Salary Increases for Current Members of the Bargaining Unit

Effective Date	Amount
April 1, 2022	2.0%

APPENDIX E

SALARY RATES FOR GREEN CIRCLED EMPLOYEES

With the April 1, 2018 change to the annual hours of work, the calculation of the new annual salary and hourly rate, is as follows.

Annual hours, as of March 2018 = 1690 (32.5 X 52 weeks)

Hourly rate, as of March 2018 = current annual salary/1690

New Annual salary = (36 weeks X 35 hours/week X current hourly rate) + (16 weeks X 32.5 hours/week X current hourly rate)

New Annual hours = (36 X 35) + (16 X 32.5) = 1780 hours

Hourly rate = New annual salary/1780 hours

2.0%

01-Apr-22

Senior Graphic
Designer

Band 7 \$53,330.34

Present incumbent in Senior Graphic Designer is Chad Aucoin

APPENDIX F

SALARY RATES FOR MARKET DRIVEN CLASSIFICATIONS

With the April 1, 2018 change to the annual hours of work, the calculation of the new annual salary and hourly rate, is as follows.

Annual hours, as of March 2018 = 1690 (32.5 X 52 weeks)

Hourly rate, as of March 2018 = current annual salary/1690

New Annual salary = (36 weeks X 35 hours/week X current hourly rate) + (16 weeks X 32.5 hours/week X current hourly rate)

New Annual hours = (36 X 35) + (16 X 32.5) = 1780 hours

Hourly rate = New annual salary/1780 hours

2%
01-Apr-22

PC Specialist

Step 1	54,823
Step 2	57,256
Step 3	59,689
Step 4	62,123
Step 5	64,556

Programmer/Analyst,
Application Developer, Data
Analysis/Logistics Coordinator,
Network Administrator

2%
01-Apr-22

Step 1	60,880
Step 2	63,583
Step 3	66,288
Step 4	68,991
Step 5	71,695

SCHEDULE II - POINT BANDING & RATES OF PAY

With the April 1, 2018 change to the annual hours of work, the calculation of the new annual salary and hourly rate, is as follows.

Annual hours, as of March 2018 = 1690 (32.5 X 52 weeks)

Hourly rate, as of March 2018 = current annual salary/1690

New Annual salary = (36 weeks X 35 hours/week X current hourly rate) + (16 weeks X 32.5 hours/week X current hourly rate)

New Annual hours = (36 X 35) + (16 X 32.5) = 1780 hours

Hourly rate = New annual salary/1780 hours

2%
01-Apr-22

Band 1 - 104-169

Step 1 - 80%	30,744
Step 2 - 85%	32,666
Step 3 - 90%	34,587
Step 4 - 95%	36,509
Step 5 - 100%	38,430

Band 2 - 170-199

Step 1 - 80%	32,579
Step 2 - 85%	34,614
Step 3 - 90%	36,651
Step 4 - 95%	38,686
Step 5 - 100%	40,723

Band 3 - 200-229

Step 1 - 80%	34,412
Step 2 - 85%	36,562
Step 3 - 90%	38,713
Step 4 - 95%	40,864
Step 5 - 100%	43,014

2%
01-Apr-22

Band 4 - 230-259

Step 1 - 80%	36,246
Step 2 - 85%	38,511
Step 3 - 90%	40,776
Step 4 - 95%	43,042
Step 5 - 100%	45,307

Band 5 - 260-289

Step 1 - 80%	38,996
Step 2 - 85%	41,434
Step 3 - 90%	43,870
Step 4 - 95%	46,308
Step 5 - 100%	48,745

Band 6 - 290-319

Step 1 - 80%	40,830
Step 2 - 85%	43,382
Step 3 - 90%	45,934
Step 4 - 95%	48,486
Step 5 - 100%	51,038

Band 7 - 320-349

Step 1 - 80%	42,664
Step 2 - 85%	45,331
Step 3 - 90%	47,997
Step 4 - 95%	50,664
Step 5 - 100%	53,330

Band 8 - 350-379

Step 1 - 80%	44,497
Step 2 - 85%	47,278
Step 3 - 90%	50,060
Step 4 - 95%	52,841
Step 5 - 100%	55,622

2%

01-Apr-22

Band 9 - 380-409

Step 1 - 80%	46,332
Step 2 - 85%	49,227
Step 3 - 90%	52,123
Step 4 - 95%	55,018
Step 5 - 100%	57,914

Band 10 - 410-439

Step 1 - 80%	48,166
Step 2 - 85%	51,176
Step 3 - 90%	54,186
Step 4 - 95%	57,197
Step 5 - 100%	60,207

Band 11 - 440-469

Step 1 - 80%	49,999
Step 2 - 85%	53,124
Step 3 - 90%	56,249
Step 4 - 95%	59,374
Step 5 - 100%	62,499