

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, 2017 to March 31, 2020 (the "Collective Agreement");
- B. On January 3, 2020 the Union served CBU with a notice to bargain but due to the COVID-19 Pandemic (the "Pandemic") the parties agreed to defer collective bargaining to conclude a new collective agreement;
- C. The Parties agree that given the continued uncertainty due to the Pandemic it would be preferable to extend the Collective Agreement retroactively for the April 1, 2020 to March 31, 2021 term and to further extend the Collective Agreement for the April 1, 2021 to March 31, 2022 term;
- D. The Parties have reached agreement regarding the terms of the extension of the Collective Agreement (the "Extension Agreement") and have set out the terms and conditions below.

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, 2020 through March 31, 2022 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)


*PK
2/21/21*

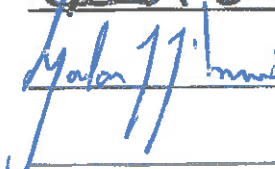
calendar days, and not more than sixty (60) calendar days prior to the expiration of this Agreement, or any renewal thereof.

2. Notwithstanding the Article 39.01 requirement to serve notice to bargain, the Union will be deemed to have revived its January 3, 2020 notice to bargain in the period 60-day period prior to March 31, 2022 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 the 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 85 of the Collective Agreement) will be amended to replace March 31, 2020 with **March 31, 2022**.

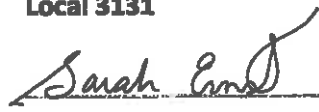
Signed at Sydney, CBRM, in the Province of Nova Scotia, this day of April, 2021.


**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, 2020	1.7%
April 1, 2021	1.8%

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

	1.7% 01-Apr-20	1.8% 01-Apr-21
ADS7		
Step 5	\$48,650	\$49,526

Present incumbents in ADS7 are Nancy McKinnon and Carol Ann Sheppard.

	1.7% 01-Apr-20	1.8% 01-Apr-21
Library Media Technician		
Step 6	\$55,297	\$56,292

Present Incumbent in Library Media Technician is Barry Gabriel.

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

	1.7%	1.8%
	01-Apr-20	01-Apr-21
PC Specialist		
Step 1	\$52,796	\$53,746
Step 2	\$55,141	\$56,133
Step 3	\$57,484	\$58,519
Step 4	\$59,827	\$60,904
Step 5	\$62,171	\$63,290

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

	1.7%	1.8%
	01-Apr-20	01-Apr-21
Step 1	\$58,631	\$59,686
Step 2	\$61,234	\$62,337
Step 3	\$63,839	\$64,988
Step 4	\$66,442	\$67,638
Step 5	\$69,047	\$70,289

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

	1.7% 01-Apr-20	1.8% 01-Apr-21
Band 1 - 104-169		
Step 1 - 80%	\$29,609	\$30,142
Step 2 - 85%	\$31,459	\$32,025
Step 3 - 90%	\$33,310	\$33,909
Step 4 - 95%	\$35,160	\$35,793
Step 5 - 100%	\$37,011	\$37,677
Band 2 - 170-199		
Step 1 - 80%	\$31,375	\$31,940
Step 2 - 85%	\$33,335	\$33,935
Step 3 - 90%	\$35,297	\$35,932
Step 4 - 95%	\$37,257	\$37,928
Step 5 - 100%	\$39,218	\$39,924
Band 3 - 200-229		
Step 1 - 80%	\$33,140	\$33,736
Step 2 - 85%	\$35,211	\$35,845
Step 3 - 90%	\$37,283	\$37,954
Step 4 - 95%	\$39,354	\$40,062
Step 5 - 100%	\$41,425	\$42,171

	1.7% 01-Apr-20	1.8% 01-Apr-21
Band 4 - 230-259		
Step 1 - 80%	\$34,906	\$35,534
Step 2 - 85%	\$37,088	\$37,755
Step 3 - 90%	\$39,270	\$39,977
Step 4 - 95%	\$41,452	\$42,198
Step 5 - 100%	\$43,633	\$44,418
Band 5 - 260-289		
Step 1 - 80%	\$37,555	\$38,231
Step 2 - 85%	\$39,903	\$40,621
Step 3 - 90%	\$42,250	\$43,010
Step 4 - 95%	\$44,597	\$45,400
Step 5 - 100%	\$46,944	\$47,789
Band 6 - 290-319		
Step 1 - 80%	\$39,321	\$40,029
Step 2 - 85%	\$41,779	\$42,531
Step 3 - 90%	\$44,236	\$45,032
Step 4 - 95%	\$46,694	\$47,534
Step 5 - 100%	\$49,153	\$50,038
Band 7 - 320-349		
Step 1 - 80%	\$41,088	\$41,827
Step 2 - 85%	\$43,657	\$44,443
Step 3 - 90%	\$46,224	\$47,056
Step 4 - 95%	\$48,793	\$49,671
Step 5 - 100%	\$51,360	\$52,284
Band 8 - 350-379		
Step 1 - 80%	\$42,853	\$43,624
Step 2 - 85%	\$45,532	\$46,351
Step 3 - 90%	\$48,210	\$49,078
Step 4 - 95%	\$50,889	\$51,805
Step 5 - 100%	\$53,566	\$54,530

	1.7%	1.8%
	01-Apr-20	01-Apr-21
Band 9 - 380-409		
Step 1 - 80%	\$44,620	\$45,423
Step 2 - 85%	\$47,408	\$48,261
Step 3 - 90%	\$50,197	\$51,100
Step 4 - 95%	\$52,986	\$53,940
Step 5 - 100%	\$55,774	\$56,778
Band 10 - 410-439		
Step 1 - 80%	\$46,386	\$47,221
Step 2 - 85%	\$49,286	\$50,173
Step 3 - 90%	\$52,184	\$53,123
Step 4 - 95%	\$55,084	\$56,075
Step 5 - 100%	\$57,982	\$59,026
Band 11 - 440-469		
Step 1 - 80%	\$48,152	\$49,019
Step 2 - 85%	\$51,162	\$52,083
Step 3 - 90%	\$54,170	\$55,145
Step 4 - 95%	\$57,181	\$58,210
Step 5 - 100%	\$60,190	\$61,273