

**Labour Adjustment Agreement
Between
CUPE, Local 4163 Component 3
And
The University of Victoria**

The parties agree, on a without prejudice and precedent basis, to enter into this Labour Adjustment Agreement (LAA) pursuant to Section 54 of the *BC Labour Relations Code*. This LAA applies in all circumstances of management driven reductions of CUPE 4163 continuing sessional employees in a department but does not limit or replace the provisions contained in Article 25 – Layoff and Recalls Rights of the collective agreement and is intended to provide to individuals affected by a layoff additional voluntary options effective the date of this agreement.

Nothing in this LAA limits the parties' obligations to provide notice and participate in Section 54 discussions if UVic introduces measures, policies, practices or changes that affects the terms, conditions or security of employment of a significant number of continuing sessionals to whom the collective agreement applies.

In response to the 2024-25 budget reduction, and as an alternative to issuing notice of layoff under Article 25, UVic may offer a more senior continuing sessional or a single continuing sessional in the department enhanced severance whereby adjusting the service seniority calculation to include all time worked as a sessional, including all term sessional service (pro-rated for partial years of service). Enhanced severance will be available for full lay-offs or partial lay-offs (i.e. reduced unit allocations) of a continuing sessional; all recall rights to those units will be relinquished. The severance pay calculation as outlined in Article 25.03 c) (i) will remain unchanged, with the maximum lump sum payment limited to twenty-four (24) months' pay.

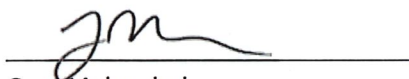
The parties agree that an amendment to Article 14.07 – Notification of Appointment will be temporarily adjusted to allow academic units impacted by budget reductions to confirm appointments wherever possible at least two (2) months prior to the commencement of the academic term. This amendment is necessary to allow academic departments time to implement base budget reduction plans and to canvass for employee voluntary departures.

If the employee voluntarily opts for enhanced severance from all their unit allocations their employment shall be terminated by August 31, 2024, or on a mutually agreed to date.

This Labour Adjustment Agreement expires on March 31, 2025 and is extendable if further budget reductions become necessary.

Signed this 9th day of May, 2024.

For CUPE, Local 4163 Component 3:



Greg Melnechuk
President, CUPE, Local 4163

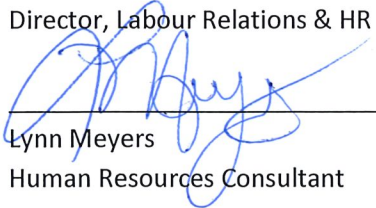


Melissa Pritchard
Member Advocate, CUPE, Local 4163

For UVic:



Vanessa Cartwright
Director, Labour Relations & HR Consulting



Lynn Meyers
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