

**Labour Adjustment Agreement
Between
CUPE, Local 951
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 951 regular staff in a department but does not limit or replace the provisions contained in Article 17 of the collective agreement and is intended to provide to individuals affected by a layoff additional voluntary options and transition assistance 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 employees 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 17, UVic may offer a more senior employee in the department enhanced severance of 3 weeks wages per year of service (4 weeks wages per year of service for Printing Operators or Technicians) to a maximum of 104 weeks of severance.

If it is necessary to issue layoff notice under Article 17 and the layoff could result in the employee being placed in an encumbered position, UVic will provide the employee with the option of enhanced severance of 3 weeks wages per year of service (or 4 weeks per year of service for Printing Operators or Technicians) to a maximum of 104 weeks of severance. This enhanced severance is offered as an alternative to the severance provided in Article 17.11. If the employee voluntarily opts for the enhanced severance, the remainder of the notice period will not apply and their employment shall be terminated within 10 working days.

If the employee declines the enhanced severance and declares an intention to exercise their right under 17.06 (b) (ii) or under 17.06 (b) (iii) to be placed in a lower pay band UVic will, upon receiving an approved application, provide financial support through a Training Assistance Fund of up to \$2,000 per employee over two years. The fund will be jointly administered by a committee of two University representatives and two Union representatives. Applications to the fund will include specific training needs supporting competitive application to UVic positions approaching, at, or above the employee's prior to displacement pay band. If the committee agrees special circumstances exist, financial support may be supplemented by up to another \$1,000 per employee.

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

Signed this 6 day of February, 2024.

For CUPE, Local 951:


Kirk Mercer

President

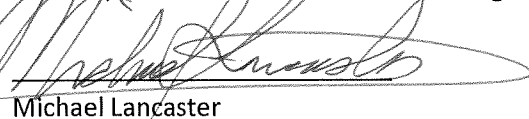

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