

**NSGEU Local 81
Mount Saint Vincent University**

**Highlights of the Tentative
Agreement**

January, 2016

RECOMMENDING
ACCEPTANCE

NSGEU

Nova Scotia Government and General Employees Union
255 John Savage Avenue
Dartmouth, NS B3B 0J3
902-424-4063 or 1-877-556-7438

nsgeu.ca

Highlights of Tentative Agreement Between NSGEU and MSVU

Term of Agreement – 3 years – contract expiry date is June 30, 2018

Effective Date – all provisions become effective on date of signing except for the wage increases and flex credit increases which are effective on the dates specified.

Wage Increases

Effective July 1, 2015	1.5%
Effective July 1, 2016	1.5%
Effective July 1, 2017	1.5%

Flex Credit – Article 40

Effective April 1, 2016 – increase by \$100 = \$1,600.00

Effective April 1, 2017 – increase by \$100 = \$1,700.00

Significant Changes

Article 13 - Position Evaluation

Article 13.1 - Not only will the Department Head be required to sign the Position Fact Sheet, but will be required to forward to Human Resources within thirty (30) days of receipt from the employee.

Article 15 - Lay-off, Recall, Voluntary Resignation

Changes to ensure the lay-off process is clear and agreeable to both parties – removal of ambiguous language.

Article 17 - Job Posting

Incorporating agreed upon process to allow an employee, who may be excluded from receiving an interview, to provide additional information as to their qualifications.

Article 19 - Hours of Work

19.2 a. NEW - In lieu of summer hours Maintenance Employees will receive 1 day with pay to be taken at a time mutually agreed between the employee and their manager.

Article 23 - Vacations

23.6 a. and b. NEW – language to ensure employees can exercise seniority for the choice of vacation provided they submit their vacation request by May 1st. Managing supervisor to respond by May 31st. Requests after May 1 will be approved on a first come, first serve basis.

Article 25 – Personal Leave

25.2- An employee who does not use more than 8 sick days will also be allowed to transfer up to 2 days from their sick leave to their Personal Leave (in addition to the existing adding 2 day to their bank).

25.4 - Remove 25.4 e. 1 additional obligation day for Maintenance Employees (moved to 1 extra day in Article 19).

Article 26 - Injury on Duty

Some change in process and reorganization of Article – employee has 5 days to submit a signed written statement. Also, provides “necessary medical evidence” to Human Resource (and not managing supervisor).

26.3 – currently the employer reimburse the employee for any additional costs above the employee’s health plan. New language ensures that the employee will still have the same benefit in their health plan should they need that benefit for a non-worked related injury or illness.

Article 33 - Health and Safety

Changes to PPE for Maintenance employees – suitable uniform to be provided in April of year from “once annually” – change to Employer providing footwear to a maximum cost of \$180 from an allowance of \$130.

Other Changes

Mailroom Clerk position reclassified so removed from the collective agreement

Article 4 – updating language

Article 7 – moving Article 31.6 and 31.7 to Article 7

Article 8 – increased time lines for grievance filing

Eliminate Level 2 from all salary ranges