



#101 - 416 Westminster Ave. W  
Penticton, BC V2A 1K5  
[www.cupe523.com](http://www.cupe523.com)

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CUPE Members Ratified Agreement 2022-2025 year

Hello All;

I am so happy to relay that our CA has been ratified and has passed with an overwhelming 87% YES vote.

The physical contract will take several months to print and be distributed to those who want a copy. Sooner than that the new contract will be available online, but we do not have a date for that yet. We will be receiving retro pay for our Provincial wage increase July 1 2022.

Changes or additions to the contract: (I will not list the housekeeping ones, such as moving of a clause from one place to another in the CA, or changing she/he too they, etc.)

- A land acknowledgement will be added to the CA
- Temporary employees will attain their seniority after 65 working days, as opposed to the old threshold of 109 days (about 3 and a half months).
- National Day of Truth and Reconciliation has been added to the list of holidays (paid for, but not worked.)
- Indigenous employees are entitled to up to two (2) days leave with pay per school year to observe or participate in traditional Indigenous activities that connect these employees to their culture and language.
- All REGULAR non clerical employees shall be reimbursed up to \$200 dollars for district approved clothing and footwear upon submission of receipt. This is a yearly benefit. Employees may purchase their clothing from ANY SOURCE. PLEASE NOTE: THIS IS AT THE DISCRETION OF THE EMPLOYER AND IS ONLY FOR CLOTHES THAT MAY BE SPECIALLY REQUIRED FOR A JOB. FOR EXAMPLE, CERTAIN SHOES FOR CUSTODIANS. STEEL TOED BOOTS FOR MAINTENANCE. BATHING SUITS FOR EA'S. THIS IS NOT JUST GENERAL CLOTHING ALLOWANCE. IF YOU ARE IN DOUBT, ASK BEFORE YOU PURCHASE.
- Education Assistants assigned to work with students regularly will be consulted on the implementation and/or revision of the applicable Student Safet Plans.
  
- Vacations may be arranged in any months of the calendar year for 12-month employees.
- 6 sick days to 8 sick days- after the employee will receive 66 2/3% of their regular pay for a period of not to exceed one hundred twenty days. (120) Start date: July 1, 2024.
- Temporary employees not on the seniority list shall be paid each pay period six percent 6% of bi-weekly in lieu of vacation.
- Two-day (2) Childbirth leave
- A flat rate premium of \$15 dollars will be provided to Casual school-based support staff to certain schools. January 1, 2023
- The employer shall allow for dual coverage and coordination of benefits.
- Wage premiums for Library Clerk, Meal's Program Worker, QT Mechanic, and HVAC technician.
- Service Improvement fund- **Provide additional hours of work**/ provide access to professional learning opportunities.

If there are questions about the CA (or anything else), please contact me.

In Solidarity,

Courtney Thomson  
83 Unit Chair  
[Unit83@cupe523.com](mailto:Unit83@cupe523.com)  
604-854-0423 (Cell)

I Acknowledge that we live, work and gather on the unceded territories of the Okanagan/Sqilixw/Syilx and Splatsin People:

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#### Mission Statement

To unite and encourage all members through Union Solidarity, giving us the power and strength to secure and defend our rights as workers.