

December 1, 2016

Re: Employment Insurance and Support Staff Collective Agreements

BACKGROUND:

1. The waiting period for Employment Insurance (EI) is being reduced by federal legislation from 2 weeks to 1 week, effective January 1, 2017;
2. There are a number of support staff agreements which contain local language regarding Supplemental Employment Benefit (SEB) top-up; and
3. The parties wish to endorse a common approach when amending the affected collective agreements.

GUIDING PRINCIPLES:

The parties agree to the following guiding principles:

- A. That the total period of SEB top-up will not be reduced; and
- B. The percentage of top-up in weeks one and two will not be reduced and weeks three onwards will not be changed;
- C. Language will be amended to allow for portions of the SEB top-up to be paid by the federal EI program during the former second week of the waiting period where top-up was provided in the former second week; and
- D. All other eligibility requirements will remain unchanged.

GENERAL EXAMPLES

Current "2 week" language	New "1 week" language
<p>Waiting period percentage of top-up does not match the subsequent week percentage of top-up e.g.</p> <ul style="list-style-type: none">• 2 week waiting period topped up to x% of current wage; and• next 6 weeks of leave topped up to the difference between the amount of EI received and y% of current wage	<ul style="list-style-type: none">• 1 week waiting period topped up to x% of current wage; and• next 1 week of leave topped up to the difference between the amount of EI received and x% of current wage; and• next 6 weeks of leave topped up to the difference between the amount of EI received and y% of current wage

Waiting period percentage of top-up matches the subsequent week percentage of top-up e.g.

- 2 week waiting period topped up to x% of current wage; and
- next 6 weeks of leave topped up to the difference between the amount of EI received and x% of current wage

- 1 week waiting period topped up to x% of current wage; and
- next 7 weeks of leave topped up to the difference between the amount of EI received and x% of current wage

The parties endorse the guiding principles as set out above and mutually recommend they be applied to any discussions occurring to amend a collective agreement through a Mid-Contract Modification (MCM).

Signed this 12th day of December, 2016

Leanne Bowes

BC Public Schools' Employers Association

Maral M. Andrews

CUPE BC k-12 Presidents' Council

Jim Devito

International Union of Operating Engineers