

WVMEA News Bulletin

SUMMARY OF SETTLEMENTS

November 30, 2022



1. **Term**
July 1, 2022, to June 30, 2025
2. **General Wage Increase**
 - July 1, 2022 – \$0.25/hr plus 3.24%
 - July 1, 2023 – 5.5% plus up to 1.25% Cost of Living Adjustment (COLA)
 - July 1, 2024 – 2.0% and up to 1.0% COLA adjustment
3. **Premium Increase**
 - First Aid Level 1 increase by \$0.25/hr
 - First Aid Level 2 increase by \$1.00/hr
 - Dual Trade Certificate increase to \$2.50/hr
4. **Allowance Increases**
 - Boot Allowance adjusted to be \$200/year for CSA boots if required for duties
 - Clothing allowance for Custodians as of July 1, 2024 - they will be provided with up to \$100/year to purchase work related footwear
5. **Leaves**
 - Bereavement Leave increased from 4 days to 5 days in the event of a loss of a member of the immediate family
 - Cultural Leave for Indigenous Employees – up to two days of leave with pay per school year for indigenous employees to participate in activities related to their culture and language
6. **Hours of Work**
 - EAs will receive an additional 30 minutes per week
 - Effective July 1, 2023, the regular hours for Payroll and Benefits Administrators will increase to 37.5 hours per week
7. **Benefits**
 - Increase of 'in lieu of benefits' from 12% to 16%
 - Update language to clarify the effective start date for benefits
 - Update language to clarify optional enrollment for dental benefits.
8. **Language Updates**
 - Deferred Salary to allow flexibility on annual deferral amount
 - Labour Management Meetings to allow flexibility of scheduling in person and virtual meetings.
 - Update language to WorkSafeBC document to reflect current legislation
 - Update Current TA/EA/Teacher MOA on Conflict Resolution
 - Update posting language to streamline the posting for supervision hours and adding hours to position
 - Annual Vacation – add language for timeline for supervisors to respond to vacation requests
 - With agreement from the WVMEA, the Employer may convert up to 10 temporary EAs to permanent
 - Extend the date from September 30th to October 31st for Probationary employees who work the balance of the year, allowing them to convert to permanent on the reappointment the following school year
 - Updated language to allow withdrawal of funds from the Gratuity Plan up to 2 times prior to retirement
9. **Commitments between the WVMEA and the Employer with timelines**
 - Discussion on procedures/expectations as how employees respond to inclement weather
 - To provide training to employees and managers to increase awareness and understanding of employee's representation rights

The addition of new **Letters of Understanding** will be added to the Collective agreement on the following topics

1. Safety in the Workplace
2. Field Trips and overnight activity
3. Field Service Representative

Housekeeping changes were completed to remove obsolete language, and the relocation of language from LOU's to the body of the agreement concerning Dual trades premium and Lunchtime Supervision Aide hours.

Should you have any questions regarding this summary, please join one of our scheduled zoom Question-and-Answers sessions or contact the WVMEA office by phone at 604-925-7447 or email at info@wvmea.com.

Catalin Fota
Business Manager

Phyllis Van Rhyn
Business Agent