



Important Information about Sick Leave Entitlements

The University and CUPE have been working to address how sick leave is managed because of problems with how the protocol has been administered. The parties have created a revised protocol that will apply to all continuing full-time employees, and part-time employees on a pro-rated basis according to hours worked in a bi-weekly period.

The intention of the new **Sick Leave Protocol and Memorandum of Agreement** is that aggregation of sick leave for the same illness will no longer apply.

Your CUPE Executive believes this to be a significant improvement over the existing protocol.

Protocol Pilot Project

This project will run from November 4, 2019 to at least March 31, 2022, or the ratification of the next collective agreement.

A joint CUPE/University Case Review Committee will be formed to review decisions related to sick leave on a case by case basis. Also, a joint CUPE/University Evaluation Committee will meet on a regular basis throughout the pilot to evaluate the new protocol and its impact on members.

Either party may give notice of 120 days to end the pilot project. If the pilot project is terminated, the previous protocol will go back into effect.

All members are entitled to vote to ratify the new agreement.

Voting will be held the following dates and locations:

BURNABY CAMPUS: Tuesday, August 27, 2019

12:00 – 1:30 PM: Blusson Hall Room 9660

HARBOUR CENTRE CAMPUS: Wednesday,

August 28, 2019 12:00 – 1:30 PM: Room HC 1600

SURREY CAMPUS: Thursday, August 29, 2019

12:00 – 1:30 PM: Room SUR 5360

*We will present the new **Sick Leave Protocol and Memorandum of Agreement**. Meetings include time for discussion, a Q&A session, **VOTING**, and are inclusive of your 30-minute lunch break.*

**CUPE 3338 Executive endorses the protocol
and recommends a YES vote.**