

CUPE Local 15

Service Improvement Allocation (SIA) Fund Carryover/Local Bargaining Money Surplus

As per the Letter of Understanding signed on January 18, 2023 (attached), the parties met and discussed the use of the following funds:

2020/2021 and 2021/2022 unused SIA funding	\$401,822.69 (one time funding)
2022/2023 Local Bargaining Money Surplus	\$319,538.63 (one time funding)
2023/2024 Local Bargaining Money Surplus	\$52.54 (one time funding)
2024/2025 Local Bargaining Money Surplus	<u>\$220,128.79</u> (on going funding)
TOTAL	\$941,542.65

The parties agree to the following, subject to the Public Sector Employers' Council (PSEC) approval:

Health & Wellness Fund: To assist in work/life balance, aid in retention.

- Physical Fitness: gym membership, yoga/pilates passes, exercise classes
- Fitness Equipment: weights, yoga mat, bikes
- Mental Health/Health Supports: biofeedback therapy, reflexology, cognitive behaviour therapy
- Bus Passes
- Course reimbursement in addition to Career Development Funds
- Wellness Classes, to assist in work/life balance, and aid in retention. The following are examples of some eligible expenses: mindfulness, healthy eating

Permanent employees and temporary employees with benefits must attain approval prior to purchases, provide receipts for purchases that have occurred within the year, July 01, 2023 – June 30, 2025, and be in active employment with the Vancouver Board of Education. Applications will be reimbursed on a first come, first serve basis. Applications will be reimbursed to a total of \$545.00.

A committee of equal representatives from both the Employer and Union will determine whether an application is acceptable for reimbursement. The committee will review the balance of the fund in June 2024 and will determine whether the fund will be opened up to employees-on-call (EOCs).

Once the one-time funding is depleted, applications for reimbursement will not be accepted. The ongoing funding amount will only be used in the 2024/2025 year and the Health & Wellness Fund will not extend into the next collective agreement.

This agreement will expire on June 30, 2025.

Signed on this 17th day of July, 2023



Kathie Currie
Canadian Union of Public Employees
Local 15



Stacey Alexander
Vancouver Board of Education