Employer Proposal
Date: Aug 31, 2026
Time: 8:05pm

MEMORANDUM OF AGREEMENT
Between

LANGARA COLLEGE
(hereinafter called "the Employer")

And

CUPE Local 15
(hereinafter called "the Union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF LANGARA COLLEGE, ACTING ON BEHALF OF THE COLLEGE (hereinafter called the "Employer"), AGREE TO RECOMMEND TO THE LANGARA COLLEGE BOARD OF GOVERNORS;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF CUPE Local 15 (hereinafter called the "Union"), AGREE TO RECOMMEND TO THE ASSOCIATION MEMBERSHIP;

THAT THE COLLECTIVE AGREEMENT COMMENCING APRIL 1, 2022, AND EXPIRING MARCH 31, 2025 (hereinafter called the "Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. **Previous Conditions**
   All of the terms of the 2022–2025 Collective Agreement continue, except as specifically varied below.

2. **Term of Agreement**
   The term of the new Collective Agreement shall be for 48 months, from April 1, 2025, to March 31, 2029, both dates inclusive.

3. **Effective Dates**
   The effective date for all changes to the new Collective Agreement will be the date of ratification of this Memorandum of Agreement, unless otherwise specified.

4. **Schedule "A"**
   The Employer and the Union agree to the amendments to the new Collective Agreement attached to this Memorandum of Agreement as Schedule "A".

5. **Schedule "B"**
   The Employer and the Union also agree to the amendments to the new Collective Agreement attached to this Memorandum of Agreement as Schedule "B" intended to reflect the inclusion of the Registered Massage Therapist (RMT) Instructors into the bargaining unit.

6. **Schedule "C"**
   The Employer and the Union also agree to the amendments to the new Collective Agreement attached to this Memorandum of Agreement as Schedule "C".

7. **Ratification**
   The parties expressly agree that, upon the signing of this Memorandum of Agreement, they shall recommend approval of this Memorandum to their respective principals and schedule the necessary meetings to ensure that their principals vote on the recommendations.

This Memorandum of Agreement is also subject to ratification by the Post-Secondary Employers' Association Board of Directors.

Signed this 31st day of August, 2026.

BARGAINING REPRESENTATIVES THE FOR THE EMPLOYER:	**BARGAINING REPRESENTATIVES FOR THE CUPE 15:**
Arvind Kang, Director, HR Services, People, Culture, & Inclusion	Rosamaria Palozzi, CUPE 15

Dwayne Dorrnbosch, Director, Facilities, Administration and Finance

Sophie Bennett, CUPE 15

Nav Dhaliwal, Partner, HR Services, People, Culture, & Inclusion

Arien Crossby, CUPE 15

Teresa Brooks, Associate Director, International Student Services, Langara Global

Angelica Lilico-Ouachour, CUPE 15

Luisa Liberatore, Bargaining Spokesperson, PSEA

Adrian Livesley, CUPE 15

Schedule "A"

1. SCHEDULE "B" SCHEDULE OF WAGE RATES

All employees, except term employees and temporary employees, shall be paid on the basis of the following bi-weekly pay plan structure; term employees and temporary employees shall be paid on the basis of the equivalent hourly rates.

General Wage Increase

(a) Effective April 01, ~~2022~~ **2025**, all wage rates which were in effect on March 31, ~~2022~~ **2025** shall be increased by **3%**. ~~25 cents per hour. The resulting rates of pay will then be increased by a further 3.24%. The new rates of pay shall be rounded to the nearest whole cent or dollar as applicable.*~~

(b) Effective April 01, ~~2023~~ **2026**, all wage rates which were in effect on March 31, ~~2023~~ **2026** shall be increased by **3%** ~~6.75%. The new rates of pay shall be rounded to the nearest whole cent or dollar as applicable. (note: this increase includes the COLA amount of 1.25% in addition to 5.5% general increase).*~~

(c) Effective April 01, ~~2024~~ **2027**, all wage rates in the collective agreement that were in effect on March 31, ~~2024~~ **2027** shall be increased by **3%** ~~2%. The new rates shall be rounded to the nearest whole cent or dollar as applicable.~~

(d) ~~The above wage increases may be adjusted pursuant to Letter of Understanding #26 Re: Cost of Living Adjustment.~~ **Effective April 01, 2028, all wage rates in the collective agreement that were in effect on March 31, 2028 shall be increased by 3%**

The new rates shall be rounded to the nearest whole cent or dollar as applicable.

Not to be included in the collective agreement:

*These wage increases shall apply retroactively to all employees internal to the College on the date of ratification of the MOA and any employee who retired on or after April 1, ~~2022~~ **2025** ~~who apply to the College within 12 weeks of ratification~~.*

Notwithstanding the foregoing, ~~any employee who is no longer considered internal to the College, but did work for the College between April 1, 2022 and the date of ratification will be eligible to apply in order to receive retroactive pay. Such application must be made within 12 weeks of ratification. The CUPE Local 15 will contact these persons to make them aware of the timing and the process~~. ***employees who voluntarily left the employ of the College through resignation, an early retirement incentive, a voluntary departure incentive, or received severance is not eligible for retroactive pay.***

Upon redrafting of the agreement, the Wage Rates will be updated to reflect the negotiated rates, with the exception for the following pay grid for the Registered Massage Therapy Program (RMTP) Instructors as follows:

RMTP INSTRUCTOR HOURLY PAY GRID

Category	April 15, 2026	April 16, 2026	April 1, 2027	April 1, 2028
Academic Instructor 1	$57.21	$58.93	$60.69	$62.51
Academic Instructor 2	$61.30	$63.14	$65.03	$66.98
Practical Instructor	$57.21	$58.93	$60.69	$62.51
Clinical Instructor	$41.59	$42.84	$44.12	$45.45
Teaching Assistant	$36.30	$37.39	$38.51	$39.67

Any RMTP Instructor who has a rate higher than what is in place as of April 16, 2026, then they shall be "red circled", i.e. their rate of pay will be frozen until such time as their rate of pay reaches the pay range for their job category.

An Instructor who teaches Gross Anatomy courses will receive an additional stipend of 6.8% on hours worked.

A Clinical Instructor who teaches on a Friday (1pm and onwards), Saturday and/or Sunday shifts, will receive an additional stipend of 11.5%on hours worked.

2. ART 1 - TERM OF THE AGREEMENT

1. TERM OF AGREEMENT

This Agreement shall be for a term of ~~thirty-six (36)~~ **forty-eight (48)** months from April 1, ~~2022~~ **2025**, to March 31, ~~2025~~ **2029**, both dates inclusive.

If no agreement is reached at the expiration of this agreement, this agreement shall remain in force up to the time a strike or lockout commences, or until a new or renewed agreement is entered into.

3. ART 3 – DEFINTIONS AND COVERAGE FOR EMPLOYEE BENEFITS

6. Probationary Employee

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e. A probationary employee is entitled only to the following employee benefits **and leaves:** ~~annual vacations, general (statutory) holidays and Christmas and New Year's days off, as provided in Articles 14.A, 14.C and 14.D respectively and sick leave (see Article 14.E.1), jury duty and court appearance leave (see Article 14.H), bereavement leave (see Article 15.D) and pregnancy and parental leave (see Article 15, Section F).~~

i. **Annual Vacation (14.A)**
ii. **General Holidays (14.C)**
iii. **Christmas and New Year's Days Off (14.D)**
iv. **Sick Leave (14.E.1)**
v. **Employee Family Assistance Program (EFAP) (14.I)** ***[Effective April 1, 2026]***
vi. **Leave for Family Illness (15.C)**
vii. **Bereavement Leave (15.D)**
viii. **Maternity and Parental Leave (15.F)**
ix. **Jury Duty and Court Appearance (15.H)**
x. **Leave for Domestic Violence (15.L)**
xi. **Cultural Leave for Indigenous Employees (15.N)** ***[Effective April 1, 2026]***
xii. **Other Leaves (15.Q)**

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7. Temporary Employee

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b. A temporary employee, upon appointment, is entitled only to the following employee benefits **and leaves**, as provided for such employee: ~~Annual vacations, general (statutory) holidays and Christmas and New Year's days off as prescribed in Articles 14.A, 14.C and 14.D respectively.~~

~~A temporary employee is entitled to sick leave benefits as provided in Article 14.E, 15.A and 15.B, and bereavement leave, as provided in Article 15.D~~.

i. **Annual Vacation (14.A)**
ii. **General Holidays (14.C)**
iii. **Christmas and New Year's Days Off (14.D)**
iv. **Sick Leave (14.E.1)**

v. **Employee Family Assistance Program (EFAP) (14.I)** ***[Effective April 1, 2026]***
vi. **Sickness and Injury Leave (15.A)**
vii. **Compulsory Quarantine (15.B)**
viii. **Leave for Family Illness (15.C)**
ix. **Bereavement Leave (15.D)**
x. **Maternity and Parental Leave (15.F)**
xi. **Jury Duty and Court Appearance (15.H)**
xii. **Leave for Domestic Violence (15.L)**
xiii. **Cultural Leave for Indigenous Employees (15.N)** ***[Effective April 1, 2026]***
xiv. **Other Leaves (15.Q)**

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e. Temporary employees engaged on a casual basis from day to day and paid on a timesheet basis shall be entitled to vacations as follows:

i) Payment for vacation shall be made each pay day along with regular earnings and other entitlements for that particular pay period.

ii) Payment shall be made on the basis of ~~two percent (~~2%~~)~~ of basic earnings for each five ~~(5)~~ working day entitlement. **Effective April 1, 2026, payment shall be made on the basis of 3.5% of basic earnings for each five working day entitlement.**

4. ART 4 - NOTIFICATION OF VACANCIES

4 NOTIFICATION OF VACANCIES

1. The College agrees that before filling any

   a. permanent position, or
   b. temporary vacancy covered by this agreement anticipated to exceed ~~three (3) months~~ **849 hours**,

   notice of such vacancy shall be posted electronically on the College system and accessible through the website, for a minimum of seven (7) calendar days.

   The College shall retain copies of all job postings for a period of not less than twenty-four (24) calendar months. Such postings shall be provided to the Union upon request.

2. Should a temporary position which was not required to be posted in accordance with the foregoing ultimately exceed, or at any time be expected to exceed ~~three (3) months~~ **849 hours**, it shall be posted at that time. While the position is being filled, the employee may remain in this temporary position for a reasonable transitional period.

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7. A temporary position equal to or greater than fourteen (14) hours per week which has existed for a continuous twelve (12) months and can reasonably be expected to be ongoing shall be established as a permanent position and shall be posted in accordance with this Article, subject to provisions of Article 3.5. **The College and the Union agree to review temporary positions twice a year at the Joint Standing Committee.**

5. ART 8 EMPLOYEE RIGHTS

E Sexual and Personal Harassment

6. An employee who chooses to file a complaint in accordance with the College's ~~Harassment Policy~~ **Respectful Workplace Policy**, and does not achieve a satisfactory resolution, may file a grievance at Step 3 of the grievance procedure. ....

7. Employees shall be able to deal with matters related to harassment on a confidential basis with the Director, Human Resources.

Therefore the ~~College~~ Director, Human Resources shall not be called to be a witness at an arbitration hearing in any dispute relating to harassment in which they have been involved as the ~~College~~ Director, Human Resources.

In addition, confidential or personal documents provided to the ~~College~~ Director, Human Resources by the employee shall not be used in any grievance/arbitration without the employee's current consent unless said documents are available to the College independent of the ~~College~~ Director, Human Resources.

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~~F Transfer Within CUPE Local 15 - V.M.E.C.W.~~

~~CUPE Local 15 members, hired directly from other employers, will be credited with their accumulated length of service for vacation, increment and benefit entitlement purposes. Seniority will not be transferred.~~

Upon redrafting of the collective agreement, lettering and numbering will be adjusted as housekeeping.

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G Disciplinary Meetings

Whenever a Langara College Manager meets with an employee who is a member of this CUPE Local 15 bargaining unit for the purpose of reprimanding or disciplining the employee, the employee has the right to have a Shop Steward of the Union present.

The College will advise the employee in advance that a meeting is intended to be disciplinary, and will advise the employee of their right to have a Shop Steward present **and the College shall notify the Union of such meetings.**

6. ART 11 – WORKING CONDITIONS

G Overtime - Meal Periods and Allowances

1.Where employees work overtime of less than two (2) hours beyond their regular full-time shift, an unpaid meal period of up to one-half (1/2) hour may be taken, at the employee's option.

2.An employee will be paid for a one-half (1/2) hour meal period at the prevailing overtime rates, and the College will provide a meal or reimburse the employee for reasonable meal expenses incurred up to a maximum of $8.00 **(maximum of $25 effective April 1, 2026)** in the following circumstances:

a. when the overtime is worked immediately before or immediately following the employee's shift on a regular day of work and is two hours or longer, exclusive of any meal period;

b. where an employee works four (4) hours overtime at any other time, unless the employee has been notified on the previous working day of the need to work overtime.

3.Where an employee misses a paid meal period to which the employee is entitled, the employee shall nevertheless be paid at the prevailing rate for such missed meal period in addition to all time worked and shall be entitled to reimbursement for meal expenses in accordance with 2. above.

4.The College shall provide transportation, in the form of **a** taxi **or equivalent ride-hailing service, or**

~~5.vouchers~~, to employees who must work authorized overtime after 10.00 p.m., when the employee so requests.

H Minimum Daily Pay

~~This pay applies to casual employees only. Employees who work in multiple positions with other employee groups will not receive a minimum of 4 hours for their CUPE position if they are scheduled to work on the same day in the other employee group.~~

An employee, reporting for work at the call of the College, shall be entitled to their regular wage for the entire period spent at the place of work, with a minimum of four (4) hours' pay, for each call-out, unless the employee is unfit to perform their duties or has failed to comply with the Occupational Health and Safety Regulations of the Workers' Compensation Board.

In the event work is suspended because of inclement weather or other reason completely beyond the control of the College, **or where the employer must suspend work prior to an**

employee's scheduled start time, they shall make every effort to issue a minimum two (2) hours notice, and the employee shall receive a minimum of two (2) hours' pay at their regular wage. ~~Where the employee is a Student employee reporting for work at the call of the College on a day when the student has scheduled instructional activity, the minimum pay for each call out shall be two (2) hours' pay.~~

Employees who work in multiple positions with other employee groups will not receive a minimum of 4 hours for their CUPE position if they are scheduled to work on the same day in the other employee group.

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K Temporary Re-Appointment Rights

~~Temporary employees~~ **An employee** who ~~have~~ **has** been appointed **to a temporary position** ~~in accordance with Article 11.I~~ will have the right of first refusal to all extensions and subsequent temporary vacancies in the posted position, providing their performance has been satisfactory. Re-appointment will also apply to any temporary work which may occur on a day-to-day basis.

The right of first refusal will be in effect for a period of three months from the expiry of their last appointment in the position.

The employee will keep the Human Resources Department advised of their availability ~~on a bi-weekly basis~~.

Refusal of a re-appointment offer, without reasonable grounds, will result in the loss of this benefit for the position offered.

7. ART 13 – APPLICATION OF SCHEDULE

D Acting in Senior Capacity

1. When an employee covered by this Agreement is authorized in writing by their department head or the Manager to replace another employee temporarily in any one superior position for any period of seven hours or more, the salary of the employee is increased by two (2) pay steps or to the minimum of the new scale, whichever is greater, provided however, that under no circumstances shall such employee receive a rate of pay beyond the maximum of the new scale. The seven hours, or more, may be accumulated in one continuous block or may be accumulated over five consecutive working days.

2. When an employee is required to replace the incumbent of any one superior position beyond the scope of the bargaining unit, they shall be paid an additional minimum amount equal to fifteen per cent (15%) of their normal rate of pay, or the minimum rate for the position, whichever is greater, subject to the qualifications outlined above. When assuming a position beyond the scope of the bargaining unit the employee shall continue to be subject to all of the provisions of the collective agreement.

3. Acting capacity as above is intended to cover periods up to ~~ninety (90) consecutive working days~~ **nine (9) months**. The Acting assignment may be extended with the consent of the Union. Should such replacement be for a longer period, the position shall be posted in accordance with Article 4.1.b Notification of Vacancies.

4. Regarding preference for acting capacity, see Article 18.A.5 (Seniority).

5.Should the said employee, with no interruption of service at this level, later be successful for appointment to the superior position (should the incumbent not return to duty), or for a position carrying the same pay grade as that of the superior, such employee shall, on appointment to such position, be paid at the place on the new pay scale that they would have received had the appointment been made from the date on which they were first paid the higher salary and seniority in the new position shall date from such hereinbefore mentioned date.

8. ART 14 EMPLOYEE BENEFITS

H Health Insurance

1.Extended Health Plans

a. The College contributes one hundred percent (100%) of the premium for Extended Health Benefit coverage in accordance with the terms of the contract with the insuring company for those permanent employees who elect to participate.

b. Optical care insurance to a maximum of five hundred dollars ($500.00) per two (2) years payable is provided in accordance with the terms of the contract with the insuring company. The College will contribute toward the premium cost for optical care insurance in the amount of one hundred percent (100%) of the monthly premiums. **Effective April 1, 2027, optical care insurance to a maximum of $650 per two years as per the terms of insuring company.**

c. Eye examinations shall be reimbursed to a maximum of $100 every two (2) years. **Effective April 1, 2027, eye examination to be reimbursed to $125 every two years.**

d. Coverage for orthotics to a maximum of ~~two hundred dollars ($200.00) payable per year. Effective January 1, 2024, coverage for orthotics will increase to a maximum of~~ four hundred dollars ($400) payable per year.

e. Extended Health Benefits shall include the following:

i) Total lifetime coverage level will be unlimited.

ii) Reimbursement level on claims will be 95%.

iii) Hearing Aid benefit claims will be to a maximum of $1000 every three (3) years.

iv) Health and Welfare benefits coverage will cease on the day that an employee's employment terminates.

f. Employees should consult the benefits booklets on the website for more details regarding health insurance provisions.

2.Dental Plan

A dental plan for all regular full-time employees who have completed six (6) months of continuous service shall be provided in accordance with the terms of the contract with the insuring company on the following general basis:

~~g.~~**a.** Basic Dental Services (Plan A) paying for 100% of the approved schedule of fees.

Plan A standard oral examinations, polishing and topical fluoride shall be twice per calendar year, and scaling shall be in accordance with the Plan A contract provisions.

~~h.~~ **b.** Prosthetics, Crowns and Bridges (Plan B) paying for ~~50%~~ **70%** of the approved schedule of fees. ~~Effective January 1, 2024, the reimbursement level will increase to 70%.~~**Effective April 1, 2028, the reimbursement for Plan B Dental will be 80% of the approved schedule of fees.**

~~i.~~ **c.** Orthodontics (Plan C) paying for 50% of the approved schedule of fees up to a lifetime maximum of $2,500.00. **Effective April 1, 2027, paying for 70% of the approved schedule of fees up to a lifetime maximum of $5,000.**

~~j.~~ **d** Employees should consult the benefits booklets on the website for more details regarding health insurance provisions.

3.The College will contribute toward the premium cost of dental plan insurance in the amount of one hundred percent (100%) of the monthly premium.

Subject to the terms of the contract with the insuring company, eligible employees, once excluded from participation in this dental plan by virtue of other dental coverage (e.g. spouse's plan), shall, upon written application, be entitled to participate in this dental plan when such other coverage ceases.

I Employee Family Assistance Program

The services of an Employee Family Assistance Program (EFAP) are available to eligible employees in accordance with the terms of the contract between the College and the Service Provider. **Effective April 1, 2026, EFAP will be available to all CUPE 15 employees at Langara College.**

Not to be included in the collective agreement, the following benefits changes subject to the insurer's plan effective April 1, 2027:

- ***Add Gender Affirmation coverage up to a lifetime maximum of $25,000 per person, subject to provincial integration***
- ***Add coverage for Provincially Licensed Substance Abuse Rehabilitation Facility, upon physician referral for eligible insured individuals to a lifetime maximum of $25,000 and subject to provincial integration***
- ***Increase mental health coverage that includes psychologist, clinical counsellor and social worker combined increase to $3,000 per year***
- ***Add coverage for Shingles and RSV vaccines to the prescription drug plan inclusive of a lifetime maximum combined of $2,500***

Effective April 1, 2028:

- *Add Implant coverage in Dental Plan B (Major) and subject to 80% coinsurance and lifetime coverage maximum of $3,000 per person*
- *Add Health Care Spending Account (HCSA) of $400 per year for eligible extended health and dental claims on the basis of:*
    - *Credit carry forward - the HCSA amount is allocated at the beginning of the year. The unused credits in the year are carried forward for one additional year. If these are not used by the end of year 2, the amounts are forfeited*
    - *Coordination of benefits (COB) - claims are required to go through all other sources (including COB) before HCSA funds can be accessed*
    - *90 day qualifying period for the benefit (or aligned with qualifying period for other extended health benefits)*
    - *The annual fixed coverage amount is per employee or family enrolled in the plan, and for each life covered under extended health benefits*

9. ART 15 – ABSENCE FROM DUTY

A Sickness and Injury

1.Non-Occupational Sickness and Injury

a. When an employee is absent because of illness **or injury**, no deduction from pay shall be made until the expiry of accumulated sick leave credits.

b. A deduction shall be made from accumulated sick leave credits of all working days absent, with pay, due to illness.

c. Any employee absent because of illness **or injury** may be required, upon being given advance notice, to produce **reasonably sufficient proof for the absence if the absence is five days or less.**

d. **A medical** certificate from a duly qualified medical practitioner, or recognized equivalent, licensed to practice certifying that such employee is unable to carry out their duties due to illness ~~Medical certificates will normally~~ **may** be requested ~~only~~ after ~~three (3)~~ **five (5)** days of absence, **or** ~~except~~ where it appears that a pattern of constant or frequent absences from work is developing.

e. An employee absent due to illness or injury shall advise the College of their absence as soon as possible, and if reasonably possible prior to commencement of shift. Such communication should include an indication of their expected return date if known.

f. Where an employee is absent due to illness **or injury** for ten (10) consecutive working days or more they ~~may~~ **will** be required to provide a medical note to the College from a duly qualified medical practitioner or recognized equivalent, licensed to practice indicating a prognosis for a return to duty **if requested**.

g. Where an employee is absent due to illness for more than one (1) month, they may be required to provide a medical note confirming their fitness to resume their normal duties from a duly qualified medical practitioner or recognized equivalent, licensed to practice.

h. Where the College requests a medical note under f. and g. above, cost of such certificate will be reimbursed by the College.

i. In keeping with the provisions of the salary indemnity insurance contract with the insuring company, any amount of sick leave benefits paid under this clause, ultimately recovered under a contract of motor vehicle insurance, shall be repaid directly to the College by the motor vehicle insurance underwriter and the corresponding number of sick leave credits restored to the account of the individual employee.

j. Should the College have a concern with the scheduling of an employee's medical/dental appointment(s), it may raise the issue with the employee. Unresolved issues should be discussed with the employee and Steward (if the employee so wishes one). Concerns which remain unresolved may be referred to a Union representative and ~~Human Resources~~ **the People, Culture and Inclusion Department.**

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C. Leave for Family Illness

Employees may use up to ~~five (5)~~ **10** days per year of sick leave to attend an immediate family member who is ill. Subject to Article 15.A.1.d of this Agreement, the College may require submission of a certificate from a duly qualified medical practitioner, or recognized equivalent, certifying the illness of the immediate family member. For the purposes of this Article, immediate family member means the employee's child (including foster child), ward, parent (including parents-in-law, step-parents and foster parents), spouse, or any other person if the employee has responsibility for their care and providing that there is no other available caregiver.

~~Absence under this provision shall not be considered absence through illness for the purposes of Article 14.O, Gratuity Plan.~~

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F. Maternity & Parental Leave

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18. Supplemental Employment Benefit (SEB)

When on a maternity or parental leave a permanent employee will receive supplemental employment benefits (SEB) added to their Employment Insurance benefits as follows:

(a) For the first week of leave an employee shall receive one hundred percent (100%) of their salary calculated on their average base salary.

(b) For a maximum of fifteen (15) additional weeks of maternity leave the employee shall receive an amount equal to the difference between the Maternity Employment Insurance benefits and eighty-five percent (85%) of their salary calculated on their average base salary.

Effective 30 days following date of ratification for a maximum of fifteen (15) additional weeks of maternity leave, the employee shall receive an amount equal to the difference between the Maternity Employment Insurance benefits and ninety-five (95%) of their salary calculated on their average base salary.

(c) For up to a maximum of thirty-five (35) weeks of parental leave, the biological, adoptive or legally recognized parent shall receive an amount equal to the difference between the Standard Parental Employment Insurance Benefits and seventy-five percent (75%) of the employee's salary calculated on their average base salary.

Effective 30 days following date of ratification for a maximum of thirty-five (35) weeks of parental leave, the employee shall receive an amount equal to the difference between the Standard Parental Employment Insurance benefits and ninety-five (95%) of their salary calculated on their average base salary.

(d) If the biological, adoptive or legally recognized parent elects the Extended Parental EI Benefit, for a maximum of sixty-one (61) weeks the parent shall receive the same total SEB benefit amount received under Article 15.F.(c) when the employee opts for thirty-five (35) week EI benefit, spread out and paid over the 61-week period. Payroll will make this calculation.

(e) **Effective 30 days following date of ratification for the last week of the leave where there is no receipt of Employment Insurance, the employee shall receive one hundred percent (100%) of their salary calculated on their average base salary.**

(f) The average base salary for the purpose of Article 15.F.18 (a) through (d) is the employee's average base salary for the twenty-six (26) weeks preceding the maternity or parental leave. If the employee has been on unpaid leave for part of the preceding twenty-six (26) weeks, then up to four (4) weeks of that unpaid leave will be subtracted from the twenty six (26) weeks for the purpose of calculating the average base salary.

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L Leave ~~for~~ **Respecting** Domestic **or Sexual** Violence

Where leave from work is required due to an employee and/or an employee's dependent child being a victim of domestic violence, the employee shall be granted leave, in each calendar year, as follows in accordance with the *Employment Standards Act*:

(a) Up to 5 days of paid leave; ~~and~~
(b) Up to 5 days of unpaid leave**; and**
(c) Up to 15 weeks of additional unpaid leave.
(d) It is understood that a leave taken by the employee pursuant to (a) or (b) above may be taken intermittently or in one continuous period and leave taken pursuant to (c) may be taken in one continuous period or intermittently upon approval by the College.

In the event the legislation changes regarding domestic violence that applies to the employer and provides a greater amount of paid or unpaid leave than identified in (a) through (d) above, the legislation will supercede.

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N Cultural Leave for Indigenous Employees

(a) An Indigenous employee may request up to two days' leave with pay per calendar year to organize and/or attend Indigenous cultural event(s). **Effective April 1, 2026, an Indigenous employee may request up to five days' leave with pay per calendar year to organize and/or attend Indigenous cultural event(s).** Such leave will not be unreasonably withheld and is subject to operational requirements.

(b)Employees will provide the College with the dates of the days for which leave will be requested.

O **Compassionate Care Leave**

An employee will be granted a compassionate care leave of absence without pay for up to 27 weeks to care for a gravely ill family member in accordance with the *Employment Standards Act*. For the purposes of this clause, "family member" is defined as per the *Employment Standards Act*.

In order to be eligible for this leave, the employee must provide a medical certificate as proof that the ill family member needs care or support and is at risk of death within 26 weeks.

An employee who is granted a compassionate care leave of absence to care for a gravely ill family member shall be entitled to the benefits as follows:

(a) The employee's benefit coverage will continue for the duration of the compassionate care leave, to a maximum of 27 weeks, and the premium payment shall be on the same basis as if the employee were not on leave.

(b) Compassionate care leave, up to a maximum of 27 weeks, shall be treated as continuous employment for the purposes of seniority accrual under this Agreement.

Should an employee require additional time to care for a gravely ill family member, additional leaves may be granted beyond the period specified in this clause. Such additional leave shall be pursuant to 15.G Personal Leave.

P. Leave Respecting the Death of a Child

An employee is entitled to a leave of absence without pay of up to 104 weeks if they are entitled to leave respecting the death of a child under the *Employment Standards Act* and such leave will be in accordance with the *Employment Standards Act*. There will be no interruption in the accrual of seniority or eligibility for benefits.

Q Other Leaves

Employees may be entitled to other leaves as per the Employment Standards Act and subject to the legislation when accessing.

10. ART 17 – LAYOFF AND RECALL

17. LAYOFF AND RECALL

~~(See **Letter of Understanding #8**)~~

Should the College decide to reduce staff or to eliminate a position(s) within the jurisdiction of this Collective Agreement, the Union shall be so advised and, prior to any action being taken, consultation with the Union shall promptly take place in an endeavour to minimize the impact of such action on the affected employee(s). The College will bring to the attention of the Union any special considerations which may have an impact on the process.

...

D. Recall

1. Except as provided in C. above, should work or a vacancy become available, permanent employees who have been laid off for a period of twelve (12) consecutive months or less are subject to recall and shall be recalled in the order of their seniority, provided they have the ability to perform the work made available to them. Where all permanent employees have had the opportunity of recall, probationary employees who have been laid off for a period of twelve (12) consecutive months or less shall be recalled in the order of their length of service, provided they have the ability to perform the work made available to them.

2. The College shall give notice of recall by email to the employee. The College will endeavour to call the employee within twenty-four (24) hours if no response to the email**. Employees must respond within five working days if they accept the recall or not.** Employees who accept the recall must report to work within ~~seven (7)~~ **ten** working days of **recall notice** ~~receipt thereof~~**.** Employees who do not accept the recall forfeit any future rights to recall, unless, on reasonable grounds, they are unable to report for work at that time or the position available is at a lower paygrade than that occupied at the time of layoff.

11. ART 18 – GENERAL PROVISIONS

O Bargaining Unit Work

~~The College agrees not to assign any work presently performed (as of April 12, 2006) by a permanent employee to another bargaining unit in the College which results in the layoff of a permanent employee.~~

The Employer agrees that it will not assign duties normally performed by employees in the bargaining unit to persons outside of the bargaining unit if such an assignment would result in the lay-off, reassignment, or reduction of hours of a bargaining unit employee. In the event of an unforeseen emergency or for training purposes, personnel outside of the bargaining unit may perform the bargaining unit work, but no employee covered by this agreement shall be laid off, reassigned, or denied overtime opportunities as a result.

12. LETTERS OF UNDERSTANDING (LOU)

LETTER OF UNDERSTANDING #1
COMPRESSED WORK WEEK SCHEDULE (NINE-DAY FORTNIGHT SYSTEM)_____Renew

LETTER OF UNDERSTANDING #2
EXPERIMENTAL WORK SCHEDULES_____Renew

LETTER OF UNDERSTANDING #3
PERMANENT TERM POSITIONS_____Renew

LETTER OF UNDERSTANDING #4
VARIABLE WORK SCHEDULE_____Renew

LETTER OF UNDERSTANDING #5
EARLY RETIREMENT INCENTIVE AGREEMENT_____**Renew**

LETTER OF UNDERSTANDING #6
RECOVERY OF CLAIMED "OVERPAYMENTS"_____**Renew with amendments**

LETTER OF UNDERSTANDING #7
PRE-RETIREMENT – REDUCED WORK WEEK_____Renew

LETTER OF UNDERSTANDING #8
BENEFITS CONTINUATION_____Renew

LETTER OF UNDERSTANDING #9
RATIFICATION MEETING _____Renew

LETTER OF UNDERSTANDING #10
PROMOTION AND TRANSFER_____Renew

LETTER OF UNDERSTANDING #11
LETTER REGARDING POSTING OF A PERMANENT VACANCY UPON CONFIRMATION OF A LONG TERM DISABILITY_____Renew

LETTER OF UNDERSTANDING #12
HOURS WORKED IN EXCESS OF THIRTY-FIVE (35) HOURS PER WEEK_____Renew

LETTER OF UNDERSTANDING #13
ACCESS TO EMPLOYEE PERMIT PARKING_____**Renew**

with HK (attached)

LETTER OF UNDERSTANDING#14
STAND-BY, REMOTE CALL-OUT AND CALL-BACK_____Renew

LETTER OF UNDERSTANDING #15
EXPEDITED ARBITRATION_____Renew

LETTER OF UNDERSTANDING #16
SPACE ALLOCATION AND PLANNING_____Renew

LETTER OF UNDERSTANDING #17
ECE WAGE ENHANCEMENT_____**Renew w HK (attached)**

LETTER OF UNDERSTANDING #18
NOTICE OF SHIFT CANCELLATION FOR TEMPORARY INTERPRETERS AND TRANSCRIBER___Renew

LETTER OF UNDERSTANDING #19
PEER TUTORS: TERMS OF REFERENCE_____Renew

LETTER OF UNDERSTANDING #20
CS LEAP FTE CHANGES, WORKLOAD, SCHEDULING, AND ADDITIONAL WORK_____Renew

LETTER OF UNDERSTANDING #21
RESPECTFUL WORKING ENVIRONMENT_____Renew

LETTER OF UNDERSTANDING #22
USE OF AGENCY EMPLOYEES_____Renew

LETTER OF UNDERSTANDING #23
STUDENT AIDE AND SWAP WORK SPECIFICATION_____**Renew w HK (attached)**

LETTER OF UNDERSTANDING #24
JOINT STANDING COMMITTEE_____Renew

LETTER OF UNDERSTANDING #25
REGARDING CO-OP STUDENT WORK_____Renew

LETTER OF UNDERSTANDING #26
COST OF LIVING ADJUSTMENT_____Delete

LETTER OF UNDERSTANDING #27

SERVICE IMPROVEMENT TRAINING FUND_____Renew

LETTER OF UNDERSTANDING #28
HARD TO RECRUIT SUPPORT STAFF POSITIONS_____Renew

LETTER OF UNDERSTANDING #29
EMPLOYEE WELLNESS FUND_____Renew
(Update)

LETTER OF UNDERSTANDING #30
LABOUR MARKET ADJUSTMENT FOR SELECT IT POSITIONS_____Renew

LETTER OF UNDERSTANDING #31
HYBRID WORK LOCATION PROGRAM_____Renew

LETTER OF UNDERSTANDING #6 RECOVERY OF CLAIMED "OVERPAYMENTS" **AND "UNDERPAYMENTS"**

OVERPAYMENTS

It is the intention of Langara College to recover overpaid wages occurring as a consequence of clerical error. Upon the College determining that such an overpayment has occurred:

...

UNDERPAYMENTS

In the event that an employee is under compensated by error on the part of the College, the correction will be made and documented on the employee's pay slip. If the employee has any questions regarding the underpayment they may reach out to the People, Culture and Inclusion Department for more information.

The College shall endeavour to correct the compensation error no later than the second pay day following the date on which the employer became aware of the error.

LETTER OF UNDERSTANDING #13 ACCESS TO EMPLOYEE PERMIT PARKING

~~BETWEEN: CUPE LOCAL 15 VMECW~~

~~AND: LANGARA COLLEGE~~

~~RE: ACCESS TO EMPLOYEE PERMIT PARKING~~

The parties agree that the decision of Arbitrator Nicholas Glass dated February 27, 1997 re: Paid Parking shall not apply to those employees whose association with the College is for the primary purpose of education; specifically, **student workers.** ~~those students employed as Student Aides, students employed under the Student Work Assistance Program (SWAP), and CO-OP education students employed by Langara for the purposes of the work experience component of their program.~~

Accordingly, the above reference employees do not have access to employee permit parking.

~~SIGNED this 29th day of June, 2011~~

LETTER OF UNDERSTANDING #14 STAND-BY, REMOTE CALL-OUT AND CALL-BACK

...

Call-Back

Call-Back is defined as a situation where an employee is required by the College to return to the worksite to attend to an incident.

1. When an incident cannot be attended to remotely and the employee is required at the call of the College to return to the worksite, the normal compensation provisions for overtime Art 11.F and G shall apply.

2. The provisions of Article 11.G do not apply when a stand-by employee is on a call-back, **unless the call-back is four (4) hours or more**.

3. An employee required to attend to a Call Back that ends within eight (8) hours of their regular scheduled work will be entitled to eight (8) clear hours of rest prior to commencing work on their normally scheduled day of work

~~SIGNED this 1st day of July, 2020~~

LETTER OF UNDERSTANDING #23 ~~STUDENT AIDE AND SWAP~~ **STUDENT** WORK SPECIFICATION

The parties agree to discuss and review, at the Joint Standing Committee, Job Specification for ~~Student Aide and SWAP~~ **all Student** work **(Co-op Student excluded- see LOU 25)** at the College.

The parties agree that this Letter of Understanding does not in any way create intent to include the ~~Student Aide and SWAP~~ **all Student** Job Specification within the terms of this or any subsequent collective agreement.

~~SIGNED this 4th day of March, 2015~~

LETTER OF UNDERSTANDING #29 EMPLOYEE WELLNESS FUND

The Employee Wellness Fund (EWF) is a one-time initiative intended to promote the health and wellness of staff that:

- Encourages habits of wellness;
- Increases awareness of factors and resources that contribute to personal well being; and
- Inspires individuals to take responsibility for their own health (physical and/or psychological).

Effective January 1, 2027, Permanent employees may claim up to ~~$225~~ **$500** per person (prorated for partial FTE) **per calendar year** upon application of and submission of eligible **personal** receipts incurred between ~~July 1, 2023~~ **January 1, 2027** and December 31, ~~2024~~**2028**. The total amount available for this initiative is ~~$71,785~~ **$271,420**.

Criteria:

- Eligible expenses are as per an approved list;
- Must have been incurred in the period covered;
- The expense must benefit the employee directly;
- Maximum claim amount is ~~$225~~ **$500** and **contingent on submission of receipts** can be supported by multiple receipts provided they meet eligibility criteria for qualified expenses. Where receipt(s) amounts exceed ~~$225~~ **$500** the maximum amount is ~~$225~~ **$500** for the claim;
- May only be submitted once **per calendar year** for the period covered; and
- Reimbursement for expenses cannot have been claimed elsewhere such as under an extended health plan or other plans where such expenses may be claimed.
- **If an employee has unused funds when they leave the employ of the College, that unused allowance is forfeited.**

Process:

- Employees will submit receipts through an application process determined by the Employer.
- In their submission, employees will be asked to confirm that they have not submitted previously for the said period and that the receipted expenses have not been claimed elsewhere.

- All applications will go to People and Culture, who will review and will make the final approval (authorization) for payment.

- All claimed reimbursed amounts up to ~~$225~~ **$500** ~~will~~ **may** be treated as a taxable benefit in accordance with Canada Revenue Agency (CRA) rules and regulations.

Eligible expenses:

- Personal fitness equipment (excluding clothing and footwear)
- Fitness classes or gym membership
- Admission fees for races and fitness activities
- Fitness trackers and app subscription, such as ~~Fitbit or~~ MyFitnessPal
- Consultation session(s) with a Registered Dietitian or Nutritionist
- Recognized weight loss programs such as WeightWatchers
- Books on health and fitness or that promote/support healthier habits
- Mediation/Mindfulness class or program
- App subscriptions that promote health and wellness such as HealthyMinds, Calm
- Wellness class
- Sports Equipment
- **Sport specific footwear such as skates, cycling shoes, or field cleats**
- Fitness Instructor / Personal Trainer
- **Traditional medicines**
- **Fees and supplies for Indigenous ceremonies**

Any unspent monies will be carried over for one year only into the Hard to Recruit LOU. **It is understood that the monies contributed to the Employee Wellness Fund is not part of the ongoing funding envelope.**

This Letter of Understanding expires on March 31, ~~2025~~ **2029**.

~~SIGNED this 9th day of June 2023~~

LETTER OF UNDERSTANDING #17 ECE WAGE ENHANCEMENT

The BC Government announced on September 5, 2018 funding to support its Early Care and Learning Recruitment and Retention Strategy. This announcement included funding available for qualified providers to support ~~a $1.00 per hour wage enhancement in early 2019 and another $1.00 per hour wage enhancement on April 1, 2020 for~~ Early Childhood Educators (ECEs).

In order to qualify for this funding, providers and staff must meet the eligibility criteria provided by the government. Provided the institution meets all the conditions set out by government, is eligible, and is in receipt of the funding under the program the ECE Wage Enhancement will occur and be provided to qualified ECE employees, in accordance with the following:

1. Contingent on the institution receiving the funding through this program, eligible ECE employees in the following positions in ~~Child Care Services~~ **Child Development Centre** will receive the ECE Wage Adjustment of ~~$1.00~~ **$4.00** per hour (up to a maximum of 195 hours per month):

   Eligible classification include:

   - Head Pre-School Teacher
   - **Assistant Head Pre-School Teacher**
   - **Early Childhood Educator**
   - ~~Pre-School Teacher~~

2. To be eligible, employees must:

(a) hold a valid Early Childhood Educator, Infant and Toddler Educator, and/or Special Needs Educator ~~certification~~ **certificate** issued by the BC ECE Registry;

(b) be an ECE in good standing with the BC ECE Registry;

(c) be ~~a front-line ECE directly employed on a full or part-time/casual basis who spends 50% or more of their working time in direct care of children~~ **employed by the College at a licensed child care facility, including employees working in direct care, or administrative, leadership, provided the employee is directly employed by the licensed facility**; and

(d) sign a written consent form that confirms their knowledge, consent and authorization for Langara College to provide their full name, ECE Registration #, ECE certificate expiry date, their wage, and total number of hours worked to the Province of BC.

3. Should the institution no longer be in receipt of the funding through this program, the program ceases, or should the employee no longer hold an eligible certification and/or be in good standing with the BC ECE Registry, then the ECE Wage Enhancement will also cease.

This amendment is made on a without prejudice and precedent basis, and cannot be relied upon as an interpretation of the positions or the job evaluation process/system.

~~This amendment is in effect for the 2019-2022 term of the Collective Agreement between Langara College and CUPE Local 15 and will remain in effect until its renewal.~~

~~SIGNED this 1st day of July, 2020~~

13. FORMATTING

Upon redrafting of the collective agreement, the following housekeeping changes to be implemented:

- *No longer include the "signed this DATE" line at the end of each LOU*
- *Zero to nine will be reflected alphabetically. For example, one week's notice.*
- *Ten and above will be reflected numerically. For example, 10 weeks' notice.*
- *All dollar and percentages will be reflected numerically. For example, 10% and $25.*

SCHEDULE "B"

New SCHEDULE E

INCLUSION OF REGISTERED MASSAGE THERAPY PROGRAM (RMTP) INSTRUCTORS IN THE BARGAINING UNIT

On April 16, 2026, the BC Labour Relations Board confirmed the inclusion of the Registered Massage Therapy (RMT) Instructors in the bargaining unit certified under Canadian Union of Public Employees (CUPE) Local 15.

Whereas the parties entered into collective bargaining to negotiate the terms and conditions of employment for inclusion of the Registered Massage Therapy Program (RMTP) Instructors into the bargaining unit; and

Whereas, this letter sets out the terms and conditions for RMTP Instructors, as agreed to between Langara College and CUPE Local 15;

The Parties therefore agree that effective the date of ratification the following shall apply:

A. The provisions set out in the Collective Bargaining Agreement between Langara College and CUPE Local 15 and its renewal, shall apply, except for the following Articles:

- ARTICLE 3 POINTS 5 TO 9 – DEFINITIONS AND COVERAGE FOR EMPLOYEE BENEFITS
- ARTICLE 4 – NOTIFICATION OF VACANCIES
- ARTICLE 8 A – JOB DESCRIPTIONS
- ARTICLE 8 F – TRANSFER WITHIN CUPE LOCAL 15 - VMEC
- ARTICLE 10 - JOB EVALUATION
- ARTICLE 11 – WORKING CONDITIONS
- ARTICLE 12 – SCHEDULE OF WAGE RATES
- ARTICLE 13 – APPLICATION OF SCHEDULE
- ARTICLE 14 – EMPLOYEE BENEFITS
- ARTICLE 15 A – SICKNESS AND INJURY
- ARTICLE 15 B – COMPULSORY QUARANTINE
- ARTICLE 15 C – LEAVE FOR FAMILY ILLNESS
- ARTICLE 15 D – BEREAVEMENT
- ARTICLE 15 E – LEAVE FOR BIRTH OF A CHILD
- ARTICLE 17 – LAYOFF AND RECALL
- ARTICLE 18 E – COLLEGE COURSE REGISTRATION
- ARTICLE 18 F – CAREER DEVELOPMENT
- SCHEDULE "D"

- LOU 1 COMPRESSED WORK WEEK SCHEDULE (NINE-DAY FORTNIGHT SYSTEM)
- LOU 2 EXPERIMENTAL WORK SCHEDULES
- LOU 3 PERMANENT TERM POSITIONS
- LOU 4 VARIABLE WORK SCHEDULE
- LOU 5 EARLY RETIREMENT INCENTIVE AGREEMENT
- LOU 7 PRE-RETIREMENT – REDUCED WORK WEEK
- LOU 12 HOURS WORKED IN EXCESS OF THIRTY-FIVE (35) HOURS PER WEEK
- LOU 14 STAND-BY, REMOTE CALL-OUT AND CALL-BACK
- LOU 17 ECE WAGE ENHANCEMENT
- LOU 18 NOTICE OF SHIFT CANCELLATION FOR TEMPORARY INTERPRETERS AND TRANSCRIBERS
- LOU 19 PEER TUTORS: TERMS OF REFERENCE
- LOU 20 CS LEAP FTE CHANGES, WORKLOAD, SCHEDULING AND ADDITIONAL WORK
- LOU 23 STUDENT AIDE AND SWAP WORK SPECIFICATION
- LOU 25 REGARDING CO-OP STUDENT WORK
- LOU 26 COST OF LVING ADJUSTMENT
- LOU 27 SERVICE IMPROVEMENT TRAINING FUND
- LOU 28 HARD TO RECRUIT SUPPORT STAFF POSITIONS
- LOU 29 EMPLOYEE WELLNESS FUND
- LOU 30 LABOUR MARKET ADJUSTMENT FOR SELECT IT POSITIONS

B. The following provisions shall apply for RMTP Instructors, and supersedes language for similar provisions in the Collective Agreement:

1. EMPLOYEE CATEGORY

The academic year runs from September to August and consists of three instructional terms.

a. Continuing Employee:

i. An employee becomes a continuing employee when they have a fixed term assignment in for each of the three terms of the academic year for two consecutive academic years, and has passed probation. At the end of the two academic years, they will be deemed as continuing provided there is an expectation of ongoing work. Substitution and backfill work would not count towards this calculation.

ii. A continuing employee may have less than 1 FTE and considered parttime.

iii. An employee who applies into a vacancy for work that is continuing or ongoing and is successfully selected, will be deemed to be a continuing employee upon completion of their probationary or trial period.

b. Temporary Employee:

i. A temporary employee is an employee with a stipulated start and end date. Subsequent appointments may commence after a 2 to 3 week intersession in keeping with program course calendars and schedules.

ii. A temporary appointment is not intended to be ongoing and therefore does not obligate the College to offer, nor the employee to accept, subsequent reappointments.
iii. For temporary instructors, contracts align with the academic term and the duration of the course. These temporary appointments are generally 15 weeks in length, with a minimum of one day. These assignments can include daytime, evening, and weekend teaching, depending on the schedule.

c. Probationary and Trial Periods:

i. All new employees shall be considered in a probationary capacity.
ii. The probationary and trial periods shall be for the purpose of determining competence and suitability for employment in that position in which the employee is placed in a probationary capacity.
iii. A new employee will be deemed to have completed the probationary period upon having two satisfactory performance reviews within two consecutive academic years. Satisfactory means meets expectations.
iv. The employment of an employee on probation can be terminated at any time during the probationary period without pay in lieu of notice, subject to grievance procedure. It may also be extended for up to an academic year, through mutual agreement between the College and the Union.
v. The probationary period will be subject to performance reviews, and may inform an employee's ability to take on more robust positions such as instructor, or multiple teaching appointments concurrently.
vi. When an employee, who successfully passed the probationary period, takes on another job category within the RMT Program, they will have a trial period for the first term of the assignment for the purpose of assessing competence and suitability.
vii. Where an employee is on a protected leave not exceeding two years, then the probationary period will be paused until their return.

2. JOB CATEGORY

All job categories are subject to accreditation requirements and qualifications may change to reflect accepted accredited requirements.

a. Academic Instructors (Theory/Lecture-Based Courses)

i. Teach knowledge-based courses such as anatomy, physiology, pathology, research, and professional practice. Academic Instructors must have a minimum of two years of experience in the field in which they teach and possess post-secondary credentials related to their teaching assignments, and/or have been massage therapy practitioners in good standing for a minimum of two years. Academic Instructors must also demonstrate an understanding of both the massage therapy profession and adult learning principles.
ii. Depending on academic credentials, an Academic Instructor will be classified as either a 1 or a 2:
    a. Academic Instructor 1 will have a bachelor and/or master degree and may also

be a Registered Massage Therapist (RMT)

b. Academic Instructor 2 will be a medical doctor or have a doctorate degree.

b. Practical Instructors (Simulated/Lab-Based Courses)

i. Teach hands-on assessment and treatment skills within a simulated learning environment. CMTCA defines simulated environments as settings where students perform required competencies under the direction of an experienced professional in an environment that replicates clinical practice.

ii. Must be an RMT in good standing and have a minimum of two years of practice experience as a massage therapist.

c. Teaching Assistants

i. Work exclusively within practical courses and are intended to support skill development, provide feedback during lab activities, and assist practical instructors with supervision of student learning, and assessments. While they do not have primary responsibility for course delivery, they play an important role in maintaining appropriate supervision ratios (an accreditation requirement) and supporting student success.

ii. Must be a RMT in good standing, and have a minimum 2 years of practice experience as a massage therapist.

d. Clinical / Outreach Instructors

i. Clinical Instructors supervise students during their clinical internships, while practicing skills and providing care to members of the public, in the on-campus Student Clinic.

ii. Outreach Instructors supervise students during their clinical internships, while practicing skills and providing care to target populations at off-campus, community locations.

iii. Must be a RMT in good standing and have a minimum of two years of practice experience as massage therapists.

3. WORKING CONDITIONS

a. Workload:

i. RMTP Instructors' workload will consist of instructional and non-instructional duties for the delivery and preparation of content to teach students in the program.

ii. An instructional load shall include an assigned schedule of instructional hours, which may include daytime, evening, or weekend assignments.

iii. Non-instructional duties may include, but are not limited to, lesson prep, student support (e.g. office hours), assessment and grading, and other program-related responsibilities.

   a. The parties agree that the non-instructional duties may occur at a time and location of the instructors' discretion subject always to the needs of the curriculum, students and department as they occur.

iv. RMTP Instructors will be paid 30 minutes non-instructional time which will be added to the offered number of instructional daily hours for a class or clinic.

v. RMTP Instructors will be assigned a fixed FTE and a proportionate minimum number of classroom hours per appointment.
vi. Instructors are expected to prepare and deliver the contents of their assigned course(s), and are expected to attend all scheduled, remote or in person, classes, or shifts.
vii. Assignment of instructional duties remains at the discretion of the College subject to accreditation requirements, qualifications, experience, subject matter expertise, operational requirements, student needs and program requirements.

b. Assignment of Work:

i. Three weeks before the commencement of the fall term, the employer will make available a tentative schedule to all instructors, with the understanding that it is subject to change as it is dependent on student enrolment. The detailed establishment of teaching schedules is the responsibility of the College.
ii. Continuing employees will have right to first refusal before a temporary employee and any employee on probation.
iii. Where an instructor declines to continue teaching a course that is part of their normal teaching schedule, they shall have the right to express an interest in other unassigned courses and provided they are qualified, will be assigned based on seniority.
iv. Continuing employees with less than a full time schedule will have preference for unassigned courses, provided they are qualified.
v. All remaining unassigned courses will be as per the Notification of Vacancies provision.

c. Scheduling:

i. Where instructional time for classroom instruction meets or exceeds three hours and a break is provided to students during that instructional time, this will be considered as a paid break time and exclusive to non-instructional duty paid time.
    a. The minimum daily hours scheduled is 3.5 hours.
    b. The paid rest break is for 15 minutes. Where students are provided a break that exceeds the 15 minutes (at the instructor's discretion), then the instructor and/or TA will make themselves available to address any student questions. This time is considered as part of the instructional time.
    c. Where there is more than one instructor or it includes a TA, then the break will be coordinated amongst them, ensuring that one person remains available to students.
ii. Clinical shifts are normally scheduled for 5.5 hours. Of that time, 5 hours are instructional time and the first 15 minutes and last 15 minutes of the shift are paid non-instructional time for non-instructional duties.
    a. Clinical Instructors scheduled for 5 or more consecutive hours will be entitled to an unpaid 30 minute break.
    b. Where there is more than one instructor, then the break will be coordinated amongst them, ensuring that one person remains available to students.
iii. For outreach activities, Outreach Instructors are compensated for an additional 30 minutes beyond what the students are scheduled for, as they are often required to set up the space, liaise with the host organization, and complete other administrative

duties.

a. Outreach Instructors scheduled for 5 or more consecutive hours will be entitled to an unpaid 30 minute meal break.
b. Outreach Instructors scheduled for 7 or more consecutive hours will be scheduled for an unpaid 30 minute meal break, as well as a paid 15 minute rest break.

d. Instructor-Student Ratios:

i. The Program runs academic, practical, and clinical/outreach classes, with different instructor to student ratios in each setting.

The maximum instructor-student ratio for:

- academic class is 1:40
- practical class is 1:22
- clinical/outreach class is 1:10

ii. If the maximum classroom ratios were to change to be in alignment with regulatory requirements, the College will consult with the Union before implementing any changes.

iii. Teaching Assistants (TA) are added to practical classes when it is over 20 students.

iv. A second Clinical or Outreach Instructor will be added where clinical or outreach class size exceeds 10 students.

v. In circumstances where there may be a need for further instructional support, additional support may be provided at the discretion of the Program Manager. Instructors are encouraged to discuss with the Program Manager any classroom ratio concerns.

e. Additional work:

i. **Substitution:**

a. Where an employee assumes a role to replace another instructor or a TA, they shall be compensated at the rate for the role they are substituting for. For example, if a TA substitutes for a Practical instructor, then they will be paid at the Practical Instructor rate for the time they are substituting. If a Practical Instructor substitutes for a TA, then they will be paid at the TA rate.
b. Any agreement to swap instructional time or work is subject to the preapproval of the Program Manager.

ii. **Minimum Daily Pay**

RMTP Instructors reporting for work at the call of the College shall receive their regular hourly wage for the entire period of work, with a minimum of two hours pay for each call out, unless the Instructor is unfit to work and/or if they do not meet the WorkSafeBC Health and Safety Regulations.

f. Office Hours:

i. RMTP Instructors are required to maintain office hours equal to 15 minutes per 3 hours of instructional time and is part of the non-instructional duties and time allotted.

ii. Office hours will be scheduled prior to class start, after end of class or during class

breaks.

iii. Instructors must inform students of their office hours, noting them on course outlines.

g. Travel:

i. Travel expenses will be as per Schedule C.G of the collective agreement.

ii. Travel expenses will be paid going to and from the event and the College. Where an instructor goes straight from their home to an event, or travels back from an event to their home, that will be considered as unpaid time in keeping with how they are compensated when commuting to and from work.

iii. Exceptions may occur at the approval from the Program Manager.

h. Campus Closure:

In the event work is suspended because of inclement weather or another reason completely beyond the control of the College, where practical, Instructors will switch to online delivery for that class. Where online is not possible, classes may need to be rescheduled. If classes cannot move to online or be rescheduled, then the employee shall receive a minimum of two hours' pay at their regular wage for that day.

4. NOTIFICATION OF VACANCIES:

a. Where practical, when a position becomes available, it will be posted internally on the College's job posting site.

b. In the event there are no internal applicants, then the vacancy will be posted externally.

c. The College reserves the right to post vacancies internally and externally at the same time. Employees who are already in the Program and have the necessary qualifications and satisfactory performance will have preference over external candidates.

d. Where more than one employee's seniority rights are (potentially) in conflict and the seniority dates of the affected employees are the same, the Union and the College will each designate a representative to mutually agree on a neutral third party to draw the names of the affected employees from a hat. The order in which the names are pulled from the hat will determine the seniority order of the members from the most senior to least senior. The designated representatives will observe the selection process.

5. EMPLOYEE BENEFITS

a. Benefits:

An employee not eligible for benefits shall be paid 10% in lieu of the following benefits: health insurance, group life and voluntary life insurance, and dental plan, on hours worked.

b. Vacation:

i. 4% in lieu of vacation will be paid on hours worked.

ii. After 5 consecutive years of continuous service, 6% in lieu of vacation will be paid on hours worked.

c. Statutory Holidays:
Employees will receive 6% in lieu on hours worked for statutory holidays as defined under Article 14.C.1.

d. Pension:
Where eligible, RMTP Instructors shall contribute to the College Pension Plan, subject to the conditions set out in the Plan. Details may be obtained on the College's website. Eligibility and enrolment is subject to the provisions of the Public Sector Pension Act and College Pension Plan requirements.

e. Parking:
Pay parking is in effect in the Langara parking lot and many off-campus locations. There is an option to apply for a parking pass for the Main Campus which allows employees to park in any regular unmarked stall in the general surface and underground lots (scramble parking). The parking pass fees will be waived for eligible employees as determined by the College. Parking at satellite campuses is at the cost and discretion of instructors.

f. **Employee Family Assistance Program**
The services of an Employee Family Assistance Program (EFAP) are available to eligible employees in accordance with the terms of the contract between the College and the Service Provider.

g. **Employment Insurance**
Employees shall be covered for employment insurance.

6. ABSENCE FROM DUTY

a. Illness or Injury Leave:

i. The Langara RMT Program will adhere to the advice of public health officials related to communicable diseases and the College of Complementary Health Professionals of British Columbia (CCHPBC). In addition, employees are expected to follow guidelines per the BC Centre for Disease Control (CDC) guidelines.
ii. In accordance with Section 49.1 of the *BC Employment Standards Act (ESA)* after 90 days of continuous employment, employees can take up to 5 paid days and 3 unpaid days of job-protected leave per calendar year.
iii. If requested by the employer, the employee must, as soon as practicable, provide to the employer reasonably sufficient proof that the employee is entitled to leave as per Section 49.1 of the *ESA*. except where it appears that a pattern of constant or frequent absences from work is developing.
iv. Illness or injury leave does not carry over from year to year if it is not used.
v. In the event of an absence due to illness or injury, employees must notify the Program Manager and/or Program Coordinators as soon as possible.

b. Family Responsibility:
An employee is entitled to up to five days of unpaid leave during each employment year to meet responsibilities related to

(a) the care, health or education of a child in the employee's care, or

(b) the care or health of any other member of the employee's immediate family (as defined under *Article 15.C Leave for Family Illness*).

c. Bereavement:
An employee is entitled to up to three days of unpaid leave on the death of a member of the employee's immediate family (as defined under *Article 15.D Bereavement*).

d. General leave:
Where an RMTP instructor is a continuing employee, and they have an approved leave, they shall be returned to their teaching schedule as it was prior to that leave subject to program requirements. Leaves subject to this provision must be taken in full terms and cannot exceed 12 months.

7. PROFESSIONAL & PERSONAL DEVELOPMENT

As a basic premise, demonstration of ongoing education specific to adult learning principles is intended to support accreditation requirements. As such, RMTP Instructors are eligible:

a. Instructional Skills Workshop

i. All instructors are required to attend the three day Instructional Skills Workshop offered by Langara. The course is offered multiple times per year, and instructors must complete it within their first calendar year of program instruction.

ii. Teaching Assistants (TAs) and Clinical/Outreach instructors will be offered the opportunity after two terms of teaching within the program or before becoming a Practical or Academic Instructor.

iii. Instructors who hold a Masters of Education or equivalent to the instructional skills training workshop would be exempt from this requirement.

iv. The program reimburses instructors for the three days (18-21 hours) at $30/hr., and there is no workshop cost for instructors.

b. Professional Development (PD) Events
The RMT Program may host PD events. The topics covered will vary depending on department needs. The Program pays instructors to attend at $30/hr. There may be unusual cases where a specific event is mandatory and as such as much notice will be given to instructors as possible to coordinate schedules.

i. Instructors may attend workshops offered through the Teaching & Curriculum Development Centre as well as instructor professional development opportunities

offered through Continuing Studies, subject to operational approval.

c. Tuition Fee Waivers:

i. Instructors may apply for fee waivers as per the College's Educational Benefits Program.
ii. RMTP Instructors' spouses and dependents are eligible for fee waivers for courses offered through Langara College with the exception of Continuing Studies courses.
iii. Eligibility:
   a. Is dependent upon the RMTP Instructor having worked in the term prior to the request; and
   b. having a current contract in the term the course is offered.
   c. Fee waivers are submitted through an online form and go to the Program Manager for approval.
   d. As a fee waiver student, employees, spouses and dependents are only eligible for fee waivers if there is an empty seat that does not bump a paying student.

8. LAYOFF AND END OF EMPLOYMENT

a. Resignations:

To formally resign from the College, instructors are required to provide notice as per the College's Resignation and Retirement Policy.

b. Termination of Employment:

i. RMTP Instructor appointments are conditional upon there being, in view of the College, sufficient enrolment in the course or program. In the event of insufficient enrollment and/or any other limiting circumstance, the contract will be terminated immediately.
ii. Either party may cancel an instructional appointment prior to the commencement of the contract upon providing 30 days written notice to the other.
iii. The College may terminate employment at any time for just cause without notice or any payment in lieu of notice.
iv. The College may also terminate employment at any time without just cause by providing notice as per the layoff provision.

c. Layoff

Should the College decide to reduce staff or to eliminate a position(s) within the jurisdiction of this Collective Agreement, the Union shall be so advised and, prior to any action being taken, consultation with the Union shall promptly take place in an endeavour to minimize the impact of such action on the affected employee(s). The College will bring to the attention of the Union any special considerations which may have an impact on the process.

i. Should the employee in the affected position be a continuing employee, they shall have the right to displace another continuing or temporary employee in the RMTP Instructor group with less seniority, in a position for which the affected employee possesses the ability, qualifications and requirements to perform the work currently required of the position.

ii. Should the employee in the affected position be a temporary employee who has passed probation, they shall have the right to displace another temporary employee in the RMTP Instructor group with less seniority, in a position for which the affected employee possesses the ability, qualifications and requirements to perform the work currently required of the position.

Employees displaced in accordance with the foregoing shall be subject to the same conditions as set out above.

An employee not appointed to another position in accordance with the foregoing shall be laid off and shall be entitled to notice or pay in lieu thereof on the following basis:

i. Continuing and Temporary employee: two weeks notice upon the completion of at least six consecutive months of employment and after the completion of two consecutive academic years of employment, one additional week's notice and for each subsequent completed year of employment, an additional one week's notice up to a maximum of eight weeks notice.

C. TRANSITION

The parties agree to discuss at minimum at least twice a year at the Joint Standing Committee meetings any issues or concerns arising from the application of this Schedule.

New LETTER OF UNDERSTANDING RMTP INSTRUCTORS TRANSFER INTO BARGAINING UNIT

On April 16, 2026, the BC Labour Relations Board confirmed the inclusion of the Registered Massage Therapy Program (RMTP) Instructors in the bargaining unit certified under Canadian Union of Public Employees (CUPE) Local 15.

Whereas, the parties seek to ensure a smooth transition of employees on record as of date of ratification into the bargaining unit;

The following sets out the framework for this transition:

1. Instructors will receive confirmation of their appointment to new CUPE positions, as determined by the College and in accordance with the business need. Such appointments shall include FTE, position and employment status (i.e. continuing). The parties will agree to the effective FTEs prior to ratification of the agreement.

2. Length of service

   Langara employees transferring directly from their current position as a Langara RMTP Instructor shall retain their original date of hire with Langara College.

   Seniority date determination will be based on the date of hire in the RMT Program for those employees as of the date of certification, excluding employees who took on other appointments that exceeded 15 consecutive months since the end of their last contract within the RMT Program, then the seniority date will reflect the start of the appointment following that break. Exceptions will be through mutual agreement between the College and the Union.

   The College will provide an updated list to CUPE and service dates will be confirmed between the parties no later than 30 days following ratification.

3. Seniority

   Regarding seniority, it will be agreed to as follows:

   The Union will advise the Employer of the list and final list will be posted following ratification of the agreement.

   The list will follow this format posted publicly in the department within ten days following confirmation between the Parties:

Name (Last, First)	Seniority date

For those Instructors who may have the same seniority date, seniority will be determined according to an objective and random method, for those employees. This same process will occur in the future if hiring occurs during the same month and seniority dates are identical.

4. In accordance with Article 7 Check-Off, Union dues payroll deduction was effective date of ratification.

Schedule "C"

The following attachments are tentative agreements between the Employer and the Association that occurred during negotiations. The parties agree that the following attached tentative agreements form part of this schedule and Memorandum of Agreement.

Article	Title	Description	Date Signed
3.5	Permanent Employee	Language adjustment	February 26th, 2026
4.4	Vacancy Postings	Language adjustment	March 3rd, 2026
4.9	Notification of Vacancies	Housekeeping,	February 20th, 2026
8.A	Job Descriptions	Added Language	February 26th, 2026
8.B	Personal Duties	Added Language	February 17th, 2026
9.A	Grievance Process	Update arbitrator list and grievance process structure	March 6th, 2026
10.8	Job Evaluation	Language adjustment	February 26th, 2026
10.D	Re-examination Process	Title changes only	February 17th, 2026
11.N	Excessive Workload	Housekeeping, Merge in 11.M	February 20th, 2026
11.M	Excessive Workload	Merge, housekeeping changes to paragraph formats	February 20th, 2026
11.F.3	Overtime	Housekeeping:	February 17th, 2026
11.G.4	Overtime Meal Allowance	Language adjustment	March 6th, 2026

13.C.3	Increments	Language adjustment	February 12th, 2026
14.B	Vacation	Update chart	February 17th, 2026
14. F	Pension	Updated to reference MPP resource	February 12th, 2026
14.M	Short Term Disability	Update STD terms to match Sun Life plan	February 26th, 2026
14 N	Long Term Disability	Updated LTD terms to match Sun Life plan	February 26th, 2026
~~15.U~~ 14.U	Spousal Relationships	Language Adjustment	February 20th, 2026
15.A	Sickness & Injury	Title changes only	February 12th, 2026
15.D	Bereavement Leave	Language adjustment	February 20th, 2026
15.L	Domestic Violence Leave	Title change: Leave respecting domestic or Sexual Violence	February 12th, 2026
LOU 20		Renewal	February 26th, 2026
Schedule C	Job Sharing	Title changes only	February 12th, 2026
various		Housekeeping – Title changes	February 20th, 2026

Housekeeping Employer #1

The employer proposes updating the following department and positions titles throughout the collective agreement:

Current Language	*Updated Language*
Human Resources Consultant	*People and Culture Partner*
Human Resources Department	*People, Culture and Inclusion Department*
Human Resources	*People, Culture and Inclusion Department*
Director, Human Resources	

New:

3. DEFINITIONS AND COVERAGE FOR EMPLOYEE BENEFITS

…

3. "Director, Human Resources" means the person so employed and designated.

The union proposes updating the description, as follows:

"Director, Human Resources" means the person so employed and designated**, who is part of the People, Culture and Inclusion Department**

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on February 20th, 2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Housekeeping - Employer #3

Amend Article 10.A.1.j. as follows:

10 JOB EVALUATION

...

D. Re-examination Process

1. Within fifteen (15) working days of the Union receiving the results under 10.B.4., the Staff Representative may request a re-examination of the review by designated Employee Representative(s) with the party who has evaluated the job. The ~~Human Resources~~ **People, Culture and Inclusion** Representative will **a** make recommendation to the Director, Human Resources who will then convey a written decision in the matter to the Union. Such reconsideration, recommendation and decision process shall be completed within thirty (30) working days.

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Housekeeping – Employer #5

Amends Article 14 b. as follows:

14 EMPLOYEE BENEFITS

...

B Vacation Entitlement in Year of Retirement

Update table showing annual vacation entitlement in working days.

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Housekeeping – Employer #6

Amend 15 A1j. as follows:

15 ABSENCE FROM DUTY

A Sickness and Injury

1. Non-Occupational Sickness and Injury

...

j. Should the College have a concern with the scheduling of an employee's medical/dental appointment(s), it may raise the issue with the employee. Unresolved issues should be discussed with the employee and Steward (if the employee so wishes one). Concerns which remain unresolved may be referred to a Union representative and ~~Human Resources~~ **the People, Culture and Inclusion Department.**

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Feb 12, 2024

Housekeeping - Employer #7

Amend Schedule "C" Article K as follows:

SCHEDULE "C"

...

K Job Sharing

Any employee who wishes to participate in a job sharing arrangement should make application to the ~~Human Resources~~ **People, Culture and Inclusion** Department and the Union. The College will endeavour to accommodate such requests on a time-limited basis.

Job sharing arrangements will only be implemented where there is mutual agreement of the College and the Union

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Feb 12, 2026

Substantive - Employer #13

The following amendments to the language of the collective agreement:

9 GRIEVANCE PROCEDURE

…

A Grievance Procedure

…

Step 4 Binding Arbitration

Single Arbitrator

Should either party decline to accept the referral to, or recommendations of, the investigator then the matter may be referred to a single arbitrator for final and conclusive determination. The single arbitrator shall be chosen from the following list of arbitrators:

John B. Hall	~~Joan McEwen~~	Bob Pekeles	Corinn Bell
~~Mark Brown~~	Ken Saunders	Mike Fleming	Arnie Peltz
Jacquie de Aguayo	**James Dorsey**	**Chris Sullivan**	

Additional names may be added by mutual agreement.

The selection of the single arbitrator must be agreed to within seven (7) working days or either party may apply to the Chair of the Labour Relations Board to make such appointment from the preceding list.

The decision of the single arbitrator shall be final and binding and enforceable on all parties. This decision shall be made and transmitted to both parties within twenty-one (21) days from the conclusion of the arbitration hearing.

All costs and expenses incurred by the arbitrator shall be shared on an equal basis.

Arbitration Board

The parties agree to a preference for single arbitrator hearings unless there is mutual agreement to refer the grievance to a three-person arbitration board. Either party may communicate a preference for a three-person arbitration board in writing prior to agreement on a single arbitrator, mutual agreement will not be unreasonably withheld.

~~Notwithstanding the foregoing, either party may require that a dispute be heard by a three person arbitration board.~~

~~Such option must be communicated to the other party within seven (7) working days of advancement to arbitration.~~

One member is to be appointed by each of the parties and the appointees shall then choose the chairperson from the preceding list. Failing agreement within seven (7) working days, either party may apply to the Chair of the Labour Relations Board to make the appointment from the list.

The decision of the arbitration board shall be final and binding upon both parties and will be transmitted to both parties within twenty-one (21) working days after the conclusion of the arbitration hearings. Each party shall pay its own expenses and the remuneration and disbursements of its appointee to the board. The parties will share equally the costs of the chair, including expenses.

B The grievor(s) or the Union shall be responsible for advancing the grievance to each succeeding Step and shall do so by notifying the College in writing, not later than seven (7) working days from receipt of the written response. Only the Union may advance Union or employee grievances to Step 4. The succeeding stage shall commence the day following receipt of such notice. Where notification is to proceed to the arbitration stage, Step 4, the time limit shall be twenty-five (25) working days from the expiration of the previous stage. If such notice is not given, the grievance shall be deemed to be abandoned and all recourse to the grievance procedure shall be at the end. Time limits are intended to result in the prompt resolution of grievances.

C In the event that the appropriate college representative is unavailable to meet within the time limits prescribed in this Article, the time limits may be extended or the grievance may be elevated to the next step in the procedure.

Extensions to the time periods in the procedure shall be made only by agreement of the Union and the College.

D An employee who is reinstated by an Arbitration Board or a single Arbitrator shall be entitled to reinstatement without loss of seniority.

Rest of article to remain the same

Signed in Vancouver, BC on March. 06th, 2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Substantive – UN #2

Amend the collective agreement as follows:

8. EMPLOYEE RIGHTS

A. Job Description

Effective January 2015, the College shall retain all job descriptions and rating sheets. These job descriptions and rating sheets shall be provided to the Union **or any employee** upon request.

Signed in Vancouver, BC on February 26th, 2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Substantive– Union #3 (UN3) (HK 7)

Amend Article 8.B. as follows:

VIII EMPLOYEE RIGHTS

…

B Personal Duties

B. Employees will not be required to perform personal duties for **any employee of the college** ~~**supervisory personnel**~~**.**

Signed in Vancouver, BC on February 17th, 2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Housekeeping - UN #4/HK_9

Amend Article 11.F.3 as follows:

11. WORKING CONDITIONS

...

F <u>Overtime</u>

...

3. An employee who elects to receive compensating time off in lieu of being paid for overtime shall be given compensating time off equivalent to the number of hours for which payment would have been made for the overtime so worked as provided in clause 1. Such time off shall be taken at a time mutually agreed upon between the employee and their department head. If an employee does not receive all compensating time off by August 31 of the ~~year next~~ following ~~the~~ year in which they worked the overtime entitling such compensating time off, or prior to leaving the service of the College for any reason (whichever event occurs first), the employee shall be paid in cash for the overtime for which no compensation was received.

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

Feb 17 2026

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Housekeeping UN #8, UN #11, UN #12

1. *No change to the reference to Article 4.9 (UN #8).*
2. *The following amendments to the language of the collective agreement:*

11. WORKING CONDITIONS

...

M Workload

The College is committed to providing employees with a humane and supportive workplace. Issues surrounding workloads will be dealt with by the College in that spirit.

The employer agrees that except in extraordinary circumstances, an employee's normal work load will not be increased as a result of another position being temporarily vacant due to illness, vacation or leaves of absence.

When an employee is absent from work, another employee may be required to carry out some of the duties of the absent employee. In this event, priorities shall be established to accommodate the work to be performed.

This clause is not intended to supersede Article 13.D Acting in Senior Capacity.

~~N Excessive Workload (Reference Article 4.9.)~~

~~The College is committed to providing employees with a humane and supportive workplace. Issues surrounding workloads will be dealt with by the College in that spirit.~~

For the purpose of preparing for and attending meetings, and involvement of shop steward(s), the provisions of Article 9.~~E~~**F** shall apply.

Any employee or group of employees who have a concern about their workload may consult with their immediate supervisor or Administrator to review priorities and explore other strategies to resolve the workload problem.

If the concern is not resolved, the employee(s) may refer the issue to the Joint Standing Committee which will investigate the matter and recommend solutions to the applicable Senior Administrator or delegate.

Renumber rest of article.

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on February 20th, 2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Housekeeping UN #13

The following amendments to the language of the collective agreement:

15. ABSENCE FROM DUTY

…

D Bereavement

…

1.

…

For Indigenous employees this includes an Indigenous Elder or any individual an Indigenous employee considers family consistent with their Indigenous cultural practices. An Indigenous Elder is designated as such by their community. This ~~addition is agreed to on a provisional basis and the~~ specific language is subject to refinement or amendment based on consultations ~~to be conducted~~ with the Indigenous community at Langara College ~~within six months of ratification.~~

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on February 20th, 2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Housekeeping UN #14

The following amendments to the language of the collective agreement:

15 ABSENCE FROM DUTY

…

U ~~Same Gender~~ **Spousal Relationships**

For all benefits, rights and entitlements of the Collective Agreement where there is no regulatory or other impediment external to the College, **an employee's** ~~S~~ spouse shall include **a legal spouse or a person continuously living with an employee in a role like that of a marriage partner for at least 12 months** ~~same gender spouse for all benefits, rights and entitlements of the Collective Agreement where there is no regulatory or other impediment external to the College.~~

Signed in Vancouver, BC on February 20th, 2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Housekeeping - UN #16

Amend article as follows:

14. Employee Benefits

...

N. Long Term Salary Indemnity

Long Term Salary Indemnity is provided in accordance with the terms of the contract with the insuring company on the following general basis:

Amount of benefit	-	65% of salary to a maximum of ~~$1,720~~ **$3,240** per month
Duration of benefit	-	until retirement or as otherwise provided
Benefit effective	-	upon expiration of Short Term Salary Indemnity coverage

The premium cost of Long Term Salary Indemnity coverage shall be borne entirely by the employee and shall be paid by means of payroll deductions.

Should the Union wish to increase the level of coverage for Long Term Disability and Weekly Indemnity benefits, this shall be done through the vehicle of the Benefits Committee.

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on February 26th, 2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Housekeeping - UN #17/L_51

Amend Article 14.F as follows:

14. EMPLOYEE BENEFITS

...

F Pension (Superannuation)

Except as otherwise provided in this Agreement, every employee on, or appointed to, the permanent staff shall contribute to the Municipal Pension Plan. The College contribution will be paid only when the employee is in receipt of pay. Details may be obtained on-line at: ~~www.langara.bc.ca/hr/benefits.~~ **http://mpp.pensionsbc.ca/welcome-to-the-plan.**

Notwithstanding this, eligibility and enrolment is subject to the provisions of the Pension (Municipal) Act.

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Feb 12, 2026

Housekeeping -- UN #19

Amend as follows:

14. EMPLOYEE BENEFITS

...

M Short Term Salary Indemnity

All employees upon appointment to the permanent staff shall participate in the Salary Indemnity Plan.

Salary Indemnity coverage is provided in accordance with the terms of the contract with the insuring company on the following general basis:

Amount of benefit	-	65% of employees weekly salary to **the** ~~a~~ maximum ~~Of $500 per week~~ **prescribed by Employment Insurance**
Duration of benefit	-	52 weeks
Benefit effective	-	upon expiration of sick leave where the absence exceeds ten (10) consecutive working days

The premium cost of salary indemnity coverage shall be borne entirely by the employee and shall be paid by means of payroll deductions.

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on February 26th, 2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Housekeeping - UN #20/M_12-1

Amend Article 15.L as follows:

15. ABSENCE FROM DUTY

...

L ~~Leave for Domestic Violence~~ **Leave Respecting Domestic or Sexual Violence**

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Signed Feb 12, 2026

Housekeeping– Union #22 (UN22) (HK 2-1)

Amend 13.C.3 Increments *as follows:*

XIII APPLICATION OF SCHEDULE

…

C. Increments

…

3. For increment purposes, the anniversary date of an employee shall be the date of appointment of an employee ~~**on probation.**~~ Subsequent incremental entitlements shall be on said date, except as affected by "5" hereof. (re-number subsequent paras)

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on February 17th, 2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Substantive Union #25

Amend the collective agreement as follows:

4. NOTIFICATION OF VACANCIES

...

4. A notice of vacancy shall be compatible with, and essentially represent the current job description of the available position and will include:

- a position summary**, the duties and responsibilities,** and desirable qualifications for the position **from the job description**~~, with full job description available upon request~~.
- a statement that "an equivalent combination of education and experience may be considered",
- classification title,
- current work location (without prejudice to the right of the College to transfer employees),
- hours and days of duty,
- salary range and any particular premiums associated therewith,
- competition closing date,
- statement that Langara is committed to enhancing our diverse workforce,
- where the available position is "Temporary" the notice shall so specify stating the anticipated duration of employment.

Signed on March 3, 2026 in Vancouver, BC:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Housekeeping –UN #52

Amend as follows:

3. DEFINITIONS AND COVERAGE FOR EMPLOYEE BENEFITS

...

5. Permanent Employee

~~An employee who has been appointed to permanent staff by the College following eight hundred and fifty (850) hours of satisfactory work with the College.~~ **A permanent employee is an employee appointed to permanent staff by the College.** Permanent appointments of less than full-time may be made with the prior approval of the Union. The Union shall provide a response within ten (10) business days. In the absence of a response, within ten (10) business days, the College may proceed with position creation. Approvals shall not be unreasonably withheld. The College will endeavour to create permanent full time positions where possible. The College will provide CUPE with information when requested on permanent full time and part time positions created at the College. A permanent employee is entitled to all employee benefits provided by the Agreement.

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on February 26th, 2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Substantive Union #63

Amend the collective agreement as follows:

10. JOB EVALUATION

...

B. Job Evaluation Requests

1. A request for job evaluation may originate with the employee, the Union, or the employer. Such requests, detailing the reasons why a change is deemed to be necessary, must be made in writing to the Director, Human Resources. ~~on a~~ **A** position description questionnaire **(PDQ) shall be** provided **to all employees in that position** for this purpose. Copies of all requests for job review submitted by the employee **and PDQ(s)** shall be provided to the Union.

Signed in Vancouver, BC on 02/26/2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Housekeeping - UN 66 (M 5)

The Employer considers this proposal to be Housekeeping and proposes the following amendments to the language of the collective agreement:

11. WORKING CONDITIONS

…

G. Overtime - Meal Periods and Allowances

…

4. The College shall provide transportation, in the form of **a taxi or equivalent ride-hailing service** ~~taxi vouchers~~, to employees who must work authorized overtime after 10.00 p.m., when the employee so requests.

The parties agree that these housekeeping amendments do not change the meaning or intent of the collective agreement language.

Signed in Vancouver, BC on March, 06th, 2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson

Substantive Union #87

Amend the collective agreement as follows:

Renew LETTER OF UNDERSTANDING #20

Signed in Vancouver, BC on 02/26/2026:

On behalf of Langara College,

Alison Jones
Lead Spokesperson

On behalf of CUPE Local 15,

Gail Johnson
Lead Spokesperson