

COLLECTIVE AGREEMENT

between the

**OKANAGAN COLLEGE
(SUPPORT STAFF)**

and the

**B.C. GENERAL EMPLOYEES' UNION
(BCGEU)**

Effective from July 1, 2022 to June 30, 2025

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WITNESSETH THAT:**ARTICLE 1 - PREAMBLE**

The purpose of this agreement is to set forth and establish the terms and conditions of employment so that efficient operations and harmonious relationships may be maintained between the College and the Union to the benefit of both parties.

ARTICLE 2 - RECOGNITION AND NEGOTIATIONS**2.1**

The College or anyone authorized to act on its behalf recognizes the Union as the sole collective bargaining agency for its employees classified and covered by this agreement and hereby consents and agrees to negotiate with the Union, or anyone authorized to act on behalf of the Union, in any and all matters covered by this agreement affecting the relationship between the parties to this agreement looking forward to a peaceful and amicable settlement of any differences that may arise between them.

2.2

The recognized insignia of the Union shall include the designation "*BCGEU*". This designation shall, at the employee's option, be placed on stenography typed by a member of the Union. This designation shall be placed below the signatory initials on typewritten correspondence.

ARTICLE 3 - RIGHTS OF MANAGEMENT

Except as otherwise provided in this agreement, the College or its delegated officer has exclusive control over the management, supervision and administration of the College and the direction of the working force.

ARTICLE 4 - CONFLICTING AGREEMENTS

The College agrees not to enter into any agreement or contract with the union employees, individually or collectively, which in any way conflicts with the terms and provisions of this agreement. Any such agreement will be null and void. In the event that there is a conflict between the contents of this agreement and any regulations made by the College or its administrators, this agreement shall take precedence over the said regulation, except for provisions derived from or under provincial legislation.

ARTICLE 5 - CERTIFICATE OF BARGAINING AUTHORITY**5.1**

This agreement shall relate only to employees and categories of employees referred to in the Certificate of Bargaining Authority issued by the Labour Relations Board under date of August 14, 1973, and covering only Non Teaching Staff as expressly provided in Appendix A. Other categories of Non Teaching Staff may be added subsequent to the anniversary date of this agreement, but in any event the following shall be excluded:

Senior Administrative Officer, Coordination & Operations
Executive Assistant to the Vice-President, Academic and Provost Office
Executive Assistant to the CFO & Vice-President, Corporate Services
Executive Assistant to the Vice-President, Enrolment & College Relations

Executive Office Assistant, President's Office
 Governance & Privacy Coordinator
 Department Administrator, Advancement & Foundation
 Department Administrator, People Services People Services Associates
 Department Administrator, Community Engagement & Careers
 Administrative Coordinator, Arts and Foundational Programs
 Coordinator, Trades and Apprenticeship Programs
 Administrative Coordinator, Science & Technology Administrative Coordinator, Health & Social Development
 Administrative Coordinator, School of Business
 Operations & Administrative Coordinator, Continuing Studies & Corporate Training
 Coordinator, Facilities Administration Administrative Coordinator, Student Services
 Department Administrator, Registrars Office
 Administrative Coordinator, International Education
 Department Administrator, Learning & Applied Research;
 Department Administrator, IT Services
 Administrative Coordinator, Library Services

5.2

When the College creates a new position which does not fall within Appendix A, and for which the assigned duties might reasonably be deemed to come within the bargaining unit for which the Union is certified, the College shall consult with the Union to determine whether or not that position ought to be included as a new classification in this agreement. In the event the parties cannot agree, the question of inclusion or exclusion may be referred to the relevant labour relations legislation. Where the parties fail to agree and pending a decision from the relevant body administering the labour relations legislation, the position may be filled and worked.

5.3

The College shall provide the Union with a copy of the organizational chart for the department where the position is located, a copy of the position's job description and a copy of the job description for the position which supervises the position in question.

5.4

If an existing position is changed, such that the Union has concerns about its status, the information as described in 5.2 and 5.3 shall be supplied upon request. In the event the parties cannot agree, the question of inclusion or exclusion may be referred to the relevant labour relations legislation. Where the parties fail to agree and pending a decision from the relevant body administering the labour relations legislation, the position may be filled and worked in the jurisdiction in which the position is currently contained.

ARTICLE 6 - UNION SECURITY**6.1**

Employees who are now or hereafter become members of the Union shall maintain their membership in the Union as a condition of employment, and every new employee whose employment commences hereafter shall become a member of the Union as a condition of employment, except where applicable under prevailing legislation.

6.2

Employees on non-regular appointments who are employed for 10 accumulated working days or less shall not be required to become members of the Union as a condition of employment. Such employees shall be paid the listed rate of pay in accordance with Appendix C of this agreement.

ARTICLE 7 - NO DISCRIMINATION CLAUSE

The College and its agents agree that there shall be no discrimination, interference, restriction, or coercion exercised or practised with respect to any employee in the matter of hiring, wage rates, training, upgrading, promotion, transfer, layoff, discipline, discharge or otherwise by reason of age, race, creed, colour, nationality, political or religious affiliations, sex or marital status, disabling conditions unrelated to job performance, nor by reason of their membership in a labour union or for the exercise of rights, privileges and benefits provided by the terms of this agreement and the employees shall at all times and in like manner act in good faith toward the College.

ARTICLE 8 - PERSONNEL FILE

Upon reasonable notice and during normal working hours, an employee, or the President of the Union (or designate), with the written authority of the employee, shall have the right of access to the employee's personnel record. Examination of the contents of the official personnel file shall be in the presence of the person authorized by the College and shall not be removed from the office in which access is provided. An employee shall be provided, at the time of filing, with a copy of evaluation performance statements, letters of commendation and censure, and any other documents which may be the basis of disciplinary action. Additional copies of these documents will be provided upon request to the employee. Letters of censure will indicate a copy is to be placed in the personnel file.

ARTICLE 9 - THE COLLEGE SHALL ACQUAINT NEW EMPLOYEES**9.1 Definition**

The College agrees to acquaint new employees with the fact that a collective agreement is in effect and with the conditions of employment set out in the articles dealing with union security and dues check-off. the College shall provide new employees with the link to the current copy of the collective agreement, with the appointment letter. New employees shall be advised of the name and location of their steward. Whenever the steward is employed in the same work area as the new employees, the employee's immediate supervisor shall introduce them to their steward.

9.2

The Employer will notify the Union of new employees and of their primary work location no later than 10 days after the start date of the new employee.

(a) The College agrees that a union steward shall be given an opportunity to meet with a group of new employees within regular working hours without loss of pay, for 30 minutes for the purpose of acquainting the new employees with the benefits and duties of union membership and the employees' responsibilities and obligations to the Employer and the Union. The frequency of the meetings will be no more than once per month.

(b) In addition, the College will give the Union 30 minutes to meet with support staff during the College New Employee Orientation.

ARTICLE 10 - CHECK-OFF OF UNION DUES**10.1**

Each pay period the College shall, as a condition of employment, deduct from the wages or salary of each employee in the bargaining unit, the amount of the regular dues payable to the BCGEU.

10.2

The College shall deduct from any employee, upon written consent of that employee, any assessments levied in accordance with the BCGEU Constitution and/or Bylaws.

10.3

Deduction of union dues shall be made in each pay period. Dues or payments in lieu shall be considered owing in the period for which they are deducted.

10.4 Employee Information

The College agrees to make every reasonable effort to provide on a biweekly basis the following information electronically to the President of the BCGEU:

- employee surname
- employee first name
- address
- birth date
- base job classification
- start date
- hourly salary
- dues amount
- month-to-date dues

10.5

The Employer will provide to the Union on a quarterly basis a report with the name of the bargaining unit employees who are no longer employed at the College.

10.6

The College shall include on each employee's T4 statement the amount of the deductions paid to the Union by the employee in the previous year.

10.7

Before the College is obliged to deduct any amount under Clause 10.1 of this article, the Union must advise the College, in writing, of the amount of its regular dues. The amount so advised shall continue to be the amount to be deducted until changed by further written notice to the College signed by the President of the BCGEU.

10.8

Employees shall, as a condition of continued employment, complete an Assignment of Wages form providing for the deduction of union dues.

10.9

(a) The Employer will submit union dues remittance by EFT. The EFT will be submitted with an email to direct.deposit@bcgeu.ca including the EFT date and dollar amount.

- (b) Each EFT email will also include:
- (1) employer name;
 - (2) pay period type (e.g. monthly, semi-monthly, biweekly, etc.);
 - (3) pay period number;
 - (4) pay period end date; and
 - (5) pay period pay date.

ARTICLE 11 - BULLETIN BOARDS

11.1

The College shall provide bulletin boards in locations agreed upon which the Union shall have the right to post a copy of this agreement and notices of meetings and such other notices as may be of interest to the employees.

11.2 Technical Information

The College agrees to provide the Union such public information and such information relating to employees in the bargaining unit as is available and as may be required by the Union for collective bargaining purposes.

ARTICLE 12 - PICKET LINES

12.1 The College Premises

In the event that a picket line is set up at the College premises, arising out of a dispute as defined in the prevailing legislation, any refusal to work or failure to cross such picket lines by employee members of this Union shall not be considered a violation of this agreement, nor constitute sufficient grounds for dismissal.

12.2 Off the College Premises

Failure to cross a picket line encountered in carrying out the Employer's business shall not be considered a violation of this agreement, nor shall it be grounds for disciplinary action.

ARTICLE 13 - UNION REPRESENTATIVES

13.1

The Employer agrees that access to its premises will be granted to members of the staff of the Union when dealing or negotiating with the Employer, as well as for the purpose of investigating and assisting in the settlement of a grievance.

13.2

Members of union staff shall notify the excluded designated supervisory official in advance of their intention and their purpose for entering and shall not interfere with the operation of the Employer.

ARTICLE 14 - STEWARDS

14.1 Steward Activities

The Union shall appoint or elect stewards and shall notify the College in writing of such appointment or election. The College shall recognize stewards and shall not discriminate against them for steward activity. The Union and the College shall agree as to the on-the-job activities of the stewards.

Those activities as defined shall be:

- (a) the posting of union bulletins and notices;
- (b) the investigation of and the processing of grievances;
- (c) the supervision of ballot boxes when necessary;
- (d) carrying out those duties within the realm of safety responsibilities;
- (e) attending meetings at the request of the College.

14.2

It is mutually understood that 14.1(a), (b) and (c) will not interfere with the College duties as laid down.

ARTICLE 15 - SUBCONTRACTING

(a) The College agrees that work or services presently performed or hereafter assigned to the collective bargaining unit shall not be subcontracted, transferred, leased, assigned, or conveyed, in whole or in part, to any other plant, person, company, or non-unit employee, excepting in instances where the College feels that any operation presently performed within the bargaining unit could be more efficiently performed in some other manner the College may, in consultation and by agreement with the Union, subcontract that particular operation. Consultation and decisions must occur within 10 working days of a request by the employer and must not cause undue delay. It is agreed that no permanent employees will lose their employment because of any subcontracting engaged in by the College. The parties agree that Union consultation and agreement is not requirement in emergency situations.

(b) In the following circumstances, consultation is required but agreement is not:

- Professional development/knowledge transfer/coaching opportunities
- Specialized skills or expertise is unavailable in deployable employees

(c) The College agrees to provide the Union with a list of all purchase service agreements on a quarterly basis. The College will provide, upon request of the Union, copies of all purchase service agreements that could be reasonably considered by the Union to be work or services presently performed or hereafter assigned to the collective bargaining unit. The College agrees to provide the purchase service agreements to the bargaining unit Chairperson or designate and to discuss the contracts that are of concern to the Union. The parties recognize the obligations of the Employer under Freedom of Information and Protection of Privacy legislation and agree to maintain confidentiality of all private information in these contracts.

ARTICLE 16 - APPOINTMENTS

16.1 Regular Appointments

(a) *Full-time Regular Appointment*

A full-time regular appointment is one which involves 35 hours of work per week for a period of eight consecutive months or more on an annual basis, calculated from date of appointment in this appointment category. (See Clause 16.2[d])

(b) *Part-time Regular Appointment*

A part-time regular appointment is one which involves less than 35 hours of work per week for a period of eight consecutive months or more on an annual basis, calculated from date of appointment in this appointment category. (See Clause 16.2[d])

(c) *Regular Sessional Appointment*

Appointments of eight consecutive months or more and less than 12 consecutive months may be referred to as sessional appointments.

16.2 Non-Regular Appointments

(a) *Full-time Non-Regular Appointment*

A full-time non-regular appointment is one which involves 35 hours of work per week for a period of less than eight consecutive months from date of each appointment in this appointment category. (See Clause 16.2[d])

(b) *Part-time Non-Regular Appointment*

A part-time non-regular appointment is one which involves less than 35 hours of work per week for a period of less than eight consecutive months from date of each appointment in this appointment category. (See Clause 16.2[d])

(c) *Employee on Leave*

A non-regular appointment is also an appointment resulting from an employee on regular appointment being on leave, in which case the non-regular appointment shall not exceed the term of leave of the employee being replaced and shall not be eligible for conversion to a regular appointment.

(d) *Length of Appointment*

If an employee occupies the same position on non-regular appointment, excluding Section (c) of this clause, for eight consecutive months, or up to 12 months where one-time internal funding is available for special projects or initiatives, the College shall post the position in keeping with Article 21 (Posting of Positions) and shall thereby convert the position to regular appointment status, unless an extension is mutually agreed to by the Joint Committee.

(e) *Non-Regular Employment Confirmation*

New non-regular employees will be provided with and sign a Non-Regular Employee Information & Confirmation Sheet outlining the terms of their employment.

(f) *Extension*

Wherever possible, employees on non-regular appointments shall be given a minimum of one week's notice if the appointment is to be extended.

(g) The College shall prepare a list indicating name, classification, centre and number of hours worked per month for all non-regulars. Such list shall be updated monthly and shall be provided to the bargaining unit Chair.

16.3 Change of Status

A regular employee may request a change in status from a regular employee to non-regular employee and, if approved, shall assume a position on the non-regular list in seniority order, provided that the employee clearly states their intentions, in writing, to the College President or designate. Such employees shall carry with them their accumulated seniority and shall have all the rights conveyed by relevant provisions of the collective agreement.

16.4 Shared Regular Appointment

- (a) A shared regular appointment is an appointment category used when the duties normally associated with one full-time position and one employee on regular appointment are voluntarily shared between two employees on regular appointments. The specific arrangements for sharing the duties may vary from one situation to another, and may include sharing the normal full-time annual workload for part of the year on a full-time basis, or for the entire year on a fractional basis.
- (b) Requests for shared regular appointments will be reviewed on an individual basis and the College is not obligated to approve applications.
- (c) The Dean, Director, or Associate Vice-President shall normally approve the application provided that the employees making the application, the department(s) involved, and the designated supervisor agree that services to students and to the College will not be adversely affected under the proposed arrangements.
- (d) Within 20 working days of the submission of the application, the Dean, Director, or Associate Vice-President shall inform the applicants in writing of their decision, and if the application is not approved, shall state in writing the reasons for non-approval. A decision to deny an application shall not be grievable.
- (e) If one of the current incumbents leaves the shared regular appointment, the remaining incumbent shall assume the full-time position, unless a further shared regular appointment is requested and approved.
- (f) (1) An employee on a shared regular appointment shall accumulate seniority on a pro rata basis.
- (2) If the employment of an employee on a shared regular appointment is terminated in accordance with Article 26 (Seniority) and Article 36 (Workforce Reduction), the employee shall receive severance pay in accordance with Article 41 (Severance Pay) on a pro rata basis.
- (g) (1) The two employees on shared regular appointments are entitled to the salary provisions of a full-time regular appointment at each employee's appropriate salary scale step on a pro rata basis.
- (2) Employees on a shared regular appointment shall receive an annual salary incremental increase in accordance with Clause 29.2 until the maximum salary for their level is reached.
- (3) Employees on a shared regular appointment shall be eligible for annual vacation in accordance with Clause 42.5(b) (Vacation Leave Credits).
- (4) If employees on a shared regular appointment wish to receive health and welfare benefits specified in Article 47 (Health and Welfare Plans), the period of participation shall be a complete College year (July 1-June 30) or multiple thereof, and the College shall contribute a pro rata share of the annual costs of these benefits and the employees shall pay the balance of the annual costs of these benefits.
- (5) For the purposes of Municipal Pension, the pensionable service of employees on a shared regular appointment shall be calculated on a pro rata basis during the period in which the employees are on a shared regular appointment.
- (6) For employees on a shared regular appointment, sick leave benefits as specified in Article 51 (Sick Leave Provisions) shall be accumulated on a pro rata basis. Deductions from sick

leave credits shall be in accordance with the specific arrangements for sharing duties (see Clause 16.4[a] [Shared Regular Appointment]).

Employees on a shared regular appointment shall continue to be eligible for benefits from the Staff Development Fund on the same basis as for a full-time employee on a regular appointment.

ARTICLE 17 - JOINT COMMITTEE

17.1 Definition

A joint committee comprised of up to five representatives of the College, and up to five representatives of the Support Staff Bargaining Committee shall constitute the Joint Union Management Committee referred to throughout this contract, unless otherwise specified. The Joint Committee shall meet monthly unless otherwise mutually agreed. In emergency situations, the Joint Union Management Committee shall also meet no later than 10 working days following the call of either party.

ARTICLE 18 - JOB EVALUATION

18.1 Job Evaluation Plan

There shall be a system of job evaluation, mutually agreed to by both parties, for classifications covered by this agreement.

18.2 Joint Job Evaluation Committee

A joint job evaluation committee shall be formed with two representatives and two alternatives from each of the parties to this agreement. Meetings of the Joint Job Evaluation Committee will require the attendance of two representatives from each Party. Representatives of the Union will suffer no loss of seniority or remuneration otherwise payable by the College when such meetings are held during work hours. The Employer is not obligated to pay any additional wages, salaries, overtime or other premiums in the event that the parties agree to schedule a meeting of the JJEC during non-working hours.

The Union and Employer agree that the Joint Job Evaluation Committee shall:

- (a) determine appropriate procedures and terms of reference for the ongoing operation of the Committee; and
- (b) review the job description, complete the Factor Data Sheet and rate the new position for which the Union is the bargaining agent.
- (c) In cases where the majority of committee members cannot agree on the job factor ratings, refer to the Associate Vice-President, People Services or designate and a BCGEU Job Evaluation Specialist for resolution. In the event the Associate Vice-President, People Services or designate and the BCGEU Job Evaluation Specialist are unable to reach agreement, the matter will be referred to arbitration.

18.3

The College agrees to maintain job descriptions (statements describing the work to be performed) for all positions for which the Union is the bargaining agent.

ARTICLE 19 - NEW POSITIONS/CLASSIFICATIONS

The College maintains the right to create positions and establish their duties and responsibilities (job descriptions).

ARTICLE 20 - RECLASSIFICATION**20.1**

The College maintains the right to classify or reclassify positions in keeping with the job evaluation system mentioned under Article 18 (Job Evaluation). The College shall stipulate the effective date of any such reclassification.

20.2

(a) An employee shall first discuss any concerns regarding their classification with the immediate supervisor. In support of a request for reclassification, the employee shall submit to the appropriate Dean, Director, or Associate Vice-President, a written statement of duties and responsibilities, specifically describing those areas in which they differ from the employee's existing job description. The submission of the written statement of duties and responsibilities will be completed within 20 working days of the discussion between the employee and the immediate supervisor.

(b) Within 20 working days of receipt of the written statement of duties and responsibilities pursuant to 20.2(a), the Dean, Director, or Associate Vice-President (or designate) shall make:

- (1) any proposed changes to the employee's job description determined appropriate by the Dean, Director, or Associate Vice-President, and
- (2) a reclassification request to the Joint Job Evaluation Committee.

(c) The Joint Job Evaluation Committee shall have a further 20 working days to review the written statements as per Article 20.2(a) and (b), review the job description, complete the Factor Data Sheet, rate the position and determine by a majority decision the classification, and to provide the reasons in writing. The reasons for the decision will be provided in writing to the employee, and the Dean, Director, or Associate Vice-President with a copy to the Union Chairperson.

(d) If an employee or the Employer disagrees with the classification decision after completing Steps (a) and (b) above, they shall have the right to appeal to the Associate Vice-President, People Services, or designate and a BCGEU Job Evaluation Specialist for resolution within 10 working days of the written decision referred to in Clause 20.2(c). In the event the Associate Vice-President, People Services, or designate and the BCGEU Job Evaluation Specialist are unable to reach agreement, the matter will be referred to arbitration.

(e) The effective date of an approved reclassification shall be determined by the date the reclassification request is received in the People Services Department.

ARTICLE 21 - POSTING OF POSITIONS**21.1**

All vacancies for positions in regular appointments shall be posted electronically for a minimum of 10 calendar days exclusive of statutory holidays.

21.2

The position vacancy notice shall contain the following information: nature of the position as detailed in the job description in keeping with the job evaluation plan; type of appointment; required qualifications related to education, experience, knowledge, skills and abilities; shift; salary; closing date; location and bargaining unit.

ARTICLE 22 - SELECTION OF EMPLOYEES

Both parties recognize the benefit of providing opportunities for job improvement or advancement.

22.1 Union Observer on Selection Committees

A union representative shall sit as an observer during interviews and final selection of candidates for positions under the Union's jurisdiction in all instances where an internal applicant has applied and requested a union observer. Whenever possible, the College will provide the Union with three working days' notice of such interview dates. All job postings shall contain the following statement "*Shortlisted internal candidates must notify the current Support Staff Bargaining Chairperson and People Services if they want a union observer during interviews and final selection of candidates.*"

22.2 Selection Criteria

- (a) Selection committees shall base their recommendations on the criteria as detailed in the position vacancy notice and job description as set out in Clause 21.2.
- (b) Internal applicants with three or more completed years of service with the College shall receive a percentage of the total point rating for the vacant position for seniority. The points for seniority shall be calculated on the basis of one per cent for each year of service to a maximum of 10 per cent of the total point rating.
- (c) In the final stages of a selection procedure, if there are two or more candidates whom a committee finds equally qualified for a position, and if one of these candidates is an internal applicant, a selection committee shall recommend first preference for the internal candidate senior in service to the College.

22.3 Internal Applicants

- (a) All applicants who are on the seniority lists and possess the required qualifications or the equivalent education and/or experience shall be entitled to an interview by the Selection Committee.
- (b) All applicants who are on the seniority lists and who are called for an interview shall be granted leave of absence with pay and shall have their expenses paid.
- (c) An employee who applies and is interviewed for a posted position and is unsuccessful shall, upon request, be notified in writing of the reasons why the employee was unsuccessful. The request shall be made in writing to the People Services Department within seven calendar days of the employee being notified of the decision of the Selection Committee.
- (d) Qualified internal applicants will be considered prior to external candidates.
- (e) The College agrees to supply employees at the time of hiring, promotion, or upon request, with a copy of their job descriptions.

22.4 Departmental Work Assignments

Additional work that may be required by a department may be offered to qualified regular part-time or sessional employees from within that department prior to such work being offered to non-regular employees in accordance with Clause 22.5. Work shall be offered to eligible employees within the department in seniority order.

22.5 Selection: Non-Regular Appointments

Offers of short-term non-posted non-regular appointments or non regular appointments for which no applications have been received shall be made to the most senior person on the non regular seniority list who is qualified to carry out the work available (see Clause 26.2 [Seniority for Non Regular Appointments]).

22.6 Competition for Non-Regular Appointments

- (a) All vacancies for non-regular appointments which are anticipated to be five consecutive months or more shall be posted electronically for a minimum of 10 calendar days exclusive of statutory holidays.
- (b) Employees on regular appointments and not on probation may apply for a posted non-regular appointment of five consecutive months or more. If an employee on regular appointment is the successful applicant, assignment to the non-regular position shall be subject to the availability of a suitable replacement in accordance with Clause 16.2(c) (Non-Regular Appointments). For the duration of the assignment, such employee shall retain regular appointment status and shall return to their original position upon completion of the project and/or assignment period.
- (c) Employees on regular appointments who are appointed to a non-regular position under 22.6(b) must return to their original position for a minimum period of six months before they are eligible to apply for another non-regular appointment of five consecutive months or more.
- (d) The provisions of Clause 22.6(a) shall not apply to sequential assignments to other positions triggered by the first move.

22.7 Eligibility of Employees on Regular Appointments

Employees on regular appointments who have not completed their probation or trial period are not eligible for other regular or non-regular support staff appointments.

22.8 Promotion - Required Qualifications

In cases of promotion requiring higher qualifications or certification, the College shall give consideration to employees who do not possess the required formal qualifications, but are preparing for qualifications prior to filling a vacancy. Such employees will be given an opportunity to qualify within a reasonable length of time, as mutually agreed between the parties to this agreement, and to revert to their former positions if the required qualifications are not met within such time.

22.9 Promotion - Placement on Scale

Where an employee is appointed to another position which carries a higher salary scale, the employee will receive the rate in the new scale which is the next closest step that is higher than the employee's previous salary. The application of this provision shall not result in a reduction in current salary.

22.10 Lateral Moves - Placement on Scale

Where an employee is appointed to another position on the same salary scale, the employee will retain both their position on the salary scale and their accumulated hours of service towards their next increment.

22.11 Voluntary Demotion - Placement on Scale

Where an employee is successful in applying for a position which results in a voluntary demotion, the employee shall be placed on the step of the new pay grade that does not result in a pay increase and which is closest to their pay rate in their previous position.

ARTICLE 23 - JOB TRANSFER AND RECLASSIFICATION DOWNWARD**23.1 Transfer to Lower Classification - Placement on Scale**

Where employees are transferred from one job classification to one in a lower rate structured category at the request of the College, they will be placed at a step in the lower salary range equal to the pay received in the higher category on a "*mark time*" basis until the lower increment steps are matched or exceeded.

23.2 Transfer of Position

(a) The Joint Committee may, at the request of either Party, recommend to the College President requests for a lateral transfer or voluntary demotion to a vacant position, without the requirements to post the position, under the following circumstances:

- (1) On compassionate or medical grounds to employees who have completed their probationary period.
- (2) To employees who are incapacitated by reason of industrial injury or illness arising from their employment at the College.
- (3) To employees who become incapacitated through natural causes.

(b) The jurisdiction of the Joint Committee is not limited to the initial placement under this provision and is retained by the Committee for subsequent placements.

23.3 Secondment

(a) The College agrees to provide the employee and the Union with two weeks' notice, where possible, of any proposed secondment of an employee within the bargaining unit, to a position at the College outside the bargaining unit, and to make every effort to provide the employee with two weeks' written notice, where possible, indicating the terms of such secondment.

(b) The provisions of applicable current collective agreements or Administration policies will apply to such seconded employees. The secondment requires the mutual agreement of the affected employee.

(c) Employees shall return to their position within this bargaining unit immediately upon the expiration of their secondment.

(d) No seniority shall accrue during the period the employee is outside the bargaining unit. On return to their bargaining unit position, they shall begin accruing seniority from the level in effect before the transfer out of the bargaining unit took place.

ARTICLE 24 - PROBATION AND TRIAL PERIODS

24.1 New Employees

- (a) New employees granted regular appointments, shall be required to successfully complete a 910-hour probationary period, exclusive of overtime, calculated from their date of appointment to a position. If unsuccessful, they may be released from employment.
- (b) New employees granted non-regular appointments shall be required to successfully complete a 910-hour probationary period, exclusive of overtime, calculated from their initial date of appointment to a non-regular appointment. If unsuccessful, they may be released from employment.

24.2 Regular vs Non-Regular Appointments

- (a) Employees on regular appointments who have successfully completed their 910 hours probationary period, as per Clause 24.1(a) and who are granted a regular appointment to another position in the College shall be required to complete a 455-hour trial period, exclusive of overtime, calculated from date of appointment to the latter position. In the event that such employees prove unsatisfactory in the position during the trial period, the employee shall be returned to their former position at the previous wage or salary rate and without loss of seniority. Any other employee promoted or transferred because of the rearrangement of positions shall also be returned to their former position, wage or salary rate without loss of seniority.
- (b) Employees on non-regular appointments who have successfully completed their 910 hours probationary period, as per Clause 24.1(b), and who are granted a regular appointment shall be required to complete a 455-hour trial period, exclusive of overtime, calculated from the date of appointment to the latter position. In the event that an employee proves unsatisfactory during the trial period, they will be returned to their former status as a non-regular employee.
- (c) Employees on non-regular appointment who have not completed their probationary period as per Clause 24.1(b) and who are granted a regular appointment shall be required to complete the probationary period. If unsuccessful they may be released from employment.

24.3 Unsatisfactory Probation

- (a) In the event that an employee is found by the College to be unsuitable for continued employment during the probationary period, or if for any other reason the employee does not complete the probationary period, it will not be necessary to re-post the position. Should such a situation arise, the College may appoint the next available candidate recommended by the Selection Committee for that competition. Should the service of the second employee be found to be unsuitable for continued employment during the probationary period, or if for any other reason the employee does not complete the probationary period, the position will be re posted. The Union will be advised of actions taken by the College.
- (b) Employees who are found unsuitable for continued employment will be provided the reason(s) for the basis of that decision.

24.4 Extension of Probation

The College, with the agreement of the Union, may extend the probationary period of an employee for a further period not to exceed three months.

ARTICLE 25 - PERFORMANCE APPRAISALS**25.1**

When a formal appraisal of an employee's performance is carried out, the employee shall be given up to five working days after discussion with the immediate supervisor to review and respond to the appraisal.

25.2

Provision shall be made on the performance appraisal form for an employee to sign and add comments if desired. The form shall provide for the employee's signature in two places, one indicating that the employee has read and accepts the appraisal, and the other indicating that the employee disagrees with the appraisal. The employee shall sign in one of the places provided.

25.3

No employee may initiate a grievance regarding the contents of a performance appraisal unless the employee has signed in the space indicating disagreement with the appraisal.

25.4

An employee shall receive a copy of the performance appraisal at the time of signing.

ARTICLE 26 - SENIORITY**26.1 Seniority for Regular Appointments**

(a) Seniority for employees on regular appointments shall be defined as the length of accumulated full-time equivalent service with the College, subject to Section (d) of this article and Clause 26.2(e) in the case of those employees with previous service in non-regular appointments, and shall operate on a bargaining unit wide basis.

(b) Employees on regular appointments shall be credited with seniority when they have successfully completed the required probationary period, after which seniority will be backdated to the date of appointment. Seniority earned during the probationary period will be included in the total seniority calculation upon the completion of the probationary period.

(c) The College will maintain seniority lists in keeping with Section (a) of this article. Seniority lists will be posted on the College's intranet monthly.

(d) If employees on regular appointments are absent from work because of sickness, accident, or leave of absence approved by the Employer, they shall not lose seniority. Employees on regular appointment shall lose seniority only in the event:

(1) they are discharged for just cause and are not reinstated;

(2) they resign and are not reinstated within 30 days;

(3) they are laid off and the employee is not recalled or appointed to another position within the bargaining unit within the 12-month period from the date of layoff.

(e) Employees shall not accumulate seniority for the duration of the layoff period.

26.2 Seniority for Non-Regular Appointments

- (a) Seniority for employees on non-regular appointments shall be defined as the length of accumulated service with the College, subject to Clause 26.2(e) of this article, and shall operate on a bargaining unit wide basis.
- (b) Employees on non-regular appointments shall be eligible to accumulate seniority upon the completion of 455 hours with the College. Upon the completion of 455 hours, the seniority for such employees shall be backdated to cover the 455 hours.
- (c) Seniority for employees on non-regular appointments shall be used for calculating receipt of increments based upon accumulated service, subject to Clause 26.2(e) of this article. In addition, seniority earned on non-regular appointments will be recognized should employees be successful in obtaining a regular appointment.
- (d) The College will maintain seniority lists for employees on non-regular appointments showing the date upon which the employees' service commenced and their service as at the last pay period of each month. Seniority lists will be sent within 15 days after the last day of each month to the support staff bargaining unit Chairperson and will be posted on the College's intranet.
- (e) Non-regular employees lose their seniority in the event that:
 - (1) they are discharged for just cause,
 - (2) they voluntarily terminate or abandon employment with the College,
 - (3) there is a break of more than eight consecutive months between appointments,
 - (4) they have received an unsatisfactory appraisal on two occasions within a 24-month period.

ARTICLE 27 - PAY PERIODS & RECOVERY OF OVERPAYMENTS

- (a) Salaries shall be payable every second Friday throughout the calendar year. In the event that a statutory holiday falls on the payday, the deposit shall be made on the previous day.
- (b) When an employee has been overpaid, through no fault of their own, and the overpayment is in excess of \$150, the payroll office will, before any recovery action is implemented, provide a detailed breakdown of the overpayment and advise the employee in writing of the intention to recover the overpayment. Employees will engage with the payroll office, with optional support from the union, to establish a reasonable recovery schedule. Subject to demonstration of financial hardship, recovery will normally be at 10% of the employee's net pay each pay period until the entire amount is recovered. In the event the employee's employment ends before recovery is completed, the College will pursue recovery from the final pay. Any outstanding overpayment, following recovery from final pay, may be referred to collections.

ARTICLE 28 - SALARY AND WAGE INCREASES

See Appendix B and C for the classifications, salary bands and salary scales which apply for the term of this agreement.

ARTICLE 29 - INCREMENTS**29.1**

Increment progression occurs at 12 months' full-time service. Twelve months' full-time service for all support staff employees including part-time regular and non-regular will be standardized to occur at 1820 hours paid, exclusive of overtime.

29.2

Employees on full-time part-time regular appointments shall receive an incremental increase when they have completed 1820 hours service with the College; additional incremental increases shall be given for each successive 1820 hours service with the College, subject to Clause 26.1(d) (Seniority for Regular Appointments).

29.3

Employees on non-regular appointments shall receive an incremental increase when they have completed 1820 hours service with the College and shall receive additional incremental increases for each successive 1820 hours service with the College, the foregoing being subject to Clause 26.2(e) (Seniority for Non-Regular Appointments).

29.4

Employees shall receive an annual increment in the pay period during which they conclude 1820 hours until they reach the maximum salary step in their respective salary band or additional steps above the salary band where Clause 29.7 applies.

29.5

Where an employee occupies a position which is reclassified, resulting in a higher classification, the employee shall be placed on the new salary band as follows:

- (a) Step 1 of the new classification, if the employee's salary prior to reclassification is less than that amount; or
- (b) The step in the salary scale for the new classification which is the next closest step that is higher than the employee's previous salary

Upon reclassification, calculation of full-time service for increment progression shall commence at the effective date of reclassification on to the new salary band (i.e. all employees shall restart hours accumulation when their position is reclassified into a higher salary band). However, this does not apply where employees post into another position (i.e. hours accumulation is not reset).

29.6

Incremental increases shall be given in keeping with the preceding clauses of this article until the maximum of an employee's salary range has been reached.

29.7

In recognition of long service and after 10 continuous years of full-time service or its equivalent, employees shall be eligible for an award of one additional increment. A further increment will be awarded upon completion of each additional block of five years. This article shall not apply to employees hired after March 24, 2005.

Calculation of full-time service for long service award increment progression shall be continuous from the commencement of employment regardless of which classification the hours were accumulated in (e.g. employees shall be entitled to the first long service increment at the conclusion of 18,200 hours paid, to the second at 27,300 hours paid etc.).

Employees who are entitled to a long service increment shall be entitled to progress at the conclusion of a subsequent 1820 hours on the salary scale above the maximum salary step to the step commensurate with their long service entitlement. (i.e. Employees who have completed 10 continuous years of full-time service or its equivalent (18,200) shall be entitled to progress to steps above the maximum salary step after each 1820 hours from the previous increment, until they reach the number of steps above the salary scale that they had prior to their reclassification or posting into a job with a higher classification, plus any steps subsequently received for additional long service increments).

In addition to the above, all employees shall be entitled to two further long service increments from the date this agreement was implemented (September 1, 2013) after which time, no further additional long service increments shall be awarded.

ARTICLE 30 - SHIFT DIFFERENTIAL

30.1

Differential pay shall be paid at the following rates:

Afternoon (4:00 p.m. to 12 midnight)	\$0.99
Graveyard (12:00 midnight to 8:00 a.m.)	\$1.11

Effective July 1, 2024, differential pay shall be paid at the following rates:

Afternoon (4:00 p.m. to 12 midnight)	\$1.02
Graveyard (12:00 midnight to 8:00 a.m.)	\$1.14

30.2

Where the majority of an employee's regular hours of work fall within either the designated afternoon or graveyard shift, the differential shall be paid for all hours worked.

ARTICLE 31 - PAID FOR TIME

All employees covered by this agreement shall be paid for all time spent in the service of the College. The rate of pay provided for shall be no less than the rates specified in this agreement. Time shall be computed from the time that employees are ordered to report for work or registers in, whichever is later, until they have performed their scheduled duties. In the event that employees are required to travel to the College locations or other distant locations, time will be computed on a portal-to-portal basis.

ARTICLE 32 - HOURS OF WORK AND OVERTIME

32.1 Work Week Defined

- (a) Except for employees identified in Clause 32.1(b) and 32.1(c), the normal workweek shall consist of any five consecutive days consisting of up to seven-hour days.

- (b) The days of the normal workweek for any new or vacant position will be posted as per Clause 21.2. The normal workweek for existing positions will not be modified without the mutual agreement of the College and the Union.
- (c) Normal hours of work for employees shall not exceed 70 hours biweekly.
- (d) The College may authorize modified workweeks. Employee requests for modified work arrangements will be considered.

32.2 Working Schedule

- (a) The College shall set forth the working schedule of each department, hereinafter referred to as the "*Work Schedule*". In the event of change to the work schedule, the College will consult with the employees in the affected departments.
- (b) Employees shall not be scheduled to work more than five consecutive days unless otherwise agreed to between the Union and the College. There shall be a minimum of two consecutive days off for each consecutive five days worked.
- (c) Except for employees identified in Clause 32.1(b), no shift shall be split for a period longer than the regularly scheduled meal period except by mutual agreement between the Union and the College.
- (d) When it is necessary to temporarily reassign employees to a campus other than their designated work location, individual circumstances (e.g. daycare, previously booked appointments, etc.) will be taken into consideration in determining the temporary reassignment and the employee may be entitled to a subsistence allowance (see Article 68 [Subsistence Allowances]).

32.3 Shifts

- (a) Preference in the choice of shifts shall be determined within each department on the basis of seniority subject to the following:
 - (1) choice of shifts will be between regular employees in the same classification, and within the same campus.
 - (2) choice of shifts will be between regular employees in the same classification, and within the same centre for changes of shifts in excess of three months' duration.
 - (3) regular part-time employees will not have choice of shifts over regular full-time employees.
- (b) The College shall give affected employees at least 48 hours' advance notice of proposed changes in shifts, except in the cases of emergency. In the event that 48 hours' advance notice is not given, the employees affected shall receive applicable overtime rates of pay for any work performed within the 48-hour period.
- (c) All employees required to work shifts shall receive a minimum of two consecutive days off for each five working days.
- (d) Employees may exchange shifts with mutual consent of the parties involved and with the approval of the College, provided that at least 48 hours' advance notice is given and there is no increase in costs to the College.
- (e) Where the College and the Union mutually agree that a shift rotation system shall be put into effect, such shift shall be rotated on an equitable basis.

32.4 Hours of Work and Overtime

Except where otherwise provided in this agreement, in the event that employees on regular appointments start work on any day and are sent home before they have completed their normal shifts, the employees shall be paid for the normal shift. Employees on non-regular appointments shall be paid not less than four hours after starting work on any day unless the non-regular employee makes a request to leave prior to having worked four hours.

32.5 Minimum Callout Time

- (a) Employees who are called out to work outside their regular working hours without receiving more than 24 hours' notice shall be paid for a minimum of four hours at overtime rates and shall be paid from the time they leave home to report for duty until they arrive back upon proceeding directly from work.
- (b) If employees have notice of more than 24 hours, they shall be paid for a minimum of two hours at overtime rates and shall be paid from the time they leave home to report for duty until they arrive back upon proceeding directly from work.
- (c)
 - (1) Employees who are called out to work outside their regular working hours without receiving more than 24 hours' notice, but who are able to complete the required task without leaving home, shall be paid for actual hours worked, in one-hour increments, at overtime rates.
 - (2) Between the hours of 10 p.m. and 6 a.m., employees receiving a callout under Clause 32.5(c)(1) shall be paid for a minimum of four hours at overtime rates.
 - (3) Employees shall have the right to refuse callout except in emergency situations.

32.6 Premium Rate on Weekends

- (a) Time worked on Saturday and/or Sunday as part of the regular work schedule of employees on regular appointments shall be paid at a premium rate of one and one-half times for normal hours worked.
- (b) Premium pay shall be waived for any new positions provided the posting clearly defines the weekend work schedule.
- (c) In other circumstances, premium pay may be waived provided mutual arrangements are agreed to in writing by the Joint Committee.

32.7 Overtime**(a) *Authorization of Overtime***

An employee who is required to work overtime shall be entitled to overtime compensation when the overtime worked is authorized by the College. In the event of an emergency situation overtime may be worked without prior authorization.

(b) *Sharing of Overtime*

Overtime work shall be allocated on an equitable basis within a department or specific work area involving employees within similar classifications.

(c) *Overtime Calculation*

Overtime shall be calculated in 30-minute increments.

(d) *Overtime Rates*

(1) *Regular Full-Time Employee*

(i) All time worked beyond the normal workday (seven hours) shall be deemed to be overtime. Overtime shall be paid for at the rate of one and one-half times for the first two hours and double-time after two hours in any one day or shift.

(ii) Regular full-time employees who are required to work more than five consecutive days will be paid double-time for all hours worked on the sixth and seventh day.

(2) *Regular Part-Time Employee*

(i) All time worked beyond the normal workday (seven hours) shall be deemed to be overtime. Overtime shall be paid for at the rate of one and one-half times for the first two hours and double-time after two hours in any one day or shift.

(ii) Part-time employees must have worked on each of five consecutive days to be eligible for overtime on the sixth and seventh day. Overtime on the sixth and seventh day to be paid at double-time.

(3) *Non-Regular Employee*

(i) All time worked beyond the normal workday (seven hours) shall be deemed to be overtime. Overtime shall be paid for at the rate of one and one-half times for the first two hours and double-time after two hours in any one day or shift.

(ii) Non-regular employees must have worked on each of five consecutive days to be eligible for overtime on the sixth and seventh day. Overtime on the sixth and seventh day to be paid at double-time.

(iii) For employees identified in Clause 32.1(b) and 32.1(c), overtime will be paid for all hours worked in excess of 70 hours biweekly and for time worked in excess of five days per week.

(e) *Time Off in Lieu of Overtime*

(1) Regular employees shall have the option of receiving equivalent compensating time off in lieu of payment for overtime worked if requested at the time of submission of overtime and on approval in writing from the immediate supervisor(s).

(2) Compensating time off shall be taken at a time mutually agreeable to the employees and the immediate supervisor(s), but in any event, shall be taken prior to December 31st of that calendar year. If time off in lieu of overtime was banked but has not been taken or scheduled by November 1st, the College may schedule the time off in lieu for the employee taking into consideration operational requirements and employee requests.

(3) With approval, compensating time off accrued during the months of November or December may be carried forward into the following calendar year and must be taken at a time mutually agreeable to employees and the immediate supervisor(s) prior to March 31st of that year.

(4) If employees are unable to schedule compensating time off due to operational requirements, any overtime due at December 31st for that calendar year, or prior to terminating employment, whichever is earlier, shall be paid in cash.

(f) *Right to Refuse Overtime*

All employees shall have the right to refuse to work overtime, except when required to do so in emergency situations. The parties recognize that provided reasonable notice has been given every effort will be made to accommodate overtime requests.

ARTICLE 33 - MEAL PERIOD

33.1

Employees shall be allowed to take one continuous period for meals of not less than 30 minutes nor more than one hour in any shift.

33.2

Employees shall not be compelled to take more than one continuous hour before they have been on duty three hours, or after they have been on duty five hours, or in accordance with the work schedule.

33.3

When employees are required to work in excess of two continuous hours' overtime immediately before or after completion of their regular shifts, they shall be entitled to paid time off for the purpose of eating, such time to be as stipulated above at regular rates of pay. However, such time will be granted consistent with the efficient operation of the establishment. Employees shall also receive a meal allowance in accordance with Article 68 (Subsistence Allowances).

ARTICLE 34 - REST BREAKS

Employees working less than five hours shall be entitled to one rest break of 15 minutes. Employees working five hours or more shall be entitled to two rest breaks of 15 minutes each.

ARTICLE 35 - SUBSTITUTION PAY AND TEMPORARY PROMOTION

35.1

When the College Dean, Director, or Associate Vice-President assigns an employee to replace another employee in a higher classification, the replacement employee shall receive a higher rate of pay for the full period served in the replacement position. The rate of pay shall be the rate of the higher classification which is closest to the previous salary or the minimum of the new salary band, whichever is greater.

35.2

An employee on regular appointment who is temporarily assigned by the College to a position with a rate of pay lower than their regular rate of pay shall maintain their regular rate of pay.

35.3 Temporary Promotion

(a) When an employee is appointed in writing to perform the core duties of a higher paying position for a temporary period greater than 35 consecutive hours, the employee will receive the rate in the new scale which is the next closest step that is higher than the employee's current salary. Employees benefiting from this clause will receive retroactive pay from the first day of the assignment.

(b) During a period of temporary promotion, payment for approved leaves will be made at an employee's basic pay for their regular position, except if an employee has been working in the higher

paid position than their regular position for a majority of their regularly scheduled hours in the 14 days preceding their leave, in which case they shall receive the higher rate.

ARTICLE 36 - WORKFORCE REDUCTION

36.1

Both parties recognize that job security should increase in proportion to length of service.

36.2

It is further recognized by the parties that seniority considerations for retained employees on regular appointment shall be subject to their ability to perform the duties and meet the minimum educational and experience requirements of the positions available within the bargaining unit.

36.3 Definitions

- (a) *"Layoff"* - An elimination of a regular position. Elimination of a full-time position with a reduction to part-time hours shall constitute a layoff. Reduction of a part-time position to below 50% resulting in a loss of benefits shall constitute a layoff. A sessional position of less than 12 consecutive months shall not be deemed to be a temporary layoff for the purposes of this article.
- (b) *"Recall"* - The calling back of a laid-off employee to fill a vacant position within their classification grade or to the position they were laid off from or to a vacant position in a lower classification grade within the bargaining unit, provided the employee has the qualifications to meet the requirements of the vacant position
- (c) *"Internal Placement"* - The placement of an employee whose position has been discontinued into a vacant position at their classification grade and any vacant position in a lower classification grade for which they have the required qualifications.
- (d) *"Displace (Bump)"* - Displacing (bumping) the junior continuing employee in their classification grade or lower classification grades as outlined in Clause 36.5 (Notice to Employees, Internal Placement, Layoff and Recall).
- (e) *"Classification Grade"* - For the purposes of this article, classification grade refers to the group of jobs within each paygrade (SUP 1-11).
- (f) *"Qualifications"* - For the purposes of this article, qualifications means the employee being able to perform the duties and meet the minimum educational and experience requirements of a position or the equivalent combination of education and experience.

36.4 Notice to the Union and Pre-Layoff Canvass

- (a) Where the Employer identifies a need to proceed with a reduction in the workforce, the Employer shall notify the Union, in writing, prior to issuing any layoff notices to employees. The notice shall include where the reduction is required, the number of positions to be affected; the department(s); the campus or centre; the affected employees; the pay level classification and qualifications of the position(s); the reasons for layoff; the cost reduction or other goal intended to be achieved by the layoff; and the names of the College's representatives to a joint layoff committee.
- (b) The Joint Layoff Committee shall be comprised of members equal in number from both the Union and the College.

- (c) The Employer and the Union shall meet, within five working days of the notice per Clause 36.4(a), to discuss the workforce reduction and options to minimize its scope.
- (d) To minimize layoffs, other options as follows, but not limited to, shall be considered by the Joint Layoff Committee whenever possible, prior to employees being given layoff notices:
- (1) placing affected employee(s) in internal placement for which they are qualified in the same campus or centre, appointment category and classification;
 - (2) transferring affected employee(s) to an internal placement for which they are qualified in a different campus or centre in the same appointment category and classification grade;
 - (3) job-sharing;
 - (4) reduced hours of work through partial leaves;
 - (5) leave of absence;
 - (6) voluntary severance payout;
 - (7) early retirement incentives as outlined in the collective agreement.
- (e) Within five working days of the meeting of the Joint Layoff Committee the Employer, where agreed, shall conduct a pre-layoff canvass by sending out written notice to the Union and the employees identified for the pre-layoff canvass. The notice shall include the specifications as outlined in Clause 36.4(d) above, with the exception of (1) and (2).
- (f) Employees who are canvassed and who voluntarily respond to the canvass must do so in writing within 10 working days of receipt of the notice.
- (g) It is understood that employees selecting voluntary severance or early retirement shall not be entitled to displacement (bumping) or recall rights. A voluntary resignation and severance payment or early retirement must prevent a layoff of an employee who would be entitled to layoff notice or severance pay under the collective agreement.
- (h) If the employee elects voluntary severance or early retirement incentive, then the layoff notice shall be effective as of the date of the option selected in Clause 36.4(e).
- (i) The compensation provided under Clause 36.4(d) will not exceed the cost that would be incurred through layoff under Clause 36.5.
- (j) When the number of employees responding is greater than the reduction number identified by the Employer, the employee(s) with the most service seniority shall be granted their pre-layoff option provided the compensation limit under Clause 36.4 above is not exceeded.
- (k) The Employer shall confirm the employee's option with the employee and the Union, in writing, within five working days. The selection is final and binding.
- (l) (1) Where a pre-layoff canvass is implemented and if no employee(s) or if insufficient numbers of employees voluntarily choose the pre-layoff options, the Employer shall proceed with layoff notice as outlined in Clause 36.5.
- (2) Where a pre-layoff canvass is not implemented the Employer shall proceed with the layoff notice(s) as outlined in Clause 36.5.

36.5 Notice to Employees, Internal Placement, Layoff and Recall

(a) The Joint Layoff Committee shall meet with the affected employee(s) within five working days of the written notice of layoff to discuss the options. The employee must then confirm their choice of option in writing to the Joint Committee within five working days of the meeting with the Joint Committee. The employee will be presented with a list of potential internal placement options identified by People Services, for which they are qualified that are available at the time of this meeting. The Employer will not proceed with the normal selection process for the identified internal placement positions for five working days or until the employee chooses an option, whichever takes place first.

(b) An employee who is qualified for an internal placement in the same campus or centre, appointment category and classification grade shall normally be appointed to the identified position. An employee who is appointed to an internal placement shall not be eligible to elect to claim a position ("*bumping*") or to be laid off and placed on the recall list under Clause 36.5 and no further options will be considered by the Joint Layoff Committee.

(c) If vacancies in the employee's classification grade did occur during the notice period and were passed up by the employee, then the following options are available, selection of one option precludes selection of any other:

- (1) Layoff with recall rights for 12 months;
- (2) Termination of employment with severance pay.

In order to exercise their internal placement rights to vacancies, the employee must notify the People Services Department in writing of a position that they have identified for placement, within five working days of the date of the job posting of a position. After the five working days have passed, the employee's right to internal placement into these vacancies is forfeited.

(d) The People Services Department and the Union may mutually agree that an employee will not be required to place into vacancies they are deemed unqualified for, within their classification grade or lower. In these cases, the employee will not forfeit displacement (*bumping*), seniority or recall rights.

(e) Where an internal placement is not available at the employee's same campus or centre, but is available at a different campus or centre in accordance with Clause 36.4(d)(2), the employee may be offered and may accept such position.

(f) The College shall not be required to pay any transfer expenses which might arise from the transfer of employees into an internal placement at a different campus or centre, or as a result of recall.

(g) The College may give notice of layoff to affected employees on regular full-time, part-time and sessional appointments; however, such notice shall not be less than 20 working days, prior to implementation.

(h) Employees on regular full-time, part-time or sessional appointments who are given notice of layoff, may elect to exercise their seniority by claiming a position or may elect to be laid off and to be placed on the recall list for recall to a position within the employee's former appointment category and classification.

(i) Employees who elect to exercise their seniority may claim a position as follows:

- (1) A regular full-time, part-time or sessional employee may claim a comparable position that is occupied by the least senior regular employee within the regular full-time, part-time or sessional employee's campus.

- (2) "*Comparable*" for the purpose of this article means a position within the same appointment category, classification grade and with the same full-time equivalent hours.
- (3) Where a comparable position is available the employee shall normally be appointed.
- (j) Where a comparable position does not exist within the employees' campus employees may claim (bump) a position as follows:
- (1) A regular full-time employee may claim the position that is occupied by the least senior full-time regular employee within the campus or centre of the position being claimed; or
 - (2) A regular part-time or sessional employee may claim the position that is occupied by the least senior regular part-time or sessional employee within the campus or centre of the position being claimed, where the hours are equivalent to or greater than the laid off employee; or
 - (3) An employee may claim the position where the hours are less than their existing hours provided the position being claimed is occupied by the least senior employee within that campus or centre.
- (k) The claiming of a position is subject to:
- (1) the claimant being able to perform the duties and meet the minimal educational and experience requirements of the position being claimed; and
 - (2) the claimant having more seniority than the incumbent as of the date of the layoff notice issued to the claimant; and
 - (3) if the position claimed is at another the College campus or centre then the College shall not be required to pay any transfer expenses; and
 - (4) the claimant being subject to a 455-hour trial period.
 - (5) The employee will have one month from the date of the selection of Internal Placement to commence the position.
 - (6) Where an employee has claimed a position and the employee proves unsatisfactory during the trial period, the employee shall be reappointed to an internal placement that is comparable to their former position or failing the availability of a vacancy shall be placed on the non-regular employee list.
- (l) Should the claiming of a position under Clause 36.5(j) not be possible, the employee may claim a position occupied by an employee on non-regular appointment provided that the claimant is able to perform the duties and meet the minimal educational and experience requirements of the position being claimed.
- (1) Employees who claim a position under Clause 36.5(l) shall retain their regular appointment status for the term of their employment in that position and any subsequent consecutive appointments to like positions.
 - (2) For the purpose of this article an employee who has accepted non-regular appointment shall retain their right to claim a regular position under Clause 36.5(j) for a maximum period of one year from the date of layoff unless an extension is mutually agreed to by the Joint Committee.
- (m) An employee who elects to be laid off and placed on the recall list or who is unable to claim a position under Clause 36.5(j) or (l) will be given notice of layoff and placed on the recall list for recall to

a position, at the employee's former campus or centre, within the employee's former appointment category and classification, subject to qualifications.

- (1) In the event that the former position of the laid-off employee becomes available within a one-year period from the date of layoff, they shall be offered the position. In the event that an employee refuses a recall offer to their former position within five working days of the offer, the College shall remove the employee's name from the recall list, unless there are extenuating circumstances acceptable to the Joint Committee.
 - (2) In the event that extenuating circumstances apply, if an employee on the recall list rejects recall to two vacancies in their former classification grade that they are qualified for, the employee will forfeit their right to any further recall and the College shall remove the employee's name from the recall list unless there are extenuating circumstances acceptable to the Joint Committee. In such cases, the Union shall be notified immediately.
 - (3) If no contact is made with the employee by email or telephone within two working days, recall notice shall be made by registered mail to the address of the employee known by the College.
 - (4) If there is no response to the written notice of recall within five working days of delivery of the registered letter, another applicant may be hired. Failure to acknowledge notice of recall within five working days of notification or failure to report to work having been given at least 10 working days' notice will result in forfeiture of seniority and recall rights. In such case, the Union shall be notified immediately.
 - (5) During the 12-month period of recall, the People Services Department and the Union may agree that an employee will not be required to place into vacancies they are deemed unqualified for within their classification grade. In these cases, the employee will not forfeit seniority or recall rights.
- (n) In the event that a position becomes available pursuant to Clause 36.5(m) within a 12-month period from the date of layoff, they shall be offered the position.
- (o) A full-time employee who refuses recall to a part-time position will not forfeit seniority and recall rights by not accepting the recall.
- (p) An employee whose position is eliminated and who is laid off under this article and who has served the College for two years or more shall, if re-employed by the College in a regular position in accordance with Clause 36.5(n), retain all rights in relation to seniority and salary.
- (q) In the case of employees whose employment was terminated under this article the records of such employees and any references for them shall clearly indicate the nature of termination and every effort shall be made to avoid any stigma of dismissal being attached thereto.
- (r) The scheduled non-working time; i.e., the inter-session period, for employees on regular appointments of less than 12 consecutive months shall not be deemed to be a temporary layoff for the purpose of this article.
- (s) If former employees are re-employed on a regular appointment by the College during the 12-month period following termination, they shall refund to the College that portion of severance pay which exceeds one month's salary for each month of layoff.
- (t) An employee shall retain their right to recall for a maximum period of 12 months from the date of layoff.

(u) Both parties agree that, in the case of correspondence relevant to Clause 36.5, copies of such correspondence between the College and employees and the Union shall be released coincidentally to the President of the Union and/or designate.

ARTICLE 37 - DISCIPLINE, SUSPENSION, DISMISSAL

37.1 Investigation of Conduct

The parties agree that in certain situations, it may be in the best interest of both the College and employees that employees be reassigned to another job or removed from all the College locations during an investigation of conduct. Reassignment or removal will be at the discretion of the College. If an employee is removed prior to imposing disciplinary action the leave of absence will be without loss of pay.

37.2 Disciplinary Warnings

(a) Whenever the College deems it necessary to issue a written disciplinary warning to an employee in a manner indicating that dismissal or further discipline may follow any repetition of the act complained of or omission referred to, or may follow if such employee fails to bring their performance up to a required standard by a given date, the College shall, within 10 working days after the disciplinary warning, give written particulars of such warning to the employee and the bargaining unit Chairperson.

(b) Subject to Clause 37.2(c) after a period of 12 months and upon a request in writing by the censured employee, written disciplinary warnings shall be removed from personnel records and destroyed, provided there are no further infractions.

(c) In the case of a written disciplinary warning issued as a result of a sexual harassment complaint, the disciplinary warning shall be removed from personnel records and destroyed after a period of five years, upon a request in writing by the employee, and provided there are no further censurable infractions under this clause.

37.3 Suspension/Dismissal Procedure

(a) An employee on regular appointment may be dismissed for just cause only upon the authority of the College or its agent. Notice of dismissal shall be given in writing to such employee and a copy of the notice shall be released coincidentally to the Union.

(b) In the case of suspension of an employee, the Union and the employee shall be advised by the College, in writing, of the reasons for such suspension within two working days of the time of suspension.

(c) An employee considered by the Union to be wrongfully or unjustly disciplined, discharged or suspended shall be entitled to recourse under the grievance procedure in accordance with Article 76 (Grievance Procedure) of this agreement.

37.4 Abandonment of Position

An employee who fails to report for duty for three consecutive days without informing the College of the reason for the absence will be presumed to have abandoned their position. An employee shall be afforded the opportunity to rebut such presumption and demonstrate that there were reasonable grounds for not informing the College.

37.5 Right to Steward Representation

(a) An employee shall have the right to have their steward present at any discussion with supervisory personnel which the employee reasonably believes might be the basis of disciplinary action. Where a

supervisor intends to interview an employee for disciplinary purposes, the supervisor shall make every effort to notify the employee in advance of the purpose of the interview in order that the employee may contact their steward, providing that this does not result in an undue delay of the appropriate action being taken. This clause shall not apply to those discussions that are of an operational nature and do not involve disciplinary action.

(b) A steward shall have the right to consult with a staff representative of the Union and to have a local union representative present at any discussion with supervisory personnel which the steward reasonably believes might be the basis of disciplinary action against the steward, providing that this does not result in an undue delay of the appropriate action being taken.

37.6 Correspondence

Both parties agree that in the case of correspondence relevant to Article 37 (Discipline, Suspension, Dismissal), copies of such correspondence between the College, and employee(s), and the Union shall be released coincidentally to the President of the Union and/or designate.

ARTICLE 38 - SEPARATION OF EMPLOYMENT

38.1 Dismissal

Upon dismissal or layoff, the employee shall be paid, as soon as possible, by the College all money due to the employee.

38.2 Resignation

Upon resigning, the employee shall be paid by the College, on or before the payday in the week following such resignation, all money due to the employee.

38.3 Notice of Resignation

An employee shall notify the College of their decision to leave the employ of the College by giving written notice 10 working days in advance of the effective date of resignation unless an earlier date is mutually acceptable. The employee shall receive termination pay and benefits as provided for in this agreement.

ARTICLE 39 - RE-EMPLOYMENT

39.1

An employee, who was on a regular appointment, and who resigns for personal reasons may, within 30 days of the date of resignation, apply to be reinstated in their former position.

39.2

In the event that an employee is reinstated pursuant to this article, such employee shall retain all previous rights with respect to seniority and benefits, provided that the employee had previously been employed with the College for a minimum of five years.

ARTICLE 40 - TECHNOLOGICAL CHANGE

40.1 Notice

Whenever possible the College will provide the Union with two months' notice of intention to introduce technological changes which might result in displacement or reduction of personnel.

40.2 Retraining

Employees becoming redundant due to technological change shall be eligible for retraining to qualify for new positions. Such retraining will be provided by the College without loss of pay to the affected employee(s).

40.3 Displacement

Employees who are displaced from their jobs by technological change will suffer no reduction in normal earnings for a three-month period following such change and will be given the opportunity to fill other positions according to seniority and qualifications.

40.4 Consultation

The manner and method of replacing employee(s) undergoing retraining made necessary by technological change and the job to which the employee(s) may return should they be unsuccessful in their training will be discussed by the parties to this agreement or their delegates, before the retraining begins.

40.5 Severance Pay

Employees whose services are terminated because of technological change shall receive severance pay.

40.6 Legislation

The procedures to be followed by the College and the Union concerning technological change shall be in accordance with Section 54 of the *Labour Relations Code* of BC.

ARTICLE 41 - SEVERANCE PAY

41.1

The following regular employees will be eligible for severance pay:

- (a) an employee whose service is terminated by the College for reasons pursuant to Article 36 (Workforce Reduction) and Article 40 (Technological Change); or
- (b) an employee on regular appointment as at March 6, 1989 who accumulated five or more years of service and voluntarily leaves the service of the College; or
- (c) an employee who becomes eligible under the terms of Appendix E; or
- (d) an employee who retires and is eligible for retirement as defined under the BC Pension Corporation.

41.2

- (a) If severance is payable under Clause 41.1 then it shall be based on the employee's highest monthly salary and shall be calculated as follows:

Completed Years of Service	Severance
1 - 4	5 days for each year
5 - 8	40 days
9 +.....	5 days for each year

- (b) Severance pay for employees referred to in Clause 41.1(b) who were on staff as of June 30, 1977 will be payable on a pro rata basis.

(c) Severance pay for part-time and sessional employees will be payable on a pro rata basis with the total hours worked prorated over the length of service to calculate the average number of hours worked each day to determine the daily rate.

41.3

Severance pay shall not be payable to employees terminated for cause nor to employees who have less than one year of completed service.

ARTICLE 42 - VACATIONS**42.1 Definition**

Annual vacations shall be based upon the calendar year; i.e., January 1st to December 31st, inclusive.

42.2 Leave Entitlement for New Employees

An employee earns but is not entitled to receive vacation leave during the first six months of employment, except by mutual agreement of the employee and the College. Vacation entitlement earned prior to December 31st shall be added to the next year's holiday entitlement.

42.3 Carryover

Upon notification in writing to their supervisor(s) prior to October 15th, employees on regular appointments will indicate if they wish to carry over a maximum of 10 days' vacation leave to the next calendar year. Employees on sessional appointments may take vacation entitlement at a mutually agreeable time during the period of their appointments, and the provision to carry over vacation does not apply.

42.4 Payout of Vacation

- (a) For employees on sessional appointments, vacation entitlement not taken during the appointment period shall be paid out in cash at the end of the appointment period.
- (b) Employees on regular appointments shall not receive cash in lieu of vacation time except upon termination of their employment.

42.5 Vacation Leave Credits

- (a) Employees on regular appointments of 12 months a year shall earn vacation leave credits as follows; prorated where there is less than a full year's service:
 - (1) During the first to sixth consecutive years of employment inclusive, employees shall receive 20 working days paid annual vacation.
 - (2) During the seventh to ninth consecutive years of employment, employees shall receive 26 working days annual vacation.
 - (3) During the 10th to 14th consecutive years of employment, employees shall receive 27 working days annual vacation.
 - (4) During the 15th to 17th consecutive years of employment, employees shall receive 28 working days annual vacation.
 - (5) During the 18th to 19th consecutive years of employment, employees shall receive 29 working days annual vacation.

- (6) During the 20th consecutive year of employment and thereafter, employees shall receive 30 working days annual vacation.
 - (7) Effective January 1, 2025. During the first to sixth consecutive years of employment inclusive, employees shall receive 21 working days paid annual vacation.
 - (8) During the seventh to ninth consecutive years of employment, employees shall receive 27 working days annual vacation.
 - (9) During the 10th to 14th consecutive years of employment, employees shall receive 28 working days annual vacation.
 - (10) During the 15th to 17th consecutive years of employment, employees shall receive 29 working days annual vacation.
 - (11) During the 18th to 19th consecutive years of employment, employees shall receive 30 working days annual vacation.
 - (12) During the 20th consecutive year of employment and thereafter, employees shall receive 31 working days annual vacation.
- (b) For employees on full-time regular appointments proration of annual vacation entitlement shall be based upon every month of service in which employees are paid a minimum of 70 hours.
 - (c) For employees on part-time regular appointments proration of annual vacation entitlement shall be based on actual hours worked.
 - (d) Employees on full-time regular appointments of less than 12 months or a part-time regular appointment shall earn vacation leave credits in accordance with Clause 42.5(a) on the basis of accumulative service.

42.6 Non-Regular Appointments

- (a) Non-regular employees, who are on the seniority list, may request vacation leave by application to their supervisor.
- (b) Employees on non-regular appointments of more than six months' duration may request at the start of their appointment to earn vacation entitlement. Such entitlement not taken during the appointment period shall be paid out in cash at the end of the appointment period.
- (c) Employees on non-regular appointments shall receive vacation pay at 6% for the first 3,430 accumulated hours, 8% for the next 6,720 accumulated hours and 10% for all hours accumulated over 10,150 hours subject to Clause 26.2(e) (Seniority for Non-Regular Appointments). Vacation pay shall be paid biweekly.
- (d) Notwithstanding Clause 26.2(e) (Seniority for Non-Regular Appointments), offers of employment for which employees are qualified, and which would have required the employees to work during a vacation leave, shall not be deemed a refusal of employment.

42.7 Vacation Schedules

Subject to the provisions of this article, it is the intent of the parties that no employees shall be restricted in the time of year they choose to take their vacation entitlement. Vacation schedules are based on the calendar year.

Vacation requests for January 1st - March 31st will be reviewed and approved in order of seniority, if the request is submitted by December 1st of the prior year. Those received after December 1st will be considered in the order received.

- (a) Vacation schedules shall be circulated and posted not later than April 1st of each year. Employees who do not exercise their seniority rights within two weeks of receiving the vacation schedule shall not be entitled to exercise those rights in respect to any vacation time previously selected by an employee with less seniority.
- (b) Employees who transfer to another office or work location where the vacation schedule has already been completed will not be entitled to exercise their seniority rights for that year only. However, every effort should be made to grant vacation at the time of the employee's choice.
- (c) The College shall make every reasonable arrangement to ensure that employees are able to schedule vacations during the period from June 1st to September 1st, which shall be defined as prime-time vacation period. However, every effort shall be made to grant vacation at the time of the employee's choice.
- (d) Vacation schedules, once approved by the College, shall not be changed, other than in the cases of emergency, except by mutual agreement between the employees and the College.
- (e) Preference in the selection and allocation of vacation time shall be determined on the basis of service seniority in each work unit. Where employees choose to divide their vacation into separate blocks, any remaining vacation request(s) submitted after their initial selection shall be determined on the basis of seniority only after all employees in the work unit have chosen their initial continuous block of vacation.
- (f) The scheduling of vacation shall have priority over banked time.
- (g) After October 15th of each year, the Employer may schedule unscheduled vacation for employees who have not submitted a request or notified their supervisor of their intent to bank vacation in accordance with and subject to the provisions of Clause 42.3 (Carryover). Where the employee has neither scheduled vacation days nor indicated an intent to carry over unused vacation days in accordance with and subject to the provisions of Clause 42.3 (Carryover), the Employer may require the employee to do so, or the Employer may schedule the vacation time for the employee.
- (h) The Union and the Employer recognize the importance to the Employer of assuring coverage of positions. Approval of vacation schedules is subject to departmental requirements.

42.8 Vacation Pay

Payment for vacations will be made at employees' regular rates of pay, except if employees have been working in a higher paid position than their regular position for the majority of 60 working days preceding their vacation, in which case they shall receive the higher rate.

42.9 Vacation Relief

The Employer acknowledges that the purpose of vacation leave is to provide employees with a period of relief from the normal working environment and, as such, that employees are entitled to expect that their principal duties will be carried out during a period of absence.

ARTICLE 43 - STATUTORY HOLIDAYS**43.1**

- (a) All employees on regular appointments shall receive a day off with pay on the following holidays:

New Year's Day	Labour Day
Family Day	National Day for Truth and Reconciliation
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
British Columbia Day	

and any other day proclaimed by the federal, provincial or municipal government as a holiday. When any of the above holidays fall on a normal non-working day and no other day is declared in substitution thereof, employees shall receive a day off in lieu of the holiday at their regular rate of pay. Employees required to work on a statutory holiday shall receive a regular day's pay at one and one-half times plus another day's pay or day off.

- (b) Statutory holidays for regular part-time employees will be prorated based on actual hours worked in the preceding 28-day calendar period.

43.2

All employees on non-regular appointments who have worked or earned income on 15 of the 30 calendar days prior to a statutory holiday, and are still employed by the College, or are re-employed by the College within 10 working days (exclusive of statutory holidays) of the holiday, shall be paid for such holiday. In the case of employees who work varied hours, the pay for the holiday is calculated as the average of their hours exclusive of overtime for the days they have worked in the preceding 28-day calculation period.

ARTICLE 44 - LEAVE OF ABSENCE WITH PAY: CHRISTMAS FLOATER**44.1**

- (a) A day's leave of absence with pay shall be granted by the College to all employees, except those designated by the College to remain on duty in keeping with operation requirements, as follows:

- (1) on December 24 when Christmas Day falls on a Tuesday, Thursday, Friday or a Saturday;
- (2) on December 27 when Christmas Day falls on a Monday or a Wednesday;
- (3) on December 28 when Christmas Day falls on a Sunday.

- (b) Those employees who are designated to remain on duty on the Christmas Floater shall receive a day off in lieu within the following 12 months.

ARTICLE 45 - SUPERANNUATION**45.1**

Enrolment in the Municipal Pension Plan shall be as set out under the rules of the Municipal Pension Plan.

45.2

- (a) In order to enable employees who qualify to buy back previous pensionable service, the College agrees to:
 - (1) provide payroll deductions in an amount suitable to the employee and;
 - (2) provide the administration necessary to enable such buy-back.
- (b) When sufficient funds have been accumulated, the employee will advise the College to initiate the buy-back process.
- (c) Employees may use the RRSP payroll deduction plan (if available) to accumulate funds to buy back pensionable service.

ARTICLE 46 - DEFERRED SALARY LEAVE PLAN

Employees on regular appointments who have been continuously employed at the College for a minimum of five years are eligible to participate in the Deferred Salary Leave Plan. The terms and conditions of the Plan are contained in the College policy and a copy of the policy is located on the People Services website.

ARTICLE 47 - HEALTH AND WELFARE PLANS

47.1 Group Insurance Plan

- (a) *Life Insurance* - two times annual salary (Principal Sum) with a floor of \$20,000.
- (b) Accidental Death and Dismemberment

Life (in addition to any Life Insurance)	the Principal Sum
Both Hands.....	the Principal Sum
Both Feet.....	the Principal Sum
Entire Sight of Both Eyes.....	the Principal Sum
One Hand and One Foot	the Principal Sum
One Hand and Entire Sight of One Eye	the Principal Sum
One Foot and Entire Sight of One Eye	the Principal Sum
Speech and Hearing	the Principal Sum
One Arm	three-quarters of The Principal Sum
One Hand	three-quarters of The Principal Sum
One Foot	two-thirds of The Principal Sum
Entire Sight of One Eye	two-thirds of The Principal Sum
Speech or Hearing	one-half of The Principal Sum
Thumb and Index Finger of Either Hand.....	one-third of The Principal Sum

47.2 Long-Term Disability Plan

Long-term disability payable after 90 days of disability at a level of 66.6% of monthly salary to a non-evidence maximum of \$3,000.

47.3 Dental Care Plan

- (a) Plans A and B, Basic Services - diagnostic, preventive, surgical services, etc.;
- 100% reimbursement from the Plan.

- (b) Plan C, Prosthetic Appliances and crown and bridge procedures;
50% co-insurance.
- (c) Plan D, Orthodontics - available to employees and dependants only after patient has been covered continuously for 12 months, maximum lifetime benefits \$3,500 per patient.
50% co-insurance.

47.4 Medical Care Plan

- (a) *Extended Health Benefit Plan*
- (b) *Optical Coverage*
 - \$650 maximum coverage for each insured individual during a 24-month period, and every 12 months for each individual under the age of 18 years.
 - Employees shall be reimbursed a total of \$125 every 24-month period for vision examinations.
- (c) *Medical Travel Referral Benefit*
 - For service and supplies not covered by the Medical Services Plan of BC up to \$125 per day for up to 50 days in accordance with guidelines issued by the carrier.

47.5 Carrier Policy

The above is provided solely for the purpose of explaining the principal features of the Plans. All rights with respect to the benefits of the Plans will be governed by the policies issued by the carriers.

47.6 Level of Coverage

In the event that the College changes carriers, benefit levels and benefit coverage negotiated by the parties will be maintained.

47.7 Premiums

The College agrees to pay 100% of the premiums for the Health and Welfare Plans.

47.8 Compensation in Lieu of Health and Welfare Benefits

- (a) *Regular Appointments*
 - (1) Employees on part-time appointments who are scheduled to work 17.5 hours per week or more shall be entitled to the Health and Welfare Benefits under Clauses 47.1, 47.2, 47.3, and 47.4.
 - (2) Employees on part-time appointments who are scheduled to work less than 17.5 hours per week shall receive compensation of \$0.61 per hour worked, to a maximum of \$42.70 biweekly in lieu of Health and Welfare Benefits.
- (b) *Non-Regular Appointments*
 - (1) Upon the completion of 30 working days, employees on non-regular appointments shall thereafter be entitled to receive compensation of \$0.61 per hour worked, to a maximum of \$42.70 biweekly in lieu of Health and Welfare Benefits, provided there is not a break in service pursuant to Clause 26.2(e) (Seniority for Non-Regular Appointments).

(2) Non-regular employees with more than 2,520 hours of accumulated service and who are scheduled to work 17.5 hours per week or more shall be entitled to the Health and Welfare Benefits under Clauses 47.1, 47.3, and 47.4, provided there is not a break in service pursuant to Clause 26.2(e) (Seniority for Non-Regular Appointments).

(3) Non-regular employees who are eligible for Health and Welfare Benefits as outlined in Clause 47.8(b)(2) above shall, at the employee's option, receive compensation of \$0.61 per hour worked, to a maximum of \$42.70 biweekly in lieu of Health and Welfare Benefits, provided there is not a break in service pursuant to Clause 26.2(e) (Seniority for Non-Regular Appointments).

(c) Effective July 1, 2024, the rates in (a)(2), (b)(1) and (b)(3) above will increase to \$0.63 per hour worked and a maximum of \$43.98 biweekly.

47.9 Long-Term Disability

(a) Employees on long-term disability will be considered employees for purposes of the Municipal Pension Plan only and will continue to be covered by medical, extended health, dental and group life and AD & D insurance for the first 24 months from the date on which the employees received compensation under the Long-Term Disability Plan. Participation in these plans may be continued past the 24 months provided the College is reimbursed for 100% of the applicable premiums.

(b) Employees who qualify for long-term disability benefits shall retain their accumulated seniority and will only accumulate seniority for the first 24 months while on long-term disability for the purposes of layoff/recall, vacation selection and promotion and will have access to the grievance procedure in the collective agreement during this period. Except as otherwise expressly provided, employees on long-term disability will not be covered by any other portion of the collective agreement.

(c) Employees who have recovered from a total disability during or immediately upon the expiration of the first 24 months from the date on which the employees received compensation under the Long-Term Disability Plan shall be entitled to be reinstated by the College in an equivalent or similar position, provided the employees are able to perform the duties in a satisfactory and efficient manner and there is a position available.

(d) If employees are unable to return to work upon the expiration of the first 24 months, as stated in Clause 47.9(c), their employment with the College will be deemed to be terminated except as expressly provided in Clause 47.9(a).

ARTICLE 48 - CONTINUATION OF BENEFIT COVERAGE

48.1

(a) When employees go off work ill, (either short-term or on LTD) or are on a College WorkSafeBC claim, or a grievance is invoked on their discharge, the College shall continue to pay any or all Health and Welfare Benefits as detailed under Article 47 (Health and Welfare Plans) of this agreement.

(b) When employees go off work on a leave of absence without salary, the College shall continue to pay any or all Health and Welfare Benefits as detailed under Article 47 (Health and Welfare Plans) of this agreement provided:

(1) the employee(s) reimburse the College for such contributions made on their behalf and is at no time in arrears;

(2) periods of less than one month shall not be charged to the employee;

- (3) the period of such coverage shall exceed 12 months only by mutual agreement of the two parties.

ARTICLE 49 - EMPLOYEE AND FAMILY ASSISTANCE PROGRAM

49.1

The College and the Union will jointly participate in the administration of a mutually acceptable Employee and Family Assistance Program for employees. The College will provide an administration fee up to the equivalent of 0.2% of the bargaining unit salary base in each fiscal year to fund the cost of the program.

49.2

An employee assistance program joint committee shall be established and consist of one representative from each participating employee group and one representative from the College. The purpose of the Committee shall be to periodically review and make recommendations to the parties on changes, if any, to the service provider.

ARTICLE 50 - WORKSAFEBC CLAIM

50.1

Where employees are absent due to an accident, the employee shall make every reasonable effort to inform their designated supervisor of their inability to attend work as a result of an injury.

Where employee(s) are on a College claim recognized by the WorkSafeBC, employee(s) shall be entitled to leave, at 90% of average net earnings (subject to upward adjustment in accordance with WorkSafeBC rates) of their regular rate of pay, for a maximum of 24 months for any one claim resulting from any one injury or recurrence of that injury.

- (a) The College shall pay Health and Welfare Benefits as defined under Article 47 (Health and Welfare Plans) during the first 24 months leave on each WorkSafeBC claim.
- (b) Employees on WorkSafeBC claims will retain full pensionable service based on their appointment and the cost shall be shared between the College and the employee in accordance with applicable pension legislation.
- (c) If after 24 months under Clause 50.1 the employee(s) still remains on leave, the employee(s) shall be considered on a direct WorkSafeBC claim.

50.2

Employees may, at their option, choose a direct claim arrangement with WorkSafeBC and be considered on a leave without pay from the College. In this case, Health and Welfare Benefits and pension coverage will not be maintained by the College.

ARTICLE 51 - SICK LEAVE PROVISIONS

51.1 Sick Leave Defined

Sick leave means the period of time employees are permitted to be absent from work with full pay by virtue of being sick, disabled, exposed to contagious disease, or because of an accident for which compensation is not payable under the *Workers Compensation Act*.

51.2 Amount of Sick Leave

- (a) Sick leave shall be granted to employees on regular appointments, on the basis of one and one-half days for every month of service. Employees working less than full-time shall earn sick leave on a pro rata basis based on the employees' regular appointment. Sick leave shall be calculated from the date of employment. In any one year when employee(s) have not had sick leave or only a portion thereof, they shall be entitled to an accrual of all unused portion of sick leave up to a maximum of 180 working days for future benefits. A deduction shall be made from accumulated sick leave of all normal working days (exclusive of holidays) absent for sick leave as defined in this agreement.
- (b) There shall be a charge against an employee's sick leave credits for sick time taken in excess of two hours in any one day.
- (c) When employees are qualified for sick leave with pay during their vacation period, there shall be no deduction from the vacation credits for such leave, and the period of vacation so displaced shall be taken at a mutually agreed time.
- (d) The provisions of the *Employment Standards Act* are incorporated into this article such that all employees who do not accrue sick leave as specified above are entitled to a minimum of five days of sick leave per year after completing 90 calendar days of service. This is not in addition to any entitlement that may be accrued in (a) and (b).

51.3 Illness in the Family

In the case of illness of an immediate family member permanently residing in the employee's household or who lives separately from the employee but is dependent on the employee for care, where no one at home, other than the employee, can provide for the needs of the ill person, or in the case of a non-custodial child, the employee shall be entitled, after notifying their supervisor, to use accumulated sick leave for this purpose, to a maximum of 10 days per year provided a minimum of 12 days is available each year for personal sick leave only (see Clause 51.2).

51.4 Proof of Illness

- (a) Employees may be required to produce a certificate from a duly qualified physician certifying that they are unable to carry out their duties due to illness or injury. Employees may be required to produce a certificate from a duly qualified physician certifying that the immediate family member is ill and requires attention.
- (b) The College may require employees and their physician to complete medical forms provided by the College and to forward the completed report to the College claims adjudicator.

51.5 Sick Leave During Leave of Absence

When employees are given leave of absence without pay for any reason, or are laid off in accordance with Article 36 (Workforce Reduction) and return to the service of the College upon expiration of such leave of absence, etc., they shall not receive sick leave credit for the period of such absence, but shall retain their cumulative credit, if any, existing at the time of such leave or layoff.

51.6 Right to Borrow Sick Leave

Employees unable to return to work at the termination of the period for which sick leave with pay is granted shall be permitted to "borrow" up to nine days' sick leave with pay from their future sick leave credits.

51.7 Sick Leave Records

A record of all unused sick leave will be kept by the College and shall be available on-line to employees.

51.8 Payout at Retirement

Upon retirement, employees on regular appointments shall be granted a cash payout, equal to a maximum of 70 days accumulated sick leave.

51.9 Voluntary Sharing of Sick Leave and the Central Sick Leave Bank

(a) If employees suffer a prolonged illness and use up all their sick leave credits, active employees may each voluntarily donate in accordance with Clause 51.9(c) up to a maximum of 10 days' sick leave from their accumulated sick leave credits for the use of the ill employee(s) provided a minimum of 12 days is retained each year for personal sick leave.

(b) Upon retirement or resignation, employees may donate up to 75 days from their accumulated sick leave credits.

(c) Donations to the Central Sick Leave Bank ("*the CSLB*") may be made by:

- (1) call for contributions from the Union to its members by June 1st of each year;
- (2) individual contributions by employees as set out in Clauses 51.9(a) and (b) above.

(d) The Central Sick Leave Bank shall not exceed 600 days or 4,200 hours and donations shall not put the CSLB in surplus. For example, if the CSLB is at 595 days, the maximum contribution that would be allowed would be five days.

(e) An employee may access the CSLB for a prolonged illness where other sick leave credits have been exhausted. "*Prolonged illness*" is defined as an absence for illness or injury of 10 consecutive days or greater.

(f) An employee may access the CSLB no more than once per calendar year.

(g) The CSLB may be used to cover the lesser of:

- (1) the number of days of absence due to illness or injury, or
- (2) the number of days remaining in the waiting period for long term disability coverage.

(h) *Sequence of Sick Leave Use*

The sequence of sick leave use by employees is as follows:

- (1) employees must utilize their own sick leave credits, if any;
- (2) employees must then borrow future sick leave credits to a maximum of nine days.
- (3) Subject to Clauses 51.9(a) to (h) employees requiring additional sick leave credits may then access the CSLB.

51.10 Medical and Dental Appointments

(a) Where it is not possible to schedule medical and/or dental appointments outside regularly scheduled working hours, reasonable time off for medical and dental appointments for employees and for dependent children shall be permitted, but where any such absence exceeds one hour, the additional time off shall be charged to employees' sick leave credits.

(b) Employees in areas where adequate medical and dental facilities are not available shall be allowed to deduct from their sick leave credits the necessary return travelling time to receive personal or immediate family medical and dental care at the nearest medical/dental centre.

51.11 Medical Examination

Should the College reasonably require additional medical information relating to an employee, it will act in accordance with the following procedure:

- (a) The College will first request additional information from the employee's treating or family physician;
- (b) Should there be reasonable grounds for the College to require further or specialized medical information, the employee shall be given the opportunity to select a specialist of their choosing;
- (c) If options (a) and (b) above are exhausted, and the College still reasonably requires further information, the employee will be examined by a medical doctor that is selected by the College.
- (d) The examination shall be at the College's expense and on the College's time, other than a medical examination required under Article 51.4 hereof. The right is reserved by the College to define the scope of the medical examination.

51.12 Joint Early Intervention Program (JEIP)

The parties have agreed to participate in the Post-Secondary Joint Early Intervention Program (JEIP). The parties have also agreed that the JEIP will incorporate the following principles:

- (a) *Jointly Managed* - The program will be jointly managed by the Employer and the Union.
- (b) *Mandatory* - An employee may be referred for participation in the JEIP when absent from work for five or more consecutive days or where it appears that there is a pattern of consistent or frequent absence from work. If an employee is referred, the employee must participate in the JEIP.
- (c) *Rehabilitative* - The JEIP is rehabilitative in nature.
- (d) *Confidential* - The parties involved in the program will maintain confidentiality of all information.

ARTICLE 52 - PARENTAL LEAVE

52.1 Pregnancy Leave

Pregnancy leave of absence without salary shall be granted on application to the Dean, Director, or Associate Vice-President. The duration and other terms shall be decided on an individual basis, taking into account individual needs as far as possible, but shall be subject to the following general provisions:

- (a) A pregnancy leave of absence without pay shall be granted for 17 consecutive weeks commencing no earlier than 13 weeks before the expected birth date, and no later than the actual birth date and ends no later than 17 weeks after the leave begins, or to the expiry date of the non-regular appointment, whichever is shorter.
- (b) If an employee on leave under Clause 52.1(a) proposes to return to work earlier than six weeks after the birth of the child, the Employer may require the employee to provide a medical or nurse practitioner's certificate stating the employee is able to resume work.
- (c) An employee may extend the leave under Clause 52.1(a) for an additional six weeks for reasons related to the birth or termination of the pregnancy in accordance with the *Employment Standards Act*.

52.2 Parental Leave

Parental leave of absence without pay shall be granted leave as follows, or to the expiry of the non-regular appointment, whichever is shorter:

- (a) An employee who takes leave under Clause 52.1 is entitled to up to 61 consecutive weeks of unpaid leave which must begin, unless the Employer and employee agree otherwise, immediately after the end of the leave under Clause 52.1. The combined leave entitlement of Clause 52.1 and 51.2(a) must not exceed 78 weeks.
- (b) An employee who is the parent, other than the adopting parent, who does not take leave under Clause 52.1 is entitled to up to 62 consecutive weeks of unpaid leave, which must begin within 78 weeks after the birth of the child.
- (c) An employee who is an adopting parent is entitled to up to 62 consecutive weeks of unpaid leave, which must begin within 78 weeks after the child is placed with the parent.

If the child has a physical, psychological or emotional condition requiring an additional period of parental care, an employee who requests leave as per 52.2(a), (b) or (c) is entitled to up to an additional five consecutive weeks of unpaid leave, beginning immediately after the end of the leave taken under 52.2(a), (b), or (c).

52.3 Notice

Employees shall give as much notice as possible, but in any event no less than four weeks' notice before the leave under Clauses 52.1 or 52.2 is to commence to allow satisfactory arrangements to be made for replacement. This notice may be waived by the College because of extenuating circumstances.

The Employer may request a medical or nurse practitioner's certificate stating the expected or actual birth date, or the date the pregnancy terminated, or stating the reasons for requesting additional leave, or other evidence of the employee's entitlement to the leave.

52.4 Benefit Continuation

The College shall pay Health and Welfare Benefits as defined in Article 47 (Health and Welfare Plan) for a period consistent with the provisions of the *Employment Standards Act*. If employees fail to return to work on the pre-arranged date, monies paid by the College under this clause shall be recovered.

Vacation entitlement shall accrue for the period covered by the *Employment Standards Act*.

52.5 Additional Leave

- (a) Application may be made for an additional period of unpaid leave up to, but not exceeding six months, or to the expiry date of the non regular appointment, whichever is shorter. The extended leave is to be taken consecutively immediately before or following the pregnancy and/or parental leave.
- (b) Employees who apply for and are granted leave under this clause may elect to take all or part of their accrued vacation entitlement at full salary during their leave of absence.

52.6 Return to Work

An employee who returns to work following leave taken under this clause shall:

- (a) Retain the seniority the employee had attained prior to the leave and shall accrue seniority for the period of the leave.
- (b) Placed in the same position that the employee held prior to the leave or a comparable one.

- (c) Be entitled to all increases in wages and benefits the employee would have been entitled to had the leave not been taken.

52.7 Sick Leave Credits

Illness arising due to pregnancy during employment and prior to leave of absence may be charged to normal sick leave credits.

52.8 Supplemental Employment Benefit (SEB) Plan for Pregnancy and Parental Leave

When on pregnancy, parental, or adoption leave, an employee will receive a supplemental payment added to Employment Insurance benefits as follows:

- (a) For the first week and last week of leave, where no EI benefit is paid, an employee shall receive 75% of their salary calculated on their average base salary.
- (b) For up to 15 weeks of pregnancy leave, an employee who is the birth parent shall receive an amount equal to the difference between the Employment Insurance benefits and 75% of their salary calculated on their average base salary.
- (c) For up to a maximum of 35 weeks of parental leave, the birth parent, the spouse, the non-birth parent, the common-law partner or adoptive parent who is caring for the child shall receive an amount equal to the difference between the Standard Parental Employment Insurance benefits and 75% of the employee's salary calculated on their average base salary.
- (d) Where the birth parent, the spouse, the non-birth parent, the common-law partner or adoptive parent who is caring for the child elects the Extended Parental Employment Insurance benefits, for a maximum of 61 weeks the parent shall receive the same total SEB benefit received under Clause 52.8(a), (b) or an employee who opts for the 35 week Standard Parental EI benefit, spread out and paid over the 61 week period. Payroll shall make the calculation.
- (e) The average base salary for the purposes of this article is the employee's average base salary for the 26 weeks preceding the pregnancy or parental leave. If the employee has been on unpaid leave for part of the preceding 26 weeks, then up to four weeks of that unpaid leave will be subtracted from the 26 weeks for the purpose of calculating the average base salary.

52.9 Eligibility for Supplementary Benefits

An employee is not entitled to receive Supplementary Employment Benefits and disability benefits concurrently. To receive Supplementary Employment Benefits, the employee shall provide the Employer with proof of application for and receipt of Employment Insurance benefits.

52.10 Failure to Return to Work

- (a) To be entitled to the above noted benefits, an employee must sign an agreement that they will return to work and remain in the Employer's employ for a period of at least six months or equivalent to the leaves taken, whichever is longer, after their return to work.
- (b) Should the employee fail to return to work and remain in the employ of the Employer for the return to work period in (a) above, the employee shall reimburse the Employer for the benefits above on a pro rata basis.

ARTICLE 53 - BEREAVEMENT

- (a) In the case of bereavement in the immediate family, leave with pay shall be granted to regular employees to a maximum of five working days which are not required to be taken consecutively. Any additional leave is without pay or as a charge to vacation leave.
- (b) (1) Immediate family is defined as an employee's parent, spouse, sibling, child, ward, grandparent, grandchild, spouse's parent, child or sibling and any other relative permanently residing in the employee's household or with whom the employee permanently resides.
- (2) For self-identifying Indigenous employees, leave as outlined in Clause 53.1 will also be granted for the passing of an Elder close to them and/or the Community, as well as any individual the employee considers a close family member consistent with the cultural norms of their community.
- (c) One day's leave with pay will be allowed to attend the funeral/service of other friends or relations not defined under Clause 53.1. Where employees have been asked to participate in a service they shall, at the discretion of their immediate supervisor, be allowed sufficient time off from their duties to meet those obligations.
- (d) If employees are on vacation leave at the time of the bereavement, they should, upon their return to duty, present their supervisor with sufficient proof of bereavement and receive a day or days off to compensate for time lost during their vacation.
- (e) Non regular employees will be granted leave without pay consistent with the provisions in this article.

ARTICLE 54 - DECEASED EMPLOYEE**54.1**

Benefits Payable Upon Death In the event of the death of an employee, the employee's beneficiary(ies), as stated under the group insurance plan, shall receive:

- (a) payment of the full month's salary of the deceased irrespective of the day in the month that the employee died;
- (b) payment in full of all of the employee's accrued vacation pay; and
- (c) one month's salary for each completed and continuous year in the service of the College, to a maximum of six months.

In the event the employee's beneficiary is not identifiable, all payments will be remitted to the employee's estate.

54.2 Payment

All the aforementioned payments will be paid without delay.

ARTICLE 55 - EXCHANGE LEAVE**55.1**

An employee exchange committee shall be established consisting of two members appointed by the College and two members appointed by the Union who shall be employees on regular appointments. This Committee shall meet no later than 10 working days following the call of either Party.

55.2

- (a) Employees on regular full-time appointments who have been employed by the College for three years or more and are not on probation may initiate negotiations on their own to exchange positions with an individual of comparable qualifications and experience for one year.
- (b) Applications from employees on regular part-time or sessional appointments will be considered for approval on an individual basis.

55.3

Exchange leave shall be subject to the following conditions:

- (a) Employees granted exchange leave shall have their full salary and benefits paid by the College during the exchange period.
- (b) The exchange time shall count in full for increment and seniority purposes.
- (c) Exchange leaves shall normally be for one year with the possibility of leaves of six months to one year if within the BC college system.
- (d) Only one employee or 10% of staff within a department, whichever is greater, shall normally be on exchange leave at any given time.
- (e) Incoming employees must agree to take out an associate membership in the Union and must sign a statement to the effect that they will abide by the conditions and procedures laid down in the Agreement.
- (f) The College shall extend to the incoming employees all non-monetary benefits of the Agreement.
- (g) Whatever would normally constitute grounds for dismissal or suspension under the Agreement shall be considered grounds for the termination of the exchange agreement.
- (h) Employees applying for exchange and the College shall normally adhere to the following time schedule:
 - (1) At least one year before the commencement of the proposed leave, employees wishing to take an exchange leave shall notify the College President and designated supervisor, in writing, of their intention to negotiate an exchange leave. The President will forward the application to the Employee Exchange Committee which shall review the application and the effect the leave would have on the College operations. This process shall include consultation with the designated supervisor and the employees in the area concerned. The Committee will submit its recommendation to the College President in respect of the candidate to be granted exchange leave. The President will notify the employee(s) of the preliminary decision of the College.
 - (2) At least 10 months prior to the commencement of the proposed leave, employees shall notify the College President and designated supervisor of their proposed arrangements and submit the qualifications and references of the incoming employee(s) for approval. These qualifications shall be reviewed jointly with the designated supervisor and the Employee Exchange Committee and a recommendation shall be made to the President by the Employee Exchange Committee.
 - (3) The President will notify the employee(s), in writing, within one month of (2) above of the decision of the College. If the proposal for exchange leave is declined, the employee(s) shall be informed of the reason for denial.
 - (4) The above time limits may be waived by mutual consent of all parties.

ARTICLE 56 - EDUCATIONAL LEAVE AND EMPLOYEE TRAINING**56.1 Educational Leave at the Request of the College**

- (a) Employees who are selected by the College to attend a course in connection with their employment shall receive expenses and full pay and benefits while in attendance. This article does not apply to the maintenance of certificates and/or credentials which are conditions of employment.
- (b) The College shall pay the full cost of any course of instruction approved under Clause (a) upon proof of the employee's successful completion of such course and upon the submission of receipts.
- (c) Employees who must leave the area to take examinations at the completion of a course approved by the College, or employees who receive advance approval to leave the area to take a short course, as defined in Clause (b) of this article may be granted leave of absence with pay for the time involved.

56.2 Employee Training

- (a) When the College introduces new, enhanced or changed work processes that are not of a routine nature into a regular employee's job, the College shall identify and provide the support and/or training required to perform the job duties.
- (b) The supervisor shall discuss the employee development needs with the employees.
- (c) Employees shall suffer no loss of pay to participate in this training.
- (d) This clause shall apply to non regular employees, selected in accordance with Clause 22.5 (Selection: Non-Regular Appointments), or non-regular employees currently working in the area where the new, enhanced or changed work processes occur.

ARTICLE 57 - STAFF DEVELOPMENT**57.1**

- (a) The provisions of this article are intended to assist employees in maintaining and improving knowledge, skills, and personal well-being relative to the employees' responsibilities or to their career development at the College. It is recognized that both employees and the College benefit from staff development.
- (b) The support development fund will not be utilized for the purpose of employees attending a course or program at the sole request of a supervisor, or for any course or training needed to meet the minimum requirements for the current position held by the employee.
- (c) Notwithstanding (b) above, employees will consider any learning and development goals discussed and/or established with their supervisor prior to making application to the fund.

57.2

A joint Staff Development Committee consisting of two representatives from the Union and two representatives from the College shall grant or deny applications for financial assistance.

Subject to the provisions of this article, the Staff Development Committee shall establish policies and procedures for applying for financial assistance to assist in covering all expenses associated with the staff development and for the Staff Development Committee's review of such applications.

57.3

Only employees on regular appointments who have worked 910 hours will be eligible to apply for staff development leave and/or financial assistance.

57.4

Employees may be granted staff development leave upon approval by the College to a maximum of 140 working hours in each fiscal year. Applications for leave or financial assistance shall be submitted to the designated supervisor for recommendation to the Staff Development Committee normally at least one month in advance of the development activity. All applications will be forwarded to the Staff Development Committee.

57.5

Staff development leave shall be subject to the following:

- (a) The leave may be taken only at a time mutually agreeable to the College and the employee(s).
- (b) Approved leave shall be at full salary unless mutually agreed otherwise by the employee(s) and the Senior Administrator.

57.6

There shall be a staff development fund established to fund staff development activities. The fund shall be drawn from the following sources each fiscal year:

- (a) \$47,162 for fiscal year 2023/2024 from the College. Commencing fiscal 2024/2025, the fund shall be increased by the value of any general wage increase and COLA negotiated for the bargaining unit.
- (b) Funds not expended in any fiscal year shall be carried forward to the next fiscal year.

ARTICLE 58 - OKANAGAN COLLEGE COURSE REGISTRATION**58.1**

Regular employees within the bargaining unit shall be entitled to attend and participate in any course offered by the College. Tuition fees related to such registration shall be waived based on the following conditions:

- (a) Employee registration will not factor in the decision to cancel a course due to insufficient student registration, and
- (b) Employees will assume costs for textbooks and/or supplies, and
- (c) An employee registration cannot take the place of a fee-paying student, and
- (d) Courses shall normally be taken on an employee's own time; however, in the event that re scheduling of duties results from registration, prior approval of the President or designate shall be required, and
- (e) The employee satisfies normal course pre-requisites, and
- (f) An employee registration results in no additional instructional costs to the College, and
- (g) This clause does not pertain to education leave covered by Article 56.

ARTICLE 59 - SPECIAL LEAVE

59.1 Entitlement

Employees not on leave of absence without pay shall be entitled to special leave at their regular rate of pay for leave under circumstances listed below:

- (a) birth or adoption of the employee's child;
- (b) serious household or domestic emergency;
- (c) attendance at the employee's own citizenship hearing;
- (d) court appearance of the employee's child;
- (e) wedding of the employee or the employee's child;
- (f) moving of household furniture and effects (maximum of one day for each move);
- (g) employee's formal convocation ceremony.

Total leaves of absence for any or all of the above shall not exceed three days in any one calendar year. Employees shall give two weeks' notice of (c), (e), (f) and (g), and shall make reasonable efforts to inform supervisors of (a), (b) and (d), above.

59.2

In the event that an employee requests a leave of absence for reasons not listed elsewhere in the collective agreement, then leave of absence with pay may be granted at the discretion of the President or designate.

ARTICLE 60 - LEAVE OF ABSENCE

60.1 Approved Leave of Absence Without Pay

The College may grant leave of absence without pay and without loss of seniority to any employee requesting such leave. Such request to be in writing and approved by the College. This leave of absence provision shall not apply during the probationary period of employees except in cases of emergency at the discretion of the Associate Vice-President, People Services, or designate. Time while on leave of absence without pay in excess of two months will not be included in the accrual of seniority or in the calculation of increments and severance pay.

60.2 Leave of Absence for the College Committees

An employee whose assigned work schedule would prevent the employee from attending meetings of a College committee to which they have been elected or appointed, shall be granted a leave of absence from their regular duties without loss of pay or other entitlements to attend such meeting(s).

Where such leave is granted, the College will replace the employee as necessary.

60.3 Leave Respecting Disappearance of a Child

An employee is entitled to leave of absence without pay for up to 52 weeks if they are entitled to leave respecting disappearance of child under the *Employment Standards Act* and such leave shall be in accordance with the *Employment Standards Act*. There will be no interruption in the accrual of seniority during this leave. Eligibility for benefits provided for under Article 47 (Health and Welfare Plans) will be maintained.

60.4 Leave Respecting Death of Child

An employee is entitled to leave of absence without pay for up to 104 weeks if they are entitled to leave respecting death of child under the *Employment Standards Act* and such leave shall be in accordance with the *Employment Standards Act*. There will be no interruption in the accrual of seniority during this leave. Eligibility for benefits provided for under Article 47 (Health and Welfare Plans) will be maintained.

ARTICLE 61 - LEAVE FOR UNION OFFICERS**61.1 Full-Time Elected Position**

- (a) Employees who are elected or appointed to a full-time position with the Union or any body with which the Union is affiliated, shall, upon written request, be entitled to leave absence without pay.
- (b) Employees who are on leave of absence without pay in accordance with Clause 61.1(a) shall continue to accrue seniority during the period of the leave for the purpose of Article 36 (Workforce Reduction) only.

61.2 Short-Term Leave for Union Business

- (a) It is understood that employees granted leave of absence pursuant to this article shall receive their current salary while on leave of absence with pay. Leave of absence granted under this article shall include sufficient travel time. The College agrees that leaves of absence under this article shall not be unreasonably withheld.
- (b) *Without Pay* - Leave of absence without pay and without loss of seniority may be granted:
 - (1) to elected or appointed representatives of the Union to attend conventions of the BCGEU and groups with which the Union is affiliated;
 - (2) to employees who are representatives of the Union on a union negotiating committee to attend meetings of the Union's negotiating committee.
- (c) *With Pay* - Leave of absence with pay and without loss of seniority may be granted;
 - (1) to employees who are representatives of the Union to leave their employment to carry on negotiations with the College, in keeping with Clause 78.5 (Time Off for Meetings);
 - (2) to stewards, or their alternates, to perform their duties pursuant to Clause 14.1 (Steward Activities);
 - (3) to employees called to appear as witnesses before an arbitration board.
- (d) To facilitate the administration of Clause (b) of this article, when leave without pay is officially requested by the BCGEU and is granted by the College, the leave shall be given with pay and the BCGEU shall reimburse the College for the appropriate salary and benefit costs, including travelling time not later than 28 days from the leaves being taken.
- (e) *Employer-Paid Union Leave*

The Chairperson of the bargaining unit or alternate designated by the Union shall be granted 25% employer paid time release from a full workload per year. Such time shall be used to facilitate the operation of the collective agreement and employee employer relationships. The Chairperson shall schedule such time with their supervisor. This provision is in addition to any other employer paid release time in the collective agreement.

Where such leave is granted, the College will replace the employee as necessary.

When the Chairperson is unavailable to fulfill their role under this article due to illness, vacation, or other business the Union will designate an alternate in their place.

ARTICLE 62 - POLITICAL ACTIVITY

62.1

The College agrees not to apply restrictions on employees who wish to engage in political activities on their own time as campaign workers. If employees are nominated as candidates for election at the federal, provincial or municipal level, they shall upon written request be granted leave of absence without pay to engage in the election campaign. If elected to full-time office, employees shall be granted leave of absence without pay and without loss of seniority for a period of one year. Such leave shall be renewed each year during their term of office. One month's notice shall be given to the College.

62.2

Employees who are on leave of absence without pay in accordance with Clause 62.1 shall continue to accrue seniority during the period of the leave for the purpose of Article 36 (Workforce Reduction) only.

ARTICLE 63 - JURY DUTY

63.1

The College shall pay employees who are required to serve as jurors or subpoenaed court witnesses their normal earnings. Employees will present proof of service.

ARTICLE 64 - CULTURAL LEAVE FOR INDIGENOUS EMPLOYEES

- (a) A self-identified Indigenous employee may request up to two days' leave with pay per calendar year to organize and/or attend Indigenous cultural event(s). Such leave will not be unreasonably withheld.
- (b) Employees will provide the Employer with the dates of the days for which leave will be requested. Wherever possible, a minimum of two weeks' notice is required for leave under this provision.
- (c) Leave under this provision is in addition to an Indigenous employee's entitlement to leave under Article 53 (Bereavement), as applicable.
- (d) Where a self-identifying Indigenous employee requires more than two days of leave for a ceremonial, cultural or spiritual event, the leave shall not be unreasonably denied. This additional leave is unpaid, however, and an employee may draw from their available vacation and overtime banks, as applicable.

ARTICLE 65 - 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. For the purpose of this article, "*family member*" is defined as per the *Employment Standard Act* for Compassionate Care Leave. In order to be eligible for this leave, the employee must provide a certificate from a medical practitioner or nurse practitioner stating that the

family member has a serious medical condition with a significant risk of death within 26 weeks. The employee must give the Employer a copy of the certificate as soon as practicable.

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) Where an employee elects to buy back pensionable service for part of all of the duration of the compassionate care leave, to a maximum of 27 weeks, the Employer will pay the employer portion of the pension contribution in accordance with the Pension Plan regulations.
- (c) 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.
- (d) An employee who returns to work following a leave granted under this provision shall be placed in the position the employee held prior to the leave or in a comparable position.

ARTICLE 66 - LEAVE FOR DOMESTIC 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 *Employment Standards Act*:

- (a) up to five days of paid leave;
- (b) up to five days of unpaid leave; and
- (c) up to 15 weeks of unpaid leave.

For the purpose of (a) or (b) above, such leave may be taken intermittently or in one continuous period.

For the purposes of (c), such leave will be taken in one continuous period, or intermittently with the Employer's consent.

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

ARTICLE 67 - FIRE FIGHTING PAY

If employees are called upon to fight a forest fire, the College agrees to retain the employees on the College payroll and agrees to reimburse the employees for the difference in the amount received and their normal working day's pay. If employees are on vacation leave with pay at the time of the summons to fight a forest fire, the number of days spent in fire-fighting shall be credited to their vacation leave.

ARTICLE 68 - SUBSISTENCE ALLOWANCES

Employees who are authorized by the Dean, Director, or Associate Vice-President or designate to attend any meeting or to travel on the College business shall receive reimbursement for actual meal expenses up to a maximum of to \$56.88 (with receipts) or \$32.31 (without receipts) per full day for meals plus actual lodging and transportation expenses. If less than a full day, the maximum shall be the rate per meal, or combination thereof, based on the following rates:

	With Receipts	Without Receipts
Breakfast	\$13.58	\$7.11
Lunch	\$15.82	\$8.71
Dinner	\$27.48	\$16.49

During the term of this agreement the subsistence rates in (a) will be increased to the following:

Effective July 1, 2024

Per diem reimbursement for actual meals to a maximum of \$58.58 (with receipts) or \$33.27 (without receipts).

If less than a full day:

	With Receipts	Without Receipts
Breakfast	\$13.99	\$7.32
Lunch	\$16.29	\$8.97
Dinner	\$28.30	\$16.98

(a) In addition to the meal allowances permitted pursuant to employees shall be entitled to claim a maximum of \$40.95 per night for actual costs when private dwelling accommodation is used in lieu of commercial accommodation. Under such circumstances, no expenses are chargeable for travel or incidental costs incurred that would not have been incurred had the designated hotel been utilized. Effective July 1, 2024¹, the maximum claim for private dwelling accommodation shall be \$42.18.

(b) Upon prior approval from the Dean, Director, or Associate Vice-President or designate, employees shall be reimbursed for the actual additional child care or dependent spousal expenses incurred by the employee for their child(ren) or dependent spouse for each night outside the College region.

(c) Employees shall be reimbursed for the actual cost of one telephone call home to a maximum of five minutes for each night away.

From the signing of this agreement, the preceding subsistence rates will be adjusted to reflect any higher rate(s) awarded in the College Policy for administrative staff, or any of the College's other certified bargaining units.

ARTICLE 69 - TRAVEL ALLOWANCE

69.1

A travel allowance of \$0.59 per kilometre may be claimed by employees authorized to use their own motor vehicle on the College business. It shall not be a condition of employment for employees to supply or use their own car. Effective July 1, 2024, this rate shall increase to \$0.61 per kilometre.

69.2

From the signing of this agreement, the preceding travel rates will be adjusted to reflect any higher rate(s) awarded in the College Policy for administrative staff, or any of the College's other certified bargaining units.

¹ The July 1, 2024 rates have been adjusted pursuant to LOU #3 - Cost of Living Adjustment of the 2022 BCGEU Template Table Memorandum of Settlement.

ARTICLE 70 - PRIVATE VEHICLE INSURANCE

Employees who are required to travel in excess of four days per month per insurance year between the College centres or locations on the College business shall, subject to the prior approval of the College President, or designate, be reimbursed upon presentation of appropriate receipts and documents 100% of the difference in premium to improve the employee's insurance from the appropriate commuting rate class to the appropriate business rate class. Such reimbursement shall be limited to one vehicle per employee and it is the employee's responsibility to purchase the appropriate vehicle insurance when necessary. If the College so reimburses employees, employees shall normally use their personal motor vehicle for travel on the College business requiring a motor vehicle.

ARTICLE 71 - TRANSFER EXPENSES

To be eligible for transfer expenses the employee's assigned Centre must be more than 32 km from their previous assigned Centre and the employee's current residence must be greater than 32 km from the new assigned Centre.

71.1 Clarification

Employees will be considered as transferring when the College assigns the employees to a position which requires that the employees move their household from one location to another in the College region. Employees who apply and who are successful in competition for another position within the College shall not be considered to be transferring.

71.2 Removal Expenses

The College employees shall be reimbursed for their travelling expenses and removal of their personal effects when they are transferred. Employees shall in addition be reimbursed for expenses incurred in transferring their family and furniture.

71.3 Living Allowance on Transfer

(a) When employees are transferred from one locality to another within the College region and it is shown that accommodation at the new location is not available within seven days, a living allowance shall be provided as follows:

- (1) for a single person, an allowance up to but not exceeding \$20 per day for a period not exceeding one month;
- (2) for a married person, or a single person with dependants, an allowance at a rate up to but not exceeding \$700 per month for a period not exceeding two months.

(b) The allowances mentioned above are not payable during the same days that full hotel expenses are payable under Clause 71.5, and are only payable for such period as the employees are able to prove their inability to re-establish themselves.

71.4 Transfer at Request of Employee

If the transfer is at the request of the employee, no allowance is made for living expenses or transportation expenses.

71.5 Hotel Expenses

Where travelling expenses on transfer apply and normal accommodation is not immediately available, reasonable hotel and meal expenses for the employee and the employee's family shall be allowed up to a maximum of seven days after arrival at the new location.

71.6 Moving of Furniture and Other Personal Effects

The College shall pay the cost of moving furniture and other personal effects from the employee's old location to the employee's new location.

71.7 Cost of Insurance

The College shall pay for the insurance costs resulting from the moving of furniture and other personal effects. The insurance costs shall not include home owner insurance or other insurance costs incurred by the employee when the moving has been completed.

71.8 Cost of Connections and Alterations

The College shall pay for costs of disconnecting and hook-up of electrical, plumbing and gas connections. Charges for telephone and television hook-ups and antenna will be paid by the College. Costs for alterations to drapes and carpets shall also be paid by the College.

71.9 Legal Fees

- (a) The College shall pay actual real estate fees and legal costs upon transfer as follows:
 - (1) actual real estate fees incurred in the sale of the employee's residence to a maximum of \$7,000.00;
 - (2) actual legal fees charged in the purchase of a new residence to a maximum of \$1,000.00;
 - (3) any costs involved in terminating a lease on premises rented by the employee to a maximum of \$1,000.00.
- (b) From the time that this agreement comes into effect, the preceding expense limits shall be adjusted to equal any higher amounts awarded to any of the College's other certified bargaining units or Administrators' Association.

ARTICLE 72 - FIRST AID ATTENDANT**72.1**

- (a) WorkSafeBC first aid requirements shall be fully complied with. Those employees who are required by the College to hold a valid first aid attendant's certificate, and whose normal duties include first aid work, shall be granted additional compensation as follows:

Occupational First Aid Level I - \$25 biweekly

Occupational First Aid Level II or III Certificate - \$45 biweekly

This stipend will be adjusted to reflect any higher rate awarded to any of the College's other certified bargaining units or Administrators' Association.

- (b) The College shall grant leave with pay equivalent to the actual time spent to complete the course and exam in accordance with WorkSafeBC regulations for designated regular employees to upgrade or renew the Occupational First Aid certification.

(c) The College agrees to reimburse designated regular employees and non-regular employees who have accumulated the equivalent of two years full-time service with the College with a current appointment of three consecutive months or more for any tuition fees, textbook charges, or examination fees associated with the upgrading or renewal of first aid certification upon receipt of proof of the employee's successful completion of such upgrading or renewal, and upon the submission of receipts.

(d) Upon the prior approval of the Associate Vice-President, Peoples Services the College shall reimburse designated employees for the actual damages incurred to an employee's personal clothing or property while in the course of their first aid duties.

ARTICLE 73 - HEALTH AND SAFETY

73.1 Conditions

The Union and the College agree that regulations made pursuant to the *Workers Compensation Act*, and its attendant regulations, or any other statute of the Province of British Columbia pertaining to the working environment shall be fully complied with.

73.2 Health and Safety Committees

(a) The College and the Union agree to maintain health and safety committees composed of an equal number of representatives from each Party. The Committees will meet as required by *Workers Compensation Act* and Occupational Health and Safety Regulations, to make recommendations on unsafe, hazardous or dangerous conditions with the aim of preventing and reducing risk of occupational injury and illness. A copy of all minutes of the Health and Safety Committees shall be forwarded to the Union and the College.

(b) The appropriate health and safety committees shall be notified of each accident or injury or near miss. Investigations will be conducted as per the WCA, Part 2, Division 10, as required. Investigation reports will be shared with the JOHSC. The JOHSC shall determine that accident investigations have been carried out, as required.

(c) Employees who serve on health and safety committees shall receive their regular rate of pay for attending meetings of the committees held during working hours or for investigating safety matters at any time at the specific direction of the health and safety committees.

73.3 Unsafe Work Conditions

(a) No employee shall be disciplined for refusal to work on a job which in the opinion of:

- (1) a member of the Health and Safety Committee; or
- (2) WorkSafeBC safety officer

following an on-site inspection and following discussion with a representative of the College does not meet the standards established pursuant to the *Workers Compensation Act* and regulations.

(b) Where employees act in conformity with Section 3.12 of the Occupational Health and Safety Regulations, such employees shall not be subject to disciplinary action.

73.4 Emergency, Workplace Accident and Injury Pay Provisions

(a) Employees shall report an Emergency, Workplace Accident or Injury promptly to their supervisor. The College will develop and maintain clear directives and procedures for all persons to follow in

response to emergency situations, workplace accidents or personal injuries. The College is responsible for awareness surrounding emergencies, accidents and injuries.

(b) *Investigation of Accidents*

Accidents shall be investigated in accordance with the WCA, Part 2, Division 10. Reports shall be completed using the WorkSafeBC template and shared with the Occupational Health & Safety Committee.

In the event of a fatality, the Employer shall immediately notify the President of the Union, or designate, of the nature and circumstances of the accident. In the case of a fatality or serious injury, the Union may request a worker representative be included in the joint incident investigation, so long this will not result in a delay in the process.

(c) Employees who are injured on the job during working hours and are required to leave for treatment or sent home for such injury shall receive payment for the remainder of the shift without deduction from sick leave credits.

73.5 Transportation of Accident Victims

(a) Transportation to the nearest physician or hospital for employees requiring medical care as a result of an on-the-job accident shall be at the expense of the College.

(b) The College shall ensure that adequate arrangements are made for employees to return to the worksite or current local accommodation, whichever is the most appropriate to the employee's condition. Transportation shall be provided or paid for by the College.

73.6 First Aid Supplies

The College shall provide first aid provisions in accordance with the *Workers Compensation Act*.

73.7 Special Apparel

(a) If a particular type of work clothing or special apparel is required by the nature of the employee's job, such clothing or apparel shall be provided by the College. Employees shall be consulted and allowed a reasonable choice of style. The College shall provide eye and/or hearing protection, where required, in accordance with WorkSafeBC Occupational Health and Safety Regulations.

(b) Regular employees and non-regular employees with more than 2,520 hours of accumulated service who are required by the *Workers Compensation Act*, Occupational Health and Safety Regulations (as determined by the Manager, Health, Safety & Emergency Management Services) to wear safety footwear shall be eligible to be reimbursed for the actual cost of safety footwear to a maximum of \$100 per annum. Effective date of ratification reimbursement for safety footwear will be to a maximum of \$250 every two years.

73.8 Use of College Vehicles and Equipment

It is to the mutual advantage of both the College and employees that employees shall not operate the College vehicles which are in an unsafe operating condition. It shall be the duty of the employees to report, in writing, to their designated supervisor, not later than the end of their shift all safety and/or mechanical defects on the equipment which they have operated during that shift. It shall be the obligation of the College to direct the repair as necessary to conform with the safe and efficient operation of that equipment. In the event that repairs cannot be effected, the equipment will be correctly identified and be kept out of service until repaired, and it shall not be considered a violation of their employment when the College employees refuse to operate such identified equipment.

73.9 First Aid Attendants

(a) WorkSafeBC first aid requirements shall be fully complied with. Those employees who are required by the College to hold a valid first aid attendant's certificate shall be granted additional compensation as follows:

Occupational First Aid Certificate Level I\$30 biweekly
Occupational First Aid Certificate Level II and Level III\$50 biweekly

This stipend will be adjusted to reflect any higher rate awarded to any of the College's other certified bargaining units or Administrators' Association.

(b) The College shall grant leave with pay equivalent to the actual time spent to complete the course and exam in accordance with WCB regulations for designated regular employees to upgrade or renew the Occupational First Aid certification.

(c) The College agrees to reimburse designated regular employees and non-regular employees who have completed their probationary period, with a current appointment of three consecutive months or more for any tuition fees, textbook charges, or examination fees associated with the upgrading or renewal of first aid certification upon receipt of proof of the employee's successful completion of such upgrading or renewal, and upon the submission of receipts.

(d) Upon the prior approval of the Associate Vice-President, People Services the College shall reimburse designated employees for the actual damages incurred to an employee's personal clothing or property while in the course of their first aid duties.

ARTICLE 74 - INDEMNITY - CIVIL AND CRIMINAL ACTIONS

The College agrees:

(a) that it will not seek indemnity against an employee whose actions result in the liability of OC to a third person, and

(b) that it will pay any judgement against an employee which arises from the conduct of the employee within the scope of the employee's employment and all reasonable legal costs incurred by the employee in defending the legal proceedings brought against the employee which result in that judgement;

unless a joint union OC committee by a majority thereof finds that the conduct of the employee which was the basis of the liability of judgement was grossly negligent, intentionally or flagrantly.

ARTICLE 75 - HARASSMENT**75.1**

The College and the Union recognize the right of the employees to work in an environment free from harassment. The College, in cooperation with the Union, will promote a work environment that is free from harassment where all employees are treated with respect and dignity.

75.2 Sexual Harassment

(a) Sexual Harassment is one form of discrimination and is defined as any unwanted sexual attention, sexual solicitation, or other sexually oriented remarks or behaviour made by a person or a group who knows or ought reasonably to know that such attention or solicitation is unwanted.

- (1) When submission to sexual activity becomes either explicitly or implicitly a term or condition of employment or in return for being hired or receiving promotions or other employment benefits.
 - (2) When submission to or rejection of such conduct is used as a basis for employment or educational decisions.
 - (3) When such conduct has the purpose or effect of interfering with an individual's employment, ability to study or academic performance.
 - (4) When such conduct creates an intimidating, hostile or offensive working environment for employees and/or students.
- (b) Sexual harassment may occur between people, both individually and in groups, of the same or different status within the College community, and both women and men may be the subject of sexual harassment by members of either sex. Thus, sexual harassment may occur in a variety of ways; for example, sexual harassment of a student by a student, or of an employee by an employee, or of a student by an employee, or of an employee by a student. Behaviour not directed toward soliciting sexual activity may also be considered sexual harassment. Such behaviours include but are not limited to:
- (1) inappropriate sexually suggestive language, innuendos, jokes, body language, leering, unwanted touching,
 - (2) persistent unwanted questions or comments of a sexual nature,
 - (3) inappropriate display of sexual pictures or materials,
 - (4) physical threat, physical assault, and physical intimidation, including unwanted touching.
- (c) While sexual harassment may occur around the study of topics of a sexual nature within legitimate curriculum, the legitimate curriculum itself is not considered sexual harassment.
- (d) Employees allegedly being harassed may register their complaint in writing, in accordance with the College Principles and Procedures for the Reporting, Investigation and Resolution of Sexual Harassment Complaints.
- (e) Should the employee who filed the complaint not be satisfied with the results of the College's investigation, the employee may file a grievance at Step 2 of the grievance procedure under Article 76 (Grievance Procedure).
- (f) Employees involved in the handling of a complaint shall hold in the strictest confidence all information of which they become aware; however, it is recognized that various officials of the Union and the College will be made aware of all or part of the proceedings on a "*need to know*" basis.

75.3 Personal Harassment

- (a) Personal harassment is defined as offensive comments and/or actions that, by a reasonable standard, create an abusive or intimidating work environment. Comments or actions that serve a legitimate, work-related purpose shall not be deemed to constitute personal harassment under this article.
- (b) Examples of personal harassment include, but are not limited to:
- (1) Physical threat, intimidation, or assault or unwelcome physical contact such as touching, patting, pinching, and punching;

- (2) When a person who supervises, or is in a position of authority, exercises that authority in a manner which serves no legitimate work purpose and which ought reasonably be known to be inappropriate.
 - (3) Implied or expressed threat of reprisal, or denial of opportunity for refusal to comply with a request which serves no legitimate work-related purpose;
 - (4) Display or distribution of pictures, posters, calendars, objects, literature or other materials that are racist or, that are, by a reasonable standard, considered derogatory to a particular person or group of persons. The legitimate study, display, use or distribution of such materials that are within appropriate academic norms is not considered personal harassment.
- (c) Employees may process complaints about personal harassment through the grievance procedure according to Article 76 (Grievance Procedure) subject to the following changes:
- (1) Where a person who is the subject of a grievance under this article is the College representative at any step of the grievance procedure, then the Union may bypass that step of the procedure;
 - (2) Union representatives in the course of investigating a complaint of personal harassment and the College representatives in the course of investigating a grievance of personal harassment shall have due regard for the privacy and confidentiality of any and all persons involved in the complaint or grievance;
 - (3) An arbitrator in the determination of a grievance of personal harassment may take reasonable steps to protect the privacy and confidentiality of all parties, subject to the requirement of fairness to all parties.
- (d) If, as a result of a grievance, it is determined necessary to separate the work locations of the grievor and the person who is the subject of a grievance, it is agreed that the grievor will not be moved against their wishes;
- (e) All formal grievances under this article shall be initiated within 12 months of the event. In the case of a series of events, a grievance shall be filed no later than 12 months after the last event in the series on which the complaint is based. The limitation period may be extended if the delay was incurred in good faith or if the delay does not result in substantial prejudice to any of the involved individuals.
- (f) Employees involved in the handling of a complaint shall hold in the strictest confidence all information of which they become aware; however, it is recognized that various officials of the Union and the College will be made aware of all or part of the proceedings on a "need to know" basis.

75.4

Nothing in the College Sexual Harassment procedures or this article is intended to preclude any employee from following any alternative complaint procedure under the collective agreement or the BC *Human Rights Code* or from initiating any other proceedings in law.

ARTICLE 76 - GRIEVANCE PROCEDURE

76.1 Grievance Definition

- (a) The College and the Union recognize that grievances may arise concerning:
 - (1) differences between the parties respecting the interpretation, application, operation, or any alleged violation of a provision of this agreement, or

- (2) the dismissal, discipline, or suspension of an employee bound by this agreement.
- (b) The procedure for resolving a grievance shall be the grievance procedure in this article.
- (c) Both parties agree that, in the case of correspondence relevant to Article 76 (Grievance Procedure), copies of such correspondence between the College, and employee(s), and the Union shall be released coincidentally to the President of the Union and/or designate.

76.2 Step 1

In the first step of the grievance procedure, every effort shall be made to settle the dispute in discussion with the appropriate management representative (Dean, Director, Associate Dean, Associate Director or Manager). The aggrieved employee shall have the right to have a steward present in such a discussion. The management representative shall have the right to have a People Services Business Partner present in such a discussion. If the dispute is not resolved orally, the aggrieved employee may submit a written grievance to Step 2 of the grievance procedure, subject to the time limits in Clause 76.3(a).

76.3 Step 2

- (a) An employee who wishes to present a grievance at Step 2 of the grievance procedure must do so not later than 30 working days after the date:
 - (1) on which the employee was notified orally or in writing of the action or circumstances giving rise to the grievance;
 - (2) on which the employee first became aware of the action or circumstances giving rise to the grievance.
- (b) An employee may present a grievance at this level, through the steward, by:
 - (1) recording the grievance on the appropriate grievance form, setting out the nature of the grievance and the circumstances from which it arose;
 - (2) stating the article(s) of the Agreement infringed upon or alleged to have been violated and the remedy or correction requested; and
 - (3) the steward presenting the grievance to the Associate Vice-President, People Services (or designate).
- (c) Within 14 working days of receiving the grievance at Step 2, the Manager, Employee Relations (or designate), the appropriate management representative (Vice President, Associate Vice President, Dean or Director) and the union area staff representative shall meet to examine the facts, the nature of the grievance, and attempt to resolve the dispute. This meeting may be waived by mutual agreement.
- (d) The Step 2 management representative, in consultation with the Manager, Employee Relations (or designate) shall reply in writing to an employee's grievance within 20 working days of receiving the grievance at Step 2.

76.4 Step 3

Failing satisfactory settlement at Step 2, and pursuant to Article 77 (Arbitration), the President of the Union, or designate, may, within 20 working days, inform the College of their intention to submit the dispute to arbitration.

76.5 Failure to Act

If the President of the Union, or designate, does not present a grievance to the next higher level within the prescribed time limits, the grievance will be deemed to be abandoned. However, the Union shall not be deemed to have prejudiced its position on any future grievances.

76.6 Amendment of Time Limits

The time limits in this grievance procedure may be altered by written mutual agreement between the parties. Where a grievance or a reply is presented by mail, the effective date shall be the day of receipt.

76.7 Dismissal or Suspension Grievance

In the case of a grievance arising from an employee's dismissal or suspension, pursuant to Clause 37.2(c) (Disciplinary Warnings), the grievance may commence at Step 2 of the grievance procedure under Clause 76.4 within 10 working days of the date on which the suspension occurred or the employee received notice of dismissal or notice of suspension.

76.8 Policy Grievance

Where either Party to this agreement disputes the general application or interpretation of the Agreement, or where a group of employees or the Union has a grievance regarding the Agreement, the first step of the grievance procedure may be by-passed.

76.9 Review of Personnel File

Upon written authority from an employee, the College shall permit the President of the Union or their designate to review that employee's personnel file in the office in which the file is normally kept in order to facilitate the proper investigation of a grievance.

76.10 Disputes

Where a matter arises from an item not covered by this agreement, the matter shall be discussed by the Joint Committee. The purpose of this discussion shall be to resolve the dispute.

76.11 Deviation from Grievance Procedure

(a) The College agrees that after a grievance has been initiated by the Union, the College's representatives will not enter into discussions or negotiation with respect to the grievance, either directly or indirectly, with the aggrieved employee without the consent of the Union.

(b) In the event that after having initiated a grievance through the grievance procedure, an employee endeavours to pursue the same grievance through any other channel, then the Union agrees that pursuant to this article, the grievance shall be considered to have been abandoned.

76.12 Technical Objections to Grievances

It is the intent of both parties to this agreement to ensure just and equitable treatment of a grievance by dealing with the substance of the grievance and not with any technical error in procedure or presentation.

76.13 Effective Date of Settlement

Settlements reached at any step of the grievance procedure may be applied retroactively to the date of the occurrence of the situation which gave rise to the grievance or the settlement may be applied in a different manner which is consistent with the intent of Clause 76.12.

ARTICLE 77 - ARBITRATION

77.1 Notification

Where a difference arising between the parties relating to the interpretation, application, or administration of the Agreement, including any questions as to whether a matter is arbitrable or where an allegation is made that a term or condition of this agreement has been violated, either of the parties may, after exhausting the grievance procedure in Article 76 (Grievance Procedure), notify the other Party within 30 days of the receipt of the reply at Step 2 of its desire to submit the difference or allegations to an arbitration board.

77.2 Composition of the Board of Arbitration

When a Party has requested that a grievance be submitted to arbitration, it shall indicate to the other Party to the Agreement within seven days:

- (a) its intention to submit the matter in dispute to a single arbitrator to be agreed upon by both parties. Should either Party not agree to submit the dispute to a single arbitrator, both parties shall then have seven days to name their appointee pursuant to Clause 77.2(b);
- (b) the name of its appointee to a board of arbitration. Within seven days thereafter the other Party shall indicate the name of its appointee to the Board of Arbitration. The two appointees shall then meet to select an impartial chairperson.

77.3 Failure to Appoint

If the recipient of the notice fails to appoint an arbitrator, or the two appointees fail to agree upon a chairperson within seven days of their appointment, the appointment shall be made by the Minister of Labour for the Province of British Columbia.

77.4 Board Procedure

The Board may determine its own procedure in accordance with the relevant labour legislation and shall give full opportunity to all parties to present evidence and make representation. It shall hear and determine the difference or allegation and shall make every effort to render a decision within 30 days of its first meeting.

77.5 Decision of Board

The decision of the majority shall be the decision of the Board. Where there is no majority decision, the decision of the Chairperson shall be the decision of the Board. The written decision of the Arbitration Board shall be final, binding, and enforceable on the parties pursuant to the relevant labour legislation. The Board shall have the power to dispose of a discharge or discipline grievance by any arrangement which it deems just and equitable. However, the Board shall not have the power to change this agreement.

77.6 Clarification of Board Decision

Should the parties disagree as to the meaning of the Board's decision, either Party may apply to the Chairperson of the Arbitration Board to reconvene the Board to clarify the decision, which it shall make every effort to do within seven days.

77.7 Expenses of Arbitration Board

Each Party shall pay:

- (a) the fees and expenses of the Arbitrator it appoints;
- (b) one-half of the fees and expenses of the Chairperson.

77.8 Amending the Time Limits

The time limits fixed in the arbitration procedure may be altered by mutual consent of the parties but the same must be in writing.

77.9 Expedited Arbitration

(a) The parties shall review outstanding grievances filed at arbitration to determine by mutual agreement those grievances, or groups of grievances, suitable for this process.

(b) All grievances may be considered suitable for and resolved by expedited arbitration except grievances in the nature of:

- (1) dismissals;
- (2) rejection on probation;
- (3) suspensions in excess of 20 workdays;
- (4) policy grievances;
- (5) grievances requiring substantial interpretation of a provision of this agreement;
- (6) grievances requiring presentation of extrinsic evidence;
- (7) grievances where a Party intends to raise a preliminary objection;
- (8) demotions;
- (9) duty to accommodate issues.

By mutual agreement, a grievance falling into any of these categories may be placed into the expedited arbitration process.

(c) The parties shall mutually agree upon single arbitrators who shall be appointed to hear and resolve groups of grievances.

(d) The Arbitrator shall hear the grievances and shall render a decision within two working days of such hearings. No written reasons for the decision shall be provided beyond that which the Arbitrator deems appropriate to convey a decision.

(e) The parties will limit their use of authorities.

(f) The parties will not use outside counsel (this includes BCGEU internal counsel).

(g) Arbitration awards shall be of no precedential value and shall not thereafter be referred to by the parties in respect of any other matter.

(h) All settlements of expedited arbitration cases prior to hearing shall be without prejudice.

(i) A grievance may be removed from the expedited arbitration process by either Party at any time prior to hearing and forwarded to a regular arbitration hearing pursuant to Clause 76.4 (Step 3).

(j) The parties shall equally share the cost of the fees and expenses of the Arbitrator and hearing rooms.

ARTICLE 78 - LABOUR MANAGEMENT NEGOTIATIONS**78.1 Bargaining Committee**

A bargaining committee shall be appointed and shall consist of members of the College and/or its agent as appointees of the College and members of the Union and/or its agent as appointees of the Union. The

Union shall advise the College of the Union's nominees to the Committee, and the College shall advise the Union of the College's nominees to the Committee.

78.2 Additional Representatives

Each Party to this agreement shall have the right to have the assistance of a representative when dealing or negotiating with the other Party.

78.3 Meeting of Committee

In the event of either Party wishing to call a meeting of the Committee, the meeting shall be held at a time and place fixed by mutual agreement, however, such meeting to be held not later than 14 days after request has been received unless varied by mutual agreement.

78.4 Function of Bargaining Committee

All matters pertaining to the collective bargaining process shall be referred to the Bargaining Committee.

78.5 Time Off for Meetings

Any representative of the Union on this Committee, or their alternate, who is in the employ of the Employer, shall have the privilege of attending meetings of the Committee held within working hours without loss of remuneration, provided that the Senior Administrator has prior notice.

ARTICLE 79 - AGREEMENT COPIES

The Union and the College desire every employee to be familiar with the provisions of this agreement, and their rights and obligations under it. For this reason, the College shall post a copy of the Agreement on its website within 30 days of the final document being produced.

ARTICLE 80 - ARTICLES HELD INVALID**80.1**

In the event that any future legislation renders null and void any provision of this agreement, the remaining provisions shall remain in effect for the term of the Agreement, and the parties hereto shall consult with a view to reaching mutually agreeable provision to be substituted for the provisions so rendered null and void.

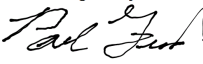
80.2

In the event any future legislation materially alters the intent of any clause in this agreement, either Party may request consultation with a view to seeking an amendment or clarification of the clause.

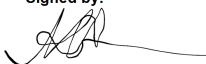
ARTICLE 81 - TERM OF AGREEMENT

This agreement, unless changed by mutual consent of both parties hereto, shall be in force and effect from and after July 1, 2022 and up to and including June 30, 2025 and thereafter from year to year unless either Party to this agreement gives notice to commence collective bargaining in accordance with the relevant labour legislation of British Columbia.

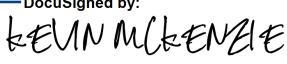
**SIGNED ON BEHALF OF
THE UNION:**

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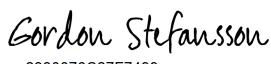
Paul Finch
President

Signed by:

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Karolynn Green
Bargaining Committee Chair

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Kevin McKenzie
Bargaining Committee Member

Signed by:

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Gordon Stefansson
Bargaining Committee Member

DocuSigned by:

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Kelly Hutchinson
Staff Representative

**SIGNED ON BEHALF OF
THE EMPLOYER:**

Signed by:

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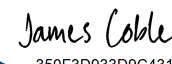
Neil Fassina
President

Signed by:


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Ryan Savelieff
Bargaining Committee Chair

Jane Lister
Bargaining Committee Member

Signed by:

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James Coble
Bargaining Committee Member

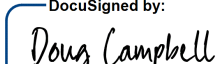
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Jordan Perrey
Bargaining Committee Member

Signed by:

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Kate Cook
Bargaining Committee Member

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Doug Campbell
Board Chair, PSEA Board of Directors

December 10, 2024

Date: _____

APPENDIX A
Positions Referred to in Article 5

Classroom Assistant

Clerk I

Clerk II

Clerk III

Clerk IV

Clerk V

Facilities Services Assistant I

Facilities Services Worker I

Facilities Services Worker II

Facilities Services Worker III

Food Services Worker

General Office Clerk

Library Clerk I

Library Clerk II

Library Clerk III

Library Technician I

Library Technician II

Library Technician III

Secretary I

Secretary II

Support Services Assistant I

Support Services Assistant II

Support Services Coordinator I

Support Services Coordinator II

Support Services Coordinator III

Technician I

Technician II

Technician III

Technician IV

Technician V

T.Q./Journeyman

APPENDIX B
Support Staff Classifications

SALARY BAND	CLASSIFICATION	RANGE
1	Food Services Worker General Office Clerk	1 - 5
2	Clerk I Library Clerk I	2 - 6

SALARY BAND	CLASSIFICATION	RANGE
3	Clerk II Facilities Services Worker I Library Clerk II	3 - 7
4	Classroom Assistant Clerk III Facilities Services Worker II Library Clerk III	4 - 8
5	Clerk IV Facilities Services Worker III Library Technician I Secretary I Technician I	5 - 9
6	Clerk V Facilities Services Assistant I Library Technician II Secretary II Technician II	6 - 10
7	Library Technician III Support Services Assistant I Technician III	8 - 12
8	Support Services Assistant II Technician IV	10 - 14
9	Support Services Coordinator I Technician V T.Q./Journeyman	13 - 17
10	Support Services Coordinator II	14 - 18
11	Support Services Coordinator III	15 - 19
	Students Co-operative Education Students Research Assistants Teaching Assistants & Laboratory Demonstrators Apprenticeships On Call Power Engineers	See Letter of Understanding #1 See Letter of Understanding #2 See Letter of Understanding #3 See Letter of Understanding #7 See Letter of Understanding #6 See Letter of Understanding #9

APPENDIX C Salary Scales

Step	Effective July 1, 2022 \$0.25/hr + 3.24% GWI			Effective July 1, 2023 5.5% GWI + 1.25% COLA			Effective July 1, 2024 2% GWI + 1% COLA		
	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual
1	\$20.79	\$1,455.31	\$37,838	\$22.19	\$1,553.31	\$40,386	\$22.86	\$1,600.19	\$41,605
2	\$21.48	\$1,503.62	\$39,094	\$22.93	\$1,605.12	\$41,733	\$23.62	\$1,653.38	\$42,988
3	\$22.20	\$1,554.00	\$40,404	\$23.70	\$1,659.00	\$43,134	\$24.41	\$1,708.69	\$44,426
4	\$22.94	\$1,605.81	\$41,751	\$24.49	\$1,714.31	\$44,572	\$25.22	\$1,765.38	\$45,900
5	\$23.69	\$1,658.31	\$43,116	\$25.29	\$1,770.31	\$46,028	\$26.05	\$1,823.50	\$47,411
6	\$24.49	\$1,714.31	\$44,572	\$26.14	\$1,829.81	\$47,575	\$26.92	\$1,884.38	\$48,994
7	\$25.31	\$1,771.69	\$46,064	\$27.02	\$1,891.38	\$49,176	\$27.83	\$1,948.12	\$50,651
8	\$26.15	\$1,830.50	\$47,593	\$27.92	\$1,954.38	\$50,814	\$28.76	\$2,013.19	\$52,343
9	\$27.04	\$1,892.81	\$49,213	\$28.87	\$2,020.88	\$52,543	\$29.74	\$2,081.81	\$54,127
10	\$27.95	\$1,956.50	\$50,869	\$29.84	\$2,088.81	\$54,309	\$30.74	\$2,151.81	\$55,947

Step	Effective July 1, 2022 \$0.25/hr + 3.24% GWI			Effective July 1, 2023 5.5% GWI + 1.25% COLA			Effective July 1, 2024 2% GWI + 1% COLA		
	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual
11	\$28.88	\$2,021.62	\$52,562	\$30.83	\$2,158.12	\$56,111	\$31.75	\$2,222.50	\$57,785
12	\$29.85	\$2,089.50	\$54,327	\$31.86	\$2,230.19	\$57,985	\$32.82	\$2,297.38	\$59,732
13	\$30.86	\$2,160.19	\$56,165	\$32.94	\$2,305.81	\$59,951	\$33.93	\$2,375.12	\$61,753
14	\$31.90	\$2,233.00	\$58,058	\$34.05	\$2,383.50	\$61,971	\$35.07	\$2,454.88	\$63,827
15	\$32.99	\$2,309.31	\$60,042	\$35.22	\$2,465.38	\$64,100	\$36.28	\$2,539.62	\$66,030
16	\$34.09	\$2,386.31	\$62,044	\$36.39	\$2,547.31	\$66,230	\$37.48	\$2,623.62	\$68,214
17	\$35.26	\$2,468.19	\$64,173	\$37.64	\$2,634.81	\$68,505	\$38.77	\$2,713.88	\$70,561
18	\$36.44	\$2,550.81	\$66,321	\$38.90	\$2,723.00	\$70,798	\$40.07	\$2,804.88	\$72,927
19	\$37.68	\$2,637.62	\$68,578	\$40.22	\$2,815.38	\$73,200	\$41.43	\$2,900.12	\$75,403

APPENDIX D Severance Protection

The following employees received a regular appointment prior to June 30, 1990 and are eligible for severance on resignation:

L. Rozniak

APPENDIX E Early Retirement Incentive

The purpose of the early retirement incentive plan is to provide an incentive for early retirement under the pre-layoff canvass outlined in Clause 36.1 where the retirement of an employee will prevent a layoff. While the clause is permissive in that individual implementation and approval is at the discretion of the College, there may be instances where a layoff has not been identified and there would be a benefit to the institution and the employee. In these instances the College would be prepared to review the request.

- (1) The College may make a written offer of an early retirement incentive to regular employees who are age 55 or over and have a minimum of 10 years' contributory pensionable service with the Municipal or College Pension Plan.
- (2) The offer shall advise the employee of the early retirement date, the specific amount of the incentive, the payment schedule, and the availability of any continuation of medical, extended health or other benefits.
- (3) Acceptance or rejection must be communicated in writing by the employee within 30 days of the date of the offer, unless this period is extended by mutual agreement.
- (4) The amount of the incentive shall be based on regular salary, without inclusion of premium rates or the employee's experience earning premium rates of pay, in the following amounts:

Full Years to Retirement	Incentive
1	Up to 20% of annual salary
2	21 - 40% of annual salary
3	41 - 60% of annual salary

4	61 - 80% of annual salary
5 or more	81 - 100% of annual salary

LETTER OF UNDERSTANDING #1**Student Employees**

1. This Letter of Understanding covers students employed under special programs (e.g. Work Study, Challenge) and students (student aides) who are employed to perform work not normally covered by an existing classification of this bargaining group. A job description will be provided to the Union by the College for all student position groups to ensure that the work performed falls under this Letter of Understanding.
2. Students hired to carry out the principal duties of a job covered by an existing classification shall be classified accordingly and will be covered by the terms and conditions of the collective agreement except as provided for in the Letter of Understanding for Co-operative Education students.
3. Students hired under this Letter of Understanding will be considered non regular employees and receive the appropriate benefits in accordance with the collective agreement but will be excluded from the following articles:

Article 21 - Posting of Positions
Article 22 - Selection of Employees
Article 26 - Seniority
Article 30 - Shift Differential
Article 32 - Hours of Work - except as specified below
Article 36 - Workforce Reduction
Article 47 - Health and Welfare Plans

Salary Scale:

Effective Date	Wage Rate
June 1, 2022	\$15.65
July 1, 2022	\$16.42
June 1, 2023	\$16.75
July 1, 2023*	\$17.88
July 1, 2024*	\$18.42

** These rates have been adjusted pursuant to LOU#3 - Cost of Living Adjustment of the 2022 BCGEU Template Table Memorandum of Settlement*

4. Hours of work for students employed under special programs will be in accordance with the program guidelines but in any event will not exceed 70 hours biweekly. Hours for student aides will not exceed 70 hours biweekly.
5. Overtime will be paid in accordance with the collective agreement for all hours worked in excess of 70 hours biweekly and for time worked in excess of five days per week.
6. Students hired pursuant to this letter of understanding shall be considered terminated upon completion of the program or the specific appointment period, which may continue for up to six months following the completion of the program and shall not retain seniority.

7. This letter of understanding shall form a part of the collective agreement between the BCGEU and Okanagan College. Matters not addressed specifically or clearly in this letter of understanding shall not be considered residual rights of the Employer and are subject to negotiations between the parties.

LETTER OF UNDERSTANDING #2
Co-Operative Education Students

The parties recognize the advantages in assisting students in obtaining practical work experience as part of co-operative education. In recognition, this Letter of Understanding will establish the guidelines under which these students may be hired, and will establish the salary rate and working conditions for these students.

1. This Letter of Understanding will apply to students registered in a recognized Co-operative Education Program at a participating post-secondary institution with preference given to Okanagan College students.

2. The College will provide a copy of the job description to the Union.

There will be a maximum of 15 Co-operative Education students hired during any one academic year (July 1 - June 30). The number of Co-operative Education students hired may be increased if mutually agreed to by the Joint Union Management Committee (JUMC).

3. The Co-operative Education Students shall be paid according to the following rates:

- i) Co-op term 1 (first four months of work term) - 65% classification base rate.
- ii) Co-op term 2 (second four months of work term) - 70% classification base rate.
- iii) Co-op term 3 (third four months of work term) - 80% classification base rate.
- iv) Co-op term 4 (fourth four months of work term) - 85% classification base rate.
- v) Co-op term 5 (fifth four months of work term) - 90% classification base rate.

4. The parties agree that Co-operative Education students employed and paid in accordance with this Letter of Understanding will be considered non-regular employees and receive the appropriate benefits in accordance with the collective agreement, but will not be subject to or affected by layoff and recall provisions in the collective agreement. Co-operative Education students, as non-regular employees, shall be considered terminated upon completion of the term of employment and shall not retain seniority.

5. Co-operative Education students will not be hired when regular employees are on layoff provided the employees on layoff have the necessary qualifications, abilities and experience, as determined by the Joint Layoff Committee, to perform the work. Non-regular employees will not be displaced by the College from a current or ongoing non-regular position as a result of the employment of Co-operative Education students.

6. The standard hours of work for Co-operative Education students will be seven hours per day and 35 hours per week. These hours may be varied by mutual agreement between the Union and the Employer provided that the Co-operative Education student does not work more than 70 hours in a biweekly period.

7. This Letter of Understanding shall form a part of the collective agreement between the BCGEU and Okanagan College.

LETTER OF UNDERSTANDING #3 Research Assistants

1. This Letter of Understanding covers employees hired to assist in research projects in positions funded primarily from research grants who are employed to perform work which falls under the jurisdiction of this bargaining unit. A job description will be provided to BCGEU by OC for all research positions to ensure that the work being performed falls under this Letter of Understanding.

2. Research positions hired under this Letter of Understanding will be considered non-regular employees and will receive the appropriate benefits in accordance with the collective agreement, but will be excluded from the following articles:

- Article 21 - Posting of Positions
- Article 22 - Selection of Employees
- Article 26 - Seniority
- Article 30 - Shift Differential
- Article 32 - Hours of Work - except as specified below
- Article 36 - Workforce Reduction
- Article 47 - Health and Welfare Plans

3. If the appointment is less than eight months, employees will receive \$0.61 per hour in lieu of Health and Welfare Benefits. Effective July 1, 2024, this amount shall increase to \$0.63 per hour.

4. Employees hired to assist in research projects who are employed to perform work covered by an existing classification of this bargaining unit will be paid in accordance with the salary in effect for that classification.

5. Employees hired as research assistants to perform work not normally covered by an existing classification of this bargaining unit will be paid in accordance with the following scale:

Effective Date	3 rd and 4 th Year Students	Bachelor's Degree	Bachelor's Degree + Exp. or Educ.
June 1, 2022	\$15.65	\$17.68	\$20.47
July 1, 2022	\$16.42	\$18.51	\$21.39
June 1, 2023	\$16.75	\$18.51	\$21.39
July 1, 2023*	\$17.88	\$19.76	\$22.83
July 1, 2024*	\$18.24	\$20.35	\$23.51

** These rates have been adjusted pursuant to LOU #3 - Cost of Living Adjustment of the 2022 BCGEU Template Table Memorandum of Settlement*

6. Hours of work for research positions will not exceed 70 hours biweekly.

7. Overtime will be paid in accordance with the collective agreement for all hours worked in excess of 70 hours biweekly and for time worked in excess of five days per week.

8. Employees hired in research positions pursuant to this Letter of Understanding shall be considered terminated upon completion of the project or the specific appointment period and shall not retain seniority.

9. This Letter of Understanding shall form a part of the collective agreement between the BCGEU and Okanagan College. Matters not addressed specifically or clearly in this Letter of Understanding shall not be considered residual rights of the Employer and are subject to negotiations between the parties.

LETTER OF UNDERSTANDING #4 **Human Resources Database**

The following provisions are subject to the related provincial initiative being in effect.

1. Human Resources Database

1.1 The parties agree to provide and support the current sectoral initiative requiring the accumulation and dissemination of available data to the mutually agreed-upon organization. The parties may undertake joint projects for the comparative analysis of such data.

1.2 The parties recommend that the ministry responsible provide the funding to assist in the gathering, analysis, and maintenance of such data through the agreed-upon organization.

1.3 The parties believe that their ongoing and collective bargaining relationships are enhanced through useful, timely and accessible data on relevant People Services matters, including those listed below.

Relevant Matters Include:

- Health and Welfare
- Types of coverage
- Participation rates
- Premiums
- Cost sharing
- Commission costs
- Available studies commissioned by government agencies (e.g., comparative benefit analysis)
- Carrier contracts

Collective Bargaining

- Wage information and any other bargaining unit compensation information requested
- Demographics: age, sex, salary, placement, status
- Analysis of local collective agreements within the system
- Pension Plan participation rates

Contract Administration

- Arbitration, Labour Relations Board and other decisions and costs thereof for the system
- Local Letters of Understanding

LETTER OF UNDERSTANDING #5 **Transfers/Mergers of Programs/Services between Institutions**

The following provisions are subject to the related provincial initiative being in effect and including the same provisions.

1. Transfers/Mergers of Programs/Services between Institutions

1.1 When one or more institutions covered by this agreement decides to transfer/merge a program/service or a partial program and the transfer/merger will result in the transfer or layoff of one or more employees at one or more of the institutions, the institutions will provide written notice to the local union(s) as soon as possible, but not less than 60 days prior to the date of transfer/merger.

1.2 In the case of program/service transfers or mergers between institutions, the following conditions will apply to permanent/regular employees of the transferring institution:

Permanent/regular employees of the transferring institution shall have the option of transferring with the program. However, in the event that the program/service transfer/merger results in a reduction in complement of the program, then the offer(s) of transfer of employee(s) shall be on the basis of seniority, provided the employee possesses the necessary qualifications to perform the duties and responsibilities of the position at the receiving institution.

Should there be no option to transfer, the provisions of the local collective agreement at the sending institution shall apply.

1.3 Should an employee opt to transfer from the sending institution, the following conditions will apply:

a) For transferring employees all seniority accrued at the sending institution will be converted according to the seniority provisions of the receiving institution and recognized for all purposes under the collective agreement at the receiving institution.

b) At the date of transfer/merger, all rights of the terms of the collective agreement of the sending institution shall expire and all the terms and conditions of the receiving institution's collective agreements shall apply.

c) The waiting period for the various Health and Welfare Benefits at the receiving institution shall be waived. Claims which have occurred prior to the date of the transfer/merger shall remain the responsibility of the sending institution.

d) Each transferring employee shall receive the salary on the receiving institution's salary scale of the applicable classification that is closest to their previous salary, exclusive of premiums and allowances.

e) Where the receiving institution has an accumulated sick leave plan, the employee's sick leave credits shall be transferred to the receiving institution. Where not applicable, such credits shall be paid out to the employee or to an RRSP at the employee's request, pursuant to the local collective agreement at the sending institution. Employees transferred to a receiving institution with an accumulated sick leave plan and who do not have sick leave credits to transfer, shall be credited with one year's sick leave entitlement according to the receiving institution's collective agreement.

f) Vacation entitlements earned up to the time of transfer/merger for transferring employees will be recognized by the receiving institution for the calendar year of the transfer. All subsequent vacation entitlements will be in accordance with the collective agreement of the receiving institution recognizing accrued seniority.

g) An employee at the sending institution who has opted for transfer, but is on sick leave or short-term disability, will not be transferred until certified fit to return to active duty and will remain an employee of the sending institution.

h) Grievances arising prior to the transfer/merger date remain the responsibility at the sending institution.

i) Program/service transfers/mergers will not result in the bumping or layoff of employees at the receiving institution at the time of transfer.

- j) At the time of the transfer/merger, employees may choose to remain in the pension plan of the sending institution.
- k) Due to the complexity of transfer/merger as it impacts collective agreement provisions, the local parties shall remain available to reconvene.

LETTER OF UNDERSTANDING #6 **Apprenticeships**

The parties recognize the advantages in assisting students in obtaining practical work experience as a necessary and component part of their apprenticeship training. This Letter of Understanding will establish the guidelines under which Apprentices may be hired, and will establish the salary rate and working conditions for these students.

1. This Letter of Understanding applies to students in Apprenticeship programs at a participating post-secondary institution with preference given to Okanagan College students.
2. Apprentices shall be paid in the following proportion of the regular rate of pay of a TQ/Journeyman:

Hiring rate: 50% of TQ/Journeyman

6 months +: 55%
12 months +: 60%
18 months +: 65%
24 months +: 70%
30 months +: 75%
36 months +: 80%
42 months +: 90% of TQ/Journeyman

3. The parties agree that Apprentices employed and paid in accordance with this Letter of Understanding will be considered non-regular employees and receive the appropriate benefits in accordance with the collective agreement, but will not be subject to or affected by layoff and recall provisions in the collective agreement. Apprentices, as non-regular employees, shall be considered terminated upon completion of the term of employment and shall not retain seniority.
4. Apprentices will not be hired when regular employees are on layoff provided the employees on layoff have the necessary qualifications, abilities and experience, as determined by the Joint Layoff Committee, to perform the work. Non-regular employees will not be displaced by the College from a current or ongoing non-regular position as a result of the employment of Apprentices.
5. The standard hours of work for Apprentices will be seven hours per day and 35 hours per week. These hours may be varied by mutual agreement between the Union and the Employer provided that the Apprentice does not work more than 70 hours in a biweekly period.
6. This Letter of Understanding shall form a part of the collective agreement between the BCGEU and Okanagan College.

LETTER OF UNDERSTANDING #7
Teaching Assistants and Laboratory Demonstrators

1. This Letter of Understanding covers individuals who are employed to perform work which falls under the jurisdiction of this bargaining unit. A job description will be provided to the BCGEU by the College for both positions to ensure that the work performed falls under this Letter of Understanding.
2. Employees hired under this Letter of Understanding will be considered non-regular employees and will receive the appropriate benefits in accordance with the collective agreement, but will be excluded from the following articles:

Article 21 - Posting of Positions
Article 22 - Selection of Employees
Article 26 - Seniority
Article 30 - Shift Differential
Article 32 - Hours of Work - except as specified below
Article 36 – Workforce Reduction
Article 47 - Health and Welfare Plans

Salary Scale:

Effective Date	3 rd and 4 th Year Students	Bachelor's Degree	Bachelor's Degree + Exp. or Educ.
June 1, 2022	\$15.65	\$17.68	\$20.47
July 1, 2022	\$16.42	\$18.51	\$21.39
June 1, 2023	\$16.75	\$18.51	\$21.39
July 1, 2023*	\$17.88	\$19.76	\$22.83
July 1, 2024*	\$18.42	\$20.35	\$23.51

**These rates have been adjusted pursuant to LOU#3 - Cost of Living Adjustment of the 2022 BCGEU Template Table Memorandum of Settlement*

3. Hours of work will not exceed 70 hours biweekly.
4. Overtime will be paid in accordance with the collective agreement for all hours worked in excess of 70 hours biweekly and for time worked in excess of five days per week.
5. Individuals hired pursuant to this Letter of Understanding shall be considered terminated upon completion of the specific appointment period and shall not retain seniority.

LETTER OF UNDERSTANDING #8
Recruitment and Retention

Insofar as it is recognized by both parties to this agreement that there is need to ensure that the Employer is able to recruit and retain fully qualified support staff in a competitive labour market, and that there is a demonstrated need to adjust the compensation of some job classifications for that purpose, it is herein agreed that:

- i) *IT Services - Database Administrator and Senior Programmer Analyst*

An annual labour market stipend of \$10,000 as per the October 8, 1998 agreement between the parties will continue to be paid to the four employees of the Information Technology Services Department who are employed in the positions of Data Base Administrator and Senior Programmer/Analyst. New employees who are hired by the Information Technology Services Department into these classifications

will be placed on the appropriate step in the salary scale and will progress up the salary scale in accordance with the collective agreement to the maximum range of the position.

The stipend will be paid in addition to the normal rate for the position.

ii) *Campus Planning & Facilities Management Department*

The salary placement for those employees of the Campus Planning & Facilities Management Department who are classified as Support Services Coordinator II and who by their job description are required to hold Trades Qualifications (TQ) or an Interprovincial Trades Ticket (IP), will be Step 18 of Salary Band 10.

New employees who are hired by the Campus Planning and Facilities Department with the required trades qualifications for the above-noted classifications will be hired at Step 17 or Step 18 of the applicable Salary Band as indicated.

iii) *Recruitment and Retention Fund*

Effective date of ratification, a new Recruitment and Retention Fund will be established with \$60,000 annually to support the stipends of positions that are hard to retain and recruit positions.

Eligible positions and stipend amounts will be identified and approved by the Joint Union Management Committee referencing comparable local and provincial compensation data. Once the fund is committed, no other positions can be considered.

In the event that any of the positions with stipends becomes vacant, the parties shall review the arrangement to determine if market value is still required.

In the event that a common wage grid is agreed, the necessity of such stipends will be reviewed and the parties will determine if any stipends are required and if they are no longer deemed necessary the stipends will cease.

LETTER OF UNDERSTANDING #9 **On Call Power Engineers**

To meet the requirement to have a Power Engineer (employees of the Facilities Management & Campus Planning Department who are classified as Support Services Coordinator II or Support Services Coordinator III and who by their job description are required to hold Trades Qualifications (TQ) or an Interprovincial Trades Ticket [IP]) available by telephone as directed by Technical Safety BC (the "Authority"), the parties agree to the following:

1. "On call" in this Letter of Understanding ("LOU") means the time period specified by the College during which an off-duty Power Engineer is required to carry a cell phone for the purpose of responding to boiler/chiller plant related emergency calls.
2. On call duty under this LOU is only required during the periods of the year when operation of the central heating system is necessary.
3. A Power Engineer who is on call shall be paid an on call differential of \$3 per hour.
4. Power Engineers may schedule weekly on call duty assignments amongst themselves. However, if the Power Engineers are unable to agree on scheduling, or, if in the opinion of the College, such scheduling is insufficient to meet its operational needs, the College reserves the right to schedule such work.
5. Where the College schedules on call duty in accordance with point 4 above, it will make every reasonable effort to equitably distribute such work on a rotational basis and to provide on call duty assignments in writing no less than one week in advance of each assignment.

6. A Power Engineer who is on call must report to the campus within one hour if the need to respond to a boiler/chiller plant emergency arises.
7. A Power Engineer will not normally be required to report to the campus for operational emergencies, except in the following circumstances:
 - i. To assist another Power Engineer who has been called to a different operational emergency.
 - ii. To attend to a different operational emergency while on-site attending a boiler/chiller plant emergency, or
 - iii. When no other qualified employee is available to respond to an operational emergency.
8. A Power Engineer who is called in to work while on an on call assignment will be paid the minimum callout pay pursuant to Article 32.5 (Minimum Callout Time) of the collective agreement.
9. The College will provide a cell phone to a Power Engineer who is assigned to be on call under this LOU. The College will be responsible for all expenses related to the operation of the cell phone.

LETTER OF UNDERSTANDING #10
Employees Working in Externally Funded Positions

Whereas:

There are a number of employees who may hold positions which are externally funded through time specific contracts such as those between the College and government bodies such as Service Canada and provincial government departments;

The parties have a mutual interest in ensuring that these externally funded positions continue in the future;

The parties recognize that these externally funded contracts do not fund severance or other costs associated with the layoff of employees whose work is funded through such contracts;

Therefore, to ensure continuation of the College's ability to successfully manage such contract funded positions, the parties agree to the following:

- (i) Non-regular employees working in externally funded contract positions are entitled to all provisions and benefits under the collective agreement, with the exception of the following entitlements:
 - Bumping rights of laid off employees
 - Severance of laid off employees
- (ii) Regular employees may be hired into these appointments. Upon completion of the term appointment a regular employee will return to their permanent position.
- (iii) A regular employee who is successful in applying to a term position under this LOU can only accept the position if a suitable replacement can be found in accordance with Article 16.2(c) (Non-Regular Appointments) of this agreement.
- (iv) A non-regular employee hired to cover the regular employee's permanent position will be hired as a non-regular employee for the duration of the replacement period. The replacement employee will not have access to bumping rights or severance irrespective of the duration of the non-regular term.

LETTER OF UNDERSTANDING #11
MSP

The parties recognize that the method of funding MSP has been changed from an individually paid premium system to a system funded by an employer paid payroll tax.

If the government, at any time in the future, reverts to an individually paid premium system for basic medical insurance, the parties agree that the employer will pay 100% of the premium for employees on the same basis as exists in the 2014 - 2019 Collective Agreement.

LETTER OF UNDERSTANDING #12
Service Improvement Fund

1. There shall be a fund established to support specific types of employee training and professional development activities that would enhance the delivery of services to students. Examples of appropriate activities include, but are not limited to: Indigenous cultural competencies, mental health and crisis management, working with persons with disabilities, communications, conflict resolution, etc.

2. The July 1, 2021 (Year 3) amount of \$124,000 represents ongoing funding for this initiative. Effective on July 1, 2023, this amount will be reduced to \$64,000 with \$60,000 reallocated to the Recruitment & Retention Fund (LOU#8).

Funds not allocated within the year will be carried over for one year only.

3. An employee or a group of employees may apply to the Fund to cover the cost of activities that would enhance the delivery of services to students.

Subject to the provisions of this LOU, the Service Improvement Fund Committee may establish, publish, and work within their own guidelines.

The Committee shall comprise two BCGEU Support Staff members and two Okanagan College administrators.

The Service Improvement Fund Committee shall review and approve applications. The parties agree that there will be no expenditure of funds if the committee members fail to reach consensus. Information regarding the use of the funds shall be made available on a yearly basis to the bargaining unit Chair.

LETTER OF UNDERSTANDING #13
Additional Chairperson Release

For the period from date of ratification to June 30, 2025, the employer-paid release time for the Chairperson as set out in Clause 61.2(e) (Short-Term leave for Union Business) shall be increased by an additional 25% employer-paid time release from a full workload per year. This LOU shall expire June 30, 2025.