

Amendments to Collective Agreement between  
**Langara College and CUPE Local 15**

Term: April 1, 2014 – March 31, 2019

Title	Article	Date	Change
<b>Wage Increases</b>	Schedules A and B	April 2015	<ul style="list-style-type: none"> <li>Increase of 1.0%</li> </ul>
		February 2016	<ul style="list-style-type: none"> <li>Increase per Economic Stability Dividend</li> </ul>
		April 2016	<ul style="list-style-type: none"> <li>Increase of 0.5%</li> </ul>
		February 2017	<ul style="list-style-type: none"> <li>Increase of 1.0% plus Economic Stability Dividend</li> </ul>
		April 2017	<ul style="list-style-type: none"> <li>Increase of 0.5%</li> </ul>
		February 2018	<ul style="list-style-type: none"> <li>Increase of 1.0% plus Economic Stability Dividend</li> </ul>
		April 2018	<ul style="list-style-type: none"> <li>Wage increase of 0.5%</li> </ul>
	February 2019	<ul style="list-style-type: none"> <li>Increase of 1.0% plus Economic Stability Dividend</li> </ul>	
<b>Basic Medical and Extended Health Plans</b>	XIV.H.1	April 1, 2016	<ul style="list-style-type: none"> <li>Optical care to increase from \$400 to \$500 per 2 year period</li> </ul>
		April 1, 2017	<ul style="list-style-type: none"> <li>Laser eye surgery to become an allowable expense within \$500 maximum per 2 year period</li> </ul>
		January 1, 2016	<ul style="list-style-type: none"> <li>Individual and family deductibles increased from \$25 to \$50 per calendar year</li> </ul>
<b>Notification of Vacancies</b>	IV.1	Ratification	<ul style="list-style-type: none"> <li>College able to post vacancies both internally and externally (internal candidates retain priority)</li> <li>Postings only need to be made on website, no longer paper copies on board</li> </ul>
<b>Probationary Employee</b>	Various	Ratification	<ul style="list-style-type: none"> <li>Probationary periods for all employees will be 850 hours worked rather than 6 months of service</li> </ul>
<b>Temporary Employee</b>	III.7.g	Ratification	<ul style="list-style-type: none"> <li>Temporary employees will retain “internal” status, for purposes of posting on vacancies, for 5 months following their last day worked rather than for 5 months following expiry of contract</li> </ul>
<b>Increments</b>	X.III.C.2	Ratification	<ul style="list-style-type: none"> <li>A temporary employee who posts into a higher classification rate will start at Step 1 of the new pay grade or closest pay step of new pay grade that provides an increase over current rate of pay, whichever is greater</li> </ul>
<b>Acting in Senior Capacity</b>	XIII.D.3	Ratification	<ul style="list-style-type: none"> <li>Acting capacity assignments may cover up to 90 consecutive working days, an increase from 30</li> </ul>
<b>Promotion or Transfer</b>	XI.H.13	Ratification	<ul style="list-style-type: none"> <li>Employees who have worked less than 850 hours will be deemed “outside applicants” for the purposes of posted vacancies</li> </ul>
<b>Supplemental Employment Benefit</b>	XV.F	Ratification	<ul style="list-style-type: none"> <li>Employees must be in receipt of EI in order to receive SEB top up</li> </ul>
<b>Career Development</b>	XVIII.F	Ratification	<ul style="list-style-type: none"> <li>Employee will receive full reimbursement for tuition fees upon submission of fee receipts and proof of satisfactory completion, payment no longer split in half</li> </ul>

Please note that this is a high-level summary of the changes made. If you have any questions, [contact your HR Consultant](#). You will be able to access the new Collective Agreement on our website soon.