

Collective Agreement Language Changes

Term: April 1, 2019 - March 31, 2022

Langara Faculty Association

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Agenda

- General Language
- Benefits
- Wages
- LOUs
- Questions

General Language Changes

Article	Language Update	Change
1.5 Term	This Agreement shall be for a term of thirty-six (36) months from April 1, 2019 , to March 31, 2022	New term of CA
2.1.3 Temporary Faculty Member	Any other temporary faculty member is entitled to the following employee benefits: annual vacation, general (statutory) holidays, Employment Insurance.	Clarify who is entitled to annual vacation, general holidays, and EI
5.7 Duties and Responsibilities	An instructional load shall include an assigned schedule of instructional hours which may include weekend and evening assignments to a maximum of three (3) nights per week plus an appropriate schedule of office hours.	Increase from 2 per week to 3 per week
5.15	Deleted - reference to a policy dated 1979	Policy replaced by Ethical Conduct B3003, Dec. 2, 2014
9.3 Compassionate or Family Illness Leave	Increased from 8 weeks to 27 weeks leave without pay	In accordance with ESA

General Language Changes

Article	Change
9.4 Maternity and Parental Leave	<ul style="list-style-type: none">• Pregnancy and Parental Leave changed to <i>Maternity and Parental leave</i> throughout CA
9.4.1. Birth Mother	<ul style="list-style-type: none">• Maternity leave = up to 17 consecutive weeks• Parental Leave = up to 61 consecutive weeks• The parental leave must begin immediately after the end of their maternity leave, unless the employer and the employee agree otherwise
9.4.2.2 Parental Leave (For parents other than the birth mother)	<ul style="list-style-type: none">• Up to 62 consecutive weeks to the parent, other than an adopting parent, who does not take maternity under 9.4.1• Beginning after the child's birth and within 78 weeks of the birth
9.4.2.3 Leave for Adoption of a Child	<ul style="list-style-type: none">• Up to 62 consecutive weeks• Commencing within 78 weeks after child is placed with parent
9.4.2.4.5 - Additional Parental Leave	<ul style="list-style-type: none">• No change = entitled to 12 month LWOP• Combined amount of parental leave under 9.4.2 will not exceed 104 weeks

General Language Changes

Article	New Language	Change
9.14 Renewal leave for Excellence	<ul style="list-style-type: none"> When the College has approved a renewal leave of excellence, a Faculty member has the right to accept or decline the leave within thirty (30) days. The Association shall be advised of any approved unpaid Renewal Leave for Excellence for a faculty member. 	Updated to reflect that request is initiated by employee and approved by College.
Leave for Domestic or Sexual Violence	<ul style="list-style-type: none"> Leave if employee and/or employee's dependent child is a victim of domestic or sexual violence the employee shall be granted leave, in each calendar year <ul style="list-style-type: none"> (a) Up to 5 days of paid leave (b) up to 5 days of unpaid leave; and (c) up to 15 weeks of unpaid leave 	New language In accordance with <i>Employment Standards Act</i> .
10.2.3.5 Job Posting	<ul style="list-style-type: none"> The Association shall receive notification with details and be provided with access to electronic copies of all postings at the time they are posted. 	Automatic system notifications of job postings, not hard copies.

General Language Changes

Article	New Language	Change
10.6 Department Chair, Assistant Department Chair, Coordinators	<ul style="list-style-type: none"> • Effective January 1, 2021 • Faculty appointed to Dept. Chair or Artistic Director, Theatre Arts – released ¼ of full-time during the Jan. 1st to Apr. 30th term, immediately preceding the appointment • For the purpose of orientation to the duties of the position • The orientation process will include 50% departmental and 50% administrative duties. 	New language to provide the incumbents in these leadership positions with an orientation to the both the departmental requirements and the administrative processes and tasks.
13.1 Freedom from Discrimination	<ul style="list-style-type: none"> • Add: gender identity or expression 	To meet the amendments of the Human Rights Act
16 Personnel File	<ul style="list-style-type: none"> • Removed specific title and replaced with: representative of People and Culture. • Deleted “ancillary personnel file” 	Only one official personnel file exists

Benefits Changes

Benefit	Old Entitlement	New Entitlement
Orthotics (including arch supports) prescribed by Physician or Podiatrist	\$200	\$300
Eyewear/optical **Effective January 1, 2021**	\$500	\$650 - Including Laser Surgery
Eye examinations	\$75	\$100
Practitioners (chiropractor, massage practitioner, naturopath, physiotherapist and podiatrist)	\$15 for first 6 visits. <i>The full amount will be paid for any further visits subject to the reimbursement %, any remaining benefit, & reasonable & customary limits</i>	\$15 for first 5 visits <i>The full amount will be paid for any further visits subject to the reimbursement %, any remaining benefit, & reasonable & customary limits</i>
Registered psychologist or registered clinical counselor	\$600 (combined maximum)	\$900 (combined maximum)
Prosthetics, Crowns, Bridges and Implants	70% to a lifetime maximum of \$2,500 for Implants per person	70% to a lifetime maximum of \$3,000 for Implants per person

NOTE: reference to MSP has been removed throughout CA. MSP has been replaced by Employer Health Tax.

Benefits are subject to and accordance with the terms of the insuring company. Further information available in online booklet: <http://langara.bc.ca/departments/human-resources/benefits-and-leaves/benefits-booklets.html>.

Wages

- April 1, 2019 = increase by two percent (2%)
- April 1, 2020 = increase by two percent (2%)
- April 1, 2021 = increase by two percent (2%)

Salary Grid Online:

<https://langara.ca/departments/human-resources-payroll/pdf/LFA%20Salary%20Grid%202019%20-%202021.pdf>

Allowances

Effective April 1, 2020, Chair Allowances, as a % of the top step of the faculty scale, will be increased:

Position	Old	New
Division Chair	7.2%	10%
Department Chair	2.7%	5%
Artistic Director, Theatre Arts	2.7%	5%
Assistant Department Chair	1.1%	2.5%
Associate Director, Theatre Arts	1.1%	2.5%
Coordinator	1.1%	2.5%
Additional Allowance	.8%	1.25%

Allowances

Effective April 1, 2020 (2%)	Annual	Monthly
Division Chair	\$ 9,897.77	\$ 824.8139
Department Chair	\$ 4,948.88	\$ 412.4070
Artistic Director, Theatre Arts	\$ 4,948.88	\$ 412.4070
Asst. Department Chair	\$ 2,474.44	\$ 206.2035
Associate Director, Theatre Arts	\$ 2,474.44	\$ 206.2035
Coordinator	\$ 2,474.44	\$ 206.2035
Additional Allowance	\$ 1,237.22	\$ 103.1017

LOUs

- Revisions
 - LOU #4 - Offices
 - LOU #5 – Technology
 - LOU #9 – Video Surveillance – addressed through Policy
 - Appendix 1 – SEB Plan –align with terminology of new legislation
- Delete
 - LOU #2 - Faculty Evaluations – Another LOU (#3) remains in place
 - LOU #13 – Support for Department Chairs
 - LOU #14 – Human Rights Policy

Questions

