

MEMORANDUM OF AGREEMENT

between

Langara College
(hereinafter called "the College")

and

Langara Faculty Association
(hereinafter called "the Association")

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

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE LANGARA FACULTY ASSOCIATION (hereinafter called "the Association"), AGREE TO RECOMMEND TO THE ASSOCIATION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING APRIL 1, 2014, AND EXPIRING MARCH 31, 2019, (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2012-2014 Collective Agreement continue except as specifically varied below.

2. Term of Agreement

The term of the new Collective Agreement shall be for sixty (60) months, April 1, 2014, to March 31, 2019, both dates inclusive.

3. Effective Dates

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

4. **Appendix "A" (pages 3 - 15 attached)**

The College and the Union agree to the amendments to the new Collective Agreement attached to this Memorandum of Agreement as Appendix "A".

5. **Appendix "B"**

The College and the Union also agree to the amendments to the new Collective Agreement attached to this Memorandum of Agreement as Appendix "B".

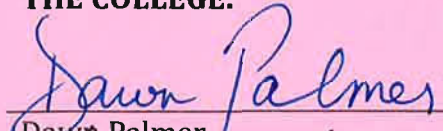
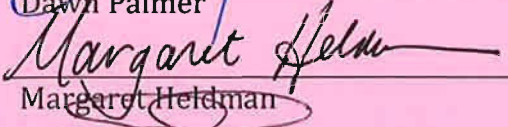


6. **Ratification**

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


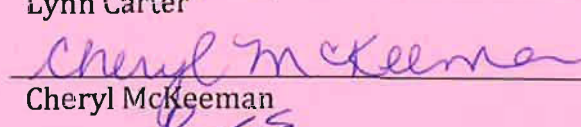
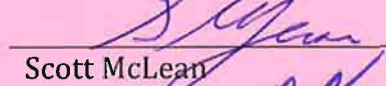

This Memorandum of Agreement is also subject to ratification by the Post-Secondary Employers' Association Board of Directors.

Signed this 9th day of April, 2015.

**BARGAINING REPRESENTATIVES FOR
THE COLLEGE:**


Dawn Palmer

Margaret Heldman

Julie Longo

Dianne Richards

**BARGAINING REPRESENTATIVES FOR
THE ASSOCIATION:**


Lynn Carter

Cheryl McKeeman

Scott McLean

Darrell Kean

APPENDIX "A"

1. Article 1.6 – Term

Amend to read as follows:

This Agreement shall be for a term of ~~twenty-four (24)~~ sixty (60) months from ~~April 1, 2012, to March 31, 2014, April 1, 2014, to March 31, 2019~~, both dates inclusive. The operation of Section 50(2) of the Labour Relations Code of British Columbia is hereby specifically excluded.

2. Article 4.1.3 through 4.3 – Grievances – Stage III

Amend to read as follows:

4.1.3 Should no settlement have occurred, the difference may be referred by the grieving party to an ~~Arbitration Board~~ Arbitrator for final and conclusive settlement.

4.1.4 ~~The Arbitration Board shall consist of one member, agreed upon by the parties.~~ If the parties cannot agree upon the arbitrator, the Minister of Labour shall be requested to make the appointment pursuant to Section 86 of the Labour Relations Code of B.C. The decision of the arbitrator shall be final and binding on both parties. This decision shall be made and transmitted to both parties within fifteen (15) working days from the date of the appointment of the arbitrator. Each party shall pay: its own expenses and costs of arbitration; and one-half of the compensation and expenses of the arbitrator and of stenographic and other expenses of the arbitrator.

4.1.5 ~~Notwithstanding the foregoing, where the parties cannot agree that the matter be considered by a single arbitrator, then the matter in dispute shall be referred to an Arbitration Board. The Arbitration Board shall consist of three members. One member is to be appointed by the Association and one member by the College. The third member shall be the Chair and shall be appointed by the other two appointees, or, failing agreement by them within seven (7) working days, either party may apply to the Minister of Labour to make such appointment. The decision of the arbitrators, or any two of them made in writing, shall be final and binding on both parties. This decision shall be made and transmitted to both parties within fifteen (15) working days from the date of the appointment of the Chair. Each party shall pay: its own expenses and costs of arbitration; the remuneration and disbursements of its appointee to the Arbitration Board; and one-half of the compensation and expenses of the Chair and of stenographic and other expenses of the arbitration.~~

- 4.1.6 Where a grievance is initiated by or on behalf of a member of the library faculty, the Director, ~~Library Services~~ Academic Innovation shall assist at Stage II of the grievance procedure.
- 4.2 The party responsible for advancing the grievance to each succeeding step shall do so by notifying the other party in writing, not later than six (6) working days from the expiration of the previous stage. The succeeding stage shall commence the day following receipt of such notice. If such notice is not given, the grievance shall be deemed to be abandoned and all recourse to the grievance procedure shall be at an end.
- 4.3 Extensions of the time periods in the steps or for the rendering of the decision of an ~~Arbitration Board~~ Arbitrator shall be made only by agreement of the parties in writing.

3. Article 8.4.4. – Sick Leave Advance

Amend to read as follows:

An advance of ten (10) sick leave days will be made to an eligible faculty member whose accumulated sick leave credits become exhausted. If the employee ceases employment without accumulating or earning back advanced sick leave, any advanced sick leave not earned back will be deducted from the employee's final pay on termination of employment.

4. Article 8.6.1.4 – Medical and Extended Health Insurance – Extended Health Benefits

Amend to read as follows:

Extended Health Benefits

Subject to and in accordance with the terms of the insuring company and the provisions of the Extended Health Plan, Extended Health Benefits include:

- Total lifetime coverage level is unlimited.
- Reimbursement level of claims is 95%
- Hearing Aid benefit claims will be to a maximum of \$1,000 every four (4) years.
- Orthotics (including arch supports) when prescribed by a Physician or Podiatrist for chronic or post-traumatic foot problems, to a maximum of \$200 in a calendar-year.
- Charges for the purchase and/or repair of eyewear when prescribed by a Physician or Optometrist, to a maximum of \$500 in a two (2) calendar-year period.
- Eye examinations to a maximum of \$75.00 every two (2) years.
- ~~Effective May 25, 2011:~~
 - Deductible of \$50 per person or family each calendar year.

- Reimbursement of \$15 per visit for the first 6 visits for certain Practitioners (chiropractor, massage practitioner, naturopath, physiotherapist and podiatrist) subject to the plan's maximum benefit amount and reimbursement. The full amount will be paid for any further visits to these Practitioners, subject to the reimbursement percentage, any remaining benefit, and reasonable and customary limits as specified by the Insurer.
- Effective April 1, 2015
 - Hearing Aid benefit claims will be to a maximum of \$1,000 every three (3) years.

Additional information regarding the specific provisions of the extended health benefit plan is available online at: <http://www.langara.bc.ca/administrative-services/human-resources/media/documents/benefit-booklets/PBC-LFA.pdf>

While not to be included in the Collective Agreement, effective the first of the month following the date of ratification, the Parties agree that the existing short term disability (STD) benefits cut-off date will be the date upon which the faculty member reaches age seventy (70), or the date upon which the faculty member's employment terminates, whichever first occurs. All existing administrative and eligibility requirements remain unchanged. The LFA agrees that it will not grieve continuation of STD benefits beyond age 70.

5. Article 8.14.2 and 8.14.3 – Dental Plan

Amend to read as follows:

8.14.2 Prosthetics, Crowns and Bridges (Plan B) paying for 60% of the approved Schedule of Fees.

8.14.3 Orthodontics (Plan C) paying for 60% of the approved Schedule of Fees to a maximum of \$2,500 per person.

Effective April 1, 2015

8.14.2 Prosthetics, Crowns, Bridges and implants (Plan B) paying for 70% of the approved Schedule of Fees to a lifetime maximum of \$2,500 for implants per person.

8.14.3 Orthodontics (Plan C) paying for 70% of the approved Schedule of Fees to a lifetime maximum of \$3,500 per person.

6. Article 9.4.2.5.3.1 – Additional Parental Leave – Benefits Continuation

Amend to read as follows:

The College will maintain coverage for medical, extended health, and dental, group life, STD and long term disability benefits for leaves taken under this clause and will pay the College's portion of premiums. A faculty member who has taken leave under this provision may opt to continue premium payments for the following benefits: group life, voluntary life, STD, LTD, and AD&D. A faculty member who opts to not continue paying the premiums must reapply for group life insurance and voluntary life insurance coverage upon return to work.

7. Article 9.7 – Personal Leave

Amend to read as follows:

9.7.1 The College may grant, with the approval of the President or delegate, a leave of absence, either full-time or part-time, with or without pay, to a faculty member for any reason, up to twenty-four (24) consecutive months. Such leaves shall not be unreasonably denied. Where an application for general leave is denied, the applicant will be provided with a written explanation for the denial of the leave.

9.7.2 Effective April 1, 2014, full-time faculty members who have completed a total of twenty-four (24) consecutive months of full-time Personal Leave must have returned to full-time work for a total of twenty-four (24) consecutive months before receiving another Personal Leave.

9.7.3 Effective April 1, 2014, faculty members who have completed a total of forty-eight (48) consecutive months of part-time Personal Leave must have returned to work at the pre-leave workload for a total of twenty-four (24) consecutive months before receiving another Personal Leave.

8. Article 13.2.3.3(c) – Harassment – Terms of Reference of the Investigator

Amend to read as follows:

(c) The report of the Investigator will be given, in confidence, to the Association and the College. It is the responsibility of the College to forward a copy of the report to the complainant and the ~~alleged harasser~~ respondent. The College will state, in a covering letter, that the report is confidential. The report should refer to individuals involved by initials only. However, a key will be provided to the Association and the College for internal use. This practice should be repeated at any subsequent arbitral proceeding. Upon consultation with the Association, the College may redact information from the report when necessary to comply with its obligations under the Freedom of Information and Protection of Privacy Act.

9. Letter of Understanding – Expedited Arbitration – Expedited Arbitrators

Amend to read as follows:

3. Expedited Arbitrators

The following arbitrators shall be selected on the basis of the person who is available to hear the grievance ~~within ten (10)~~ **thirty (30)** calendar days of appointment, on a rotating basis. It is understood that the same arbitrator will not be selected to hear consecutive grievances except by mutual agreement of the parties.

- Kate Young
- Colin Taylor
- John Hall
- Mark Brown
- Marguerite Jackson
- Joan Gordon

If none of the listed arbitrators is available ~~within ten (10)~~ **thirty (30)** calendar days, the local parties shall agree to another arbitrator ~~who is available within thirty (30) calendar days, ten (10) days of appointment.~~ The parties may agree to select an arbitrator not on this list, by mutual agreement.

10. Appendix I – Supplemental Employment Benefit (SEB) Plan

Amend to read as follows:

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

- a) The first six (6) weeks of pregnancy leave a faculty member shall receive one hundred percent (100%) of her salary calculated on her average base salary over the past twenty-six (26) weeks.
- b) A maximum of eleven (11) additional weeks of pregnancy leave the faculty member shall receive an amount equal to the difference between the Employment Insurance benefits and fifty-five percent (55%) of her salary calculated on her average base salary over the past twenty-six (26) weeks.

Effective April 1, 2018

A maximum of eleven (11) additional weeks of pregnancy leave the faculty member shall receive an amount equal to the difference between the Employment Insurance benefits and seventy-five percent (75%) of her salary calculated on her average base salary over the past twenty-six (26) weeks.

- c) Up to a maximum of thirty-five (35) weeks of parental leave, the birth mother shall receive an amount equal to the difference between the Employment Insurance benefits and fifty-five percent (55%) of the faculty member's salary calculated on her average base salary over the past twenty-six weeks.

Effective April 1, 2018

Up to a maximum of thirty-five (35) weeks of parental leave, the birth mother shall receive an amount equal to the difference between the Employment Insurance benefits and seventy-five percent (75%) of the faculty member's salary calculated on her average base salary over the past twenty-six weeks.

- d) For up to a maximum of thirty-seven (37) weeks of parental leave, the birth father, adopting parent or spouse shall receive an amount equal to the difference between the Employment Insurance benefits and fifty-five percent (55%) of the faculty member's salary calculated on the faculty member's average base salary over the past twenty-six weeks.

Effective April 1, 2018

For up to a maximum of thirty-seven (37) weeks of parental leave, the birth father, adopting parent or spouse shall receive an amount equal to the difference between the Employment Insurance benefits and seventy-five percent (75%) of the faculty member's salary calculated on the faculty member's average base salary over the past twenty-six weeks.

A faculty member is not entitled to receive Supplemental Employment Benefit and sick leave or disability benefits concurrently. To receive Supplemental Employment Benefit payment, the faculty member shall provide the College with proof of application for and receipt of Employment Insurance benefits.

~~If a faculty member is disentitled or disqualified from Employment Insurance pregnancy or parental benefits, the faculty member shall receive the supplemental payment to the appropriate percentage less the amount of Employment insurance benefits the faculty member would have received if qualified for Employment Insurance benefits. This provision shall not apply to birth mothers for the first six (6) weeks following birth of the child.~~

~~In the event that both parents are covered by the provisions of this Collective Agreement, then each faculty member shall be entitled to the parental leave supplement payment of fifty-five percent (55%) less the amount of Employment Insurance benefits that the faculty member would have received if they had qualified for Employment Insurance benefits.~~

In the event that a faculty member is in receipt of employment income from other sources while on pregnancy and parental leave they shall be disqualified from receiving College paid SEB plan benefits.

~~** To receive the Supplemental Employment Benefits, the faculty member shall provide the College with proof of application and receipt of EI Benefits. The payment of this supplementary benefit calculated and paid as follows:~~

- ~~a) The College shall estimate the amount of the EI payment and provide the supplemental payment to the faculty member on the usual salary payment schedule, and those supplemental payments shall be regarded as an advance.~~
- ~~b) The faculty member shall provide the College with evidence of the actual EI payment received.~~
- ~~c) The College shall adjust subsequent payments to the faculty member to achieve the top-up described above based on the actual EI payment received by the faculty member.~~

~~** NB This clause is process related and may require adjustment for administrative/payroll purposes.~~

11. Delete Letter of Understanding - Office Space and Computer Facilities

Replace with the following:

Article 12.6 – Offices

New article

12.6.1. The College and the Association are committed to the principle that every faculty member who works on campus full-time shall be assigned to an individual office.

12.6.2 A Letter of Understanding attached to this Collective Agreement establishes a joint committee to develop guidelines for office allocation.

Letter of Understanding – Offices

New letter of understanding

The LFA has raised serious concerns about the inadequacies of offices provided for faculty.

The parties agree that providing and maintaining adequate offices for faculty, and resolving problems involving inadequate offices for faculty, are priorities.

The parties are committed to the principle that every faculty member who works on campus full-time shall be assigned to an individual office, and that no more than 1.25 FTE faculty shall be assigned to an individual office.

The parties agree to create a committee of two LFA representatives and two College representatives. The committee will be co-chaired by the LFA Vice President and the Director, Facilities.

The committee will meet within thirty (30) days of ratification of the Collective Agreement.

Within six (6) months of the signing of this Collective Agreement, the Committee will update the inventory of existing faculty offices.

Each semester, the Division Chairs will advise the Committee of the office needs of faculty in their divisions. On the basis of these needs, the Committee shall work to achieve the principles in Article 12.6, by no later than August 31, 2017.

The Committee will continue to address faculty office needs for the duration of this Collective Agreement.

Article 12.7 – Technology

New article

12.7.1. The College and the Association are committed to the principle that the College provide all faculty with current technology to do their work.

12.7.2 A Letter of Understanding attached to this Collective Agreement establishes a joint committee to develop guidelines for technology provision.

Letter of Understanding – Technology

New letter of understanding

The LFA has raised serious concerns about the inadequacies of technology, including faculty computers, classroom technology, and computer laboratories.

The parties agree that providing and maintaining current technology for faculty, providing and maintaining current technology for classrooms and computer laboratories, and resolving problems involving inadequate technology for classrooms, computer laboratories and faculty, are priorities.

The parties agree that access to and usage of technology must be in accordance with principles of privacy and confidentiality.

Upon request, the College will provide a laptop to any faculty member who teaches one-half time or more, and who has not been assigned to an office. On the basis of these needs, the committee shall work to achieve the principle in Article 12.7 by no later than March 31, 2018.

The parties agree to create a committee of equal numbers of LFA representatives and College representatives. The committee will be co-chaired by the LFA Vice President and the Langara College Vice President responsible for Information Technology, or delegate. Each year, the committee will canvas faculty to determine technology needs. On the basis of their findings, this committee shall work to meet those needs that year.

12. Letter of Understanding – Support for Department Chairs

New letter of understanding

The parties recognize that, from time to time, departments and programs have extraordinary needs for additional administrative support (for example, unusually high number of selections and/or evaluations, increased student demand, program review, program development, major curriculum review, etc).

The parties agree to create a committee of two (2) College representatives and two (2) Association representatives to conduct a review of department and program needs for administrative support. This committee will meet within 30 days of ratification of this agreement, and will report back to the parties with a plan for meeting the needs identified in the review, no later than March 31, 2016.

13. Schedule “E” – Langara College Salary Scale (Salary Grid)

Schedule “E” of the collective agreement shall be increased by the following percentages effective on the dates indicated:

- (a) Effective the first day of the first full pay period after April 01, 2015 or the first day of the first full pay period after the date of ratification of this Memorandum of Agreement (whichever is later), all annual rates of pay which were in effect on March 31, 2015 shall be increased by one percent (1%).

- (b) Effective the first day of the first full pay period after February 01, 2016, all annual rates of which were in effect on January 31, 2016 shall be increased by the Economic Stability Dividend*.
- (c) Effective the first day of the first full pay period after April 01, 2016, all annual rates of pay which were in effect on March 31, 2016 shall be increased by one-half of one percent (0.5%).
- (d) Effective the first day of the first full pay period after February 01, 2017, all annual rates of pay which were in effect on January 31, 2017 shall be increased by shall be increased by one percent (1%) plus the Economic Stability Dividend*.
- (e) Effective the first day of the first full pay period after April 01, 2017, all annual rates of pay which were in effect on March 31, 2017 shall be increased by one-half of one percent (0.5%).
- (f) Effective the first day of the first full pay period after February 01, 2018, all annual rates of pay which were in effect on January 31, 2018 shall be increased by one percent (1%) plus the Economic Stability Dividend*.
- (g) Effective the first day of the first full pay period after April 01, 2018, all annual rates of pay which were in effect on March 31, 2018 shall be increased by one-half of one percent (0.5%).
- (h) Effective the first day of the first full pay period after February 01, 2019, all annual rates of pay which were in effect on January 31, 2019 shall be increased by one percent (1%) plus the Economic Stability Dividend*.

The new rates shall be rounded to the nearest whole cent or dollar as applicable. These wage increases shall apply to all current employees who are members of the bargaining unit.

* See "Appendix A" for the Memorandum of Understanding on the Economic Stability Dividend (ESD)."

14. APPENDIX "A"

Memorandum of Understanding on the Economic Stability Dividend (NEW)

Re: ECONOMIC STABILITY DIVIDEND

Definitions

1. In this Letter of Agreement:

"Collective agreement year" means each twelve (12) month period commencing on the first day of the renewed collective agreement. For example, the collective agreement year for a collective agreement that commences on April 1, 2014 is April 1, 2014 to March 31, 2015 and each period from April 1 to March 31 for the term of the collective agreement.

"Economic Forecast Council" means the Economic Forecast Council appointed under s. 4 of the *Budget Transparency and Accountability Act*, [S.B.C. 2000] c. 23;

"Forecast GDP" means the average forecast for British Columbia's real GDP growth made by the Economic Forecast Council and as reported in the annual February budget of the government;

"Fiscal year" means the fiscal year of the government as defined in the *Financial Administration Act* [1996 S.B.C.] c. 138 as 'the period from April 1 in one year to March 31 in the next year';

"Calendar year" Is a twelve (12) month period starting January 1st and ending December 31st of the same year based upon the Gregorian calendar.

"GDP" or "Gross Domestic Product" for the purposes of this LOA means the expenditure side value of all goods and services produced in British Columbia for a given year as stated in the BC Economic Accounts;

"GWI" or "General Wage Increase" means a general wage increase resulting from the formula set out in this LOA and applied as a percentage increase to all wage rates in the collective agreement on the first pay day after the commencement of the eleventh (11th) month in a collective agreement year;

"Real GDP" means the GDP for the previous fiscal year expressed in constant dollars and adjusted for inflation produced by Statistics Canada's Provincial and Territorial Gross Domestic Product by Income and by Expenditure Accounts (also known as the provincial and territorial economic accounts) and published as "Real Gross Domestic Product at Market Prices" currently in November of each year.

The Economic Stability Dividend

2. The Economic Stability Dividend shares the benefits of economic growth between employees in the public sector and the Province contingent on growth in BC's real GDP.
3. Employees will receive a general wage increase (GWI) equal to one-half (1/2) of any percentage gain in real GDP above the forecast of the Economic Forecast Council for the relevant calendar year.
4. For greater clarity and as an example only, if real GDP were one percent (1%) above forecast real GDP then employees would be entitled to a GWI of one-half of one percent (0.5%).

Annual Calculation and publication of the Economic Stability Dividend

5. The Economic Stability Dividend will be calculated on an annual basis by the Minister of Finance for each collective agreement year commencing in 2015/16 to 2018/2019 and published through the PSEC Secretariat.
6. The timing in each calendar year will be as follows:
 - (i) February Budget – Forecast GDP for the upcoming calendar year;
 - (ii) November of the following calendar year – Real GDP published for the previous calendar year;
 - (iii) November - Calculation by the Minister of Finance of fifty percent (50%) of the difference between the Forecast GDP and the Real GDP for the previous calendar year;
 - (iv) Advice from the PSEC Secretariat to employers' associations, employers and unions of the percentage allowable General Wage Increase, if any, for each bargaining unit or group with authorization to employers to implement the Economic Stability Dividend.
7. For greater clarity and as an example only:

For collective agreement year 3 (2016/17):

- (i) February 2015 – Forecast GDP for calendar 2015;
- (ii) November 2016 – Real GDP published for calendar 2015;
- (iii) November 2016 - Calculation of the fifty percent (50%) of the difference between the 2015 Forecast GDP and the 2015 Real GDP by the Minister of Finance through the PSEC Secretariat;

- (iv) Direction from the PSEC Secretariat to employers' associations, employers and unions of the percentage allowable General Wage Increase, if any, for each bargaining unit or group with authorization to employers to implement the Economic Stability Dividend
- (v) Payment will be made concurrent with the General Wage Increases on the first pay period after respectively February 1, 2016, February 1, 2017, February 1, 2018 and February 1, 2019.

Availability of the Economic Stability Dividend

- 8. The Economic Stability Dividend will be provided for each of the following collective agreement years: 2015/16 (based on 2014 GDP); 2016/17 (based on 2015 GDP); 2017/18 (based on 2016 GDP); and, 2018/19 (based on 2017 GDP).

Allowable Method of Payment of the Economic Stability Dividend

- 9. Employers must apply the Economic Stability Dividend as a percentage increase only on collective agreements wage rates and for no other purpose or form.

15. Housekeeping

- 1. Where agreed, delete reference to old dates throughout the collective agreement.
- 2. Correct job titles where required.
- 3. Number the Letters of Understanding.

APPENDIX "B"
(see attached)

Letter of Understanding – Respectful Working Environment

Delete

For Langara College:

Iqun Palmer
Margaret Feldon
[Signature]

Date: Jan 23, 2015

For Langara Faculty Association:

Cheryl McKeena
[Signature]
[Signature]

Date: Jan. 23, 2015

Article 10.2.4.9 - Selection Procedure

Delete the following.

~~10.2.4.9 Following the interviews, the committee will submit its recommendations containing a list of qualified candidates in order of preference, through the appropriate Dean to the President or delegate.~~

For Langara College:

Dawn Palmer
Margaret Nelson
[Signature]
[Signature]
Date: Jan 23, 2015

For Langara Faculty Association:

Cheryl McKeena
[Signature]
[Signature]
Date: 23 Jan 2015

Article 9.8.4.1. - Longer Term Leave

Amend to read as follows:

The College shall, upon request from the Association, grant a full-time or part-time leave of absence to a member of the Association for the purpose of performing duties with the Association or the ~~College-institute Educators' Association of British Columbia Federation~~ of Post-Secondary Educators, provided that:

- a) requests for such leave are made, in writing, by the Association President to the College President or delegate wherever possible at least two (2) months prior to the commencement of such leave;
- b) such leaves shall not exceed two (2) years in length, except by mutual agreement;
- c) the needs of the department can be met; and
- d) the Association shall notify the College four (4) months in advance of the return to the College of an instructor on leave where such leave is in excess of four (4) months.

For Langara College:

Gawn Palmer
Margaret Palmer
M. Richards
Date: *January 29, 2015*

For Langara Faculty Association:

Cheryl McKeown
Deanna
S. Lynn
Ed Bee
Date: *January 29, 2015*

Article 2.1.1 - Definitions and Coverage for Benefits

Amend to read as follows:

- 2.1.1 Faculty Member -- an employee of the College employed as an instructor; counsellor; librarian; or co-operative education officer in programs and courses conducted by Langara College, including those designated as Department Chair; Assistant Department Chair; Coordinator; Artistic Director, Theatre Arts Program; Associate Director, Theatre Arts Program; Chair of Counselling and; Division Chair; Consultant, Disability Services; EdTech Advisor; Curriculum Development Consultant; Program Review Facilitator, LEDC Coordinator.

In this Agreement the term "faculty members" shall not apply to preceptors.

For Langara College:

Dawn Palmer
[Signature]
[Signature]
Date: January 30/15

For Langara Faculty Association:

Cheryl McKeena
[Signature]
[Signature]
[Signature]
Date: January 30, 2015