

ARTICLE 15 – SALARY, HOURLY RATES AND ALLOWANCES

15.1 Faculty Salary Scales

15.1.1 Effective July 1, **2022**, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-weekly	Hourly
1	59,157	4,929.75	2,267.48	32.39
2	62,027	5,168.92	2,377.49	33.96
3	64,869	5,405.75	2,486.42	35.52
4	67,765	5,647.08	2,597.43	37.11
5	70,668	5,889.00	2,708.70	38.70
6	73,510	6,125.83	2,817.63	40.25
7	76,444	6,370.33	2,930.09	41.86
8	79,436	6,619.67	3,044.77	43.50
9	82,365	6,863.75	3,157.04	45.10
10	85,396	7,116.33	3,273.22	46.76
11	88,539	7,378.25	3,393.69	48.48
12	91,441	7,620.08	3,504.93	50.07
13	94,218	7,851.50	3,611.37	51.59
14	96,770	8,064.17	3,709.19	52.99
15	103,267	8,605.58	3,958.21	56.55

15.1.2 Effective July 1, **2023***, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-weekly	Hourly
1	63,150	5,262.50	2,420.53	34.58
2	66,214	5,517.83	2,537.98	36.26
3	69,248	5,770.67	2,654.27	37.92
4	72,339	6,028.25	2,772.50	39.61
5	75,438	6,286.50	2,891.53	41.31
6	78,472	6,539.33	3,007.82	42.97
7	81,604	6,800.33	3,127.87	44.68
8	84,798	7,066.50	3,250.30	46.43
9	87,925	7,327.08	3,370.16	48.15
10	91,160	7,596.67	3,494.15	49.92
11	94,515	7,876.25	3,622.75	51.75
12	97,613	8,134.42	3,741.50	53.45
13	100,578	8,381.50	3,855.15	55.07
14	103,302	8,608.50	3,959.56	56.57
15	110,238	9,186.50	4,225.41	60.36

15.1.3 Effective **July 1, 2024***, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-weekly	Hourly
1	65,045	5,420.42	2,493.17	35.62
2	68,200	5,683.33	2,614.10	37.34
3	71,325	5,943.75	2,733.88	39.06
4	74,509	6,209.08	2,855.92	40.80
5	77,701	6,475.08	2,978.27	42.55
6	80,826	6,735.50	3,098.05	44.26
7	84,052	7,004.33	3,221.71	46.02

8	87,342	7,278.50	3,347.81	47.83
9	90,563	7,546.92	3,471.27	49.59
10	93,895	7,824.58	3,598.99	51.41
11	97,350	8,112.50	3,731.42	53.31
12	100,541	8,378.42	3,853.73	55.05
13	103,595	8,632.92	3,970.79	56.73
14	106,401	8,866.75	4,078.34	58.26
15	113,545	9,462.08	4,352.17	62.17

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**

15.2 Assistant Instructor Salary Scales

15.2.1 Effective July 1, **2022** the following salary scale shall apply to each Assistant Instructor Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	62,010	5,167.50	2,376.84	33.95
2	63,957	5,329.75	2,451.47	35.02
3	65,869	5,489.08	2,524.75	36.07
4	67,753	5,646.08	2,596.97	37.10
5	69,445	5,787.08	2,661.82	38.03
6	71,134	5,927.83	2,726.56	38.95
7	72,827	6,068.92	2,791.45	39.88
8	74,904	6,242.00	2,871.06	41.02
9	76,877	6,406.42	2,946.69	42.10
10	79,404	6,617.00	3,043.55	43.48
11	82,015	6,834.58	3,143.63	44.91
12	84,712	7,059.33	3,247.00	46.39

15.2.2 Effective July 1, **2023*** the following salary scale shall apply to each Assistant Instructor Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	66,196	5,516.33	2,537.29	36.25
2	68,274	5,689.50	2,616.94	37.38
3	70,315	5,859.58	2,695.17	38.50
4	72,326	6,027.17	2,772.25	39.60
5	74,133	6,177.75	2,841.51	40.59
6	75,936	6,328.00	2,910.62	41.58
7	77,743	6,478.58	2,979.88	42.57
8	79,960	6,663.33	3,064.86	43.78
9	82,066	6,838.83	3,145.58	44.94
10	84,764	7,063.67	3,249.00	46.41
11	87,551	7,295.92	3,355.82	47.94
12	90,430	7,535.83	3,466.17	49.52

15.2.3 Effective **July 1, 2024*** the following salary scale shall apply to each Assistant Instructor Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	68,182	5,681.83	2,613.41	37.33
2	70,322	5,860.17	2,695.44	38.51
3	72,424	6,035.33	2,776.01	39.66
4	74,496	6,208.00	2,855.43	40.79

5	76,357	6,363.08	2,926.76	41.81
6	78,214	6,517.83	2,997.94	42.83
7	80,075	6,672.92	3,069.27	43.85
8	82,359	6,863.25	3,156.81	45.10
9	84,528	7,044.00	3,239.95	46.29
10	87,307	7,275.58	3,346.47	47.81
11	90,178	7,514.83	3,456.51	49.38
12	93,143	7,761.92	3,570.16	51.00

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**

15.3 Technical Staff Salary Scales

15.3.1 Effective July 1, **2022** the following salary scale shall apply to each Technical Staff Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	44,080	3,673.33	1,689.58	24.14
2	45,492	3,791.00	1,743.70	24.91
3	46,979	3,914.92	1,800.70	25.72
4	48,369	4,030.75	1,853.98	26.49
5	49,956	4,163.00	1,914.81	27.35
6	51,554	4,296.17	1,976.06	28.23
7	53,168	4,430.67	2,037.92	29.11
8	54,735	4,561.25	2,097.99	29.97
9	56,329	4,694.08	2,159.09	30.84
10	58,187	4,848.92	2,230.30	31.86
11	60,097	5,008.08	2,303.51	32.91
12	62,010	5,167.50	2,376.84	33.95
13	63,957	5,329.75	2,451.47	35.02
14	65,869	5,489.08	2,524.75	36.07
15	67,753	5,646.08	2,596.97	37.10
16	69,686	5,807.17	2,671.06	38.16
17	71,509	5,959.08	2,740.93	39.16
18	73,859	6,154.92	2,831.01	40.44

NOTE: Salary Bands for each Technical Staff Level are as follows (per Article 11.6.3 & Appendix 2):

Technical Staff Level 1: Step 1 – 9
 Technical Staff Level 2: Step 7 – 14
 Technical Staff Level 3: Step 12 - 18

15.3.2 Effective July 1, **2023*** the following salary scale shall apply to each Technical Staff Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	47,055	3,921.25	1,803.61	25.77
2	48,563	4,046.92	1,861.42	26.59
3	50,150	4,179.17	1,922.25	27.46
4	51,634	4,302.83	1,979.13	28.27
5	53,328	4,444.00	2,044.06	29.20
6	55,034	4,586.17	2,109.45	30.13
7	56,757	4,729.75	2,175.49	31.08

8	58,430	4,869.17	2,239.62	31.99
9	60,131	5,010.92	2,304.82	32.93
10	62,115	5,176.25	2,380.86	34.01
11	64,154	5,346.17	2,459.02	35.13
12	66,196	5,516.33	2,537.29	36.25
13	68,274	5,689.50	2,616.94	37.38
14	70,315	5,859.58	2,695.17	38.50
15	72,326	6,027.17	2,772.25	39.60
16	74,390	6,199.17	2,851.36	40.73
17	76,336	6,361.33	2,925.95	41.80
18	78,844	6,570.33	3,022.08	43.17

NOTE: Salary Bands for each Technical Staff Level are as follows (per Article 11.6.3 & Appendix 2):

Technical Staff Level 1: Step 1 – 9
 Technical Staff Level 2: Step 7 – 14
 Technical Staff Level 3: Step 12 - 18

15.3.3 Effective July 1, **2024*** the following salary scale shall apply to each Technical Staff Employee:

Step	Annual	Monthly	Biweekly	Hourly
1	48,467	4,038.92	1,857.74	26.54
2	50,020	4,168.33	1,917.26	27.39
3	51,655	4,304.58	1,979.93	28.28
4	53,183	4,431.92	2,038.50	29.12
5	54,928	4,577.33	2,105.39	30.08
6	56,685	4,723.75	2,172.73	31.04
7	58,460	4,871.67	2,240.77	32.01
8	60,183	5,015.25	2,306.81	32.95
9	61,935	5,161.25	2,373.96	33.91
10	63,978	5,331.50	2,452.27	35.03
11	66,079	5,506.58	2,532.80	36.18
12	68,182	5,681.83	2,613.41	37.33
13	70,322	5,860.17	2,695.44	38.51
14	72,424	6,035.33	2,776.01	39.66
15	74,496	6,208.00	2,855.43	40.79
16	76,622	6,385.17	2,936.91	41.96
17	78,626	6,552.17	3,013.73	43.05
18	81,209	6,767.42	3,112.73	44.47

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**

NOTE: Salary Bands for each Technical Staff Level are as follows (per Article 11.6.3 & Appendix 2):

Technical Staff Level 1: Step 1 – 9
 Technical Staff Level 2: Step 7 – 14
 Technical Staff Level 3: Step 12 - 18

15.4 Information Technology and Research

15.4.1 The Employees in the Information Technology Services Department and those holding the positions of Research Associate, Research Analyst, and Research Assistant shall be

considered to be Technical Staff except for the provisions of the wage scales which follow.

15.4.2 Effective July 1, **2022** the following salary scales shall apply to the Employees within the following job classifications:

Senior Systems Analyst and Research Associate

Step	Annual	Monthly	Biweekly	Hourly
1	72,598	6,049.83	2,782.67	39.75
2	75,653	6,304.42	2,899.77	41.43
3	78,800	6,566.67	3,020.40	43.15
4	81,951	6,829.25	3,141.17	44.87
5	85,032	7,086.00	3,259.27	46.56
6	88,177	7,348.08	3,379.82	48.28
7	90,709	7,559.08	3,476.87	49.67
8	93,105	7,758.75	3,568.71	50.98
9	96,186	8,015.50	3,686.80	52.67

Intermediate Systems Analyst and Research Analyst

Step	Annual	Monthly	Biweekly	Hourly
1	59,286	4,940.50	2,272.43	32.46
2	62,200	5,183.33	2,384.12	34.06
3	65,287	5,440.58	2,502.44	35.75
4	68,338	5,694.83	2,619.39	37.42
5	71,351	5,945.82	2,734.88	39.07
6	74,439	6,203.25	2,853.24	40.76
7	76,566	6,380.50	2,934.77	41.93
8	78,578	6,548.17	3,011.89	43.03
9	81,164	6,763.67	3,111.01	44.44

Junior Systems Analyst and Research Assistant

Step	Annual	Monthly	Biweekly	Hourly
1	53,363	4,446.92	2,045.40	29.22
2	55,083	4,590.25	2,111.33	30.16
3	56,745	4,728.75	2,175.03	31.07
4	58,438	4,869.83	2,239.92	32.00
5	60,198	5,016.50	2,307.38	32.96
6	62,200	5,183.33	2,384.12	34.06
7	63,966	5,330.50	2,451.81	35.03
8	65,637	5,469.75	2,515.86	35.94
9	67,788	5,649.00	2,598.31	37.12

15.4.3 Effective July 1, **2023*** the following salary scales shall apply to the Employees within the following job classifications:

Senior Systems Analyst and Research Associate

Step	Annual	Monthly	Biweekly	Hourly
1	77,498	6,458.17	2,970.49	42.44
2	80,760	6,730.00	3,095.52	44.22
3	84,119	7,009.92	3,224.27	46.06
4	87,483	7,290.25	3,353.22	47.90
5	90,772	7,564.33	3,479.28	49.70

6	94,129	7,844.08	3,607.96	51.54
7	96,832	8,069.33	3,711.56	53.02
8	99,390	8,282.50	3,809.61	54.42
9	102,679	8,556.58	3,935.68	56.22

Intermediate Systems Analyst and Research Analyst

Step	Annual	Monthly	Biweekly	Hourly
1	63,288	5,274.00	2,425.82	34.65
2	66,399	5,533.25	2,545.07	36.36
3	69,694	5,807.83	2,671.36	38.16
4	72,951	6,079.25	2,796.21	39.95
5	76,167	6,347.25	2,919.47	41.71
6	79,464	6,622.00	3,045.85	43.51
7	81,734	6,811.17	3,132.86	44.76
8	83,882	6,990.17	3,215.19	45.93
9	86,643	7,220.25	3,321.02	47.44

Junior Systems Analyst and Research Assistant

Step	Annual	Monthly	Biweekly	Hourly
1	56,965	4,747.08	2,183.46	31.19
2	58,801	4,900.08	2,253.84	32.20
3	60,575	5,047.92	2,321.83	33.17
4	62,383	5,198.58	2,391.13	34.16
5	64,261	5,355.08	2,463.12	35.19
6	66,399	5,533.25	2,545.07	36.36
7	68,284	5,690.33	2,617.32	37.39
8	70,067	5,838.92	2,685.66	38.37
9	72,364	6,030.33	2,773.71	39.62

15.4.4 Effective **July 1, 2024*** the following salary scales shall apply to the Employees within the following job classifications:

Senior Systems Analyst and Research Associate

Step	Annual	Monthly	Biweekly	Hourly
1	79,823	6,651.92	3,059.61	43.71
2	83,183	6,931.92	3,188.40	45.55
3	86,643	7,220.25	3,321.02	47.44
4	90,107	7,508.92	3,453.79	49.34
5	93,495	7,791.25	3,583.66	51.20
6	96,953	8,079.42	3,716.20	53.09
7	99,737	8,311.42	3,822.91	54.61
8	102,372	8,531.00	3,923.91	56.06
9	105,759	8,813.25	4,053.73	57.91

Intermediate Systems Analyst and Research Analyst

Step	Annual	Monthly	Biweekly	Hourly
1	65,187	5,432.25	2,498.61	35.69
2	68,391	5,699.25	2,621.42	37.45
3	71,785	5,982.08	2,751.51	39.31
4	75,140	6,261.67	2,880.11	41.14
5	78,452	6,537.67	3,007.06	42.96

6	81,848	6,820.67	3,137.23	44.82
7	84,186	7,015.50	3,226.84	46.10
8	86,398	7,199.83	3,311.63	47.31
9	89,242	7,436.83	3,420.64	48.87

Junior Systems Analyst and Research Assistant

Step	Annual	Monthly	Biweekly	Hourly
1	58,674	4,889.50	2,248.97	32.13
2	60,565	5,047.08	2,321.45	33.16
3	62,392	5,199.33	2,391.48	34.16
4	64,254	5,354.50	2,462.85	35.18
5	66,189	5,515.75	2,537.02	36.24
6	68,391	5,699.25	2,621.42	37.45
7	70,333	5,861.08	2,695.86	38.51
8	72,169	6,014.08	2,766.23	39.52
9	74,535	6,211.25	2,856.92	40.81

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**

15.5 Laboratory Helpers

15.5.1 Effective July 1, **2022** the following salary scale shall apply to Laboratory Helpers:

Step	Annual	Monthly	Biweekly	Hourly
1	40,282	3,356.83	1,544.01	22.06
2	41,206	3,433.83	1,579.42	22.56
3	42,259	3,521.58	1,619.78	23.14
4	44,081	3,673.42	1,689.62	24.14

15.5.2 Effective July 1, **2023*** the following salary scale shall apply to Laboratory Helpers:

Step	Annual	Monthly	Biweekly	Hourly
1	43,001	3,583.42	1,648.22	23.55
2	43,987	3,665.58	1,686.02	24.09
3	45,111	3,759.25	1,729.10	24.70
4	47,056	3,921.33	1,803.65	25.77

15.5.3 Effective **July 1, 2024*** the following salary scale shall apply to Laboratory Helpers:

Step	Annual	Monthly	Biweekly	Hourly
1	44,291	3,690.92	1,697.67	24.25
2	45,307	3,775.58	1,736.61	24.81
3	46,464	3,872.00	1,780.96	25.44
4	48,468	4,039.00	1,857.77	26.54

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**

15.6 Administrative Allowances (Level 1 & 2)

15.6.1 Employees receiving Level 1 allowances will be paid as follows:

	Annual	Monthly	Biweekly	Hourly
July 1, 2022	3773.45	314.45	144.64	2.07
July 1, 2023*	4028.15	335.68	154.40	2.21
July 1, 2024*	4149.00	345.75	159.03	2.27

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**

15.6.2 Employees receiving Level 2 allowances will be paid as follows:

	Annual	Monthly	Biweekly	Hourly
July 1, 2022	1860.30	155.02	71.31	1.02
July 1, 2023*	1985.87	165.49	76.12	1.09
July 1, 2024*	2045.45	170.45	78.40	1.12

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**

15.7 Student Employees and Markers

15.7.1 Student Employees, Work Study Students, and Challenge Program Students

The parties agree that the rates for Student Employees, Work Study Students and Challenge Program Students will be as follows:

These rates are inclusive of vacation pay and paid holiday pay:

	Hourly
July 1, 2022	17.67
July 1, 2023*	18.86
July 1, 2024*	19.43

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**

15.7.2 Markers

The Parties agree that the rates for Markers will be as follows:

These rates are inclusive of vacation pay and paid holiday pay:

	Hourly
July 1, 2022	35.95
July 1, 2023*	38.38
July 1, 2024*	39.53

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**

15.8 Part-Time Studies Rates

15.8.1 Instructors/Lecturers

15.8.8.1 The Parties agree that the hourly rates for Instructors/Lecturers in Part-

Time Studies will be as follows:

These rates are inclusive of vacation pay and paid holiday pay:

Teaching Experience	0-1 Years	2 Years	3 Years
July 1, 2022	73.94	92.42	110.92
July 1, 2023*	78.93	98.65	118.41
July 1, 2024*	81.30	101.61	121.96

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**

15.8.2 Lab Assistants/ Demonstrators

The Parties agree that the rates for Lab Assistants/Demonstrators in Part-Time Studies will be as follows:

These rates are inclusive of vacation pay and paid holiday pay:

	Hourly
July 1, 2022	53.40
July 1, 2023*	57.00
July 1, 2024*	58.71

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**

15.8.3 PTS Administration

The Parties agree (pursuant to Memorandum of Agreement 99FSA15) that the rates for PTS Administration will be equal to one-half the PTS Instructor rate of pay, namely:

These rates are inclusive of vacation pay and paid holiday pay:

	Hourly
July 1, 2022	55.46
July 1, 2023*	59.20
July 1, 2024*	60.98

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**

15.9 Calculation of Salaries, Part-Time Faculty

15.9.1 A part-time Regular or a part-time Temporary Faculty Employee shall be placed at a salary level on the salary scale in Article 15.1, in accordance with Article 11.2 - Faculty Initial Placement.

15.9.2 A part-time Regular or a part-time Temporary Faculty Employee in a teaching position shall be paid a monthly salary equal to the full-time salary for the Employee's step on the Faculty Salary Scale multiplied by 1/15 of the Employee's assigned student contact hours per week, averaged over the month. For purposes of this calculation, break periods and holidays are to be treated as regular teaching days as per the Employee's weekly class timetable.

15.9.2.1 Subject to Article 15.9.2.2 below, the monthly salary for a part-time

Regular or a part-time Temporary Faculty Employee for the vacation period (Article 9.2) and the month free of teaching (Article 8.6) shall be based on a weighted average of the Employee's student contact hours per week, averaged over that period of regularly scheduled classes for the Employee within the employment period in which vacation entitlement accrues. For purposes of this calculation, break periods and holidays falling within this period of scheduled classes shall be treated as regular teaching days as per that Employee's weekly class timetable.

15.9.2.2 The provisions of Article 15.9.2.1 above regarding salary for a Temporary Faculty Employee during the month free of teaching (Article 8.6.1) shall only be applicable where the term of appointment includes the month free of teaching or any portion thereof.

15.9.3 In any teaching Department no more than 12 hours per week of classroom and/or laboratory instruction may be done by part-time Faculty Employees in any term.

15.9.4 A part-time Regular or a part-time Temporary Faculty Employee in a non-teaching position shall be paid a monthly salary equal to the full-time salary for the Employee's step on the Faculty Salary Scale multiplied by 1/35 of the Employee's assigned hours of duty per week, averaged over the month.

15.10 Calculation of Salaries, Part-Time Technical Staff

A part-time Regular or part-time Temporary Assistant Instructor or Technical Staff Employee shall receive a monthly salary equal to the Full-Time monthly salary for the Employee's level on the Assistant Instructor or Technical Staff scale in Articles 15.2 or 15.3, times 1/35 of the Employee's assigned hours of duty per week.

15.11 Other Salaries Agreement

15.11.1 When a new position is introduced, for which there is no appropriate salary scale in this Agreement, the salary and working conditions for that position shall be established by mutual agreement between the Union and the Employer.

15.11.2 The salary, rate of pay and working conditions for any Employee in the Bargaining Unit whose salary or rate of pay or other working conditions are not specified in this Agreement shall be mutually agreed by the Union and Employer.

15.12 Direct Deposits

15.12.1 The Employer shall deposit each Employee's pay to the Employee's account at a certified Canadian financial institution of the Employee's choosing. The statement of deductions for each pay period shall be retained by the Institute to be personally picked up by the Employee.

15.12.2 Any mistake made by the Employer or the Employer's depositing agency, that results in late deposit to an Employee's account and in the Employee being charged a late payment penalty, shall be the responsibility of the Employer. In such circumstances, the Employer shall reimburse the Employee for the full amount of the late payment.

15.13 Anti-Inflation Legislation

15.13.1 In the event that Provincial or Federal Anti-Inflation Legislation applying to BCIT is enacted, amended, repealed or terminated at any time during the term of this agreement, the Parties shall re-negotiate the general increase to the salary scales, hourly pay rates, and allowances to apply during the term of the Collective Agreement.

15.13.2 For the purpose of Article 15.13.1, "re-negotiate" means that bona fide collective bargaining shall commence only regarding upward revision of salary scales and allowances within 14 days of receipt of notice to re-negotiate given by either party and that, if settlement has not been reached with 45 days of the date of receipt of notice to re-negotiate, the matter shall be submitted to arbitration subject only to mutual agreement of the Parties that submission of the matter to arbitration be postponed for not more than 30 days for each such postponement.

15.13.3 For the purpose of Article 15.13.2, "arbitration" means that the Parties shall make such arrangements as are mutually agreed upon for the appointment of a single arbitrator, or the establishment of an arbitration board, to hear the dispute and resolve it by settling the salary scales, hourly pay rates and allowances to apply during the term of the Collective Agreement.

15.13.4 Where the Parties fail to agree to a single arbitrator, or an arbitration board fully constituted, within 10 days after the matter is to be submitted to arbitration under Article 15.13.2, the Chair of the Labour Relations Board shall be asked to appoint a single arbitrator to hear the dispute and resolve it by settling the salary scales, hourly pay rates and allowances to apply during the term of the Collective Agreement.

15.13.5 A settlement reached by re-negotiation shall be deemed to be a part of the terms and conditions of this Collective Agreement.

15.14 Mileage, Meal and Auto Insurance Allowances

15.14.1 Mileage allowance for all miles travelled on the Employer's business shall be paid to Employees using their own vehicles in the performance of their duties. Rates and revisions shall be by mutual agreement between the Employer and the Union during the term of this Agreement. The Mileage allowance shall be \$.38/km or \$.61/mile.

15.14.2 When on the Employer's business and carrying out those duties at other than the regularly assigned worksite, Employees shall be entitled to the following expenses:

Breakfast	\$9.00
Lunch	\$14.00
Dinner	\$20.00
Per Diem (for incidentals)	\$ 7.00
Total	\$50.00

15.14.2.1 An Employee who is requested to work a minimum of two and one-half (2 1/2) hours overtime immediately before or after completion of that Employee's scheduled daily hours of work, shall be provided with a meal or shall be reimbursed in the amount of nine (9) dollars. A meal break of one-half (1/2) hours with pay will be given.

15.14.2.2 If the Employee continues to work overtime beyond three (3) hours a further meal allowance and meal break as above shall be provided upon completion of an additional four (4) hours, and upon completion of every three (3) hours thereafter.

15.14.3 Notwithstanding Articles 15.14.1 and 15.14.2, reasonable accommodation costs and other expenses shall be paid for. Such claims shall be accompanied by a receipt.

15.14.4 When the assigned duties for an Employee require the Employee to purchase additional automobile insurance beyond the coverage the Employee would need without those assigned duties, then the Employer shall pay the Employee a sum equal to the additional

premium required.

15.15 Shift Premium

15.15.1 Each Regular or Temporary Employee in Information Technology Services, Financial Aid, Library Services, Program Advising and the NOW Project shall be paid a shift premium for every evening shift worked when one-half or more than one-half of the hours worked fall within the defined evening shift. In such cases the shift premium shall be paid for the total number of hours worked.

15.15.2 The shift premium shall apply to overtime hours worked in conjunction with the evening shift, but shall be applied after overtime calculations are complete.

15.15.3 The shift premium shall be \$1.42 per hour.

15.15.4 The evening shift shall be defined as 1600 hours to 2400 hours.

15.15.5 Each Department listed in Article 15.15.1 and any others that may be added by mutual agreement, may allocate duties during the evening shifts, pursuant to the provisions of Article 14.2 and subject to payment of the premium pay as outlined above.

15.16 Qualification Differential

15.16.1 Employees in the following employee groups whom have been at the below Steps on their relevant salary scale for a minimum of 12 months and hold either a Master's or a Doctoral degree from a recognized university, will be paid a qualification differential as follows:

- 15.16.1.1 Faculty at Step 12
- 15.16.1.2 Assistant Instructors at Step 7
- 15.16.1.3 Technical Staff III at Step 15
- 15.16.1.4 Senior Systems Analysts and Research Associates at Step 9
- 15.16.1.5 Intermediate Systems Analyst and Research Analysts at Step 9
- 15.16.1.6 Junior Systems Analyst and Research Assistant at Step 9
- 15.16.1.7 Lab Helpers at Step 4

	Annual	Monthly	Biweekly	Hourly
July 1, 2022	677.83	56.49	25.98	N/A
July 1, 2023*	723.58	60.30	27.73	N/A
July 1, 2024*	745.29	62.11	28.56	N/A

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**

15.16.2 Qualified part-time Employees will receive the differential on a pro-rata basis.

15.17 Allowance in lieu of LTD Coverage

Each non-LTD eligible Employee (Temporary, part-time Regular less than 50% FTE, Part-Time

Studies Instructor, Student Employee, Guest Lecturer, **Employees who have exceeded the maximum age for coverage under the LTD plan**, etc.) shall be paid an allowance, on each paycheque, in the amount of one and one-quarter percent (1.25%) of gross wages in lieu of LTD benefits.

15.18 Curriculum Development

The Parties agree (pursuant to Memorandum of Agreement 99FSA15) that the rates for Curriculum Development (CD), to be paid for each hour of assigned CD work, will be equal to one-half the PTS Instructor rate of pay, namely:

These rates are inclusive of vacation pay and paid holiday pay:

	Hourly
July 1, 2022	55.46
July 1, 2023*	59.20
July 1, 2024*	60.98

***The rates have been adjusted pursuant to Letter of Understanding regarding Cost of Living Adjustment.**