

MEMORANDUM OF SETTLEMENT
Variance of the Pearson College / PEA Collective
Agreement

Between

PEARSON COLLEGE

(hereafter "the Employer")

And

PROFESSIONAL EMPLOYEES ASSOCIATION (PEA)

(hereafter "the Union")

Signed this 11th day of September 2026 by:

Rhiannon Bray
PEA Lead
Spokesperson

Colin Edstrom
Pearson College Lead
Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

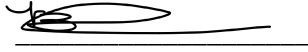
Article Renumbering

The parties agree to renumber the collective agreement as follows:

ARTICLE 1 -	PREAMBLE
ARTICLE 2 -	ASSOCIATION RECOGNITION AND REPRESENTATION
ARTICLE 3 -	MANAGEMENT RIGHTS
ARTICLE 4 -	DISCRIMINATION, BULLYING AND HARASSMENT
ARTICLE 5 -	HEALTH AND SAFETY
ARTICLE 6 -	NO STRIKES OR LOCKOUTS
ARTICLE 7 -	ASSOCIATION SECURITY
ARTICLE 8 -	LABOUR MANAGEMENT RELATIONS
ARTICLE 9 -	<u>FACULTY APPOINTMENT CATEGORIES</u>
ARTICLE 10 -	<u>STAFF APPOINTMENT CATEGORIES</u>
ARTICLE 10 <u>11</u> -	SENIORITY
ARTICLE 11 <u>12</u> -	POSTING OF POSITIONS
ARTICLE 12 <u>13</u> -	PROBATION
ARTICLE 13 <u>14</u> -	PERSONNEL RECORDS
ARTICLE 14 <u>15</u> -	GRIEVANCE PROCEDURE
ARTICLE 15 <u>16</u> -	ARBITRATION PROCEDURE
ARTICLE 16 <u>17</u> -	<u>FACULTY WORKLOADS</u>
ARTICLE 18 -	<u>STAFF WORKLOADS</u>
ARTICLE 17 <u>19</u> -	DESIGNATED HOLIDAYS
ARTICLE 18 <u>20</u> -	VACATION
ARTICLE 19 <u>21</u> -	SICK LEAVE
ARTICLE 20 <u>22</u> -	LEAVES
ARTICLE 21 <u>23</u> -	MATERNITY, PARENTAL AND ADOPTION LEAVE
ARTICLE 22 <u>24</u> -	RETIREMENT SAVINGS
ARTICLE 23 <u>25</u> -	EARLY RETIREMENT BENEFIT
ARTICLE 24 <u>26</u> -	NOTICE OF RESIGNATION OR RETIREMENT
ARTICLE 25 <u>27</u> -	PERSONAL VEHICLES
ARTICLE 26 <u>28</u> -	BENEFITS
ARTICLE 27 <u>29</u> -	SALARIES
ARTICLE 28 <u>30</u> -	LAYOFF AND RECALL
ARTICLE 29 <u>31</u> -	<u>FACULTY EVALUATION</u>
ARTICLE 30 <u>32</u> -	PROFESSIONAL DEVELOPMENT
ARTICLE 31 <u>33</u> -	DISCIPLINE AND DISMISSAL
ARTICLE 32 <u>34</u> -	DURATION

Signed this 17th day of June 2026, by:

PEA

A black ink signature of Brett Harper, consisting of a stylized 'B' followed by a horizontal line.

Brett Harper
PEA Lead Spokesperson

Pearson

A blue ink signature of Colin Edstrom, consisting of a stylized 'C' followed by a horizontal line.

Colin Edstrom
Pearson College Lead Spokesperson

BH  CE _____

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Definitions

"faculty scheduled working hours" means an employee's scheduled classroom hours, CAS activities, experiential week, and scheduled activities.

"staff scheduled working hours" means regular working hours at the College based on department schedule and appointment.

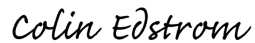
Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Bargaining Unit Exclusions

The parties are not in agreement on the following positions and will pursue a decision at the Labour Relations Board:

1. Health Centre Manager (incumbent Catherine Oliver)
2. Maintenance Supervisor (incumbent Oliver Munro)

The parties agree that the following positions should be excluded:

1. Sr Manager. Donor Engagement & Gift Planning (incumbent Jinean Eason)
2. Executive Assistant to the Head of College and Board Secretary (incumbent Candice Hall)
3. Executive Director, UWC National Committee of Canada
4. Race Rocks Eco Guardian

The parties agree that the following positions should be included in the union:

1. Events Coordinator (incumbent Andy McIntosh)
2. Finance Assistant (incumbents Jennifer Miao and Claudia Eguiguren)
3. Communications and External Relations Manager (incumbent Dan McIntosh)
4. Annual Giving and Stewardship Manager (incumbent Rowen Warrilow)

Signed this 16th day of July 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Housekeeping Changes

2.4 Association Meetings

a. The Association agrees that no meeting or interruption shall take place during a faculty and/or staff scheduled working hours.

2.11 Association Orientation

c. Local Representative designated by the Association will be given an opportunity to meet privately with new employees for up to thirty (30) minutes during their first month of employment to acquaint them with the structure, benefits, and duties of Association membership. The Local Representative and new employees will not suffer a loss of pay for the time spent attending this meeting, which shall occur at a time that is outside ~~their faculty scheduled~~ student-facing working hours.

8.4 Bargaining Committee

d. Employees appointed to the Association's bargaining committee or as an alternate will not suffer a loss of pay for the time spent attending bargaining and preparation meetings, up to and including mediation. Unless otherwise agreed by the parties, such meetings shall be scheduled at times that are outside the ~~scheduled student-facing~~ working hours of the employees on the Association's bargaining committee or the alternate.

Article 16

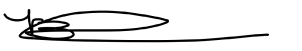
- Any reference to scheduled working hours in Article 16 remains unchanged

19.4 Medical and Dental Appointments

Where it is not possible for an employee to schedule necessary medical and dental appointments outside faculty or staff scheduled working hours, time for such appointments shall be charged against any sick leave accumulated by the employee.

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

BH ____ CE ____

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article 2.5 Association Representatives

a. The College recognizes the Association's right to appoint up to ~~three~~ **six** employees as Local Representatives to represent employees in the bargaining unit.

b. The Association shall submit to the College a written list of its Local Representatives and Association officials who are authorized to act on behalf of the Association. Any subsequent changes in the Association's Local Representatives or Association officials shall promptly be forwarded in writing to the College.

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article 9 Faculty Appointment Categories

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

BH  CE _____

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article 10 Staff Appointment Categories

10.1 Types of Appointments

a. A staff employee shall hold one or a combination of the following types of appointments:

i. continuing staff appointment

ii. fixed term staff appointment

iii. temporary staff appointment

iv. casual staff appointment

10.2 Full-time Staff

a. Full-time staff shall work either 35 hours per week or 40 hours per week depending on their department.

10.3 Part-time Staff

a. Part-time staff shall work less than 35 hours per week.

10.4 Continuing Staff Appointment

a. A continuing staff appointment shall have an indefinite term, and shall either be full-time or part-time.

b. A continuing appointment may only be terminated as described in this Agreement.

10.5 Fixed Term Staff Appointment

a. A fixed term staff appointment shall have a fixed term, and shall either be full-time or part-time.

b. A fixed term staff appointment carries no expectation of employment subsequent to the expiry of the stated term.

c. The College may terminate a fixed term staff appointment before the expiry of the stated term, with the greater of four weeks' written notice, or one week per year of employment up to a maximum of eight weeks, or payment of salary in lieu of all or part of such notice.

d. Employees with uninterrupted repeat fixed term appointments accumulate years of employment from their initial contract (including temporary appointments) for the purposes of 10.5 c above, and vacation pay (18.2 d). Years of employment shall not be prorated for this purpose.

10.6 Temporary Staff Appointment

a. A temporary appointment shall either be full-time or part-time.

b. A temporary appointment shall be used to replace an employee who is on leave (excluding a maternity leave, parental leave, and adoption leave) and/or for any vacant position prior to a successful applicant posting into the vacant position, and carries no expectation of employment subsequent to the expiry of the stated term.

c. The College may terminate a temporary appointment before the expiry of the stated term if the employee on leave returns to work, the College fills a vacant position with an appointment and/or the College rescinds the vacancy, with four weeks' written notice or payment of salary in lieu of all or part of such notice.

d. If an employee who holds a temporary appointment is offered and accepts a continuing appointment, the College shall credit the employee with their service in the temporary appointment toward the term of their continuing appointment.

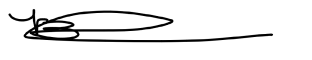
10.7 Casual Staff Appointment

a. Casual staff employees are employees whose hours are irregular. The College is not obliged to provide hours of work to casual staff employees and casual staff employees are not obliged to accept hours of work from the College. There is no guarantee of hours for casual staff employees.

b. Casual staff employees are not eligible to participate in the College's benefits plan, professional development fund, or retirement savings plan.

Signed this 14th day of May 2026, by:

PEA



Pearson



BH  CE _____

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article ~~10~~11 Seniority

11. Definition

Seniority means an employee's FTE service (~~prorated on an annual basis for staff fixed term appointments~~) with the College in a bargaining unit role, including all service rendered in a ~~faculty role~~ prior to the date of certification. Seniority will operate on a bargaining-unit-wide basis. For layoff and recall purposes, seniority will be applied only within the employee's current occupational group (faculty or staff).

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article ~~12~~13 Probation

~~12~~13.1 Probationary Period

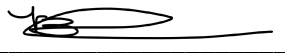
- a. Newly hired faculty employees who hold an initial or temporary appointment shall be on probation for the first two work years of their employment.
- b. Newly hired staff employees shall be on probation for the first six months of their employment. For the purposes of determining severance, the entitlement of staff employees discharged during their probationary period shall be the notice or pay in lieu of notice as required by the *Employment Standards Act*.

~~12~~3.2 Discharge of Probationary Employee

- a. An employee may be discharged by the College before the end of their probationary period, based on a fair and proper assessment against reasonable standards of performance and suitability. The discharge of a probationary employee shall be subject to the grievance and arbitration procedure; the parties agree that a lesser standard than just and reasonable cause shall apply.

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article ~~14~~15 Grievance Procedure

~~14~~15.2 Grievance Procedure

An earnest effort will be made to settle grievances fairly and promptly, in the following manner:

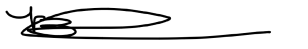
Step 1 Within 14 days of the alleged violation or the action or circumstances giving rise to the grievance, the employee will attempt to resolve the matter informally through discussions with their immediate supervisor. An Association Representative may participate in this discussion at the request of the employee or their supervisor. An informal resolution reached at this stage shall not be used as a precedent by either party.

Step 2 If the matter is not resolved at Step 1, the Association shall present the grievance in writing to the Deputy Head of College (Academics or Operations depending on the employee's reporting lines), clearly setting forth full particulars of the alleged violation, including the Article(s) involved and the remedy sought. The written grievance must be presented within 30 days of the alleged violation or the action or circumstances giving rise to the grievance. The respective Deputy Head of College (~~Academics~~) shall meet with the Association and the employee within 14 days of receiving the written grievance, and shall provide a written reply within 10 days after that meeting.

Step 3 If the matter is not resolved at Step 2, the Association shall present the written grievance to the Head of College, within 14 days following receipt of the decision of the respective Deputy Head of College (~~Academics~~). The Head of College shall meet with the Association and the employee within 14 days of receiving the written grievance, and shall provide a written reply within 10 days after that meeting.

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

BH  CE _____

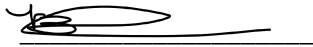
TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article 1617 Faculty Workloads

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article 19 – Designated Holidays

19.2 Designated Holidays for Staff Employees

a. The following days are designated as holidays:

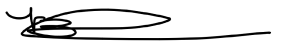
<u>New Year's Day</u>	<u>Labour Day</u>
<u>Family Day</u>	<u>National Day for Truth and Reconciliation</u>
<u>Good Friday</u>	<u>Thanksgiving Day</u>
<u>Easter Monday</u>	<u>Remembrance Day</u>
<u>Victoria Day</u>	<u>Christmas Day</u>
<u>Canada Day</u>	<u>Boxing Day</u>
<u>BC Day</u>	

b. Employees shall receive the day off on a designated holiday. If a designated holiday falls on a weekend, employees shall receive a day off on another day in lieu at a date directed by the College.

c. Easter Monday and Boxing Day are designated holidays but not statutory holidays. If a staff employee is required to work on a statutory holiday, they shall receive overtime pay pursuant to the British Columbia *Employment Standards Act*. If a staff employee is required to work on a designated holiday, they shall receive a day off on another day in lieu at a date determined through mutual agreement between the employee and the College.

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

BH ____ CE ____

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article ~~18~~20

Vacation

18.1 Faculty Employees with Initial, Temporary or Continuing Appointments

a. Faculty Employees with initial, temporary or continuing appointments shall be entitled to paid vacation during the following periods in each academic year:

i. Winter Break, which shall not be less than 21 consecutive calendar days including designated holidays; and

ii. Summer Break, which shall not be less than 82, and not more than 85, consecutive calendar days including designated holidays.

18.2 Faculty Employees with Sessional Appointments

Faculty Employees with sessional appointments shall be entitled to paid vacation during the Winter Break.

18.2 Staff Employees

Staff Employees

a. Continuing staff shall be entitled to paid vacation time at their regular rate of pay, based on the table below. Employees who begin their employment after July 1st will have their vacation prorated.

<u>Service</u>	<u>Days of Vacation</u>
<u>First year of employment</u>	<u>20 days prorated from the employee's start date</u>
<u>First July 1 rollover</u>	<u>21</u>
<u>Second July 1 rollover</u>	<u>22</u>
<u>Third July 1 rollover</u>	<u>23</u>
<u>Fourth July 1 rollover</u>	<u>24</u>
<u>Fifth July 1 rollover</u>	<u>25</u>

b. Continuing, fixed term and temporary staff employees shall be entitled to paid vacation at their regular rate of pay during the period between Christmas Day and New Years Day.

c. Staff employees are required to receive approval prior to commencement of their vacation. Any unused entitlement in excess of ten days at May 30 annually must be used during the month of June. Total accumulated vacation carry-over may not exceed the equivalent of ten (10) working days. Employees will be paid out their vacation balance where utilizing vacation is not operationally feasible.

d. Temporary, casual and fixed term staff employees are not entitled to paid vacation (subject to Article 18.2(b)) and shall receive four (4%) of their total wages during the first four (4) calendar years of employment and six (6%) in the fifth year of employment and thereafter. Unpaid vacation entitlement will be in the amounts prescribed by the *Employment Standards Act*.

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article ~~19~~21 Sick Leave

~~19~~21.1 Sick Days

a. A staff employee shall be entitled to the following sick days in each fiscal year and An faculty employee with an initial, temporary or continuing appointment shall be entitled to the following sick days in each academic year:

- i. five paid sick days; plus
- ii. an additional one paid sick day for each completed month of employment in the academic year, up to a maximum of seven additional sick days in the respective fiscal year for staff employees or academic year for faculty employees.

b. An faculty employee with a sessional appointment who has completed at least 90 consecutive days of employment shall be entitled to the following sick days in each academic year:

- i. five paid sick days; plus
- ii. three unpaid sick days.

c. Unused sick days shall not be paid out or carried forward to subsequent academic years for faculty employees and fiscal years for staff employees.

~~19~~21.2 Record of Employment

When an employee has exhausted all sick days and is not able to return to work, the College will provide the employee a Record of Employment to enable the employee to apply for Employment Insurance sickness benefits.

~~19~~21.3 Medical Certificates The College may require an employee to provide a medical certificate to substantiate the employee's inability to work for medical reasons, to support an accommodation request, to confirm the employee's fitness to work, or in other circumstances that are reasonable. If there is a cost to the employee for the medical certificate it will be paid or reimbursed by the College.

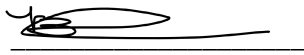
~~19~~21.4 Medical and Dental Appointments Where it is not possible for an employee to schedule necessary medical and dental appointments outside scheduled working hours, time for such appointments shall be charged against any sick leave accumulated by the employee.

21.5 Significant Medical Event

At the discretion of the Head of College and/or designate, and after five (5) years of permanent, full-time employment, an employee who requires sick leave in excess of their accrued amount, for a significant medical event, may apply for additional paid sick time up to a maximum of twelve (12) days.

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article ~~2224~~ Retirement Savings

~~2224.1~~ Options at Time of Hiring

~~2224.2~~ Employees with Continuing Appointments

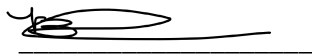
~~2224.3~~ Existing Employees

24.4. Retirement Savings for Staff Employees

All staff employees with a full-time continuing appointment who have successfully passed their probationary period may elect to participate in a RRSP matching plan, under which the College and the employee shall each make contributions to the employee's self-directed RRSP account at the British Columbia College Pension Plan contribution rates. Employees may opt in and opt out of the plan once per calendar year.

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

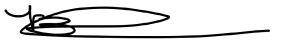
VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article 2426 Notice of Resignation or Retirement

- a. In order to provide continuity of learning for students, an faculty employee with an initial, temporary or continuing appointment who wishes to resign or retire shall endeavour to provide the College with written notice of their resignation or retirement on or before December 15 of an academic year. The employee's resignation or retirement shall be effective at the end of that academic year.
- b. Faculty Employees with sessional appointments shall provide the College with one month of written notice of resignation.
- c. Staff employees shall provide the College with one month written notice of resignation.

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

SALARIES

Article 27.1 Faculty Employees with Initial, Temporary or Continuing Appointments
[revise employees to state “faculty employees.”]

Article 27.2 Faculty Employees with Sessional Appointments
[revise “employees” to state “faculty employees.”]

Article 27.3 Staff Employees
Staff Employees shall be paid at the applicable hourly rate in Appendix ‘C’.

Signed this 2nd day of September 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article 2628

Benefits

2628.3 Eligibility

- a. The group benefit plan shall cover eligible full-time and part-time faculty employees (0.5 FTE or higher) with an initial, temporary or continuing appointment. Faculty Employees with a sessional appointment shall not be eligible for coverage under the group benefit plan.
- b. The group benefit plan shall cover eligible full-time and part-time staff employees with an continuing or fixed term appointment. Staff employees with a temporary appointment shall not be eligible for coverage under the group benefit plan.
- c. Staff Employees must work a minimum of 20 hours per week to be eligible for coverage under the group benefit plan.
- d. All new eligible employees have a one-month waiting period before benefits begin.
- e. A fixed-term employee who has accepted a subsequent fixed term appointment prior to the expiry of a fixed term appointment may apply for continued health and dental coverage under the College's group benefit plan will continue between contracts subject to approval from the benefit plan provider. If approved by the benefit plan provider, the employee shall pay both the College and the employee premiums for such coverage. If payment is not received from the employee within 30 days of being notified of the amount owing, the coverage will be terminated.

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article 2830 Layoff and Recall

2830.1 Notice to Association

a. In the event of a contemplated reduction of employees, the College shall advise the Association, providing relevant information relating to the circumstances. Where a redundancy has been identified, and before any layoff occurs, the College shall conduct an appropriate canvass of all employees to determine whether layoff can be avoided by use of alternative means, including but not restricted to voluntary placement into vacant positions for which they are qualified, job sharing where approved, or early retirement.

b. If a contemplated reduction of employees involves an elimination or reduction of an academic program, the College shall notify the Association as soon as possible after the decision has been made, and in any event no later than two weeks before the commencement of the canvassing process described above.

2830.2 Layoff Sequence

a. The sequence for faculty employee layoffs shall be as follows: employees with a sessional appointment; employees with a temporary appointment; employees with an initial appointment; and then employees with a continuing appointment. Employees shall be laid off in reverse order of seniority within each of those appointment categories.

b. The sequence for staff employee layoffs shall be as follows: employees with a temporary appointment; employees with a fixed term appointment; and then employees with a continuing appointment. Employees shall be laid off in reverse order of seniority within each of those appointment categories.

~~b.c.~~ The above layoff sequence shall be subject to the employee's present ability and qualifications to perform the available work.

2830.3 Recall For the purposes of recall from layoff, the above procedure and sequence shall be reversed. If the College is unable, after reasonable efforts, to contact a laid off employee within 24 hours, the College may recall the next employee in the sequence.

2830.4 Employee's Responsibility It is the responsibility of laid off employees to keep the College advised of where and how they can be contacted for recall purposes.

2830.5 Layoff Notice or Payment In Lieu

BH  CE _____

a. The College shall provide an affected ~~faculty~~ employee with an initial appointment or a continuing appointment with the following notice of layoff, or payment of salary in lieu of all or part of such notice:

i. 24 weeks; or

ii. if the employee has more than 6 consecutive years of service, 24 weeks plus an additional two weeks for each completed year of service, to a maximum of 32 weeks in total.

b. The College shall provide an affected staff employee with a continuing appointment with the following notice of layoff, or payment in lieu of all or part of such notice:

i. During the first year of employment: three weeks

ii. During the second year of employment: four weeks

iii. During the third year of employment: five weeks

iv. Following the third year of employment: five weeks plus an additional week for each additional completed year of service up to a maximum of 10 weeks.

~~b.c.~~ An employee's layoff notice period may run concurrently with the Winter Break and/or Summer Break.

~~d.d.~~ If the College provides payment of salary in lieu of layoff notice, the ~~faculty~~ employee may elect to receive a single lump sum payment at the time of layoff equal to the salary in lieu (and any accrued vacation pay) that is owed to them, or to split the amount owing into two payments, one at the time of layoff and the other on January 2 of the subsequent calendar year.

~~d.e.~~ If an employee who has received payment of salary in lieu of layoff notice is recalled and returns to work during the period for which they have received payment in lieu of notice, they shall repay the salary in lieu that they received for the portion of such period that commences after the date when they return to work.

Signed this 14th day of May 2026, by:

PEA



Brett Harper

Pearson



Colin Edstrom

BH  CE _____

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

30.2 Professional Development Funding

a. Faculty employees with initial or continuing appointments shall be eligible for Professional Development funding pursuant to the following:

- i. The College shall provide Professional Development funding annually for each eligible employee. This funding shall be \$1,000 per eligible FTE employee, prorated for part time eligible employees. New employees shall be eligible for an additional \$500 during the first year of their initial appointment.
- ii. An eligible employee may accumulate up to \$4,000 in Professional Development funding over a period of years to fund a major Professional Development opportunity.
- iii. Professional Development funds will continue to accrue after an eligible employee reaches the individual accrual maximum of \$4,000. Any funds accrued after the \$4,000 maximum is reached will be allocated to a General Professional Development Fund. The General Professional Development Fund will be capped at \$10,000.
- iv. In August, the College will communicate to each eligible employee the balance of funds available in their individual Professional Development account, and the College will also inform employees of the balance available in the General Professional Development Fund.
- v. Employees with temporary or sessional appointments may apply for Professional Development funding from the General Professional Development Fund.

b. Staff employees with continuing appointments shall be eligible for Professional Development funding pursuant to the following:

- i. The College shall provide Professional Development funding annually for each eligible employee. Following the first year of employment, this funding shall be \$500 per eligible FTE employee, prorated for part time eligible employees. New employees shall be eligible for 1.5x the annual professional development funding grant during the first year of their continuing appointment.
- ii. An eligible employee may accumulate up to \$2,000 in Professional Development funding over a period of years to fund a major Professional Development opportunity.
- iii. In July, the College will communicate to each eligible employee the balance of funds available in their individual Professional Development account.

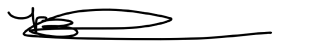
iv. An eligible employee may apply for a paid leave of up to five days in a work year, to attend suitable educational program, conference, workshop, seminar, training course or other activity that is directly related to the employee's responsibilities, duties and wellness at the College. In exceptional circumstances, additional paid leave may be granted at the discretion of the Head of College. Reasonable travel time will also be permitted. The College will also allow one (1) day with pay for an employee to study for exams for an accredited course. This paid leave is limited to a maximum of five (5) days with pay per fiscal year and may not be accumulated.

V. Up to \$200.00 of an employee's annual Professional Development funding may be used toward approved wellness programs.

vi. The unused balance of a staff employee's fund will not be paid to them upon conclusion of employment but will be transferred to a pooled fund to be distributed, subject to the Deputy Head of College – Operations discretion, by the end of the fiscal year.

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

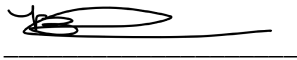
TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Article 2931 Faculty Evaluations

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

Position	Hours per week
Academic Records Coordinator	35
Finance Assistant - AR	35
Finance Assistant - AP	35
Administrative Assistant	20
Advancement Coordinator	35
Annual Giving & Stewardship Manager	35
Alumni Engagement Manager	35
College Driver	N/A
College Nurse	35
Communications Coordinator	35
Counsellor	
Donor Relations Coordinator	35
Events Coordinator	35
IT Tech & Event Production Coordinator	35
IT Generalist	35
Labratory Technician	30
Learning Support Coordinator	20
Maintenance Technician	40
Maintenance Technician - Red Seal Certified	40
Seafront Activities Coordinator	40
Marine Science Assistant	15
Race Rocks Student Program Facilitator	5
Operational Projects and Services Coordinator	35
Marine and Seafront Operations Coordinator	40
Seafront Operations & Maintenance Coordinator	40
Student Activities Coordinator	40
Student Transportation Coordinator	
University Counsellor 1	35
University Counsellor 2	35
Communications and External Relations Manager	35

Hourly		
Effective July 1, 2026		
Step 1	Step 2	
\$37.06	\$38.01	
\$33.94	\$34.81	
\$33.77	\$34.62	
\$28.82	\$29.56	
\$32.12	\$32.95	
\$48.24	\$49.45	
\$40.63	\$41.68	
\$22.99	\$23.58	
\$41.87	\$42.94	
\$32.95	\$32.97	
\$73.03	\$74.92	
\$30.89	\$31.68	
\$41.42	\$42.48	
\$36.96	\$37.91	
\$50.90	\$52.21	
\$35.73	\$36.64	
\$35.98	\$36.90	
\$32.07	\$32.89	
\$36.04	\$36.96	
\$34.40	\$35.53	
\$30.77	\$31.54	
\$23.07	\$23.65	
\$45.29	\$46.45	
\$34.63	\$35.28	
\$33.65	\$34.51	
\$29.42	\$30.18	
\$24.99	\$25.63	
\$53.44	\$56.19	
\$52.96	\$54.29	
\$51.31	\$52.59	

Annually		
Effective July 1, 2026		
Step 1	Step 2	
\$67,498.77	\$69,186.24	
\$61,800.12	\$63,345.12	
\$61,463.41	\$63,000.00	
\$29,993.44	\$30,743.28	
\$58,499.04	\$59,961.52	
\$87,804.88	\$90,000.00	
\$74,000.08	\$75,850.08	
\$63,534.44	\$65,122.80	
\$58,536.59	\$60,000.00	
\$56,248.98	\$57,655.20	
\$75,430.95	\$77,316.72	
\$67,317.07	\$69,000.00	
\$92,699.94	\$95,017.44	
\$61,861.80	\$63,408.34	
\$37,440.00	\$38,376.00	
\$66,755.04	\$68,423.92	
\$74,998.80	\$76,873.77	
\$72,099.98	\$73,902.48	
\$20,000.00	\$20,500.00	
\$5,000.00	\$5,125.00	
\$83,458.01	\$85,544.46	
\$71,593.52	\$73,383.36	
\$70,040.00	\$71,791.00	
\$61,240.00	\$62,771.00	
\$99,768.59	\$102,262.80	
\$96,390.24	\$98,800.00	
\$93,376.04	\$95,710.44	

U.S.A.

8/2

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

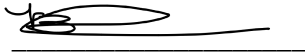
LETTER OF UNDERSTANDING 4

Vacation Bank for Staff Employees

Staff employees with a current vacation bank in excess of 10 days will utilize the vacation days in excess of 10 days within 18 months of the ratification of the collective agreement.

Signed this 14th day of May 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

LETTER OF UNDERSTANDING #

####

####

Signed this 14th day of May 2026, by:

PEA

Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

BH ____ CE ____

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

APPENDIX C - STAFF SALARY SCALE

1. All existing employees at the date of ratification will start at Step 2 of the grid (except those identified in 3 below). Effective July 1, 2027, all salary scales shall be increased by 2.25% until the next collective agreement is ratified.
2. A newly hired employee will be placed at either Step 1 or 2 based on qualifications and experience.

Signed this 2nd day of June 2026, by:

PEA

A black ink signature, appearing to be 'BH', written over a horizontal line.

Brett Harper
PEA Lead Spokesperson

Pearson

A blue ink signature, appearing to be 'CE', written over a horizontal line.

Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

LOU

Allowances and Stipends for Staff Employees

Staff employees who require a cell phone approved by the College for business use will receive a \$200 allowance per fiscal year as a taxable benefit.

The Volunteer Coordinator will receive a stipend of \$6,217.20 per fiscal year.

The Office Manager will receive a stipend of \$12,856.80 per fiscal year.

The Safety Officer will receive a stipend of \$12,500 per fiscal year.

Effective July 1, 2027, the Volunteer Coordinator stipend, Officer Manager stipend and Safety Officer stipend will be increased by 2.25% until the next collective agreement is ratified.

The College will reimburse staff employees for the following certifications or licenses:

- BC Water and Waste Association Operator Certification Fees for eligible members of the Maintenance Department;
- First Aid certifications; and
- Drivers Medical and Class 4 licenses.

The College will cover certifications and licenses for staff employees that that are currently paid for by the College and required to run College-based activities, including CAS Activities. Additional/new certifications can be requested and may be approved at the discretion of the Head of College.

Signed this 2nd day of September 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

BH ____ CE ____

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

LOU

On-Call Employees

Certain employees in the Maintenance Department and Health Centre work on-call hours. The College may revise or rescind on-call hours upon forty-five days notice to the Union.

The on-call schedule for employees in the Maintenance Department is as follows:

- full-time employees work a 40 hour work week at their regular pay plus on-call hours as required.
- full-time employees are compensated at a rate of 1 hour for every 6 hours holding the on-call phone, at their regular pay rate.
- calls requiring an employee to respond to remedy a maintenance issue while on-call will be banked as overtime hours, with a minimum two-hour call-out.

The on-call schedule for employees in the Health Centre is as follows:

- during the teaching year when students are present on campus, full-time employees are compensated for a 35 hour work week comprised of a combination of on-site and on-call hours: 25 hours on-site (or less for part-time employees), and 10 additional hours per week for on call. On-call employees rotate weekly.

Calls requiring Health Centre Staff to respond while on call will be subject to overtime pay, if any, as required by the *Employment Standards Act*. Additional straight time or overtime pay will be banked.

Signed this 2nd day of September 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

LOU

Drivers will be paid \$25 per hour during the Summer Break. Effective July 1, 2027, the hourly wage for Drivers will be increased by 2.25% until the next collective agreement is ratified.

Signed this 2nd day of September 2026, by:

PEA

A black ink signature, appearing to be 'BH', written over a horizontal line.

Brett Harper
PEA Lead Spokesperson

Pearson

A blue ink signature, appearing to be 'CE', written over a horizontal line.

Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

LOU

Creativity, Activity and Service (CAS) Instruction

Staff employees who volunteer and who are approved by the College to supervise students on a College-sanctioned CAS activity will be paid their regular wage if they otherwise would have worked during that shift. CAS activities will be delivered by staff employees, faculty employees or contractors.

Signed this 2nd day of September 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson

BH ____ CE ____

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

LETTER OF UNDERSTANDING

Re: House Parent Roles, Responsibilities, and Working Conditions

Between:

Pearson College UWC (the “College”)

and

The Professional Employees Association (the “Association”)

1. Purpose

The parties recognize that the House Parent role is a unique residential position that requires evening and weekend work and contributes to student well-being. This Letter of Understanding (“LOU”) establishes the agreed terms and conditions governing House Parents.

2. Residency Requirement

- House Parents are required to reside on campus as a condition of employment as a House Parent.
- House Parents and the College will enter into a Residential Tenancy Agreement on an annual basis with such tenancy conditional on employment as a House Parent with the College.
- The College shall cover utilities and amenities (i.e. parking, appliances, and gym access) associated with the House Parent’s accommodation on campus as outlined in the Residential Tenancy Agreement, and provide access to College internet.
- In circumstances where an employee is both a House Parent and employed in a separate capacity with the College, employment as a House Parent is separate and distinct from employment in the separate capacity.

3. Compensation

- Annual Rent shall be reduced in accordance with the Canada Revenue Agency allowable exemption (80%), plus an additional 5% reduction provided by the College.
- In addition to the reduction in housing costs outlined above, House Parents shall receive a stipend of **\$13,968.54 per contract term**. The House Parent stipend for the 2027-2028 contract term will be increased by 2.25% until the next collective agreement is ratified.
- Meals are available to House Parents in the College Dining Hall as a taxable benefit.
- House parents are encouraged to use College vehicles but are entitled to mileage pursuant to Article 27 where required to use their personal vehicle to carry out their duties.
- Houseparents are eligible to be enrolled in the College's Group Benefits plan as outlined in Article 28 of the Collective Agreement during the contract term with such eligibility to be determined by the benefits provider. Where the benefits provider permits, the employer will waive the waiting period for houseparents on subsequent contract terms.

4. Employment Period, Scheduling, and Entitlement to Time Off

House Parents are employed on a fixed term basis from the Wednesday of the week prior to student arrival until May 31. The employment period for House Parents encompasses periods when residential supervision of students is required.

House Parents are entitled to the following periods of time off, during which they shall not be required to perform any boarding duties, cover shifts, respond to College operational needs, or otherwise be available to the College. Where a House Parent chooses to participate during any of these periods, they may do so either on a voluntary basis or under a separate compensation agreement with the College.

- **Fall Experiential Week:** from Monday breakfast through to the start of Friday dinner
- **Spring Experiential Week:** from Monday breakfast through to the start of Friday dinner
- **Winter Break:** from the day after student departure through to the day before student arrival

House Parents are entitled to leaves as outlined in the *Employment Standards Act*. The College shall notify House Parents of the renewal or non-renewal of their House Parent position for the following academic year no later than March 31. House Parents shall notify the College of their interest in returning for the following academic year by March 15.

5. Responsibilities

House Parents are responsible for activities that enrich student life on campus by fostering a supportive, nurturing, and inclusive living environment within the house. House Parents accomplish this by, amongst other things, engaging in the following:

- House Parent Orientation and Training (August)
- House Parent meetings (weekly during the first month of the school year, bi-weekly thereafter)
- Evening open-door/check-in time (approximately 3 hours/day averaged between the House Parents)
- Weekly house meetings
- Monthly Room Checks
- Circle of Care meetings
- Clean-Up Days
- Resident Meetings
- Report Writing (End of Term and End of Year)
- Approve student leave requests
- Graduation Ceremony
- Coordinate response to medical emergencies.

House Parents are encouraged to contribute to the College community life by participating in a variety of additional voluntary activities.

House Parents will be provided with periodic evaluation of their work and professional development.

8. Application of the Collective Agreements

The benefits and entitlements for House Parents are limited to this Letter of Understanding, and House Parents are not entitled to the benefits and entitlements outlined in the collective agreement unless expressly outlined in this Letter of Understanding. In addition to the benefits and entitlements outlined in this Letter of Understanding, the following articles are applicable to House Parents:

ARTICLE 1 - PREAMBLE

ARTICLE 2 - ASSOCIATION RECOGNITION AND REPRESENTATION

ARTICLE 3 - MANAGEMENT RIGHTS

BH ____ CE ____

ARTICLE 4 - DISCRIMINATION, BULLYING AND HARASSMENT

ARTICLE 5 - HEALTH AND SAFETY

ARTICLE 6 - NO STRIKES OR LOCKOUTS

ARTICLE 7 - ASSOCIATION SECURITY

ARTICLE 8 - LABOUR MANAGEMENT RELATIONS

ARTICLE 10 - SENIORITY

ARTICLE 12 – PROBATION

ARTICLE 13 - PERSONNEL RECORDS

ARTICLE 14 - GRIEVANCE PROCEDURE

ARTICLE 15 - ARBITRATION PROCEDURE

ARTICLE 31 - DISCIPLINE AND DISMISSAL

ARTICLE 32 – DURATION

Signed this 2nd day of September 2026, by:

PEA

A black ink signature, appearing to be 'BH', written over a horizontal line.

Brett Harper
PEA Lead Spokesperson

Pearson

A blue ink signature, appearing to be 'CE', written over a horizontal line.

Colin Edstrom
Pearson College Lead Spokesperson

TENTATIVELY AGREED

VARIANCE OF THE PEARSON COLLEGE/PEA COLLECTIVE AGREEMENT

Letter of Understanding

The parties agree that the salaries of the following temporary employees will be legacied until the end of their current temporary appointment:

- Advancement Coordinator – Brooklyn Pala \$32.95/hour;
- Maintenance Technician – Jim Warner - \$30.00/hour; and
- Learning Support Coordinator – Stacey Short - \$42.00/hour.

Should the incumbents be re-hired or extended, their salaries will convert to those found in Appendix C for their respective roles.

Effective July 1, 2027, salaries shall be increased by 2.25%, if applicable, until the next collective agreement is ratified.

Signed this 2nd day of September 2026, by:

PEA



Brett Harper
PEA Lead Spokesperson

Pearson



Colin Edstrom
Pearson College Lead Spokesperson