

Union			
Number	Affected Article/MOU	Date: August 31, 2026	Time: 3:30pm
EP 41	LOU 3	<i>Sign Off Copy</i>	

LETTER OF UNDERSTANDING #3

Between

**THE STUDENT ASSOCIATION OF THE BRITISH COLUMBIA INSTITUTE
OF TECHNOLOGY**

And

**CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES UNION, LOCAL
378**

RE: Formerly Categorized Salaried Employees

WHEREAS: The Union and the Employer came to a tentative agreement on a first collective agreement on August 18th, 2026;

AND WHEREAS: The Parties became mutually aware of the foregoing scheduling practice for certain employees following the tentative agreement;

AND WHEREAS: The Parties agree with the continuance of the practice for the term of the Collective Agreement and will discuss the practice in the next round of bargaining.

THEREFORE, BE IT RESOLVED THAT:

1. Regarding current employees who were categorized as salaried employees prior to ratification, but who will be categorized in accordance with Article 8 and paid in accordance with Appendix "A" upon ratification, the Union and the Employer agree that notwithstanding **Article 21.02(a) – Breaks and Overtime** the 30-minute meal break for such employees will be paid.
2. It is understood that paid meal breaks actually taken shall not be counted as time worked for the purposes of calculating overtime. It is understood that employees are not required to work or be available to work during their breaks.
3. It is understood that this Letter of Understanding only applies to the individuals named below, and that any employees hired after ratification are not covered by this Letter of Understanding.

4. Employees covered by this Letter of Understanding are captured below:

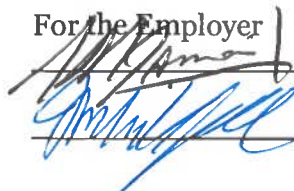
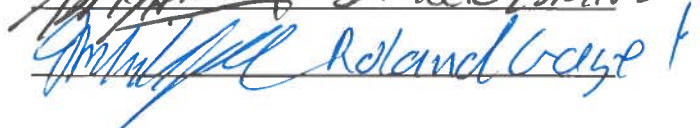
Name	Position
Michael Berg	Senior Marketing Strategist
Marc Campbell	Engagement Operations Supervisor
Reena Didi	Entrepreneurship Specialist
Nohemi Fuchs	Senior Accounting Assistant
Natalya Gazbuyan	Senior Accounting Assistant
Laura Grujic Stephan	Events Coordinator
Athenaise Guertin	Advocacy Specialist
Delaney Kamstra	Clubs Program Coordinator
Libo Kong	Career Specialist
Julia Lewis	Career Specialist
Tina Ling	Wellbeing Specialist
Leah Medos	Advocacy Specialist
Sheku Nafisi	Creative Design Strategist
Gia Huy Nguyen	Administrative Assistant
Caroline Svenson	Career Specialist
Marcus Tang	Career Specialist
Erika Wada	Wellbeing Coordinator
Cathy Ye	Creative Design Strategist
Christina Yin	Business Systems Specialist

E&OE
Signed off this 31st day of August 2026

For the Union


Kai Sharpe

For the Employer

 SAMER / SMAIL
 Roland Gray