



Bulletin #22 - 24 MAY 2015

Information from your CFA negotiating committee

21 hour mediation session produces

Memorandum of Agreement

- ratification vote to follow

We have a tentative agreement. Last week's mediation sessions resulted in a successful outcome. Please access a draft copy of the Memorandum of Agreement [here](#). The agreement was signed by the University Administration, the Post-Secondary Employees Association, and the CFA Negotiating Committee at 04:10 a.m. Saturday morning, the end of hours of continuous negotiations.

The parties will proceed to ask their principals for a ratification vote. For the CFA, this means a vote by the membership to accept or reject the tentative agreement. Your Negotiating Committee is recommending acceptance of the settlement. As a result of the negotiated settlement, assisted by Mediator Mark Brown, the Mediator's Report, scheduled for June 15, will not be required.

Watch for the announcement of a CFA meeting to conduct a ratification vote. We will be ready to present the tentative agreement to the membership.

There is little doubt that this has been a difficult period, from the time of the Mandate in April, 2014 to the present day. Membership support and leadership has been consistent. As with all agreements, some proposals were fully realized and others not. Overall, we have made headway on the core items of the CFA Negotiation Mandate. We have maximized the allowable PSEC compensation, improved some benefits, and established a couple of new ones. We have addressed some important rights issues. Most important, the employer was not successful in promoting their concessionary proposals. These concessions, which were a substantial threat, especially to collegiality as a fundamental principle for faculty.

If information prior to the meeting is requested, please invite a spokesperson from the Negotiating Committee to your Division, Department or other Faculty meetings to provide information, give explanations, and have a dialogue. Contact Ed Lavalley, Chief Negotiator, elavalle@capilanou.ca.

A Précis of the Memorandum of Agreement and Mediator's Letter

Pursuant to the Memorandum of Agreement, signed by the parties Saturday, May 23 and recommended for ratification. The MoA is found here.

Changes to the Collective Agreement (highlights)

Link to: [Complete Memorandum of Agreement](#)

Note: a "►" in front of an item Indicates that was primarily an Employer proposal

Term: April 1, 2014 to March 31, 2019.

Effective date: when ratified by CFA and University Board of Governors, and then by the Post-Secondary Employers' ("PSEA") Board of Directors. Should be within 30 days of signing [fast track possible].

Salary:

- Retroactive to April 1, 2015.
- As per PSEC Mandate: 5.5% over contract period.

Date	Percentage increase
April 1, 2015	1.00
April 1, 2016	0.50
February 1, 2017	1.00
April 1, 2017	0.50
February 1, 2018	1.00
April 1, 2018	0.50
February 1, 2019	1.00

Benefits: (read attached document for details, including date available):

- Statutory holidays-formally adds Family Day.
- ► Extended health (but increase of deductible to \$50 from \$25).
- Hearing aid coverage.
- Vision care (eye glasses included for all) {previously only Health Spending Account}
- Substance abuse rehabilitation treatment.

Job security and Regularization:

- Improvement in job protection through better defining the grounds for reduction/layoff and increasing employer obligations to provide the financial and other information they relied on to issue reduction notices.
- Establishment of a Joint Committee on Regularization to improve regularization rights. This Committee has short timelines, participation by PSEA and FPSE and a dispute resolution process to give it greater strength. The intention here of both parties is to look at bringing Capilano's regularization process more into line with what happens at other institutions in the Province, most of which have regularization of the person after 2 years if the person has worked half time and been satisfactorily evaluated.

Academic Freedom:

- Academic Freedom language (from Senate) in the collective agreement and thus grievable.

Other:

- Joint Committee for review of Librarian concerns.
- Joint Committee to review changes brought by three term/ten month university;
▶ and a pay period issue.
- ▶ Improved language on hiring of Deans.
- A variety of rights and benefits in the Common Agreement (FPSE Template Agreement) to be included in the CFA-Capilano University collective agreement. [Some exclusionary statements].

Paid Educational Leave

- ▶ Joint Committee to review PEL.
- SUBSTANTIAL CHANGE that will occur in the selection year 2016 to 2017: the available number of PEL opportunities will be divided into sections with different criteria:
 1. 50% existing criteria: mainly seniority (PEL) credits;
 2. 50% mainly merit of the proposal.

Negotiating Committee
Ed Lavalley, Chief Negotiator
Capilano Faculty Association
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Secure email: emlavalley@telus.net

Your committee:

Members of the Negotiating Committee are elected by the membership at a general meeting. Our ethical and legal duty is to represent the members of the bargaining unit. The CFA membership determines the Mandate of the Negotiation Committee through the general meeting, with the Stewards, and with the CFA Executive. The Committee reports regularly to the CFA at its general meetings and to the Executive. The bargaining agenda follows the Mandate and an agreement remains tentative until ratified by the bargaining unit membership at a regular or special meeting.

The Negotiating Committee at your Division, Department or other Faculty meetings: invite a spokesperson to provide information, give explanations and have a dialogue. Contact Ed Lavalley, Chief Negotiator, elavalley@capilano.ca.

Members of the committee:

Ed Lavalley, Chief Negotiator; Pat Hodgson, Deputy Chief Negotiator; Brent Calvert, CFA President, ex-officio member; Tim Acton; John Wilson; Joanne Quick; Kirsten McIlveen; Laurel Whitney; and FPSE Staff Representative Zoe Towle.