



General Meeting Minutes

Room LB 322, 11:40 a.m. – 12:50 p.m., Tues, Jan 17, 2012

Chair: Tim Acton, President

A. Agenda Approval

Jan Shiell moved, Nanci Lucas seconded

That the agenda be approved as posted on the website.

Carried.

B. Introduction and Welcome New Members

The president asked faculty to introduce new members. No one came forward.

C. Approval of GM Minutes, Nov 29, 2011

Tim Schouls moved, Leonard George seconded

That the minutes be approved as posted on the website

Carried.

D. Announcements

1. The president said the [CFA Award](#) deadline for spring term is Jan 20, 2012. It was noted that the deadline changed from the last day for withdrawal to the drop date. This change should help speed the delivery of reimbursements. In response to a question about inflow and outflow, the past president, John Wilson, said \$17,000 that was supposed to help with Vision Care was instead used to go toward benefits for Private Music Instructors (PMI), which total about \$5000. The balance is used to fund the CFA Award for retirees and dependents of regular faculty. When the reimbursements (generally amounting to 50 per cent of standard tuition) exceed \$12,000, the amount is topped up from the interest in the trust fund. The membership can review this at any time.
2. There will be a special General Meeting on Tues, Jan 31: President Bulcroft Part 2 (see General Meeting Minutes, Nov 29, 2012, for Part 1 summary). CFA president Tim Acton said members might want to look at the vision statement from President Bulcroft's e-newsletter, Jan 10, 2012.
3. Vancouver Sun Run registration will be paid by CFA when faculty members join the team. Early bird registration is Feb 17. For information view the [faculty website](#) and get the password for payment from John Wilson or Lou Milner, cfa@capilanou.ca.
4. The president reminded faculty that there will be TLC workshops during Reading Week, on Feb 21, 2012.
5. There will be a stewards' meeting on Jan 24, 2012.
6. If time is available, there will be a BC Retired Teachers Association pension workshop during the May PD workshops.
7. There will be a laserfiche demonstration at FPSE's presidents' council later this week. CFA president Tim Acton will report on this at a future general meeting.

Before moving onto the next item, the president said a couple of members asked him to add items to the agenda, which were not included today because of the negotiation update. They will be included in a future agenda.

E. Employee Survey – not a dead issue

The CFA president said Capilano President Kris Bulcroft agreed with the CFA in saying a survey would be worthwhile and noted that the last one wasn't crafted in a way that seemed relevant to this institution. She has spoken to Frank Di Puma and thinks faculty and staff should have input regarding the questions.

Before the president moved to the next item, he responded to questions from the floor:

1. The president was asked to enquire about updated information regarding personnel, such as VPs and HR reps. Who reports to whom?
2. A member asked the president to request changes in some of the TLC workshops saying they are not scheduled at convenient times for many instructors who would like to attend but are busy teaching. The president said that is an issue for Eric Kristensen, but he would mention it to Eric and suggested others do the same.

F. Negotiations Update: Common Table + Local

Chief negotiator Nanci Lucas and CFA's common table rep, Joanne Quirk, jointly reviewed changes to the common agreement, which she noted were not very exciting.

The chief negotiator projected the changes on the screen and stepped through the items that were agreed to.

Those items must now be bargained into the Collective Agreement.

As per the [referenced document](#), these items were added or changed:

1. Protected Grounds – BC Human Rights Code: "Family Status" was added.
2. Mediation: the language changed from "the alleged harrasser" to "whether as a complainant or respondent."
3. Terms of Reference: To ensure confidentiality, names of people involved in investigation processes will be replaced by codes.
4. Labour Adjustment Strategies: "Trial Retirements" will no longer be an option.
5. Donor Leave: A new article is proposed, namely: "An employee who is donating bone marrow or an organ is eligible for leave for the purpose of such donation...."
6. Joint Committee Benefits: Article 9.1.2(3) will read as follows: "Training for local Joint Rehabilitation Committees."
7. Joint Rehab Committee: Article 9.3.6 was previously in a Letter of Agreement but will now be in the body of the agreement, which gives it permanence and provides a process for joint grievance procedures.
8. Common Faculty Professional Development Fund: Nothing has changed, but the article will now be in the body of the agreement.
9. Term: The term expires in three months. Some locals made gains so they had to be in place before the end of this term.
10. Joint Request to Human Resources Database: the two parties will together look at the Human Resources database. This will be important in the future: although we may not have traditional secondary scales, we do have caps and bars. Everyone, except those with special skills, starts at the bottom of scale and can only go as high as step 8. This data collection will help in the next round to remove caps and bars.
11. Joint Committee on Benefits Administration: The cost of benefits is rising. If unions are joint agents of record, unions can direct the carrier to change their way of doing

business. Right now that is controlled by the employer. There may in future be a joint trust, and the contract tendering date might change.

12. Housekeeping: Most items are of little significance, but Joanne Quirk, CFA's common table representative, stressed that Item 12 (t), changing the definition of "institution," was important because it would open the door to private institutions. Joanne believes that if private institutions come under the common agreement, it will be better for us.

Questions:

Wages:

If we can find savings in the sector, then salary increases may be possible; otherwise, it's net zero.

Why won't our admin sit at the common table?

The former administration didn't think there was much value in sitting there and had little respect for PSEA. The chief negotiator said the employer probably won't object to anything that came from the common table, all of which needs to be bargained into our Collective Agreement. The CFA currently has an open contract and could call a strike vote now if it wanted.

What are the next steps?

At this point, 12:20 p.m.,

Sandra Seekiins moved and David Lambert seconded

That the meeting move in camera.

John Wilson moved and Allen Zhu seconded

That the meeting move out of in camera and include a motion to thank Nanci Lucas for her work as chief negotiator.

Carried.

G. Adjournment

David Lambert moved and Nanci Lucas seconded

that the meeting adjourn at 12:30 p.m.

Carried.