

**18 March - DRAFT FOR RECOMMENDATION TO PRINCIPALS**

LETTER OF AGREEMENT

Between

CAPILANO UNIVERSITY ('the University')

And

CAPILANO UNIVERSITY FACULTY ASSOCIATION ("the CFA")

Re: JOINT COMMITTEE ON REGULARIZATION

The Joint Committee on Regularization, as established during the bargaining of the 2014/2019 Collective Agreement, agree to the following changes in practice:

- The parties agree that effective [date], article 11.7.2.2 (the "base section limitation") will not apply to positions triggered under article 11.7.1.3 ("three year creation of work").
- The parties agree that effective [date], article 11.7.2.2 (the "base section limitation") will not apply to positions triggering increased regularization of employees under article 11.7.3 ("top-ups").

Date \_\_\_\_\_

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Mike Knudson  
For the University

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Patricia Hodgson  
For the CFA