



CAPILANO COLLEGE / COPE Support Staff Settlement

Date: September 21, 2005

On August 18, 2005, Capilano College reached a settlement with its support staff union, COPE, for a new collective agreement for the term April 1, 2002 to March 31, 2006. The settlement was by consent award by Mediator Vince Ready. Capilano College and COPE ratified the settlement on September 6, 2005. The PSEA Board of Directors ratified the settlement on September 21, 2005.

Summary of Monetary Items:

- 0% in Year 1
- 0% in Year 2
- 0% in Year 3
- Year 4:
 - a) 1.5% in Year 3 effective April 1, 2005
 - b) 1% net-zero compensation increase for Year 3, consisting of:
 - 1% wage increase (effective April 1, 2005) offset by the 1% Accord Training Fund
 - c) Signing bonus of 3% of gross 2004 earnings. The bonus is offset by the Accord PD Fund unused accruals through March 31, 2005.
 - d) Supplemental Employment Benefit (SEB) plan for maternity and parental leave, consisting of top-up of the EI benefit (i.e. 55% of salary to a maximum of \$ 413) to 75% of average base salary for a maximum of 52 weeks for birth mothers and 37 weeks for parents other than birth mothers and including a return-to-work requirement with re-imbursment of the employer for the benefit in case of non-compliance.

Other items including:

- Article 4.06 Right to Refuse to Cross Picket Lines – clause modified
- Article 6.06 Dispute Outside the Agreement – language deleted
- Article 25.05 Right to Grieve – clause modified
- Other housekeeping changes