

Between

**Camosun College
("the College")**

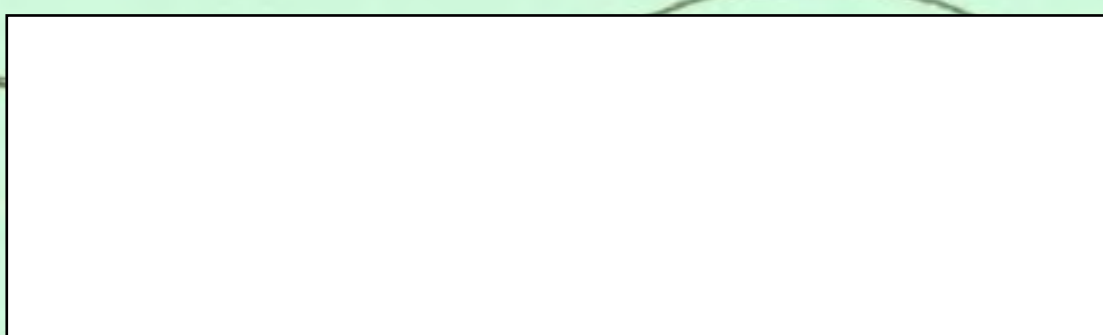
And

**Camosun College Faculty Association
("the Union")**

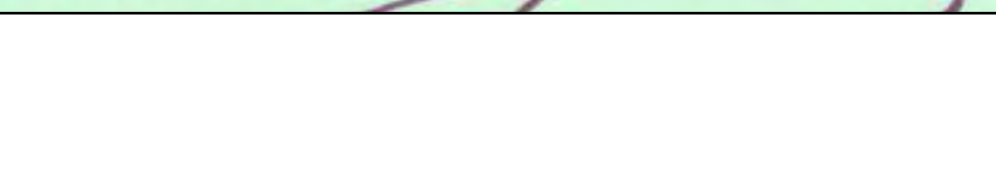
Subject to ratification by both parties, the Collective Agreement between them for 2007-10 consists of the following:

1. The 2004-07 local agreement provisions ("the Local Agreement") and the 2007 – 2010 Common Agreement, except where they are modified by other provisions of this memorandum.
2. The agreed items documented by signed green sheets attached hereto.

Agreed and signed on March 29, 2007.



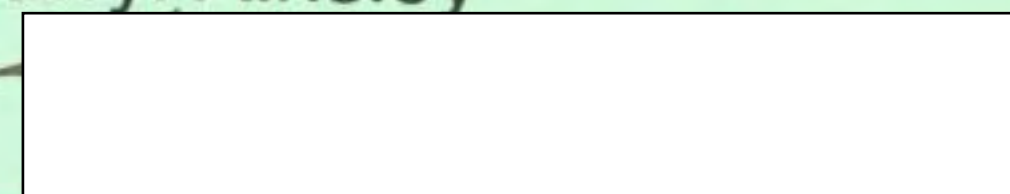
for the College
Denis Powers



for the College
Ian Brindle



for the Union
Darryl Ainsley



for the Union
Susan Johnston

College Proposal #5
Suspensions
Article 2.04(b) March 28, 2007

2.04 Disciplinary Process

(a) Right to Union Representation

The Employer shall inform an employee of his or her right to Union representation prior to any meeting with the Employer that might reasonably be foreseen to form the basis for disciplinary action. If during a meeting, it becomes reasonably foreseeable that discipline may be ensue, then the Employer shall inform the employee of his or her right to Union representation and provide the employee a reasonable opportunity to obtain representation.

(b) Suspensions

The President may suspend an employee for cause. The Board shall be informed of the suspension within twenty-four (24) hours. **The President** shall, within two (2) weeks of the suspension, either recommend dismissal of the employee or reinstate him/her with or without penalty. At the same time, the President shall notify the president of the Union, by confidential memo that the suspension has occurred. Whenever an employee is reinstated without penalty, all documentation related to the matter will be removed from the employee's personal file.

Cause shall be defined to mean:

- (i) Gross misconduct; or
 - (ii) Persistent neglect of faculty responsibilities (where neglect shall be taken to mean failure to correct deficiencies which have been indicated to the employee in writing); or
 - (iii) Professional incompetence related to faculty responsibilities; or
 - (iv) Demonstrated unsuitability for the position
- (c) Termination for Cause

If there exists sufficient evidence to justify the termination of a probationary appointment, term contract, or continuing appointment of an employee, the President shall advise the individual concerned in

writing, by registered mail, stating his/her intention to recommend such termination to the Board, and setting forth his/her reasons for the recommendation and the effective date for the termination. Cause, as defined in (b), shall be deemed appropriate grounds for termination.

A copy of this letter shall be sent to the chairperson of the College Board, and to the president of the Union.

[Redacted Signature]

March 28, 2007

[Redacted Signature]

March 28, 2007

College Proposal #8

Maximum Initial Salary Placement
Clause 4.02
March 22, 2007

4.02 Salary Range

Please refer to Appendix A of the Common Agreement for the 20047-200710 salary scale.

The salary range for each of the categories described in Section 4.01 shall be as follows:

Effective April 1, 2007:

	<u>Minimum Initial Placement</u>	<u>Maximum Initial Placement</u>	<u>Maximum Salary</u>
Category I	Step 11	Step 6	Step 2A
Category II	Step 10 (Ph.D. Step 9)	Step 6	Step 1

Effective April 1, 2008:

	<u>Minimum Initial Placement</u>	<u>Maximum Initial Placement</u>	<u>Maximum Salary</u>
Category I	Step 11	Step 5	Step 2A
Category II	Step 10 (Ph.D. Step 9)	Step 5	Step 1

Effective April 1, 2009:

	<u>Minimum Initial Placement</u>	<u>Maximum Initial Placement</u>	<u>Maximum Salary</u>
Category I	Step 11	Step 4	Step 2A
Category II	Step 10 (Ph.D. Step 9)	Step 4	Step 1

Employees in Category I who qualify for advanced placement under Article 5.01 while at, or prior to reaching, Step 3 of the new scale shall progress from Step 3 to Step 2 and then to Step 1 on their increment date.

Employees in Category I who qualify for advanced placement under Article 5.01 while at Step 2A of the new scale shall progress from Step 2A to Step 2 and then to Step 1 on their increment date.

College Proposal #8 (Continued)

**New - Letter of Agreement
Initial Placement Procedure**

Camosun College and the Camosun College Faculty Association agree that the administration is not required to seek the agreement of the union to place employees above the maximum initial placement. When the maximum initial placement is waived the employee shall be placed at the step resulting from the application of clause 4.03.

The College shall notify the union when the maximum initial placement has been waived **and provide its reasons for doing so in writing.**

This Letter of Agreement will expire on March 31, 2010, unless otherwise agreed by the parties.

Agreed

[Redacted Signature]

March 23/07

Agreed

[Redacted Signature]

March 23, 2007.

**College Proposal
Work Experience
Article 4.03
March 15, 2007**

4.03 Recognition of Work Experience for Initial Placement

For initial placement on scale, the following work experience and education beyond that required for initial placement according to Clause 4.01 and 4.02, shall be recognized by granting one (1) additional step on the scale, subject to any applicable maximum initial placement provisions.

- (a) Each year of teaching or relevant work experience in a college, technical institute, vocational school, secondary school, university or any educational setting in which the employee's work was similar in essence to his/her Camosun assignment.
- (b) Each years of relevant work experience in a setting other than that stipulated in (a) **to a maximum of 4 steps. Relevant work experience in excess of 4 years will be credited with one step for every two years.**
- (c) Completion of an additional degree, relevant to the College role of the faculty member, beyond the minimum requirements in clause 4.01 and 4.02 at the Bachelors, Masters, or Doctoral level at a recognized university or college.
- (d) Completion of one (1) academic year of advanced study, or the equivalent in part-time studies, relevant to the college role of the faculty member, beyond the study leading to the degree(s) and/or certification credited to meet the minimum requirements in clause 4.01 and 4.02. No more than one increment shall be claimed under this clause for a single program of study and an increment shall not be awarded for the same period of study under both (c) and (d).
- (e) Completion of professional certification equivalent to at least one (1) year of advanced study, relevant to the college role of the faculty member.
- (f) Completion of a teaching certificate or instructor's diploma.

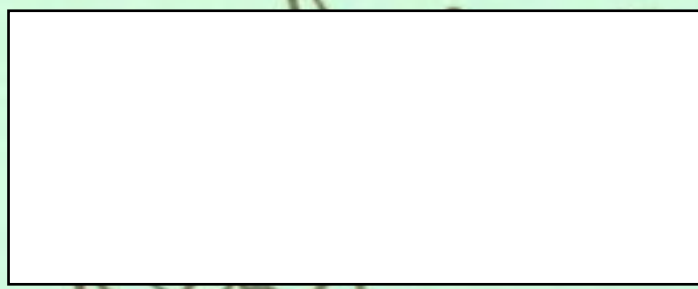
AGREED _____

AGREED _____

Union Proposal #19
Chair stipend
Clause 6.01(b)
March 2, 2007

6.01(b)

In departments in which more than one individual is required for administration, the faculty member(s) (**such as "program leaders"**) designated to assist shall receive up to one-half (1/2) of the chair's stipend. At the discretion of the dean, the employee's workload may also include designated time for these additional duties.



March 24/07



March 02/07

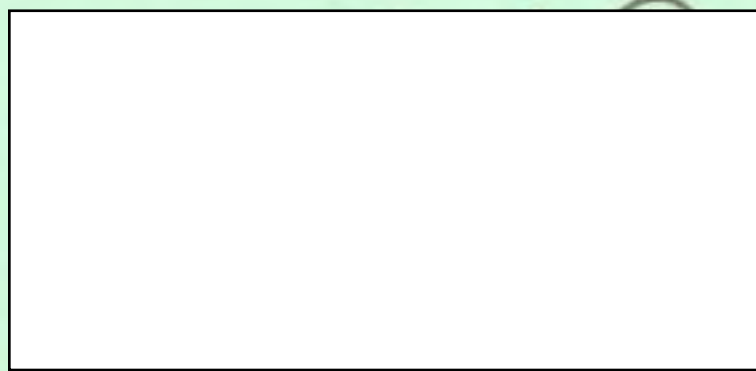
Union Proposal #7
Reductions in Scheduled Development Time
Article 10.01(c)
March 2, 2007

10.01(c) Reductions in Scheduled Development Time

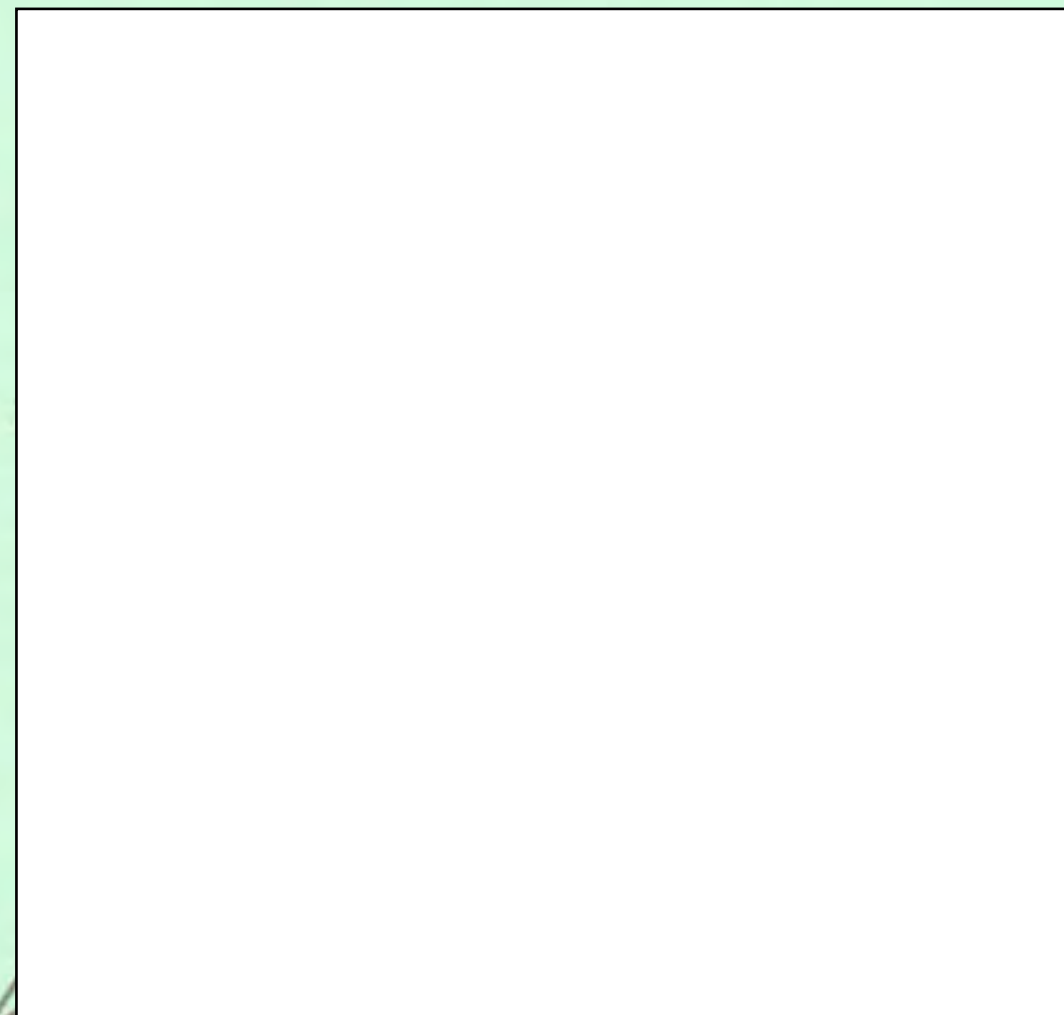
Faculty members who incur a reduction in scheduled development time will carry out their regular duties or other assigned duties per clause 7.01 during the remainder of their normal development period.

When a faculty member takes a partial leave of absence for a full year, the scheduled development time will be at the percentage of salary that applies during the rest of the leave of absence.

Faculty members returning from **STD and LTD** leaves will have no reduction in their entitlement to scheduled development time. When possible and appropriate, the scheduled development activities for such faculty members may be incorporated with their overall return to work plan.



March 23/07



March 23, 07

16.02

Occupational Health and Safety

- (a) The Union and the Employer agree that regulations made pursuant to the Workers' Compensation Act, the Hazardous Products Act or any other statute applicable to the province of British Columbia pertaining to the working environment shall be complied with. First Aid kits shall be supplied in accordance with the Occupational Health and Safety Regulations of the Workman's Compensation Act.
- (b) ~~All~~ Employees must **complete** ~~attend~~ a **Workplace Hazardous Materials Information System ("WHMIS")** educational program within the first two (2) months of employment. **If they**
- i. **store, handle, use or dispose of a controlled product**
 - ii. **supervise other employees who , handle ,use or dispose of a controlled product**
 - iii. **work near a controlled product where they may be at risk as a result of the normal, storage, handling, ,use or disposal of a controlled product**
- (c) **Controlled products include compressed gas, flammable and combustible material, corrosive material, poisonous material and dangerously reactive material.**
- (d) ~~Employees handling hazardous materials must also attend a training session within the first two (2) months of employment.~~

DATE _____, 2007

AGREED per College

per Union

Jan 12, 07

January 12/07

26. Term of Agreement

This Agreement shall be binding and remain in full force and effect from the 1st day of April ~~2004~~ **2007** through the 31st day of March, ~~2007~~ **2010** and shall continue in force until the renewal of this Agreement.



March 23, 2007



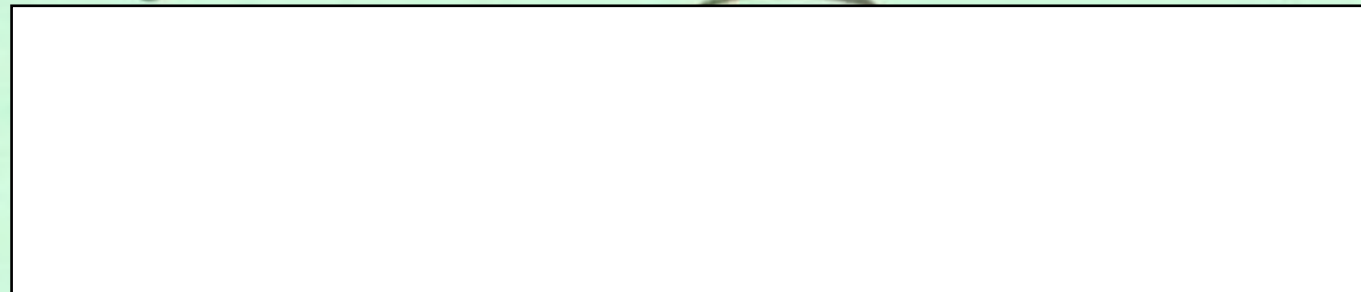
March 23, 2007

Existing Letters of Agreement

- a. Letter of Agreement Re Advanced Placement Committee-Delete
- b. Letter of Agreement Re Joint Committee on SD- Renew *as modified W.A.*
- c. Letter of agreement Re Faculty on Secondment – Renew
- d. Letter of Agreement Re Post ratification matters – Delete
- e. Memorandum of Agreement – Delete



March 23, 2007



March 23, 2007

LETTER OF AGREEMENT

between

~~THE CAMOSUN COLLEGE BOARD OF GOVERNORS~~

and

THE CAMOSUN COLLEGE FACULTY ASSOCIATION

RE: JOINT COMMITTEE ON SCHEDULED DEVELOPMENT

Camosun College and the Camosun College Faculty Association agree to participate in a committee, to be named the Joint Committee on Scheduled Development, which will have these principal functions:

- Undertake the refinement and development of consistent procedures and guidelines for planning, proposing, reporting on, and reviewing scheduled development activities and on disseminating information on scheduled development outcomes.
- ~~Provide an annual report on the effectiveness of the scheduled development program in achieving its objectives and where necessary recommend changes.~~
- Distribute information on scheduled development activities.
- ~~, and b~~By December first (1st) of each year, publish suggestions for Scheduled Development projects.

~~The annual report shall be submitted to the Vice President of Education and Student Services and the President of the CCFA by March thirty first (31st) of each year. Recommendations in the report require the approval of both the CCFA and the College.~~

The committee shall be comprised of three (3) CCFA representatives and three (3) representatives of the administration.

Signed for the Camosun College
Faculty Association

Signed for Camosun College

Date

Date

[Redacted Signature]

March 23/07

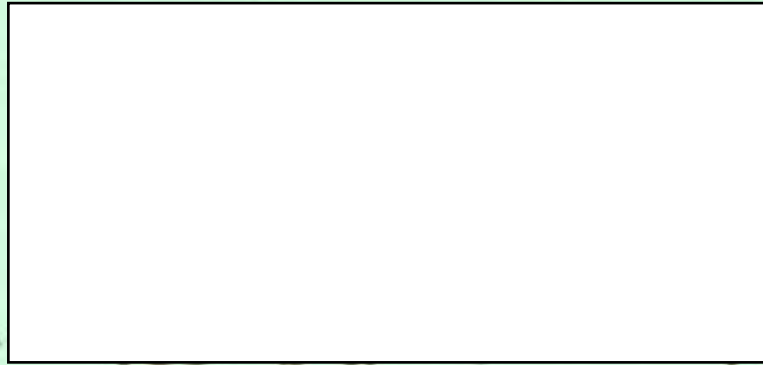
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March 23, 07

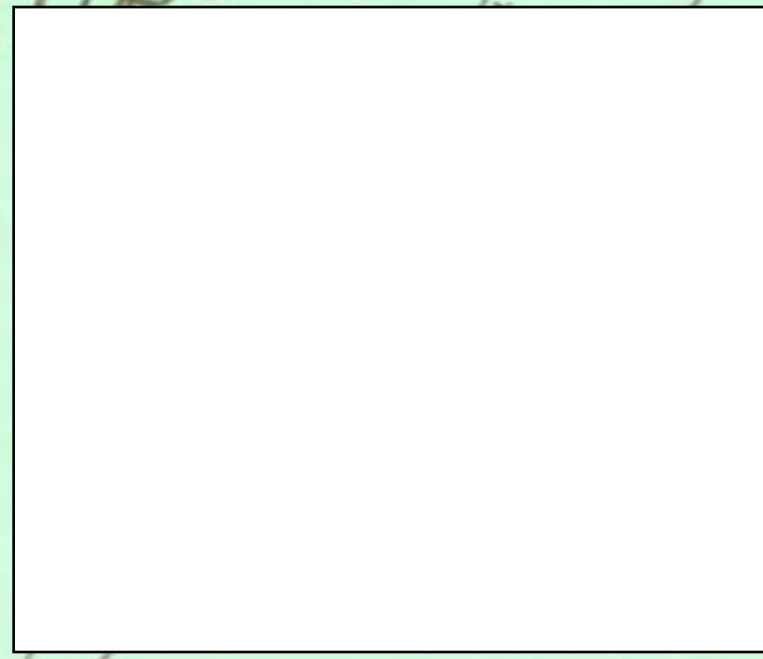
Union Counterproposal to Employer Proposal #14
Letter of Agreement—Co-op Supervision
March 23, 2007

1. A full-time faculty member who agrees to support and supervise students in co-op positions in addition to their regular workload shall receive release time credits according to the following with a minimum credit for ~~three~~ **two** students:
 - 1/100^{ths} (1.00%) of a full workload for each student in a semester
 - 1/80^{ths} (1.25%) of a full workload for each student in a quarter
2. Section release shall be taken in the semester or quarter following accumulation of sufficient credits for one section release or in another semester or quarter mutually agreed to by the College and the faculty member. The credits required for a section release depend on the number of courses in a normal workload pattern in a department. For example, if the normal workload pattern is four courses, then the accumulation of credits to 25% will trigger a section release, and if the normal workload pattern is three courses, then the accumulation of credits to 33% is sufficient will trigger a section release.
3. Unused release time credits in place when the employee ceases his/her employment relationship with the College shall be converted to vacation and subject to the provisions of clause 8.03.
4. A full-time faculty member shall not supervise more than ten (10) students in addition to their regular workload.
5. Co-op Field instructors who are directed by the College to attend at a Co-op field placement location or locations to conduct a site visit or site visits shall receive an additional \$150 as travel compensation if the travel to the location(s) of the site visit(s) is in excess of 180 km return or is not located on Vancouver Island.
6. Unused release time credits shall be converted to cash if the employee has not done any co-op supervision for a period of twelve (12) months.
7. Term instructors or part-time continuing instructor receiving term contracts shall receive a contract for the period of time for which they will be supervising students and shall be compensated at the rate of 80% of one day's pay (i.e. 80% X 1/250ths of the annual salary at their placement on the provincial salary scale) for each student supervised and shall be compensated on the basis of a minimum of ~~three~~ **two** students.

8. This letter will be in place for the term of the 2007-2010 Collective Agreement. The parties will review the terms of the letter one year before expiration.



March 23, 2007



March 23, 2007