

Capilano University Support Staff (COPE) Bargaining Bulletin #3: April 22, 2015

On April 20, 2015, the University met with COPE to present a comprehensive package for settlement.

Offer to Staff

The University's offer includes:

- A 5.5% wage increase between July 1, 2015 to June 30, 2019, plus Economic Stability Dividend.
- Employees who have prescription drug coverage under the extended health care plan will have access to drugs not covered by the BC PharmaCare Formulary, on a 50/50 cost share basis. Currently these drugs are 100% **employee** paid.
- Labour market adjustments for specific IT positions where there is a workforce shortage and high market demand.
- Simplified and clearer layoff language.
- A consistent process for vacation scheduling.
- A flat \$25 increase in extended health deductibles.

This offer is consistent with the monetary mandate and other settlements in the sector.

As of April 14, 2015, there have been 126 tentative and ratified settlements negotiated under the Province's Economic Stability Mandate. Of these settlements, several were reached with support staff and faculty at colleges, institutes and teaching universities across the province. These are settlements under terms similar to those presented by the University.

Labour Relations Complaint

On April 20, 2015, COPE made a request to cancel the scheduled conference call with the Labour Relations Board. The conference call was scheduled to address COPE's allegation of unfair labour practice against the University, due to its inability to meet with COPE until April 20, 2015 as a result of the CFA strike.

On April 21, 2015, COPE withdrew its complaint. The University subsequently agreed to cancel the conference call. Because COPE withdrew its complaint, there will be no hearing on May 14, 2015.

Next Steps

The University is committed to the timely conclusion of bargaining and reaching a balanced agreement with COPE. The parties' next bargaining date is April 27, 2015.

More Information

For the latest bargaining information, visit the [COPE bargaining page](#) on Frontlines.

Capilano University Bargaining Committee:

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Karen McCredie, Registrar
Grace Makarewicz, University Librarian
Barbara Ottley, HR Manager
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