

Capilano University Support Staff (COPE) Bargaining Bulletin #5 May 13, 2015

The University and COPE met to continue bargaining on May 12 and 13, 2015. Since early spring, the parties have met a total of 10 times.

On Tuesday, May 12, COPE tabled a counterproposal, which the University thoroughly reviewed.

During the bargaining meeting on Wednesday, May 13, the University expressed its concern to COPE about the need for constructive and positive discussion at the table in order to successfully reach a balanced agreement.

With that goal in the mind, the University advised COPE that it had filed for mediation at the Labour Relations Board. The University advised COPE that it anticipates the mediator will create an environment conducive to constructive discussion, both expediting negotiations and achieving an agreement.

The University restated its commitment to the bargaining process, advising COPE that the bargaining committee will make itself readily available to achieve an agreement.

Offer to Staff

In its proposal dated April 20, 2015, the University proposed that in addition to being covered by the BC Pharmacare Formulary, a program all BC residents with MSP coverage are eligible for, the University would agree to a 50/50 cost share on drugs not covered by the BC PharmaCare Formulary. Presently, such drugs are 100% employee paid.

This proposal is consistent with other support staff settlements in the sector.

The University's offer also includes:

- A 5.5% wage increase from July 1, 2015 to June 30, 2019, plus the potential for the Economic Stability Dividend.
- 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.

More Information

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

Capilano University Bargaining Committee:

Parveen Mann, HR Director

Karen McCredie, Registrar

Grace Makarewicz, University Librarian

Barbara Ottley, HR Manager

Julia Ogawa, Senior HR Advisor (support)