

Capilano cont'd

- c) temporary employees (term, sessionals) will have access to the regular scale after the completion of the equivalent of 4 semesters of full-time teaching (16 sections). This will improve the compensation of approximately 50 temporary employees.

Ed Lavalle estimates that "the two-year compensation impact will be as follows:

regular faculty on step 12 - 12½ to 13%;
 temporary employees above step 2 - 20% to 27%;
 lab supervisors on step 8 - 12½%;
 all other faculty approximately 11%."

He concludes: "We have also negotiated a satisfactory process for creating new regular jobs by a management-union regularization committee with disputes resolved through interest arbitration, and a sound technological change clause. In addition, there are some 40 other items ranging from increased union security through to improved working conditions. The Union failed to achieve preferential hiring of temporaries when regular positions are created, but all internal conditions (temporaries) must be short-listed right up to the point where the hiring decision is made. The negotiating team conceded this item on the basis that they would watch whether or not the short-listing provisions gave adequate consideration to temporaries."

2. Cariboo

Cariboo College is in the initial stages of searching for a new principal. The College Council has requested the names of faculty, student and staff representatives to serve on the search committee.

However, instead of allowing these 3 groups "to select their representatives in a manner acceptable to the particular group" ("a method which appears to have worked well in several other B.C. Colleges in the recent past"), the College Council has stipulated certain conditions to govern the choice of these faculty, student and staff representatives. Each group has been asked to forward 4 names, from which the Council will choose one, and the faculty have been told that the Council would prefer that their representative not come from the C.C.F.A. executive.

Dave Mitton, President of the CFF, in a letter to the Cariboo College Council (which we have quoted from above) has asked them to reconsider their position and to remove these restrictions from the faculty, student and staff representation on the search committee.

3. Douglas