

THIS AGREEMENT is effective as of 1995 April 01.

BETWEEN:

*The College of the Rockies, of the City of Cranbrook, in the Province of British Columbia,*

(hereinafter called "the College")

OF THE FIRST PART;

AND:

The College of the Rockies Faculty Association, of the City of Cranbrook, in the Province of British Columbia,

(hereinafter called "the Association" *or CORFA*)

OF THE SECOND PART.

WHEREAS the College is an employer within the meaning of the Labour Relations Code:

AND WHEREAS the Faculty Association is a trade union within the meaning of the Labour Relations Code and is the bargaining agent for that group of college employees engaged as Regular Full-Time, Regular Part-Time, Term and Auxiliary faculty as defined herein.

NOW THIS AGREEMENT WITNESSETH that the parties hereto agree each with the other as follows:

## 1 TERM OF AGREEMENT

1.1 This Agreement shall be for the period *commencing 1995 April 01, and terminating 1998 March 31.*

1.2 In the event that either or both parties have given notice to commence collective bargaining according to the procedures specified in the Labour Relations *Code*, and collective bargaining extends beyond the anniversary date of this Agreement, this Agreement shall remain in effect during the period of collective bargaining.

1.3 Both parties to this agreement shall to the best of their ability ensure that the Terms herein agreed to are not contravened.

## 2 INTERPRETATION AND DEFINITIONS

2.1 Singular/Plural

2.1.1 In this Agreement, unless context otherwise requires, words

importing the singular number shall include the plural number; and vice versa.

## 2.2 Definitions

Upon the first working day of the month following ratification of this Agreement, the categories of employees are defined as follows:

### 2.2.1 **Regular Full-time Employee**

An employee who has successfully completed probationary requirements, and who has full-time equivalent duty [i.e., an average of thirty-five (35) duty hours/week] as per Article 5.2, and is employed twelve (12) consecutive months per year, every year, with the expectation by the College of such duty being continuous from year to year.

### 2.2.2 **Regular Part-Time Employee**

An employee who has successfully completed probationary requirements, and who has minimum duty of at least (60%) sixty percent [i.e., an average of twenty-one (21) duty hours/week] of an equivalent full-time, but less than (100%) one hundred percent of equivalent full-time duty as per Article 5.2; and is employed twelve (12) consecutive months per year, every year, with the expectation by the College of such duty being continuous from year to year.

### 2.2.3 **Term Employee**

A term employee may be employed to temporarily replace a regular employee who is on an extended leave or secondment, or a non-recurring position not exceeding ten (10) months' duration. A term employee has a specific term of employment with a start and end date.

### 2.2.4 **Probationary Period**

The probationary period for all regular employees shall be twelve (12) months.

### 2.2.5 **Auxiliary Employee**

An employee in the bargaining unit who does not meet the definitions for Regular or Term Employees.

### 2.2.6 **EXEMPT EMPLOYEES**

However, C.E.S./General Interest instructors, C.J.S./Contract instructors, Program Assistants; Lab Assistants; Tutors; and Markers are not in the aforementioned definition, and are not included in this bargaining unit.

### 2.2.7 **Application of Prior *cotr* Employment**

An employee who has previously been employed by the College in a Term or Auxiliary employment capacity, and is then subsequently appointed to a Regular appointment with substantially similar duties, shall have his/her service applied to the probationary period requirement.

## 2.3 Applicability of Articles/Clauses per the aforementioned defined employees

2.3.1 The articles in this Agreement only apply to those aforementioned defined employees (Regular Full-Time, Regular Part-Time, Term, Auxiliary) which are specifically mentioned in said article(s)/clause(s).

## 3 ASSOCIATION MEMBERSHIP AND RIGHTS

### 3.1 Association Membership

*The College recognizes the Association as the exclusive bargaining agent for all Instructors, Librarians, Counsellors, First Nations Coordinator, Coordinator Learning Resources, Learning Specialist, and Special Needs Coordinator employed by the College except those specifically excluded from the bargaining unit as per clause 2.2.6.*

#### 3.1.1 Maintenance of Membership

3.1.1.1 *Faculty members covered by the certification who, at the date of ratification, were members of CORFA shall maintain their membership in good standing as a condition of continuing employment.*

*From the ratification date of this Agreement new faculty members covered by the certification shall become members of CORFA on the first day of the calendar month following the commencement of their employment and shall maintain membership in good standing in CORFA as a condition of continuing employment.*

- a) The Faculty Association agrees to provide the College with a dues authorization form on CORFA letterhead.
- b) The CORFA undertakes to provide the Payroll Department with thirty (30) calendar days advance notice of any change to the amount of dues/assessments.

#### 3.1.2 Dues

3.1.2.1 The College agrees to deduct from the salary of an employee covered by this Agreement the amount of the Faculty Association's dues determined in accordance with the Faculty Association's bylaws. This sum will be transmitted to the Faculty Association without delay.

#### 3.1.3 Picket Lines

3.1.3.1 An employee who chooses not to cross a legal picket line as outlined by the Labour Relations Code, shall not be subject to disciplinary action by the College. However, the employee shall forfeit pay and benefits for the length of time during which he/she is absent from duty.

#### 3.1.4 Leave For Faculty Association Business

3.1.4.1 Designated representatives of the Association shall report to and make arrangements with their respective supervisors when it becomes necessary for them to be absent from duty, with pay, for the purpose of carrying on negotiations with the

College and/or attending any mutually agreed upon meeting and/or proceeding connected with management-employee relations.

3.1.4.2 With the approval of the Vice President, designated

representatives of the Association may be granted leaves of absence without pay, to fill a CIEA position, to attend conventions, conferences and meetings in connection with Association affairs. It is understood that such leaves of absence shall be mutually agreed upon by the Vice President and the Association.

3.1.4.3 Release time for one (1) member of the Faculty Association Executive will be provided on the following basis:

(a) The College will provide release time to one (1) employee named by the Association, normally the President, for the conduct of Association business. Said release time shall be twenty percent (20%) of the regular weekly hours of work, i.e. the equivalent of one (1) day per week, from September to June.

The release time shall be scheduled/taken at times mutually arranged by and agreeable to the Association and the College.

(b) The employee designated for release time shall continue to receive full salary and benefits from the College subject to the approvals of the carriers of the College's benefit plans. The Faculty Association shall reimburse the College for one hundred percent (100%) of the part-time replacement for said employees.

(c) To facilitate the administration of the aforementioned, the College shall continue to provide applicable salary and benefits to the employee as per 3.1.4.3 (b) and will invoice the Association in full on the first day of each month.

(d) The hiring, scheduling and training of the part-time replacement employee will be the responsibility of the College.

(e) The provision of release time as per the above clauses is contingent upon suitable arrangements being made for the carrying out of the affected employee's contractual duties to the College.

### 3.2 Contracting Out

*Subject to clause 2.2.6, the work normally performed by bargaining unit members, as outlined in clause 5.1, shall not be contracted out unless prior written agreement is reached between the Employer and the Association.*

## 4 MANAGEMENT RIGHTS

4.1 Except as otherwise provided in this Agreement, the College or its delegated officers have exclusive control over the management, supervision and administration of the College and the direction of the employees covered by this Agreement.

## 5 WORKING CONDITIONS

An employee is required to report all planned or unplanned absences from a designated place of duty to the immediate supervisor and/or Human Resources *Development* Department.

### 5.1 DUTIES AND RESPONSIBILITIES OF AN EMPLOYEE

An employee's commitment to the College may encompass either instructional or non-instructional duties and responsibilities. The duties and responsibilities, *assigned to an employee* by the Vice-President/ delegate, may include, as applicable: instructional assignments; course program and curriculum preparation; review and assessment of courses, programs and curricula; student contact; marking; assessing; development of teaching aids and instructional materials; student screening; and orientation as necessary by program/course/service requirements; participation in in-service activities; acceptance of special assignments related to the specialty(ies) of the employee or to the efficient organization and operation of the College; office hours/availability for student assistance; participation on committees; availability to attend Departmental/College meetings; travel for College duty and responsibilities; *professional counselling*; and other functions and responsibilities ancillary to the employee's position with the College;

all specified herein without limiting the generality of "duty" and "responsibility".

### 5.2 Duty Time

5.2.1 The duty year for an employee is that portion of a calendar year during which duties shall be assigned.

5.2.1.1 The duty year for a Regular Full-Time or a Regular Part-Time employee is numerically equal to two hundred and six (206) duty days (261 days minus the sum of vacation and general statutory holiday entitlement).

5.2.2 For a Regular Full-Time employee, there shall normally be an average of (averaged over the duty year) thirty-five (35) hours of duty per week.

5.2.2.1 For a Regular Part-Time employee, there shall normally be an average of (averaged over the duty year), a minimum of twenty-one (21) duty hours but less than thirty-five (35) duty hours per week.

5.2.2.2 This duty week normally consists of five (5) consecutive duty days, each of which shall constitute an average of seven (7) hours of duty (exclusive of meal breaks). For a regular employee, the duty week will normally be Monday to Friday. A regular instructor may be assigned duties on either a Saturday or a Sunday, but not on both. *Unless mutually agreed*, a regular employee shall not be assigned duties to either a Saturday or Sunday if another *qualified* employee is available.

5.2.3 The contract of employment of a Term employee will include non-instructional duty days (front/end of contract distribution) amounting to fifteen percent (15%) of contractual instructional (base) duty days.

### 5.3 Duty Schedule

5.3.1 The appropriate supervisor shall, after consultation with the employee involved, determine the employee's schedule of assigned duty, as well as applicable vacation and other leave periods.

Approval of all such schedules is the responsibility of the Vice President/ delegate. In determining an employee's schedule, consideration will be given to the commitment of the College, the needs of the division, the expertise and desire of the individual and, if necessary, seniority. The schedule shall be posted and updated as required.

*5.3.2 Members of the bargaining unit may be assigned to develop proposals and curriculum for, or to deliver, contract training courses or programs. The following employees may be so assigned:*

- 1) A regular full-time employee not assigned to full-time equivalent duty.*
- 2) A regular part-time employee not assigned up to his/her part-time workload assignment.*
- 3) A regular full-time employee with full-time equivalent duty. Such an assignment must be with the employee's consent and will involve backfilling the employee's position, if required.*

## 5.4 Professional Development Duties

### 5.4.1 Purposes of Professional Development

5.4.1.1 The purposes of professional development are (a) to improve the quality, effectiveness and efficiency of the programs and services of the College, and (b) to keep an employee up-to-date in instructional processes and skills, and subject matter as appropriate to his/her position at the College.

### 5.4.2 Professional Development Duty Days

5.4.2.1 All Regular employees shall be granted the equivalent of 20 (twenty) days professional development duty time during the course of a duty year (pro-rata) during which s/he shall be required to undertake such duties as: course, program, and curriculum preparation; the review and assessment of courses, programs and curricula; the development of teaching aids and instructional materials; special assignments related to the specialty(ies) of the employee and other functions and responsibilities ancillary to his/her duties as a Regular employee of the College, without limiting the generality of the "duty" and attendant "responsibility".

5.4.2.2 Whenever possible, professional development duty days will be assigned in groups of consecutive full days as applicable.

### 5.4.3 Professional Development Assignments

5.4.3.1 All Regular employees shall submit a proposed schedule of professional development duty days as per article 9.2.4. At least one (1) month prior to the professional duty days being approved and undertaken, the Regular employee and the Vice-President/delegate will review the proposed schedule and discuss professional development objectives and priorities, and the employee will complete a form provided by the College in order to identify professional development objectives and priorities to be undertaken. Approval or amendment of the schedule and assignments will be determined by the Vice-President/delegate on the basis of consistency with the purposes described in article 5.4.1.1, the objectives discussed, the needs of the College, the availability of resources, and the merits of the request.

5.4.3.2 All Regular employees, within one (1) month of completion of professional development duty, shall submit to the Vice President/delegate satisfactory evidence of having carried out the assignment and met the objectives for which the duty time was approved.

5.4.3.3 The "satisfactory" evidence referred to in Article 5.4.3.2 above,

for all professional development assignments will be compiled annually in an anecdotal form report by a Vice President/delegate. The purpose of this report, which shall include cost, shall be to monitor professional development efficacy vis-a-vis Article 5.4.1. This report will be made available to the President of the College and to the Faculty Association.

#### 5.4.4 **Faculty Development Funds**

5.4.4.1 The College agrees to provide funding in support of professional development for faculty as follows:

5.4.4.2

- a) Effective 1994 April 01, a Faculty Development Fund will be established in the amount of \$40,000 (forty thousand dollars) per fiscal year;
- b) The Faculty Association will appoint an Association member who shall be Chair of the Faculty Development Committee. The College will provide 20% release time for the Chair.
- c) Each fiscal year, an amount of \$2,000 (two thousand dollars) from the Faculty Development Fund described in the aforementioned, will be allocated to a Faculty Development Day;
- d) Any unused monies remaining in the Faculty Development Fund at the conclusion of a fiscal year, will be carried forward to the Faculty Development Fund in the next fiscal year.

5.4.4.3 An Educational Leave Fund will be established in the amount of \$30,000 (thirty thousand dollars) per fiscal year (on an accumulating basis). This fund will be administered by the Faculty Development Committee.

5.4.4.4 For clarification of Article 5.4.4, an employee is to apply to the Faculty Development Committee for funding, but is also required to apply to his/her Director/Manager for applicable leave approvals. Such approval will not be unreasonably denied.

#### 5.5 Instructor's Diploma or Equivalent

5.5.1 In order to ensure that instructors are up-to-date in instructional processes and professional skills, completion of the Provincial (B.C.) Instructors Diploma Program, *the Native Adult Instructors Diploma*, or *their* equivalent is highly recommended for all regular instructors.

5.5.2 Instructing credentials and experience are complementary. Therefore in order to develop instructional credentials as well as experience, regular instructors appointed on or after 1990 October 01, shall complete the Instructor's Diploma Program or have demonstrated its equivalence within three years after the date of appointment. For the purposes of this Article, an equivalent credential to the Instructor's Diploma Program shall be:

(i) Studies at a post-secondary institution of one hundred and eighty (180) accumulated course hours or its equivalent in instructional or pedagogical methodology and theory based on such as the following:

- curriculum design
- instructional skills and techniques
- learning theory
- adult education theory
- evaluating students
- evaluating the effectiveness of instruction

OR:

(ii) Experience as a teaching assistant in a post-graduate university or polytechnic program, or as a teacher in a secondary school, or as an instructor in another college or institute, or as a trainer/instructor in a corporation, agency or government service, or as an instructor at College of the Rockies or a combination of any of the foregoing provided that the experience is:

- a) of one year full-time experience or equivalent duration and;
- b) has been augmented by studies at a post-secondary institution of ninety (90) accumulated course hours or its equivalent in instructional or pedagogical methodology and theory based on such as the following:
  - curriculum design
  - instructional skills and techniques
  - learning theory
  - adult education theory
  - evaluating students
  - evaluating the effectiveness of instruction

5.5.3 Where an employee completes the Instructor's Diploma Program or its equivalent as described in (i) or (ii) above, the employee shall advance one (1) additional step on the appropriate salary scale effective on the next anniversary/increment date. Auxiliary employees will progress to their maximum immediately upon obtaining the I.D. Program or its equivalent.



5.5.3.1 Where a regular or term employee does not meet the requirements of 5.5.1 above he/she shall not receive his/her third increment when due but shall continue to advance normally thereafter.

5.5.3.2 The appropriate Vice President may forestall the increment delay period in 5.5.3.1 on one occasion only in special circumstances such as a leave without pay, extended sick leave, or other extenuating circumstances.

5.5.4 A regular employee enrolled in the Instructor's Diploma Program, or an equivalent program as adjudicated by the Vice President, may utilize professional development days per article 5.4.2.1 for the purpose of completing same.

## **5.6 University Transfer and Career/Technology Program/Course/ Instructional Assignments**

### *5.6.1 Contact Hour Defined*

5.6.1.1 A contact hour shall be defined as one (1) clock hour during which an instructor will introduce new material to a class in a lecture format, thus requiring substantial preparation and marking.

5.6.1.2 For the purposes of establishing weekly and duty year instructional assignments, effective September 1, 1994, one and one-half clock hours for laboratory, practicum(s), workshop(s), and field activity(s) shall be equivalent to one (1) contact hour; and, one clock hour shall be equivalent to one (1) contact hour for seminar(s) and tutorial(s) assignments.

### 5.6.2 Contact Hours Per Duty Year

5.6.2.1 Assigned instruction re University Transfer and Career/Technology program/courses shall not normally exceed four hundred and eighty (480) contact hours per duty year.

### 5.6.3 Contact Hours Per Duty Week

5.6.3.1 Assigned instruction in University Transfer and Career/Technology programs/courses will not exceed an average of fifteen (15) contact hours per duty week, averaged over the duty year.

5.6.3.2 Assigned instruction in University Transfer and Career/Technology programs/courses will not exceed eighteen (18) contact hours during any individual duty week.

### 5.6.4 Preparation Hours Per Week

5.6.4.1 An instructor will not be required to prepare more than nine (9) distinctly different lecture-form contact hours of instruction per week for University Transfer and/or Career/Technology lecture courses.

### 5.6.5 Students Per Instructor

5.6.5.1 An instructor of University Transfer/Career Technology lecture format courses

will not be assigned an average (as determined by the Registrar's data on the official final add/drop dates) of more than one hundred and sixty (160) students (registrants) per week averaged over the duty year.

In the event of a scheduled course being of a non-regular number of lecture hours per week format (regular being 3 hours/week) the calculation will be pro-rated.

5.6.5.2 The number of registered students in EKCC's English composition courses shall not exceed an average of 25 (twenty-five) students per section (as determined by the Registrar's data on the official final add/drop dates). Where an instructor teaches two or more sections of EKCC's English composition courses per semester, the average shall not exceed 25 (twenty-five) students (as determined by the Registrar's data on the official final add/drop dates).

## 5.7 Vocational Program/Course/Instructional Assignments

5.7.1 A Contact Hour shall be defined as one (1) clock hour of assigned instruction in a classroom/shop/laboratory/practicum, or office setting.

5.7.2 Contact Hours shall not exceed twenty-eight (28) hours per duty week averaged over the duty year.

5.7.2.1 In order to provide a learning environment of optimum efficiency, effectiveness and safety, the College will offer every possible support and encouragement to Vocational instructors so that said instructors may a) employ a variety of instructional techniques, and b) utilize up to a maximum of 15 (fifteen) duty hours per thirty-five (35) hour week for curriculum development, course preparation, student evaluation, student advising and office hours.

5.7.2.2 Upon consultation by the employee with his/her supervisor, and consistent with the duties and responsibilities as per Article 5.1, assigned instruction for vocational program instructors shall not exceed 986 (nine hundred and eighty-six) contact hours per duty year.

5.7.3 In a laboratory or shop environment whenever, due to excessive numbers of students, learning or safety conditions deteriorate below an acceptable level in the professional judgment of the instructor, s/he shall bring the matter to the attention of the appropriate *Campus Manager* or Director of Instruction in order to determine a feasible solution.

## 5.8 Contact Hours re Melded (University Transfer and Career/Technology, and Vocational Programs/Courses) Instructional Assignments

5.8.1 An employee assigned both University Transfer and Career/Technology and Vocational program/course responsibilities shall have his/her contact hours determined by pro-rating Articles 5.6 and 5.7.

## 5.9 Travel Duties

### 5.9.1 Standard Travel Time

5.9.1.1 Standard travel time between Cranbrook and satellite campuses/regional communities shall be as follows:

Creston	3 Hours (return)	Invermere	4 Hours (return)
Elkford	5 Hours (return)	Kimberley	1 Hour (return)
Fernie	3 Hours (return)	Sparwood	4 Hours (return)
Golden		8 Hours (return)	

## 5.9.2 Travel to Instruct University Transfer and Career/Technology Programs/ Courses

5.9.2.1 An employee travelling to instruct assigned University Transfer and Career/Technology programs/courses within the College region shall have his/her maximum duty year contact hours (Article 5.6.2) reduced by proration to maximums set out in the following articles.

5.9.2.1.1 Cranbrook to Golden return thirty (30) times per duty year: a maximum of four hundred and five (405) contact hours per duty year.

5.9.2.1.2 Cranbrook to Creston or Fernie or Invermere return thirty (30) times per duty year: a maximum of four hundred and fifty (450) contact hours per duty year.

5.9.3 Vocational and non-instructional employees who are required to travel on College business shall have their weekly assigned duty time reduced by the hours travelled during that week, as per 5.9.1.

## 5.10 Program Coordinator Duties

### 5.10.1 Assignment of Duties

5.10.1.1 The Program Coordinator will be assigned duties and responsibilities by the Vice President/delegate. These duties will include the coordination, supervision and direction of curriculum and instruction within the program/area department. The Program Coordinator will also be responsible for liaison between the department personnel and the appropriate Department Head/Director/Campus Manager..

### 5.10.2 Release Time

5.10.2.1 A Coordinator of a Vocational Program assigned instruction re vocational programs/courses shall not exceed twenty-five (25) hours per duty week.

## 5.11 Department Head Duties

### 5.11.1 Assignment of Duties

The Department Head will be assigned duties and responsibilities by the Vice President/delegate. These duties will include assisting the appropriate Director of Instruction on an on-going basis, with the day-to-day general administration, supervision and coordination of a department; direction of departmental curricula, standards and instruction; and liaison between the faculty within the department and other Department Heads, and the Director(s) of Instruction, and between the department and personnel at the *campuses* involved with the programs and courses comparable to

those within the department in Cranbrook.

### 5.11.2 Release Time

5.11.2.1 Each Department Head will receive forty percent (40%) release time from instructional duties.

## 5.12 Harassment

*The College and the Association* are committed to ensuring that all employees enjoy the right to work in a collegial, harassment-free work environment.

Harassment means behavior that is not acceptable in the conduct of an employee's professional responsibilities.

The parties agree that proven sexual or personal harassment is a serious violation of an employee's rights, dignity, and personal well being. The College will investigate all harassment grievances and treat all such grievances with seriousness and confidentiality. Where such grievances of a sexual or personal harassment nature are justified, appropriate disciplinary measures, up to and including dismissal, are supported and endorsed by the parties.

### 5.12.1 Sexual Harassment

Sexual harassment may be physical and/or psychological, and may take the form of any unwanted or unwelcome conduct, comment, gesture, or contact of a sexual nature that is likely to cause offense or humiliation by another employee of the College who knows, or reasonably should be expected to know, that such behavior is unwanted or unwelcome.

Sexual Harassment also includes: sexual advances and requests for sexual favors such as an implied or expressed promise of a job-related reward to comply with a sexually-oriented request; a reprisal, or an implied or expressed threat of reprisal that impacts employment; a denial of employment opportunity, or the expressed or implied threat to deny employment opportunity.

Examples of sexual harassment include:

- verbal harassment or abuse such as sexist jokes, comments, conduct
- displays of pornographic and/or sexually explicit pictures, photographs, literature, not related to an appropriate academic context of creating awareness of such materials
- unwanted touching, patting, pinching, physical contact
- unwelcome compromising invitations which are of a persistent nature

### 5.12.2 Personal Harassment

Personal Harassment may include repeated, intentional, offensive comments and/or behavior intended to deliberately demean and cause personal humiliation to another employee. Examples of personal harassment include:

- discriminatory behavior in violation of human rights legislation
- physical threats, abuse, assault, intimidation
- verbal abuse
- displays of pornographic, and/or racist pictures, photographs, literature not related to an appropriate academic context of creating awareness of such materials.

### 5.12.3 Retaliation

The parties agree that retaliation or reprisals directed to a complainant and/or witnesses shall not be tolerated nor condoned.

### 5.12.4 Process/Proceedings

The employee who has a complaint may process it through the grievance procedure as per Article 15, Grievance Procedure, subject to the following variances, as appropriate:

- a) If an employee who is the subject of the complaint is a College representative at any step of the grievance procedure, then the Association may present the grievance to another appropriate representative designated by the College President.
- b) College and/or Association representatives, in the course of investigating a harassment grievance, shall have due regard for the privacy and confidentiality of the grievor, witnesses, and all employees involved in the grievance.
- c) Arbitration:
  - i) An arbitrator, in the determination of a complaint of harassment, shall have the authority to take reasonable steps to protect the interests of all parties in privacy and confidentiality in the determination of procedural and evidentiary matters, subject to fairness to all parties.
  - ii) If the grievor and the employee who is the subject of the grievance are both members of the same bargaining unit, then, the arbitrator shall also have jurisdiction in respect to any subsequent grievance arising from related discipline of the member who is the subject of the grievance.
- d) The employee who initiated the grievance, and the employee who is the subject of the grievance, shall have the right to Association representation at all meetings, interviews, and hearings where the faculty member's presence is requested by management in connection with these allegations.
- e) Normally grievances will be filed after the incident(s) and/or series of incidents occur; however, time limits may be extended.
- f) If the grievor chooses to file a simultaneous complaint with the Human Rights Commission, the grievor agrees that, in so doing, the grievance procedure shall precede the complaint.

## 5.13 Human Rights

5.13.1 The College and the Faculty Association do not condone discrimination without cause.

5.13.2 The parties agree that the provisions of Section 8 of the Human Rights Act, SBC Chapter 22, 1984, apply as though included in, and forming part of, this Agreement.

## 6 SELECTION AND APPOINTMENT

### 6.1 Selection

6.1.1 When possible, a term employee will be given a minimum of one (1) month's notification, prior to the expiration of his/her current appointment, as to whether or not he/she will be re-employed within the following six (6) months and under what conditions.

### 6.1.2 Advertising Positions

6.1.2.1 All vacant regular and term positions relevant to this Agreement will be posted, on notice boards designated for that purpose, within the College and may be advertised without the College.

6.1.2.2 Prior to each semester, (normally July and November) a general advertisement indicating possible auxiliary employment opportunities will be published in a regional newspaper, and will be posted within the College on notice boards designated for that purpose. *These notices will be forwarded to Department Heads (or Coordinators in program areas where there are none) and Campus Managers for posting in their areas.*

### 6.1.3 Search Committee

6.1.3.1 For all regular and term vacancies and for those auxiliary vacancies meeting the following criteria, a Search Committee shall be struck.

- a) The position is to teach in a College credit course as designated in the Program Profile, or,
- b) The position is to teach in a course or program where the College is accredited by external agencies/ministries to teach, or,
- c) The position is not meeting a short-term replacement need to a maximum of ten (10) consecutive days in a thirty (30) day period, or, fifteen (15) non-consecutive days in a thirty (30) day period.

6.1.3.1.2 A Search Committee may either be a standing committee, or an ad hoc committee, as determined by the appropriate Vice-President/delegate. The Search Committee shall normally be represented by the following:

- a) the appropriate Director and/or designate who shall be Chair,
- b) if applicable, the appropriate Department Head and/or Program Coordinator from the program or service area,
- c) One (1) employee elected by the Department/area, or appointed by the Department Head, whichever is practicable. Where the area does not have a Department Head or Program Coordinator as per (b) above, then two (2) employees will be elected by the Department/area, or appointed by the Faculty Association President, whichever is practicable.
- d) The Search Committee Chair may increase the representation provided that the total number of representatives does not exceed five (5).

6.1.4 If a term appointment is approved as per Article 2, recruitment activity will occur.

## 6.2 Selection of a Program Coordinator

6.2.1 Each vacancy with a full job description shall be advertised within the College.

6.2.2 For each vacancy a recommendation committee shall be formed, as per 6.4.2. All applications will be referred to it. The committee shall be provided with copies of the full job description.

## 6.3 Term of Appointment of a Program Coordinator

6.3.1 The term of appointment is for a one (1) year probationary period.

Upon successful completion of the probationary period, on recommendation of the appropriate Vice President/delegate the appointee will normally be confirmed for an additional one (1) year period.

6.3.2 The appointee may be re-appointed to additional two (2) year terms provided the selection/appointment process is followed.

## 6.4 Selection of a Department Head

6.4.1 Each vacancy with a full job description shall be advertised within the College.

6.4.2 For each vacancy a recommendation committee shall be formed. The recommendation committee will normally consist of:

- a Chair appointed by the Vice President/*delegate*
- Director of Instruction appointed by the Vice President/*delegate*
- two employees, one of which is a Department Head, from within the
- bargaining unit indicated by the President of the Faculty Association.

The committee shall be provided with copies of the full job description.

The recommendation committee will review all eligible applications for the position, will short-list and interview the candidates and will make (a) recommendation(s) to the Vice President/*delegate*.

## 6.5 Term of Appointment of a Department Head

6.5.1 The term of appointment is for a 12 (twelve) month probationary period. Upon successful completion which will include in part input from the instructors within the department of the probationary period, on recommendation of the appropriate Director of Instruction/Manager, the appointee will normally be confirmed for an additional period of up to 2 (two) years.

## 6.6 ADDITIONAL WORK/REGULARIZATION PROCESS (Effective September 1/94)

6.6.1 A Regular Part-Time employee shall have the initial right of first refusal for additional work assignments provided s/he is qualified to fulfill the responsibilities of the additional work assignment(s), and the additional work assignment(s) are available at the same location where the Regular Part-Time employee normally fulfills his/her work commitment(s). Subject to the aforementioned, the employee's salary and all ancillary benefits will then become adjusted/pro-rated only for the duration of time the additional work assignment(s) is undertaken.

Only where such additional work assignment is continuous for twenty-four (24) months and the additional work assignment combined with the employee's regular part-time duty equals 100% (one hundred percent) full-time duty, the Part-Time employee will become converted to a Regular Full-Time employee as per Article 2.2, Definitions.

6.6.2 An Auxiliary employee *who has been selected for appointment per Article 6* shall have the right of first refusal for additional work assignments provided s/he is qualified to fulfill the responsibilities of the additional work assignment(s), and the additional work assignment(s) are available at the same location where the Auxiliary employee is fulfilling his/her current work commitment(s). The temporary workload increase shall not exceed one hundred percent (100%) of equivalent full-time duty as per Article 5.2.

The employee's salary and applicable ancillary benefits will then become adjusted/pro-rated only for the duration of time the additional work assignment(s) is undertaken.

Only where such additional work assignment is continuous for twenty-four (24) months and the same employee has been engaged to fulfill these additional responsibilities for which s/he is qualified, and the additional responsibilities are available at the same location where the employee usually provides employment services, the Auxiliary employee will then become converted to the applicable Regular employment status as per Article 2.2 Definitions.

6.6.2.1 In situations as per 6.6.2 above, where more than one auxiliary employee is claiming a right of first refusal, the determining factor for that right shall be based upon date of first appointment with the College. Seniority will not be lost if a break of service of not more than 20 months occurs.

## 6.7 VOLUNTARY WORKLOAD REDUCTION

6.7.1 A Regular Full-Time employee may make written application to the appropriate Director/Manager to voluntarily reduce his/her workload commitment for a period of *up to twenty-four (24) months*. The temporary employment reduction shall not be less than sixty percent (60%) of equivalent full-time duty as per Article 5.2. Upon approval, all provisions of Regular Part-Time will then apply for the duration of time. The employee will then revert to regular full-time duty, salary, and ancillary benefits upon conclusion of the voluntary workload reduction. The provisions of Article 13.1 through 13.1.3.3 shall not apply in the instance of voluntary workload reduction.

## 7 SALARIES AND PREMIUMS

### 7.1 Salary Schedule

NOTE: A term employee is paid at the appropriate step on the following schedule plus an additional 16% in lieu of annual vacation.

#### 7.1.1 SALARIES AND PREMIUMS



*Effective 1996 March 31*

STEP	YEAR	MONTH	SEMI-MONTH	DAY	HOUR
1	39,513	3,292.76	1,646.38	151.45	21.64
2	41,975	3,497.92	1,748.96	160.89	22.98
3	44,438	3,703.16	1,851.58	170.33	24.33
4	46,901	3,908.42	1,954.21	179.77	25.68
5	49,362	4,113.50	2,056.75	189.20	27.03
6	51,848	4,320.66	2,160.33	198.73	28.39
7	54,332	4,527.66	2,263.83	208.25	29.75
8	56,796	4,733.00	2,366.50	217.70	31.10
9	59,283	4,940.26	2,470.13	227.23	32.46
10	61,744	5,145.34	2,572.67	236.66	33.81

Semi-Month = Year divided by 24

Month = Semi-month multiplied by 2

Day = Year divided by (365.25 x 5 divided by 7)

Hour = Day divided by 7

### *7.1.2 Effective April 1, 1997 - Common Salary Scale*

*The parties agree to implement the provincial Salary Schedule developed through the Multi-Institutional Framework Agreement process, at a date determined through that process.*

*Upon final resolution of all outstanding common salary scale issues, the relevant information will be published and distributed.*

## 7.2 Salary Schedule for Auxiliary Faculty

### 7.2.1 SALARIES AND PREMIUMS

*Effective 1996 March 31*

STEP	HOUR (BASE) +	4% Vacation Pay +	4% Benefits Pay =	HOUR (TOTAL)
3	\$24.33	.97	.97	\$26.27
4	25.68	1.03	1.03	27.74
5	27.03	1.08	1.08	29.19

7.2.1.1 Auxiliary faculty placement on salary scale shall be per:

STEP		
3	Probationary/ Inexperienced	Qualified for position and has less than 90 hours of teaching experience.
4	Experienced	Qualified for position and has 90 hours or more of teaching experience.
5	Experienced with formal Teaching Methodology	Meets criteria for Step 4 and has completed a Teaching Methodology Program approved by the Vice President, or has more than 360 hours of teaching experience.

NOTE: For non-instructional auxiliary faculty, equivalent criteria will be used.

7.2.1.2 *Effective April 1, 1997 - Common Salary Scale*

*The parties agree to implement the provincial Salary Schedule developed through the Multi-Institutional Framework Agreement process, at a date determined through that process. Actual step placement will be determined by the local parties once the Provincial Salary Schedule has been developed. Upon final resolution of all outstanding common salary scale issues, the relevant information will be published and distributed.*

7.2.2 Auxiliary Vocational Course/Program instructors shall be employed for either:

a) a half day and be paid for 3.5 duty hours;

OR

b) a full day and be paid for 7.0 duty hours.

7.2.3 Auxiliary University Transfer/Career Technology Course/Program instructors shall be employed for:

a) Ninety (90) duty hours for a forty-five (45) contact hour (see 5.6.1.1) scheduled lecture format course, and pro-rata;

AND/OR

b) Sixty-seven and a half (67.5) duty hours for a forty-five (45) clock hour scheduled laboratory/practicum/workshop/field activity, etc. course or course component, and pro-rata;

c) Forty-five (45) clock hours for scheduled seminar/tutorial is equivalent to a forty-five (45) contact hour.

### 7.3 Increments

7.3.1 Subject to satisfactory service and other provisions of this Agreement, a regular employee will advance one (1) step on the salary schedule on his increment date. The increment date is the anniversary of his employment provided that: the increment date for an employee who commenced employment on or before the fifteenth (15th) day of any month shall be the first (1st) day of that month; the increment date of an employee who commenced employment after the fifteenth (15th) day of any month shall be the first (1st) day of the month following. For an employee whose increment date has previously been established as July 01, there shall be no change in his increment date.

7.3.2 Service as a term employee may result in a delay and alteration of the increment dates so that the employee receives his/her increment at the beginning of the month following the month in which the equivalent of two hundred and six (206) full-time assigned duty days have been accumulated.

7.3.3 Increment dates shall be delayed, and altered accordingly, if an employee is absent from duty without pay except as per 7.3.4. The period of delay shall be one (1) month for each month of absence or any portion thereof exceeding ten (10) working days.

7.3.4 Increment dates will not be delayed for such periods, during leaves of absence without pay, when the purpose of the leave is related to the employee's normal duties and responsibilities, and when so approved at the time the leave is granted.

7.3.5 In the case of absence because of illness, no change in the increment date shall be made for absences totaling sixty (60) or fewer assigned duty days in any contract year after the expiration of usable sick leave.

7.3.6 Absence from duty with pay will not result in a delay in increments.

7.3.7 The increment date cannot be advanced.

### 7.4 Application of Salary Schedule

#### 7.4.1 Initial Placement

7.4.1.1 Nothing in this agreement shall prevent a prospective employee from being hired at a salary above the minimum required by this Article.

7.4.1.2 In the determination of initial step placement on the salary schedule for each employee one (1) step will normally be credited for every year of relevant full-time teaching experience. Consideration will be given to other related work experience, and further consideration will be given to relevant educational attainment which is in excess of the accreditation normally required for the position, e.g. advanced degrees in

a relevant subject area, Instructor's Diploma, Teaching Certificate.

7.4.1.3 The onus is on the prospective employee to submit, prior to appointment, documentation in proof of instructional/work experience for credit.

7.4.1.4 The Association shall be advised of the name and initial placement of all employees upon confirmation of appointment.

7.4.1.5 An employee who feels that an anomaly or inequity exists in his/her initial placement on the salary schedule may, within ninety (90) working days of his/her initial placement, request a review by the President of the Association and the appropriate Vice President/ Director of Instruction/Manager.

The final decision with respect to salary placement shall be made by the President and should this decision be unacceptable to the employee or Association, they shall have access to the provisions of Article 15 of this Agreement.

## 7.5 Hourly Premium

7.5.1 A regular or term employee who is assigned duties between 1800 and 0700 hours, Monday to Friday inclusive and/or on Saturday, shall be compensated for such service(s) on the basis of a \$2.00 (two dollars) per hour premium.

## 8 REIMBURSABLE EXPENSES

### 8.1 Travel Expenses

#### 8.1.1 Kilometrage

8.1.1.1 Employees who provide their own means of transportation for approved College business shall receive reimbursement at the rate of \$0.32 per kilometer driven on College business.

#### 8.1.2 Vehicle

8.1.2.1 Whenever possible, a personal vehicle shall be used for College business. However, if such a vehicle is not reasonably available, the College will undertake to pay the lease or rental charges for an alternative vehicle for approved College business until such reasonable time as a personal vehicle is again available.

#### 8.1.3 Meals

8.1.3.1 Employees will be reimbursed for meals eaten while on approved College business within the College region at the rate of \$36.20 per day (\$8.00 breakfast, \$9.70 lunch and \$18.50 dinner) and without the College region at the rate of \$41.00 per day (\$9.70 breakfast, \$11.20 lunch and \$20.10 dinner).

#### 8.1.4 Other Expenses

8.1.4.1 Reasonable motel expenses and other directly associated business expenses incurred by an employee, while on assigned duty at a location other than the College centre to which he/she is normally assigned, will be reimbursed upon presentation of

appropriate receipts. Any anticipated extraordinary business expenses shall be subject to prior approval by the appropriate Vice President/delegate.

#### 8.1.5 Vehicle Insurance

8.1.5.1 A regular or term employee who is required to travel in excess of sixteen-hundred (1600) kilometers per insurance year between College regional centres on College business shall, subject to the prior approval of the appropriate Vice President/delegate, be reimbursed upon presentation of appropriate receipts and documents of one hundred percent (100%) (pro rated in the case of a term employee) of the annual incremental cost of the Insurance Corporation of British Columbia (I.C.B.C.) Class 07 (Business) premium that is over and above that for Class 02 (Pleasure, Drive To Work or School). Such reimbursement shall be limited to one (1) vehicle per employee and it is the employee's responsibility to purchase Class 07 vehicle insurance when necessary.

### 9 EMPLOYEE BENEFITS

#### 9.1 Eligibility for Benefits

##### 9.1.1 Regular Full-Time Employees

9.1.1.1 A Regular Full-Time employee is entitled to all employee benefits under Article 9 unless otherwise specified.

##### 9.1.2 Term Employees

9.1.2.1 A term employee is entitled to all employee benefits under Article 9 unless otherwise specified.

##### 9.1.3 Auxiliary Employees

9.1.3.1 An auxiliary employee is not entitled to any employee benefits under Article 9 unless otherwise specified.

9.1.3.2 An auxiliary employee is entitled to four percent (4%) payment in lieu of benefits.

##### 9.1.4 Regular Part-Time Employees

9.1.4.1 A Regular Part-Time employee, as per Article 2.2, will have the option to participate in all Group Health and Dental benefits; in which case, the premiums will be pro-rated.

#### 9.2 Annual Vacation

##### 9.2.1 *Entitlement*

9.2.1.1 The annual vacation entitlement for all Regular employees shall be forty-four (44) working days pro-rated where applicable.

##### 9.2.2 Christmas Vacation

9.2.2.1 A Christmas vacation shall be scheduled for regular employees for all working days inclusive of the time frame December 25 to January 1. This vacation shall be part of the annual vacation defined in 9.2.1, unless the employee has been assigned duties as per Article 5.3.1 during those days.

9.2.3 The annual vacation entitlement will normally be taken during the calendar year.

9.2.4 To facilitate the approval by the appropriate Vice President/delegate, of a vacation request and/or a professional development duty day request (if eligible per Article 5.4.2.1); each employee shall complete and submit an annual proposed schedule, on a form provided for this purpose by the College, by December 31 of the year preceding the year in which the vacation and/or professional development duty days are to be taken.

9.2.5 A term employee will be paid sixteen percent (16%) of his/her salary in lieu of the annual vacation entitlement.

9.2.6 An auxiliary employee will be paid annual vacation pay in the amount of four percent (4%) calculated on the employee's total wages earned during the employment period.

### 9.3 General (Statutory) Holidays

9.3.1 Approved general (statutory) holidays are as follows: New Year's Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and B.C. Day.

### 9.4 Superannuation

9.4.1 All employees are eligible for pension coverage in accordance with the College Pension Act.

### 9.5 Sick Leave

9.5.1 All regular employees shall earn and accumulate sick leave credits at the rate of one and one half (1 1/2) days per month to a maximum of one hundred and twenty (120) days.

9.5.1.1 A term employee shall earn and accumulate sick leave credits at the rate of one and one half (1 1/2) days per month to the maximum which the appointment allows. Accumulated sick leave credits shall not be transferable from appointment to appointment.

9.5.2 The appropriate Vice President/delegate may grant an employee up to a maximum of five (5) days sick leave prior to his/her having earned same subject to the "advance" being deducted from future credit.

9.5.3 Absences for sickness in excess of five (5) days in the same month will require validation by a physician on a form provided by the College.

9.5.4 An illness or injury suffered during a vacation or leave which results in confinement under physician's care for a period of five (5) days or more in the same month is claimable against sick leave entitlement.

Such illness/injury will require validation by a physician on a form provided by the College. In such

circumstances the employee's vacation or leave may be extended for the period of the confinement on the approval of the President or his/her delegate.

#### 9.6 Group Life Insurance/Accidental Death and Etc.

9.6.1 The College shall pay one hundred percent (100%) of the premium cost of the group life insurance plan and an accidental death and dismemberment insurance plan, except as per 9.1.4.1.

9.6.2 The life insurance plan will provide coverage at three (3) times an employee's annual salary to the next highest \$1,000.

9.6.3 The minimum coverage for an employee is \$50,000.

9.6.4 Coverage under the accidental death and dismemberment insurance plan will be equal to that of the life insurance plan.

#### 9.7 Long Term Disability

9.7.1 The employee shall pay one hundred percent (100%) of the premium cost of the long term disability insurance plan, except as per 9.1.4.1.

9.7.2 After the ninetieth (90th) calendar day of disability, the benefits of the plan will amount to two-thirds (2/3) of the monthly salary to a maximum benefit of three thousand five hundred dollars (\$3,500.00).

9.7.2.1 Further, notwithstanding the provisions of article 11.3.1 and any other provisions in this Collective Agreement to the contrary, an employee on an approved leave of absence without pay for a period of six (6) months or less (and only for a period of six (6) months or less) shall continue to pay the premium cost of the long term disability insurance plan during the period of leave.

#### 9.8 Health Insurance

9.8.1 The College shall pay one hundred percent (100%) of the premium cost for the Medical Services Plan of B.C. (Basic Plan), except as per 9.1.4.1.

9.8.2 The College shall pay one hundred percent (100%) of the premium cost for the extended Health Care Insurance plan, except as per 9.1.4.1.

#### 9.9 Dental Insurance Plan

9.9.1 The College will pay one hundred percent (100%) of the premiums for a dental insurance plan, except as per 9.1.4.1.

#### 9.10 Vision Care (Optical Plan)

9.10.1 The College shall provide a Vision Care (Optical Plan) for regular employees.

9.10.1.1 The Vision Care (Optical Plan) shall provide for \$200 (two hundred dollars) per family member every two (2) calendar years. The College shall pay one hundred percent (100%) of the premium cost, except as per 9.1.4.1. Eligible family members include a spouse and unmarried dependent children as defined in the policy with the

benefit carrier.

## 10 EMPLOYEE EVALUATION

### 10.1 Purpose of Evaluation

10.1.1 The purposes of evaluation are: (a) to provide the employee with information that will enable him/her to monitor and improve job skills and effectiveness, and; (b) to assess an employee's suitability for reappointment or continuing appointment.

### 10.2 Types of Evaluation

10.2.1 A probationary regular or term employee shall be evaluated by the appropriate Director/delegate in an all-inclusive way at least once a year. An employee who has held regular employee status for at least two (2) years shall be evaluated in an all-inclusive way once every three (3) years.

An auxiliary employee shall be evaluated in an all-inclusive way as opportunity allows and as determined by the appropriate Director/ delegate. In the absence of an all-inclusive evaluation in a given year, the employee's performance shall be assumed to be satisfactory. Student questionnaires will be administered by the College once each duty year, be retained by the appropriate Director, and the results of the three (3) years' data be included in the all-inclusive evaluation.

10.2.2 An employee may also be evaluated in the classroom or like area of primary responsibility (formal evaluation). Such evaluation will be conducted by the appropriate Vice President/delegate at the discretion of the appropriate Vice President/delegate, or upon the request of an employee.

### 10.3 Prior Notice

10.3.1 An employee shall be advised in advance, both with respect to the employer's intention to conduct a formal evaluation and the procedure by which it is to be conducted.

### 10.4 Evaluation Committee

10.4.1 If, on the basis of the formal evaluation report, a second opinion is deemed necessary by either the employee or the Vice President/delegate, an evaluation committee will be established.

10.4.2 An evaluation committee, when required, shall consist of a Director and one employee appointed by the Faculty Association. No one shall serve on this committee who has submitted material to the employee's evaluation file for that evaluation period.

10.4.3 The evaluation committee, established per articles 10.4.1 and 10.4.2 will review the formal evaluation data and report, and will make a recommendation to the Vice President. If the recommendation supports the findings of the formal evaluation report, the provisions of Article 13.2 shall apply.

### 10.5 Evaluation Data

10.5.1 The employee shall be offered the opportunity to review his/her evaluation data and report with the appropriate Vice President/ delegate.

10.5.2 The employee shall be given the opportunity to make written comments about his/her



evaluation which shall be entered in the personnel file.

## 10.6 *Department Head Evaluation*

10.6.1 The Department Heads should be evaluated on a regular basis by the appropriate Director of Instruction with provision for formal input from faculty.

## 10.7 Joint Review Committee

10.7.1 *The College and the Association will each appoint three (3) persons to serve as a Committee for the purpose of crafting a new performance development/evaluation program as outlined in Appendix "A". The new program, when approved by the parties, will replace some or all of the existing provisions of Article 10.*

## 11 LEAVES OF ABSENCE FROM DUTY

### 11.1 General

11.1.1 Every employee has the obligation to be on duty on his/her duty days/hours unless granted leave of absence from duty.

### 11.2 Continuance of Group Benefits

11.2.1 Upon approval of leave of absence without pay, an employee may apply for continuance of any or all group benefits during the leave period. Said benefits will be continued by the College if approved by the carrier, and if both employer and employee premiums are paid by the employee during the leave period, except as provided hereunder.

11.2.2 Any employee who is granted a leave of absence under the conditions of this article will accrue seniority during the period of such leave. On the expiration of the leave of absence, the employee shall be reinstated in all respects in his/her previous position and with all increases to wages and benefits to which he/she would have been entitled had the leave not been taken.

### 11.3 Maternity/Legal Adoption Leave

#### 11.3.1 Written Application

11.3.1.1 Maternity/legal adoption leave will be granted per Part 7 (Maternity Leave) of the Employment Standards Act on written application to the appropriate Vice President.

11.3.1.2 The written application for maternity leave will be supported by a certificate of a medical practitioner stating that the employee is pregnant and estimating the probable date of birth of the child.

11.3.1.3 The employee applying for adoption leave shall furnish proof of legal adoption of a child.

11.3.1.4 If the leave will affect part or all of any semester, the employee shall give as much notice as possible to allow satisfactory arrangements to be made to cover any duties involved.

### 11.3.2 Duration of the Leave

11.3.2.1 The duration of the leave shall be determined by the Vice President in consultation with the employee, taking into account individual needs as far as possible as well as any statutory requirements. The duration of the leave shall not normally exceed twelve (12) months less any accrued vacation entitlement.

11.3.2.2 The leave may be extended for up to an additional six (6) months where a physician's certificate is presented certifying that, for medical reasons, the health of either the mother or the child dictates such an extension.

### 11.3.3 Terms of the Leave

11.3.3.1 The leave shall be without pay.

11.3.3.2 An employee shall not use accumulated sick leave entitlement for maternity/legal adoption purposes.

11.3.3.3 Notwithstanding the provisions of Article *11.3.3.1* above, the College shall continue to make its premium contributions for group benefits during the leave, provided the employee does the same.

11.3.3.4 Notwithstanding the provisions of Article *11.3.2.1* above, vacation, sick leave and increment entitlements will accrue only for the duration of the maternity leave falling within the time limits prescribed in the Employment Standards Act (i.e. a maximum of *thirty-two (32)* weeks).

### 11.4 Paternity Leave

11.4.1 A regular employee may apply to the Vice President for a paternity leave following date of birth or legal adoption of his child. The duration of the leave shall not exceed twelve (12) months. Should such leave be approved, it shall be without pay and benefits (except as provided per *11.2.1*) and without loss of seniority (see *11.2.2*).

### 11.5 Jury Duty and Court Appearance

11.5.1 When summoned to serve on a jury; when subpoenaed as a witness in criminal proceedings, or as a witness in a civil action if not a party thereto; when appearing as a defendant in a criminal or traffic case if acquitted therefrom; the employee, to qualify for permission from the Vice President/delegate to be absent with pay, shall produce the summons or subpoena or submit such other evidence showing the necessity for court appearance.

11.5.2 An employee shall also provide statements from officials of the court of the time taken and the fees (if any) paid to him/her and shall pay all such fees to the College.

### 11.6 Compassionate Leave

11.6.1 Upon request, the Vice President/delegate may authorize compassionate leave including bereavement leave with pay of up to five (5) working days.

### 11.7 General Leave of Absence Without Pay for a Regular Employee

11.7.1 A regular employee may apply to the Vice President for a general leave of absence not exceeding a total of twenty-four (24) consecutive months. Should such leave be approved, it shall be without pay and benefits (except as provided per 11.2.1) and without loss of seniority (see 11.2.2).

## 11.8 Political Leave

11.8.1 To enable a regular employee of the College to contest a federal, provincial or municipal election, a political leave of absence without pay shall be granted by the President or his/her delegate for a period of up to eight (8) weeks for a federal or provincial election and up to two (2) weeks for a municipal election. The leave of absence without pay will be subject to the following conditions:

- a) the operations of the College will not suffer unduly;
- b) the request for political leave of absence without pay must be submitted at least two (2) weeks prior to the first day of the leave period;
- c) the regular employee of the College will pay the College share of group benefits premiums.

11.8.2 In the event that a regular employee of the College is elected to a full-time political office he/she may be granted a leave of absence without pay by the College Board on the recommendation of the President for one (1) term of political office.

11.8.3 Upon returning to employment the employee shall be reinstated to his/her faculty position, with all benefits and seniority to which he/she would have been entitled had the leave not taken place.

## 12 TRANSFER OF EMPLOYEES

### 12.1 Transfer Conditions

12.1.1 The College is a multi-*campus* institution and, as such, an employee may be required to transfer from *campus* to *campus* as the needs of the College dictate. However, an employee:

12.1.1.1 shall not be transferred to another *campus* without his/her consent if there exists at the *campus* to which he/she is currently assigned an appropriate vacant position for which he/she is qualified and has the present skills, competencies and abilities;

12.1.1.2 shall not be transferred to another *campus* without his/her consent more frequently than every two (2) years;

12.1.1.3 Transfer of Employees (Notice) shall be given notice of transfer a minimum of three (3) months in advance of the commencement of duties at the other campus. *The College, the Association, and the faculty member(s) shall meet as soon as possible on receipt of this notice to discuss possible alternatives.*

### 12.2 Transfer Moving Expenses

12.2.1 The College shall reimburse an employee transferred to another *campus* for actual, eligible

moving expenses.

12.2.2 The guidelines for determining eligible moving expenses are those followed by Revenue Canada, Taxation in determining deductions for computing income.

12.2.3 Whenever an employee requests a transfer to another *campus* and it is granted by the College all moving expenses shall be borne by the employee.

### 13 EMPLOYEE LAYOFF AND RECALL, UNSATISFACTORY SERVICE AND TECHNOLOGICAL CHANGE

#### 13.1 Layoff and Recall of Regular Employees

Layoff means an involuntary loss of employment that affects regular employees as a result of decreased or insufficient enrollment, of elimination of or reduction of programs/courses/activities, or shortage of funds.

Where such event(s) occur, the College Board may consider it necessary to reduce the number of regular employees through layoff, then the following procedures shall apply.

##### 13.1.1 Advance Notification

The College President shall notify the President of the Faculty Association in writing of the College Board's decision to reduce the regular employee(s), the reason(s) related thereto per article 13.1; and the specific functional area(s) to be reduced. This notice will be provided at least thirty (30) calendar days in advance of serving notice of layoff to regular employee(s), in order to provide the Association with an opportunity to recommend to the College President specific alternatives within the Association's jurisdiction of the contemplated course of action. The reason(s) for the reduction referred to in article 13.1.2 shall be supported by relevant financial and/or enrollment information.

##### 13.1.2 Association Recommendations

Concurrent with the notice referred to in article 13.1.1 and within the thirty (30) calendar day period referred to therein, a College Board member, the College President and one (1) resource person appointed by the College President, will meet, on at least a weekly basis with the President of the Faculty Association and two (2) resource persons from the Faculty Association Executive Committee expressly for the purpose of determining the viability of specific Faculty Association recommendations regarding alternative solutions vis-a-vis those specific functional areas of contemplated reduction with respect to which the Faculty Association has received advance notification.

The Board member and the College President will ensure that the recommendations referred to in this article will be fully considered prior to the serving of notice(s) of layoff per article 13.1.6.

A recommendation referred to in this article shall be deemed viable if its implementation is understood to meet the same requirement(s) as the course of action proposed by the College.

On or before the expiry date of the thirty (30) day advance notification, the College President shall advise the President of the Faculty Association in writing as to the decision taken vis-a-vis this article and the principal reason(s) related thereto.

##### 13.1.3 Reduction Sequence (*Employee Functional Areas*)

If it becomes necessary to reduce the number of regular employees in one (1) or more functional areas, the principle of seniority shall apply, within each of the following functional areas.

Employee Functional Areas

Adult Basic Education	<i>Educational Advising</i>	<i>Philosophy</i>
<i>Adventure Tourism Management</i>	English	Physics
Anthropology	English As a Second Language	Planermill Maintenance
<i>Applied Research Analyst</i>	First Nations Coordinator	Political Science
<i>Astronomy</i>	French	Practical Nursing
Autobody Repair and Refinishing	General Nursing	Professional Cook Training
Automotive Service Technician	Geography	Psychology
Biology	Geology	Reference Librarian
BUAD: Accounting	Heavy-Duty/ Commercial Transport Mechanics	Religious Studies
BUAD: Computer SystemsManagement	History	Resident Care/Home Support Attendant
BUAD: General Management	<i>Horticulture</i>	Small Equipment Repair
BUAD: Marketing	<i>Human Kinetics</i>	Sociology
Chemistry	Human Service Worker	<i>Spanish</i>
Computing Sciences	Learning Specialist	Special NeedsCoordinator
Communications	Leisure and Recreation Services Management	Theatre
Counsellor	Mathematics	Tourism and Hospitality Management
Creative Writing	Media Librarian	Welding
Dental Assistant	New Media Communications	Women's Studies
Early Childhood Education	Occupational Orientation	
Economics	Office Administration	

This list of functional areas can be amended per article 13.1.3.4.

13.1.3.1 A regular College employee will be listed by seniority per article 13.1.4 in

one (1) primary functional area, based on his/her major portion of duties and responsibilities (duty hours) during his/her previous two (2) calendar years as a regular employee from the date of ratification of this Agreement. This list as provided or as otherwise amended by the College President in accordance with this Collective Agreement, will remain in effect for the duration of the Agreement.

13.1.3.2 A new regular employee will have his/her primary functional area identified by the Vice President/Director/Manager upon appointment.

13.1.3.3 The listing of regular employees referred to in Article 13.1.3.1 may be amended at the beginning of each calendar year by the College President in order to identify any employee who has qualified for a second functional area in accordance with the following criteria:

(a) He/she has declared to the Vice President/ Director/ Manager in writing his/her intention to seek listing in a second functional area;

and

(b) He/she has been adjudicated by the Vice President/ Director/Manager to be fully qualified for a substantial majority of all duties/courses/ subjects in that second functional area. The primary determining factor(s) in such adjudication will be the position qualifications related to the functional area in question;

and,

(c) He/she has demonstrated competence in that second functional area during the previous two (2) calendar years by successfully completing within a schedule of assigned duty per article 5.3.1 an assignment directly related to the second functional area of not less than sixty (60) duty days for non-instructional regular employees, or three hundred and sixty (360) contact hours per Article 5 for vocational regular instructional employees, or one hundred and eighty (180) contact hours per Article 5 for university transfer and career/technology regular instructional employees.

13.1.3.4 Should it become necessary for the College to introduce a new regular position which would in turn necessitate adding a functional area to those listed in article 13.1.3, the College President may do so at any time, and will meet the requirements of this Collective Agreement by providing the President of the Faculty Association with a copy of the amended list referred to in article 13.1.3. and a copy of the amended list referred to in article 13.1.3.1.

#### 13.1.4 Seniority

The seniority of a regular employee shall be based upon total duration of service within the bargaining unit, including vacations and approved leaves. In the case of equal rankings, the employee with the earlier date of initial appointment as a member of the bargaining unit shall be considered the senior. If the rankings are still equal, the date of first appointment with the College shall be the determining factor.

13.1.4.1 If a former regular employee is recalled as per article 13.1.10, his/her

seniority held per article 13.1.4 on the date of his/her recall will be reinstated.

#### 13.1.5 Reassignment

A regular employee designated for layoff under Article 13.1 will be given a short list and interview opportunity for any vacant regular faculty position for which he/she is fully qualified.

#### 13.1.6 Notice of Layoff

13.1.6.1 In the event of termination under the above conditions, a minimum of three (3) months written notice shall be given to the regular employee, with a copy to the President of the Faculty Association.

#### 13.1.7 Retraining

If a regular employee designated for layoff under article 13.1 has completed at least three (3) years of service as a regular employee he/she may, subject to approval by the President or his/her delegate be eligible for retraining, for a vacant regular faculty position. If applicable, such retraining shall be provided by the College without loss of salary or benefits to the regular full-time employee for a period of up to three (3) months and a regular part-time employee for a period of up to two (2) months. If further retraining is determined by the President or his/her delegate to be necessary the regular employee shall be granted a further leave of absence without pay or benefits for a period not to exceed six (6) months.

13.1.7.1 If a regular employee designated for layoff under Article 13.1 is granted retraining as provided for in article 13.1.7 and subsequently leaves the employ of the College prior to three (3) years from the layoff date applicable to such retraining, he/she will return to the College an amount equal to one (1) month's pay and benefits (pro-rata) for each year remaining of the three (3) years of service he/she is obliged to complete subsequent to his return to duty.

#### 13.1.8 Personnel Records

13.1.8.1 Any references or personnel records pertaining to a regular employee who has been laid off under article 13.1 shall clearly point out the reasons for the layoff.

#### 13.1.9 Severance Pay

If neither reassignment per article 13.1.5 nor retraining per article 13.1.7 is feasible, a regular employee may be laid off and awarded one (1) month severance pay for each completed year of service as a member of the bargaining unit up to a maximum of six (6) months severance pay.

13.1.9.1 The acceptance of severance pay by an employee shall not prejudice his/her opportunity of recall at the College.

#### 13.1.9.2 Severance Pay

Where an employee is recalled per article 13.1.10 during the period covered by severance pay, he/she *shall refund the difference between the severance pay and the actual layoff calculated in full months, e.g., an employee who has received six (6) months of severance pay, if recalled after 3 1/2 months, will repay two months severance pay.*

### 13.1.10 Recall

If it is found that the number of regular employees will be increased in a specific functional area, the College shall recall in the reverse order of layoff, i.e. last out, first back in, to those regular employees who were previously employed in this area and who had been laid off under Article 13.1 within the previous two (2) years.

13.1.10.1 If no one is available who meets the above conditions, a short listing and interview opportunity will be provided to those regular employees who are fully qualified in this area and who had been laid off within the previous two (2) years.

13.1.10.2 Employees shall be responsible to keep a current address on file at the College.

### 13.2 Unsatisfactory Service

13.2.1 *When, through the provisions of Article 10 or otherwise, a manager identifies serious performance problems or serious performance issues concerning an employee, the manager shall undertake, or shall have already undertaken, an evaluation prior to taking disciplinary action. If disciplinary action, up to and including termination, is taken, written notification will be provided to the employee and the Association.*

13.2.2 The College shall not dismiss or discipline an employee bound by this Agreement except for just and reasonable cause.

13.2.3 In the event an employee is suspended per the College and Institute Act, written notification will be provided to the employee and the President of the Faculty Association within five (5) working days.

### 13.3 Technological Change

#### 13.3.1 Definition

13.3.1.1 For the purposes of this Agreement, the term "technological change" means technical changes introduced by the College in the manner, method, or procedure in which it carries out educational operations and services where such technical change or changes significantly affects the terms and conditions or security of employment of regular employees of the bargaining unit or alters significantly the basis on which this Agreement was negotiated. Such technical changes as anticipated above shall include the following:

- a) The introduction, because of technological change or development, of equipment, material, or processes different in nature, type or quantity from that previously utilized.
- b) A technological change, related to the introduction of this equipment, material or process, in the manner in which the College carries out its educational objectives and operations which significantly affects one or more regular employees.



13.3.2 When the College intends to introduce a technological change it shall notify the Faculty Association in writing as far as possible in advance of its intention, and to update the information provided as new developments arise and modifications are made.

13.3.2.1 The notice mentioned above shall provide pertinent data including:

- a) the nature of the technological change;
- b) the date on which the College proposes to effect the technological changes;
- c) the approximate number, type and location of regular faculty employees likely to be affected by the technological change;
- d) the effects the technological change may be expected to have on regular faculty working conditions and terms of employment; and;
- e) other pertinent data relating to the anticipated effects on any regular faculty.

13.3.3 Where the College has notified the Faculty Association of its intention of introducing a technological change, the parties will undertake to meet within the next thirty (30) calendar days in an effort to reach agreement on solutions to the problems arising from this change as they affect regular faculty employees.

13.3.4 Agreements reached between the parties under 13.3.3 shall be concluded in written form.

13.3.5 Where the parties do not reach agreement within sixty (60) calendar days after the date on which the Faculty Association has received notification from the College of its intention of introduction of the technological change, and various matters remain unresolved, either party may refer such matters to arbitration within twenty-one (21) calendar days of failure to agree.

13.3.6 One hundred and twenty (120) calendar days from the date of notification, the College may proceed with the planned technological change pending resolution by agreement or by arbitration of the dispute.

13.3.7 In the event of intended or actual regular employee reduction as a result of technological change, the reduction provisions outlined in Articles 13.1 shall apply.

## 14 COPYRIGHT

14.1 The copyright to all written, recorded or artistic work shall be retained by the employee, except as noted in article 14.2.

14.2 Copyright will vest with the College whenever materials are prepared by the employee during the course of his/her duties.

14.3 If an employee incurs substantial costs which are borne by the College in producing any written, recorded or artistic work for which the copyright is held by the employee, the employee shall reimburse the College for such costs.

## 15 GRIEVANCE PROCEDURE

## 15.1 Intent of Article

It is the intent and the purpose of this Article to provide the parties with a procedure whereby complaints and/or disputes as to the interpretation of any of the Articles in this Agreement will be resolved without work stoppage.

15.1.1 At any meeting relating to Steps 1 through 4, an employee has the right to be accompanied by a representative of the Faculty Association.

## 15.2 Steps

15.2.1 Step 1: Where a person covered under this Agreement feels that he/she has cause to complain, such person shall, within ten (10) working days of the incident giving rise to the complaint, discuss the matter with his/her immediate excluded supervisor.

A sincere effort shall be made to resolve the matter at this complaint stage.

15.2.2 Step 2: Failing a satisfactory settlement at Step 1, the person lodging the complaint may, within five (5) working days of the discussion, submit the alleged grievance in writing to his/her immediate excluded supervisor.

The supervisor will arrange and hold a meeting within five (5) working days of receipt of the written grievance and will provide the employee with a written response within a further five (5) working days. The Faculty Association shall be notified in advance of the formal meeting and any subsequent meetings pertaining to the grievance, and the Faculty Association shall be copied with respect to the written response(s).

15.2.3 Step 3: Failing a satisfactory settlement at Step 2, the aggrieved employee may, within five (5) working days of the date of the written response per Step 2, advance the alleged grievance to Step 3 by forwarding a copy of the written grievance along with any other relevant information, to the Vice President.

The Vice President will arrange and hold a meeting with the parties concerned, within five (5) working days of the date of receipt of the grievance and will provide the employee with a written response within a further five (5) working days.

If the immediate excluded supervisor in Step 1 and 2 is a Vice President, then Step 3 will be omitted for the particular grievance in question and the next step in the procedure shall be Step 4.

15.2.4 Step 4: Failing a satisfactory settlement at Step 3, the aggrieved employee may, within five (5) working days of the date of the written response per Step 3, advance the alleged grievance to Step 4 by forwarding a copy of the written grievance along with any other relevant information, to the President.

The President will arrange and hold a meeting with the parties concerned, within ten (10) working days of receipt of the grievance and will provide the employee with a written response within a further ten (10) working days.

15.2.5 Step 5: If the written response per Step 4 is not to the satisfaction of the aggrieved employee, then the grievance may be advanced to arbitration. Notice of Intent to advance to arbitration will be in writing to the President within twenty-two (22) working days of the date of the written response from the President.

## SUSPENSION, DISCHARGE

15.3 When a person covered by this Agreement is suspended or discharged, and such suspension or discharge is deemed by the Faculty Association to be unjust and is submitted to grievance, the grievance will proceed directly to Step 4. Such grievance must be initiated within twenty-two (22) working days of the written notification to the employee of suspension or discharge.

## POLICY GRIEVANCE

15.4 Should either the College or the Faculty Association have reason to grieve the other party, then they shall have recourse through this general procedure and will submit same as a "Policy Grievance" according to:

- a. If the Faculty Association wishes to grieve then they will submit the grievance directly to the President.
- b. If the College wishes to grieve then they will submit the grievance directly to the President of the Faculty Association.
- c. The following process will apply:

15.4.1 A meeting with the parties concerned will occur within ten (10) working days of receipt of the grievance and a written response will be provided within a further ten (10) working days.

15.4.2 If the written response in 15.4.1 above is not to the satisfaction of the aggrieved party, then the grievance may be advanced to arbitration. Notice of intent to advance to arbitration will be in writing to the other party within twenty-two (22) working days of the date of the written response received in Step 4.

## ARBITRATION

15.5 Where the matter is advanced to arbitration, the parties will meet to select a mutually acceptable arbitrator. In the event that mutual agreement cannot be reached, either party may, upon five (5) working days written notice to the other party, request the Minister of Labour of the Province of British Columbia to appoint an arbitrator.

15.5.1 The arbitrator shall only have the authority to apply, or to determine compliance with, the provisions of this Agreement and shall not have the authority to in any way add to, detract from or alter the provisions of this Agreement. The decision arrived at by the arbitrator shall be final and binding on the parties.

15.5.2 Each party shall pay the expenses incurred in connection with the preparation and presentation of its own case to the arbitrator. The parties shall share equally the expenses of the arbitrator.

## TIME LIMITS EXTENSION

15.6 Time limits as defined in this Article may be extended by mutual agreement which will not be unreasonably withheld.

## 16 PERSONNEL FILES

16.1 There shall be one official personnel file maintained by the College for each employee covered by this

Agreement.

16.2 An employee shall have the right, upon giving notice to the *Director, Human Resource Development*, to have access to his/her personnel file and shall have the right to respond in writing to any document contained in the file.

Such a response shall become part of the permanent record. Upon request, photocopies of any document contained in his/her personnel file shall be provided to the employee.

17. *Legal Indemnification*

17.1 *Except where there has been gross negligence or malicious or willful misconduct on the part of an employee, the College will:*

*a) exempt and save harmless employees from any liability action arising from the proper performance of his/her duties for the College; and*

*b) assume all costs, legal fees, and other expenses arising from any such action in accordance with the existing "Ministry of Skills, Training and Labour University College and Institute Protection Program", section II, Self-Insured Comprehensive General Liability.*

SIGNED BY BOTH PARTIES TO THIS AGREEMENT, in the City of Cranbrook, British Columbia, this \_\_\_\_\_ day of \_\_\_\_\_, 1996.

THE COLLEGE OF THE ROCKIES  
FACULTY ASSOCIATION

---

Darrell Bethune, President

Faculty Association

---

Barbara Brown

Negotiating Committee

---

Bill Crouch

Negotiating Committee

---

Velma McKay

Negotiating Committee

---

Doug Nakano

Negotiating Committee

COLLEGE OF THE ROCKIES

---

Dale Zinovich, Chair

College Board

---

Berry Calder

President & CEO

---

Denis Kielly

Negotiating Committee

---

Bill Betcher

Negotiating Committee

---

Wayne Cunningham

Negotiating Committee

*Letter of Understanding re: Regular Sessional Employees*

*1. Definition:*

*Due to specific College program/service requirements, the College employs Regular Sessional employees. A Regular Sessional employee is an employee who has successfully completed pro rata probationary requirements and who has full-time equivalent duty [i.e., an average of thirty-five (35) duty hours/week] as per Article 5.2, and is employed a minimum of seven (7) consecutive months up to a maximum of ten (10) consecutive months each year, every year, with the expectation by the College of such duty being recurring from year to year. A Regular Sessional employee shall not be required to re-apply for his/her subsequent period of employment each year. Upon conclusion of the duty requirement for the given year, the Regular Sessional employee does not have further commitment to the College until the re-commencement of the duty requirement in the next given year. The provisions of Article 13.1 through 13.1.3.4 only apply for an expected permanent layoff by the College.*

**2 REGULAR SESSIONAL EMPLOYEES**

<u>Name</u>	<u>Effective Date</u>
Blake, Catherine	8 months commencing September, 1994
Johnson, Eileen	8 months commencing September, 1994
Segarty, Hilary	10 months commencing September, 1994
<i>Peterson, Cal</i>	<i>8 months commencing September, 1995</i>

### 3. Additional Work/Regularization:

A Regular Sessional employee shall have the right of first refusal for additional work assignments provided s/he is qualified to fulfill the responsibilities of the additional work assignment(s), and the additional work assignment(s) are available at the same location where the Regular Sessional employee normally fulfills his/her work commitment(s). Subject to the aforementioned, the employee's salary and all ancillary benefits will then become adjusted/pro-rated only for the duration of time the additional work assignment(s) is undertaken. Only where such additional work assignment is continuous for twenty-four (24) months, and the additional work assignment combined with the employee's regular part-time duty equals 100% (one hundred percent) full-time duty, the Sessional employee will become converted to a Full-Time Regular employee as per Article 2.2, Definitions.

### 4. Vacation Leave:

For Regular Sessional employees, vacation use, where possible, is to be taken within the employee's work cycle. Any earned but unused vacation entitlement shall be paid out upon the employee's concluding work cycle in that applicable year of employment.

### 5. Group Health/Dental Benefits:

A Regular Sessional employee will have the option to participate in all group Health & Dental benefits; in which case, the premiums will be pro-rated.

### 6. Sick Leave:

A Regular Sessional employee shall earn and accumulate sick leave credits at the rate of one and one half (1-1/2) days per month during their working months up to a maximum of 120 days, pro-rated as applicable.

*7. The Association and the College can mutually agree in writing to amend the list of Regular Sessional Employees if, during the life of this Agreement, such a need is identified.*

*Applicable conditions of the current Collective Agreement apply.*

## Letter of Understanding re: Early Retirement Incentive Program

Effective September 1, 1994 and for a three (3) year trial basis, the College will provide an early retirement

incentive program for eligible employees. Participation in the early retirement incentive program is voluntary. The purpose of this trial program is to provide an incentive to an eligible employee who wishes to resign from employment and commence early retirement before age 65.

### Eligibility

In consideration of making application for early retirement, all the following criteria must be met:

- (a) Regular full-time employee
- (b) Age 55 or over, but less than age 65 at the time of application
- (c) Has a minimum of ten (10) years continuous service at the College
- (d) Has met the minimum pensionable years service requirements as per the College Pension Act
- (e) Is not on a leave of absence prior to making application for early retirement.

### Application

A regular employee shall make written application to the Human Resources *Development* Department who shall confirm that eligible criteria are met. The Human Resources *Development* Department will then forward a copy of the application to the Faculty Association for information, and a copy of the application to the President for approval. The President's decision shall be final and shall consider availability of funds and operational requirements.

### Payment

A one-time lump sum payment shall be paid to the employee on the effective date of early retirement as per the following schedule:

<u>Age at Early Retirement</u>	<u>Payment</u>
55 years to 60 years	12 months salary
61 years to 64 years	7 months salary

No adjustments to the salary in effect at the date of an employee's early retirement shall be made after the incentive is paid. The employee may elect to have the lump sum payment paid directly to an RRSP in accordance with applicable legislative requirements.

### Protection of Medical Benefit Coverage

- a) Early retiring employees in receipt of a College pension may obtain basic medical and extended health benefit coverage through the Superannuation Commission when filing a claim for pension. Appropriate deductions will be made from monthly pension on a premium shared basis.

Retired employees in receipt of pension are not allowed to choose to join these plans at a later date.

- b) Early retiring employees not immediately commencing receipt of a College pension may elect to continue their basic medical, extended health and dental benefit coverage through the College during the period preceding receipt of pension, but in any event, not longer than five years following retirement,

provided that:

1. Written notification of the intention to continue these benefits is provided to the Human Resources *Development* Department six weeks prior to the date of early retirement;
2. The individual maintains B.C. residency; and
3. The participant prepays all premium costs.

Letter of Understanding re: Deferred Salary Leave Program

*The parties agree to maintain access for faculty to the College's Deferred Salary Leave Program. Changes to the existing program, other than those required by federal or provincial statutes, must be mutually agreed to by the parties.*

Letter of Understanding re: Workload for Vocational Instructors

*The College and the Faculty Association agree to establish a committee to identify obstacles preventing Vocational Instructors from accessing the provisions of clause 5.7.2.1 and to recommend educationally and fiscally viable solutions to these obstacles. This committee will be made up of two College and two Faculty Association representatives. They will meet within sixty days of the signing of this Collective Agreement and will present their findings to the parties on or before October 31, 1996.*

Letter of Understanding re: Benefits for Auxiliary Instructors

*The College and the Faculty Association agree to establish a committee to examine cost-effective methods to provide, at no cost to the College, Medical Services Plan, Extended Health, and Dental benefits to auxiliary employees (with at least one Full-time equivalent year of service). The Committee will be made up of two College and two Faculty Association representatives. The Committee will meet within sixty days of the signing of this collective agreement and will present its findings to the parties on or before October 31/96.*



## Letter of Understanding re: Multi-Institutional Framework Agreement

*The parties agree that the Multi-Institutional Framework Agreement will be appended to and form part of this Collective Agreement, and shall be in full force and effect for the term of this Collective Agreement.*

### **Appendix A**

#### **Evaluation/Performance Development Review Committee Guidelines**

##### General Principles and Guidelines

1. All performance review processes must be fair and objective.
2. All performance criteria must be stated explicitly and applied consistently.
3. All conclusions in performance development/evaluation reports must be clearly stated in writing and objectively supported.
4. The review system for probationary faculty is primarily summative. The purpose of summative review is to determine a faculty member's competence and to assess his/her suitability for reappointment or continuing appointment.
5. The review system for post-probationary faculty is primarily formative. The purpose of formative review is to encourage ongoing professional growth in pursuit of excellence. Periodically, a written performance development report will be prepared and placed in the personnel file.
6. Identified areas for improvement may require remedial support which may include professional development and/or educational leave.
7. Professional development is an important component of faculty performance development; therefore, written reports on professional development activities from faculty will be appended to the self-evaluation component of the performance development report.
8. Serious performance problems, or recurring performance issues that are not resolved through the formative evaluation process may be addressed by the College as needed pursuant to Article 13.2. Performance problems should be dealt with promptly, and relevant documentation will be shared with the faculty member and will be kept in the faculty member's personnel file.

##### The Committee

- The committee will be composed of three managers, three Faculty Association members
- Each side is responsible for selecting its members.
- The committee is to determine its chair/facilitator and its record-keeping process (support service will be

- available).
- The committee will determine a quorum.
- At least one member from each side of the bargaining teams will be part of this committee.

### Terms of Reference

The committee will develop a performance development and evaluation plan, including instruments. The committee will develop both a summative process and a formative process which will take into account the listed principles and objectives. The committee will use focus groups (of students, faculty, managers/directors, department heads, and coordinators) to review the instruments and to make recommendations about them. The committee will develop appeal processes for both probationary and post-probationary reviews.

### Timelines/Process

- The committee will begin its work within 30 days of the ratification of this agreement.
- The committee will give the bargaining teams a draft/interim report 45 days later.
- The bargaining teams will have 2 weeks to review the report and pass their recommendations back to the committee.
- The committee will present its final report 2 weeks after receiving the bargaining teams' recommendations.

### Issues

- The committee will consider the technological and administrative issues involving storage of data and questionnaires.
- The committee will consider administrative processes in administering questionnaires.

### Probationary Faculty Evaluation

Probationary faculty will be required to demonstrate their ability to meet the College's performance criteria.

- This evaluation is primarily summative.
- Its purpose is to determine an employee's competence and to assess his/her suitability for reappointment or continuing appointment.
- This process will be management-driven, but the manager/director will solicit input from the employee's department(s)/campus, students, and the employee.
- In the absence of an evaluation, an employee's performance shall be deemed satisfactory (see Article 10.2.1).
- The timelines involved in summative evaluations need to be clear.

#### Instruments:

- self-evaluation
- student questionnaires
- department evaluation
- director/manager evaluation (including on-site visitations)

### Post-Probationary Performance Development

It is expected that post-probationary faculty will meet the College's performance criteria and engage in professional development as a matter of course. The performance development process should facilitate their further development as competent, conscientious professionals.

- This process is mainly formative.
- Its purpose is to provide the employee with information that will encourage ongoing professional growth in pursuit of excellence.
- This process will be faculty-driven, and will involve the employee, peer(s), students, and the manager/director.
- The employee may choose one to three peers to be involved in the process, but if he/she chooses only one, he/she must choose a different peer for the next performance development process.
- HRD will be responsible for notifying the employee that he/she must be working on an evaluation in the appropriate year.
- An employee will have a performance development review every three years.

Instruments:

Methods and instruments for evaluation of faculty may include College and Association approved

- self-evaluation
- student questionnaires
- Director's/Manager's all-inclusive evaluation
- on-site evaluation(s)
- peer evaluation(s)

#### Department Heads and Coordinators

- This is mainly a summative evaluation to determine the employee's suitability to continue in the role of Department Head or Coordinator.
- The process will involve information from other Department Heads/Coordinators, manager, the employee, and the department/area.

Instruments:

Methods and Instruments for evaluating Department Heads and Coordinators will include College and Association approved

- self-evaluation
- Director's/Manager's evaluation
- department/area members' evaluations
- Department Heads/Coordinators' evaluations