

# GIVE-AND-TAKE MAY BRING COLLEGE PACT

A8 - Sunday, November 21, 1982 - North Shore News

## Tutorial sections traded

FROM PAGE A1

safeguarding non-teaching release sections for coordinators and in winning back instructional periods in exchange for losing a number of coordination sessions.

Capilano College Faculty Association President Bob Cook says he is recommending the membership ratifies the tentative agreement.

But he has told the News he thinks it unlikely a ratification vote would occur before a few days into the coming week.

"The contract language is being printed up," he said. "There are a large number of alternatives to our existing agreement and we want people to fully understand it before they ratify." Cook summed up the changes made by saying: "There was movement on both sides."

Details of the tentative agreement were made known to CCFA members at a meeting Thursday night.

Prior to the meeting, faculty members had already been informed of the highlights of the package in a memorandum from their chief negotiator, Ed Lavalle.

It outlines some 10 areas in which negotiation had taken place, beginning with the matter of directors.

On that subject, it was agreed the college would not hire any new directors in the two-year contract period ending March 31, 1984.

The board would conclude a review of the positions of the three directors hired, which created the



COOK recommending ratification

management-union rift, by May 31 next year, taking into account evaluations of the directors presented by the faculty.

The college would be committed to funding a certain number of course sections for coordination purposes and would not reduce allocated sections without major changes in circumstances, such as elimination or substantial alterations in programs, drastic reductions of courses or budget cutbacks.

The college would trade a total of 15 course sections of instructional time to be

returned to business management and office administration courses in exchange for coordination sections eliminated.

Decisions over whether existing part-time staff are to be given first refusal to full-time jobs would be discretionary and the option of the affected department, pending approval of the dean.

A definition of sexual harassment and protection from such harassment would be written into the contract.

Both sides seem to have made concessions in the area of job security.

There would be no severance pay, which had been sought by the union. However, a reduction article would guarantee that reduced regular faculty would retain their status, in spite of any reductions in workload.

Salaries, not an issue during negotiations because of the faculty's realization that large increases were out of the question at a time of widespread cutbacks to the college, would rise eight per cent the first year and seven per cent in the second.

The agreement would also require ratification by the college's board of directors. Information officer Bill

Little says the college principal, Paul Gallagher, has told him this would likely occur sometime between Wednesday and the following Tuesday.

## Union chief advising acceptance

**GIVE AND TAKE** by both sides in the dispute which has kept the strike threat hanging over Capilano College has led to a union decision to advise faculty to ratify an agreement drawn up with management.

Both union and management negotiators substantially modified the positions when thrashing out the tentative agreement last weekend.

The crucial question over the hiring of three recently-appointed directors at the college appears to have reached a compromise. Faculty, which had demanded input in determining whether the positions would continue, would now submit evaluations which would be considered when the final decision was made by the board.

In return, the faculty has made gains in such areas as

CONTINUED ON PAGE A8