

Between
Camosun College
And
British Columbia Government and Service Employees' Union Local
701("BCGEU")

Subject to ratification by the bargaining principals Camosun College and the BCGEU agree that, the Collective Agreement between them for 2010-12, or such other period of time as the parties to the Common Agreement agree, shall consist of the following:

1. The 2007- 2010 local portion of the agreement ("the Local Agreement") and the provisions of the 2007 – 2010 Common Agreement, except where those provisions are modified by this memorandum.
2. All agreed changes to Local Agreement provisions.
3. All agreed changes to the Common Agreement provisions.
4. The changes referred to in paragraphs 2 and 3 above shall take effect on the date of final ratification of the Local Agreement and the Common Agreement by the parties.
5. The following changes to the Local Agreement have been agreed to, subject to ratification, as evidenced by the attached signed green sheets.
 - a. Housekeeping – tentatively agreed November 26, 2010 as attached hereto
 - b. Article 1.5 Hiring Consultation - tentatively agreed December 1, 2010 as attached hereto.
 - c. Article 6.5 Appointment of Chairs - tentatively agreed December 1, 2011 as attached hereto
 - d. Article 32 Post Retirement Employment - tentatively agreed July 13, 2011 as attached hereto.

- e. Letters of Agreement 1, 2 and 3 - tentatively agreed July 13, 2011 as attached hereto.
 - f. Appendix B - tentatively agreed December 1, 2010 as attached hereto
6. All proposals tabled by the parties during the negotiation of the local portion of the Collective Agreement that are not listed in paragraph 5 above are withdrawn by the parties

Agreed and signed on ^{Aug. 23} ~~July 13~~, 2011. *[Handwritten initials]*

Signed by employer and union representatives

Camosun College
Denis Powers

BCGEU (Local 701)

BCGEU
Lori Strom

Housekeeping

Common Agreement forming Part of the Local Agreement

Change dates on page 51 of the collective agreement.

Appendix A, 4(c) Change President to Vice President, Education

Agreed to

Signed on behalf of the Union

Signed on behalf of the Employer

Dated: Nov. 26, 2010

1.5 Hiring Consultation

- (a) Faculty members of the respective department shall be consulted in the selection of all new faculty. ~~In the event of a creation of a new department, continuing faculty members in a related department, if any exist, shall be consulted in the selection of new faculty.~~
- (b) ^{Normally} A committee shall be formed to select a qualified candidate. The committee is responsible for screening applicants, short listing applicants, interviewing applicants and making a hiring recommendation to the appropriate Dean.
- (c) Normally the committee shall include the following:
- (i) the appropriate Chair;
 - (ii) at least two (2) faculty members from the department/functional area where the vacancy exists;
 - (iii) the appropriate Dean or designate; and
 - (iv) such other representation deemed appropriate by the College.
- (d) In the event of a creation of a new department, continuing faculty members in a related department, if any exist, shall be consulted in the selection of new faculty.

November 26, 2010

Agreed. DEC 1/10.

6.5 Appointment of Chairs

Each position shall be advertised internally and filled without external advertising if a suitable candidate is found. Selection procedures shall provide for adequate consultation with faculty from the department(s). Where more than one internal candidate exists, a selection committee shall be formed to make recommendations to the Dean. Normally the selection committee shall include the appropriate Dean and three (3) faculty members from the department/functional area involved. If the position covers a multi-discipline department /functional area then faculty from each specialty shall have representation on the selection committee.

November 26, 20

Dec 1/10

Article 32 Post-Retirement Employment (NEW)

- (a) Following retirement from the College, a previous employee may be appointed to a post-retirement position in his/her previous department. With the approval of the appropriate vice-president, the search to fill a specified post-retirement position may be restricted to retired faculty. The post-retirement appointment shall be for a period of two years, unless otherwise agreed to by the Employer and the employee. Appointments may be extended subject to mutual agreement between the College and the employee.
- (b) An employee who has retired and is subsequently appointed to a post-retirement position may work up to a fifty percent (50%) work load. Should an employee who has retired and who was in receipt of an early retirement incentive from the College be appointed to a post-retirement position prior to the period of time covered by the early retirement incentive, the employee shall repay the portion of the early retirement incentive covering the period of time subsequent to assuming the post-retirement position.
- (c) An employee covered by this article shall have the same health and welfare benefit entitlement and rights under the Collective Agreement as continuing part time faculty members, except the right to revert to a full-time position under Article 1.3(b); the right to a continuing position under Letter of Understanding #2, and layoff provisions under Article 3.2, 3.3, 3.4, 3.5(a), and the obligation to donate or the right to withdraw from the Sick Leave bank under Article 15.3 or under Letter of Agreement # 1 as it relates to Article 15.3.
- (d) If the appropriate Dean agrees, an employee covered by this article may participate in approved professional development activities.
- (e) An amount equal to the College's contribution to the College Pension Plan for the workload of the post-retirement position will be paid by the College to an employee nominated RRSP. This contribution shall continue to the same age as College Pension Plan contributions are required to be made by the College on behalf of faculty members not covered by this Article. The contribution under this Article is not available to and will not be paid to an employee covered by this article for whom the College is making contributions to the College Pension Plan.
- (f) If any provision of the Article conflicts with the terms of the College Pension Plan, then that provision will be deemed to be null and void and the parties will negotiate a provision to substitute for the provision rendered null and void which does not conflict with the College Pension Plan. All other provisions of this article will remain in full force and effect.

July 20, 2011

Employer Proposal # 3

EXISTING LETTERS OF AGREEMENT

1 Family Illness, Compassionate Leave and Sick Bank Donations

Renew

2 Regularization

Renew

3 Maternity and Parental Leave – SEB

Renew

November 26, 2010

July 13, 2011



**APPENDIX B
Provincial Salary Scale**

Step 2A equals \$xxxx.xx

Create heading "Steps", and number the grid as per Common Grid (Appendix A Common)

Agreed to

Signed on behalf of the Union

Signed on behalf of the Employer

Dated: _____

Dec 1 / 10

Dec 1 / 10