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Sent: March 16, 2023 4:45 PM

To:

Subject: Collective bargaining update: Capilano University and MoveUP Local 378



VP PEOPLE, CULTURE & DIVERSITY

COLLECTIVE BARGAINING UPDATE CAPILANO UNIVERSITY AND MOVEUP LOCAL 378

March 16, 2023

The parties commenced bargaining on May 25, 2022 and last met on February 2, 2023. Over that period, a fair amount of progress was made, and the vast majority of articles are now tentatively agreed-upon.

Unfortunately, progress between the parties has stalled. The University offered the prospect of entering into voluntary mediation with the belief that it would be helpful to moving the parties towards a renewed collective agreement. Despite our best efforts, the parties have been unable to agree on this process.

On February 28, 2023, the University proposed a Settlement Offer, which can be found here [LINK](#). The Settlement Offer includes general wage increases, over a three-year term, consistent with the province's Shared Recovery Mandate that applies to all B.C. public sector employers, including Capilano University. Key compensation items can be found at pages 170–172 of the Settlement Offer.

The issue of on-site work has also been a key topic of discussion at the bargaining table. The University has demonstrated a commitment to the remote work model by turning a one-year pilot program into the permanent, ongoing Hybrid Office Program. This program continues to apply widely to MoveUP members, exempt employees and administration. Details of the University's Hybrid Office Program can be found here [LINK](#).

The University remains hopeful that a renewal collective agreement can be reached between the parties at the earliest possible opportunity. Further bargaining updates will be provided to the Capilano University community as they arise.

Sincerely,

Kartik Bharadwa
VP People, Culture & Diversity

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