

**RE: Flexible Work Arrangement – MoveUP Staff**

Dear Ash Amlani, Board Chair, and respected members of the Capilano University Board of Governors,

We are grateful to write to you from the traditional and unceded territories of the Tsleil-Waututh, Musqueam and Squamish First Nations peoples to discuss working together towards building a stronger future for Capilano University. As we have emerged from the COVID-19 pandemic and are collectively participating in this time of reflection, we have the opportunity to collaborate and discuss the multitude of positive aspects of workplace learning which strengthened us as a community and supported our continuity during what seemed the direst of times.

Through lessons learned from the pandemic many organizations including post-secondary institutions have begun the process of creating or have already adopted language in their workplace and collective agreements related to ongoing flexible work arrangements for their employees.

Post-secondary institutions throughout British Columbia have had the opportunity to recognize the positive outcomes, benefits, and organizational resilience that flexible work arrangements have brought to the workplace and are leveraging this learning towards building a fortified workforce for their future employees. We believe it is possible for these same advantages to be felt by current and future MoveUP staff here at Capilano University!

In keeping with the values already embedded in the culture of working at Capilano University, the hope is that we might adopt similar language to enhance upon the principles of flexible work that have been defined by the BC Government and other public post-secondary institutions. We believe that by adopting similar language to our partner institutions, we may be better poised to:

- Strengthen talent acquisition efforts for staff through the heightened ability to recruit and retain talented employees;
- Support ongoing advancement and engagement with new workplace technologies;
- Optimize our service standards in the delivery of exceptional student and institutional support; and
- Work together to accomplish an inclusive, safe and supportive workplace culture.

We would appreciate the opportunity to discuss next steps towards building a flexible framework at Capilano University that will help us towards meeting our collective goals in Envisioning 2030. We hope that, with your support, we will work towards a collaborative effort to strengthen the fabric of our working community that embodies the principles that CapU is built upon.

On behalf of MoveUP, we thank you for your time in considering this information and look forward to your response outlining next steps towards engaging in this very important conversation.

With Regards,



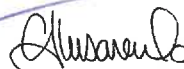
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