


JS4-Counter - Disciplinary records

1.6.3 The University will remove all material related to disciplinary matters from the personnel file, or any other permanent file maintained by the University, 18 months following the date of submission, provided there has been no further disciplinary documentation relating to the same issue.


11.6.8 Record of Disciplinary Actions

Where the University writes a letter of discipline to an employee, or takes any other formal disciplinary action, the letter or record of the action will be removed from the employee's personnel file 18 months following the date of submission, provided there has been no further disciplinary documentation relating to the same issue.

Signed:



Michael Begg
Lead Spokesperson
Capilano Faculty Association



Geoff Tierney
Lead Spokesperson
Capilano University

26 June 2023

Date

June 26/23

Date

Headers : 1.6 PERSONNEL AND EVALUATION
FILE INFORMATION RELEASE

11.6 TERMINATION, SUSPENSION AND
DISCIPLINE

Agreed :  
Geoff Michael

AFC5. Clarifying appointment procedure

11.4 FACULTY APPOINTMENTS

11.4A All appointments shall specify the functional area or areas in which the employee is appointed. Regardless of appointment status (probationary, continuous, regular, non-regular, regular limited term, auxiliary) and classification, the appointment entitles the employee to participate in functional area decision making under article 2.8 as part of the functional area or areas into which they are appointed.

Signed:



Michael Begg
Lead Spokesperson
Capilano Faculty Association



Geoff Tierney
Lead Spokesperson
Capilano University

26 June 2023

Date

June 26 / 23.

Date

Dean definition

AFC4: Clarification of definition of dean


2.1.8 Dean

2.1.8.1 Where the term “Dean” is used in this Agreement following specific articles, it shall be deemed to mean only an instructional Vice President, appropriate Dean or, in the following specific articles, a person specifically designated by an instructional Vice President or Dean to deal with specific situations: ...

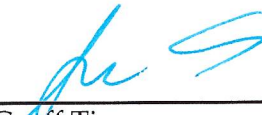
2.1.8.2 Where the term “appropriate Dean” is used in 11.5.3.2.5, it shall be deemed to include an instructional Vice President, appropriate Dean or the University Librarian for the job classification described in 6.5 or for special appointees within the Library.

2.1.8.4 For the functional areas identified in the directors’ grievance settlement agreement between the parties dated November 22, 2022, the appropriate Dean includes a Director or Associate Vice President hired according to the terms of that settlement agreement.

Signed:



Michael Begg
Lead Spokesperson
Capilano Faculty Association



Geoff Tierney
Lead Spokesperson
Capilano University

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Date

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