

administration • reference memo

- keywords:
- **BOARD POLICY**
 - **DISPUTES**
 - **ARBITRATION**

In keeping with its commitment to progressive, effective and efficient labour relations, Capilano College will attempt to resolve labour relations disputes at their earliest possible stage. Such resolutions will be consistent with the College's Mission and Values and will fairly balance equitable treatment for employees with the needs of the College as a whole.

Disputes

In resolving disputes prior to a final third party decision, the College will weigh the financial costs of the settlement against the known costs of resolving the dispute by arbitration. Those costs may include legal expenses, costs of the arbitrator, and the costs of using College resources, including personnel.

In resolving arbitrations, the College will also consider the strength of the College position and the consequences of the resolution.

In resolving disputes, the College will also ensure the maintenance of its rights under the collective agreements.

Process for Resolving Disputes

The President may authorize settlement of a dispute. The determination of whether to settle a dispute, or not, will be governed by the principles and considerations expressed in this policy.

If the proposed settlement involves an expenditure of College monies in excess of \$25,000, the President will consult with the Human Resource Management Committee of the Board before authorizing the settlement.

As soon as is practicable following any settlement, the details of such settlement will be fully reported to the Human Resource Management Committee of the Board.