



# Bargaining 2012

## NEGOTIATIONS NEWSLETTER #5

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April 25, 2012

### 2012 BARGAINING DEMANDS

Please bring this package with you to the meeting

#### SPECIAL GENERAL MEETING

WEDNESDAY, MAY 9, 2012

BROADWAY CAMPUS

ROOM 1228

MEETING 3:00 – 4:30 PM

**WE WILL BE RECOMMENDING RATIFICATION  
OF THE BARGAINING DEMANDS AS ATTACHED**

We have completed the first phase of bargaining: gathering input from the members. We have heard from and met with many of you and have received many valuable comments and suggestions. Thank you.

#### Who Can Vote?

- All regular instructors, including anyone on leave or on the recall list
- All term instructors who are on the seniority list or who worked in May, 2012
- All auxiliary instructors who worked in May, 2012

We encourage you to come to the meeting to discuss and vote on the bargaining demands. If you have any questions, please contact one of the Negotiating Committee members:

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# 2012

# Bargaining Demands

- A. Working Conditions**
- B. Labour/Management Issues**
- C. Benefits Including Leaves & Retirement**
- D. Job Security**
- E. Employee Rights**
- F. Salary Improvements**
- G. Common Table**

**Subject to errors and omissions**

## **A. Working Conditions**

- 1. Curriculum and Professional Development**
  - a. Increase PD funds and improve access to PD**
  - b. Establish curriculum development time**
  
- 2. IRA Issues**
  - a. Improve IRA working conditions and release time**
  - b. Increase transition time and provide more training and orientation**
  - c. Establish Senior Faculty Chair positions**
  - d. Department Head terms**
  
- 3. Education Support**
  - a. Improve support for instructors teaching students with disabilities**
  - b. Increase number of counselors and librarians and improve access to student services**
  - c. Establish minimum number of departmental days**
  - d. Improve class size language and class composition language**
  
- 4. Technology and Office Space**
  - a. Improve office space, and provision of technological equipment and support**
  - b. Improve distributed learning language**
  
- 5. Equity Issues**
  - a. Provide annual salary increments for part time work**
  - b. Establish salary equity with other FPSE contracts**

## **B. Labour/Management Issues**

- 1. Expand scope of Joint Steering Committee**

## **C. Benefits Including Leaves & Retirement**

- 1. Establish a minimum number of Retirement Incentives and revise method of incentive payment.**

## **Leaves**

- a. Increase stipend for renewal and retirement incentive leaves
- b. Improve educational leave language
- c. Provide access to PD eligibility while on education leave

### **2. Benefits including**

- a. Improve dental coverage and improve access for term instructors
- b. Provide benefit coverage for instructors under 50%
- c. Improve benefits for over 65 years of age

## **D. Job Security**

1. Improve and strengthen layoff language
2. Improve allocation of work and regularization language
3. Expand bargaining unit and eliminate contracting out

## **E. Employee Rights**

1. Establish academic freedom language
2. Governance
  - a. Provide release time for faculty representatives
  - b. Establish VCCFA role in administrative hiring and evaluations
  - c. Increase VCCFA involvement in governance and strategic planning
  - d. Increase VCCFA involvement in planning and use of facilities
3. Extend payment of licenses/membership to probationary regular instructors when required for employment

## **F. Salary Improvements**

1. Increase salary and apply equitably to all steps
2. Reduce number of steps on salary scale
3. Establish Cost of Living Adjustment clause

## **G. Common Table**

1. Ensure inclusion of any gains made at the Common Table