



Bargaining 2014

NEGOTIATIONS NEWSLETTER #2

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2014 BARGAINING DEMANDS

Please bring this package with you to the meeting

SPECIAL GENERAL MEETING
WEDNESDAY, JANUARY 29, 2014

BROADWAY CAMPUS, BUILDING B
ROOM 1228
MEETING 2:30 – 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
- All auxiliary instructors who worked in January 2014

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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2014

Bargaining Demands

- A. Workload and Working Conditions**
- B. Job Security**
- C. Salary**
- D. Benefits & Leaves**
- E. Employee Rights**
- F. Labour/Management Issues**

Subject to errors and omissions

A. Workload and Working Conditions

- 1 Improve provisions on class size and class composition**
- 2 Improvements for Instructors with Responsibility Allowances (Department Heads, Coordinators etc.)**
 - a. Improve IRA working conditions and release time**
 - b. Increase transition time and provide more training and orientation**
 - c. Establish School Faculty Chair positions**
- 3 Improve scope of provisions for online and blended modes of learning**
- 4 Improve support for instructors teaching students with disabilities and implement recommendations of 2013 joint study**
- 5 Include research/scholarly activity and prior learning assessment work in workload profiles**
- 6 Curriculum Development and Professional Development**
 - a. Improve access to PD time**
 - b. Increase PD funds and broaden eligible expenditures**
 - c. Increase CD funding and improve allocation process**
- 7 Increase support for ongoing faculty development with the establishment of a faculty-focused Teaching and Learning Centre**
- 8 Increase amount of Education Leave and salary level during leave**
- 9 Improve access to student services (counselling, library, etc, especially during non-traditional hours)**
- 10 Establish minimum number of non-instructional duty days for each department**
- 11 Improve access to office space and the provision of technological equipment and support**

B. Job Security

- 12 Improve and strengthen layoff and severance provisions**
- 13 Improve hiring, appointment and regularization provisions**
- 14 Improve protection from contracting out and contracting in**

C. Salary Improvements

- 15 Increase salary equitably**
- 16 Reduce number of steps**
- 17 Establish cost of living protection**
- 18 Seek ways to achieve the 2004/07 stipend of 2%**
- 19 Establish annual increment for part-time work**

D. Benefits & Leaves

- 20 Improve benefit coverage for term instructors**
- 21 Improve vision care coverage**
- 22 Improve dental plan access and coverage**
- 23 Provide Life Insurance and Accidental Death & Dismemberment coverage for those over 65 years of age**
- 24 Increase stipend for both Renewal and Retirement Preparation Leaves**
- 25 Offer retirement incentives under revised provisions**

E. Employee Rights

- 26 Establish process for faculty dealing with student complaints and appeals**
- 27 Establish process for faculty input into evaluation and selection of administrators**
- 28 Provide release time for all faculty governance positions**
- 29 Develop more comprehensive and transparent language on program suspensions/cancellations**
- 30 Provide payment of licenses/memberships to terms when required for employment**
- 31 Increase access to health and safety procedures and information**

F. Labour/Management Issues

- 32 Resolve remaining step placement anomalies**
- 33 Establish provisions around retirement to address the new demographic reality**
- 34 Re-establish provision of direct medical services for faculty, staff and students**