



Bargaining 2014

NEGOTIATIONS NEWSLETTER #5

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www.vccfa.ca

December 2, 2014

The first section includes most of the issues we have presented to the College. The second section are those yet to be tabled, however, we anticipate tabling all of our substantial demands by the last bargaining meeting scheduled for December 16th.

1. Issues presented

Regularization

- Regular appointments: clarifying hiring procedures and ensuring internal applicants
- Regularization language improvements: faster accrual and lower threshold

Pay

- Step Placement Anomalies: addressing anomalies caused in 07-10 agreement
- Part-Time Increment: fairer increment accrual
- Change 202 to 201 days for determining per diem rate

Professional Development

- Improve access to PD time.
- Increase PD funds available.
- Lessen restrictions on PD funds

Benefits

- Improve access for term faculty
- Improve benefit coverage for vision and dental care
- Life Insurance & Accidental Death & Dismemberment: we asserted that current language supports life insurance and AD & D for post 65 faculty members.

Leaves

- Education leave: increase stipend and increase amount available. Also, remove distinction between short and long term
- Renewal Leave and Retirement Preparation Leave: Increase stipend

Layoff and Severance language

- Strengthen and clarify language around layoff
- Increase notice period for term and regular faculty
- Propose a different process for when the college is considering closing a department/area
- Faster accrual of severance pay (currently takes 20 years of service for 10 months pay)
- Increase VDI amount

Instructors with Responsibility Allowance (IRA)

- Establish baseline for release time
- Establish transition days for IRAs
- Increase transition period by pushing election/selection timelines further out

Retirement Issues

- Retirement incentives
- Partial retirement leave: allowance and incentive for members leading into retirement



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Distributed Learning

- Improving language around the assignment and workload for distributed learning

Curriculum Development

- Establish baseline amount, and clarify approval process

Student Services

- Extend library hours and increasing counselor complement

2. Demands yet to be presented

- Length of agreement
- Other pay issues (salary increase, COLA, decreasing steps)
- School Faculty Leader positions
- A centre/area dedicated to faculty learning and development

3. College positions

The College has signaled their intent to adjust and/or limit the following:

- Extended health benefit costs (faculty sharing premiums)
- LTD premiums to be faculty paid (possibly up to \$900/faculty member/year)
- Regularization window severely limited by changing to 2 fiscal years
- Restricting the definition of term work
- Changing days to hours where applicable
- Renewal and Retirement preparation leaves (only 1 of each per faculty member per career)
- Intervention by deans and directors into permanent regular faculty appraisal process
- Change criteria for IRA release time

4. Common Agreement

At a minimum we will seek to preserve the provisions of the common agreement. However, the future of our participation is in doubt. Our understanding with the College is that we can negotiate the inclusion of Common Agreement provisions at the local table.

5. Future Meetings

We have completed 15 joint meetings with the College and have two more scheduled during the month of December. We are prepared to meet in the New Year when we expect to see College positions in more detail. Our meetings have been productive and cordial and we anticipate this tone will continue. We continue to meet at the Broadway VCCFA office (Room 2654) each week.

Bargaining representatives for the VCCFA are:

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