



Bargaining 2014

NEGOTIATIONS NEWSLETTER #6

info@vccfa.ca

(604) 688-6210

www.vccfa.ca

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Since our last report at the December AGM we have tabled all of our demands. Our last newsletter on December 2, 2014 listed the topics we had presented to date.

1. Most recent tabled positions

Transforming Instructional Associate positions into Senior Faculty Leader positions

It is our hope that this proposal will offer increased support to the work of faculty and Department Leaders.

Creation of a Centre for Teaching and Learning

The creation of such a centre would support ongoing faculty development at VCC. There has been a long standing need at VCC for this kind of support. Camosun College, as an example, has dedicated 10 faculty to this important work.

2. Yet to be discussed

- Length of agreement
- Other pay issues (salary increase, COLA, decreasing steps)

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 our bargaining meeting on January 14th we informed the College that we would not be partaking in the Common Table bargaining slated to start at the end of January. We will now bargain these provisions at the local table as per our protocol agreement with the College. At a minimum we will preserve the provisions of the existing Common Agreement. We came to this decision after much thought and deliberation and we believe that our interests are best served by this approach.

5. What's next

We have completed 18 joint meetings with the College and have two more scheduled during the month of January. We expect to see more detail about College positions outlined in number 3 above. We continue to meet at the Broadway VCCFA office (Room 2654) each week.

Should you have any questions about any bargaining matters, please don't hesitate to reach us at the contacts below.



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Bargaining representatives for the VCCFA are:

Weldon Cowan: FPSE Staff representative

Frank Cosco: (Chair) Chief Steward, fcosco@vccfa.ca, (604)688-6210

John Demeulemeester: VP VCCFA, VCCFA Steward, jdemeulemeester@vccfa.ca, (604)688-6210

David Branter: VCCFA Executive, dbranter@telus.net, ext. 7309

Mike Tunnah: VCCFA Executive, VCCFA Steward, michaeltunnah@gmail.com, ext. 8377

Lorraine Rehnby: VCCFA Steward, lrehnby@shaw.ca (604)688-6210