



Bargaining 2014

NEGOTIATIONS NEWSLETTER #8

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"Important Message to all Members"

Crucial Week for VCCFA Bargaining

It's a pivotal time. We started in June of 2014 and have met more than a couple of dozen times since. We are narrowing our focus and making a serious effort to reach settlement this spring.

Other faculty unions are also pushing for settlements now. There have recently been positive strike votes at Capilano and Langara, a strike at UNBC, as well as a partial tentative agreement for 8 FPSE locals in February.

It is going to be a 5 year agreement (2014-19) so it's important to address as many issues as possible. Members will not get another chance for quite a while.

No matter the need, logic or argument for our positions, the word "no" easily comes from management. As all unions do, we need leverage to counteract that word. Compromises are necessary but, without leverage, it's very hard to move the employer towards compromise.

Getting enough leverage may entail having to come back to you for a strike vote as others have done. We should know by the end of this week. We have two full days of bargaining booked and we have told the College we are prepared to move towards tentative settlement.

The following are key issues that we want the College to move on:

Job Security

- Protection from program closures and reductions
- Faster severance accrual
- Improved layoff notice provisions

Equity and Regularization

- Improved access to term work
- Improved regularization language
- Better access to benefits and PD for term faculty

Fair Compensation

- Equity with other post-secondary faculty who have had 2% more for ten years

Retirement Incentives

- There is not enough being done to facilitate retirements (and create space for other members).

IRA related issues

- Increased transition and orientation time for IRA faculty
- Protection from reduction in release time

The College is seeking concessions to:

- Restrict access to term work by defining more work as auxiliary
- Reduction in IRA release days
- Invoke performance review of permanent regular faculty with greater ease
- Involve Deans and Directors in the performance appraisal of permanent regular faculty
- Offload benefit costs to faculty
- Decrease timeframes for transfer

*We will be working hard for a settlement and reporting out as soon as we can. VCCFA
Negotiating Committee: David Branter, Frank Cosco, John Demeulemeester, Lorraine Rehnby,
Mike Tunnah and Weldon Cowan*