



Bargaining 2014

NEGOTIATIONS NEWSLETTER #9

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Thank you for your support

At a special general meeting on March 31st the VCCFA executive asked you to authorize a strike vote should the bargaining team reach impasse. We are grateful for the support of our members who came out and voted 92% in favour of this action.

We asked you because we are at a critical time in bargaining and believe we are close to securing a deal. The intent of the vote was to provide the bargaining team more leverage at the table.

We met with the College on April 1 and had a productive session. We exchanged comprehensive proposal packages and inched closer to a deal. We have two more dates scheduled next week and will update the membership at the conclusion of those dates. We are hopeful that these days will produce a tentative agreement that we can bring to the members. However, should we reach impasse, we will have to recommend to the executive that they conduct a strike vote.

Union demands

- ✓ Faculty Rights
- ✓ Job Security
- ✓ Equity and Regularization
- ✓ Fair Compensation & Benefits
- ✓ Retirement Incentives
- ✓ Department Leader Support

Concessions sought by Management:

- X Severely restricting access to term work by defining more work as auxiliary
- X Reduction in IRA release days
- X Invoke performance review of permanent regular faculty with greater ease
- X Involve Deans and Directors in the performance appraisal of permanent regular faculty
- X Offload benefit costs to faculty
- X Reduction in the transfer period effectively decreasing faculty layoff notice period
- X Control of Life insurance and A.D&D moved out of collective agreement to insurance company

Bargaining representatives for the VCCFA are:

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