



Bargaining 2014

NEGOTIATIONS NEWSLETTER #10

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Tentative agreement reached!

****Ratification vote Thursday, April 23rd. Time and place TBA****

Thank you for your continued support.

After more than 10 months of meetings culminating in three days of intensive bargaining this week, we reached tentative agreement Thursday evening. We will be sending out a tentative agreement package prior to the April 23rd ratification vote meeting and we will be recommending that members ratify it as the 2014-2019 Collective Agreement.

Details of the agreement will be released soon but highlights are as follows:

- ✓ Mechanism to increase IRA release time
- ✓ Significant extended health and dental benefit improvements
- ✓ Yearly retirement incentives
- ✓ Payment in lieu of benefits for term faculty under half-time
- ✓ Life Insurance and A.D. & D. for faculty between the ages of 66 and 69
- ✓ Wages as per Economic Stability Mandate - minimum 5.5% over 5 years

The College dropped its demands on Dean/Director intervention in faculty appraisals. We reached a compromise on the distinction between auxiliary and term work. We had to make trade-offs to secure some gains which we believe under the circumstances were necessary. This has been a difficult round of bargaining due to government intervention and micro-managing of the process. However, there was a generally positive, professional and collegial atmosphere between both sides at our VCC/VCCFA table. We appreciate greatly the solid support of the membership. It helped get the deal.

Bargaining representatives for the VCCFA are:

Weldon Cowan: FPSE Staff representative

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