



Bargaining 2010

NEGOTIATIONS NEWSLETTER #13

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May 11, 2011

Tentative Agreement Reached May 4/2011

We are pleased to report we reached a tentative agreement with the College. The Negotiating Committee and Executive are recommending it be ratified. This was a difficult and challenging round of bargaining. Like other public sector unions we are caught in the government's invasive attitude on all issues. Nonetheless, we have made important gains.

We would not have been able to do so without the help of our members especially the positive strike vote. Thank you all for your ongoing support!

The tentative agreement needs to be ratified by our members and the Post-Secondary Employers Association. If it is ratified it will be a 2 year agreement from April 1/2010 to March 31/2012. All changes will be effective the date of ratification.

We will be holding a special Bargaining Meeting and Ratification Vote.

**Special General Meeting on the new Collective Agreement Ratification
Wednesday, May 25th at 3 pm, Auditorium, Broadway Campus**

VOTING to take place after the meeting up to 5:00 pm

**EXTENDED VOTING AT
BROADWAY UNION OFFICE (ROOM 2654) & DOWNTOWN CAMPUS
Wednesday, May 25th - 5:15 pm to 7:00 pm**

Thursday, May 26th - 7:30 am to 9:00 am & 11:30 am to 1:00 pm

**Extended Voting is at both locations:
Broadway Union office & Downtown Campus in front of library.**

ASL Interpreters will be present at the meeting.

Who can vote?

- **All regular instructors including those on recall**
- **All term instructors**
- **Auxiliary instructors who worked in May 2011.**

If you have any questions or comments, you can contact us at:

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*Thanks,
VCCFA Executive and VCCFA Negotiating Committee*

Detailed information will be provided at the meeting. Anyone wishing a copy earlier should contact the main VCCFA Office.

Here are the highlights:

Participation Rights

- Union representation on any committee to determine allocation or use of space where instructors work
- Union representation on any committee for selection of educational administrators
- Faculty representation on any committee to discuss and approve Curriculum Development

Leaves

- Education Leave - decrease in length of time required between short term Education Leave to 1 year from 2. A decrease in the required time between long term Education Leave to 2 years from 6.
- Increased flexibility for Renewal Leave of less than 4 months.

Workload

- Department time – All departments will have time for department work and meeting as part of assigned duty. This should not result in less instructional time for students.
- IRA release - the IRA release chart has been updated to include new departments and areas and to reflect current allocations. A joint committee will be established to determine criteria and allocate the remaining 154 unused IRA release days by August 31/11. No departments release time has or will go down. More details on discussions with College and understanding on IRA workload will be discussed at ratification meeting.
- Distributed Learning is assigned duty and part of workload profile.
- Instructors working with students with disabilities - LOU has been strengthened to include a joint committee to conduct a review and provide a report on its findings and recommendations by March 31/2012.

Non Regular Instructors

- Terms will be paid at their step placement for all auxiliary work in the area.
- Rights of term instructors to maternity leave will be included in the Collective Agreement.

Layoffs

- Improvements to layoff language including:
 - College to provide written pre-notice and rationale prior to meeting with Union
 - In the case of department or program closure, College is required to consult with Union on alternatives
 - College to provide documentation related to layoffs upon request of Union

Areas

- Process for establishing or changing area hiring criteria will be included in the Collective Agreement.

Performance Review Committee

- Establishment of Joint Committee to review Article 17, Performance Review Process and committee to report to the parties by March 31/2012.

Language and other Changes

- Use of term Department Leader for Department and Assistant Department Heads and Coordinators
- Short preamble added to Collective Agreement
- Establishing different start dates for Instructional Associate positions
- Improvements to Occupational Health & Safety language
- Renewal of appendices
- Housekeeping- Improvements in clarity of language and processes

Compensation Re-Opener

- Agreement that in the event the public sector mandate changes during the life of the Collective Agreement, the Union will have the opportunity to reopen the total compensation package for the balance of the term of the Collective Agreement.