



NEGOTIATIONS NEWSLETTER #8

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TENTATIVE PROVINCIAL TABLE AGREEMENT 2007 - 2010

The Provincial Joint Union Bargaining Committee (FPSE locals and BCGEU) reached a tentative deal on Saturday, February 17, 2007. It includes:

- 2.1% increase to all steps on the salary scale, and IRA stipends, in each of the 3 years
- 0.5% labour market adjustment to the top step in each of the 3 years
- Step 1 will be \$ 83,231 in April 2009
- Step 11 will be \$ 51,797 in April 2009
- Increase to vision care coverage from \$300 to \$500
- Ability to carryover any unused money from the 0.6% Common PD funds into the next fiscal year
- Ability to talk about Academic Freedom at the local table

[See over for wage increase details]

Government Financial Incentive – (The Signing Bonus)

- is conditional on settlement of our collective agreement, both local and provincial, prior to March 31, 2007
- is \$4000 per full time equivalent (FTE) faculty member and prorated for less than full time status

We voted against the deal, as we did not achieve enough equity between the top step and the other steps, and we were unable to make further progress on other issues of concern to our local. However, it was acceptable to the majority of the locals and the BCGEU. This ends the provincial phase of bargaining.

Strike Vote

At this time the VCCFA Executive has passed a motion to postpone the strike vote.

Maggi Trebble
Provincial Bargaining Committee representative

WE'RE NOT FINISHED YET

Local Bargaining Resumes February 26th

Now we have a tentative agreement at the provincial table our focus will be on completing local bargaining. We are committed to the issues that we have brought to the local table to be resolved in this round of bargaining, and we will continue to push for a satisfactory resolution at the local table.

Thank you for your continued interest and support. Watch for more information as local bargaining resumes next week.

General Wage Increase to all steps @ 2.1% per year

Top Step Increases by 2.79% to 2.94%

Common Salary Grid April 2007 – 2010					
Step	2006/07 (Current)	2007/08	2008/09	2009/10	Compounded Increase
01	\$ 76,480	\$ 78,729	\$ 80,972	\$ 83,231	8.83%
02	\$ 73,257	\$ 74,795	\$ 76,366	\$ 77,970	6.43%
03	\$ 68,238	\$ 69,671	\$ 71,134	\$ 72,628	"
04	\$ 65,445	\$ 66,819	\$ 68,223	\$ 69,655	"
05	\$ 63,048	\$ 64,372	\$ 65,724	\$ 67,104	"
06	\$ 60,651	\$ 61,925	\$ 63,225	\$ 64,553	"
07	\$ 58,254	\$ 59,477	\$ 60,726	\$ 62,002	"
08	\$ 55,857	\$ 57,030	\$ 58,228	\$ 59,450	"
09	\$ 53,460	\$ 54,583	\$ 55,729	\$ 56,899	"
10	\$ 51,063	\$ 52,135	\$ 53,230	\$ 54,348	"
11	\$ 48,666	\$ 49,688	\$ 50,731	\$ 51,797	"

		Top Step				
	GWI	Placement	Weighting Factor	LMA	Top Step Lift	Top Step Increases
07/08	2.10%	60%	1.7	0.5	0.84%	2.94%
08/09	2.10%	67%	1.5	0.5	0.75%	2.85%
09/10	2.10%	73%	1.4	0.5	0.69%	2.79%

GWI – General Wage Increase

Placement - % of instructors at top step in the college system

LMA – Labour Market Adjustment (Government term for targeted salary increases)

TSL – Top Step Lift = Weighting Factor x LMA

TSI – Top Step Increases = GWI + TSL

If you have any comments or questions please contact the committee by phone or email:

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