



Bargaining 2010

NEGOTIATIONS NEWSLETTER #3

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January 25, 2010

2010 BARGAINING DEMANDS

Please bring this package with you to the meeting

SPECIAL MEETING
THURSDAY, JANUARY 28, 2010
CROATIAN CULTURAL CENTRE
3250 COMMERCIAL DRIVE
(16TH & COMMERCIAL)

MEETING 2:30 – 3:30 PM

VOTING

Croatian Cultural Centre – after the meeting up to 5 pm
Downtown Campus – in front of library 4 – 7 pm
Broadway Campus – Union Office, Room 2654, Building A,
4 – 7 pm

We have completed the first phase of bargaining: gathering input from the members.

We have heard from and met with many of you and have received many valuable comments and suggestions. Thank you. We believe that your priorities are reflected in the following list of demands:

- | | |
|--|-------------------------------|
| A. Working Conditions | E. Community |
| B. Labour/Management Issues | F. Employee Rights |
| C. Benefits including Leaves & Retirement | G. Salary Improvements |
| D. Job Security | H. Common Table |

In the last four rounds of bargaining, we have joined with other Federation of Post Secondary Educators locals (FPSE) and the BC Government Employees Union (BCGEU) representing college instructors at the provincial table. We have actively participated in meetings regarding forming a Common Table for this round. We are continuing to work collaboratively with the locals in FPSE and other unions and we will provide a recommendation regarding the Common Table at the meeting.

At the January 28, 2010 meeting, we will be recommending that you:

- 1. Ratify bargaining demands as attached.**

Changes or additions to the package are only possible at the ratification meeting.

Who Can Vote?

- All regular instructors, including anyone on leave or on the recall list
- All term instructors who are on the seniority list
- All auxiliary instructors who worked in January 2010

We encourage you to come to the meeting to discuss and vote on the bargaining demands.

If you have any questions, please contact one of the Negotiating Committee members:

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2010

Bargaining Demands

A. Working Conditions

B. Labour/Management Issues

C. Benefits Including Leaves & Retirement

D. Job Security

E. Community

F. Employee Rights

G. Salary Improvements

H. Common Table

Subject to errors and omissions

A. Working Conditions

- 1. Curriculum and Professional Development**
 - a. Increase PD funds and access to PD**
 - b. Establish curriculum development time**

- 2. IRA Improvements**
 - a. Improve IRA working conditions and release time**
 - b. Provide transition time and more orientation**

- 3. Education Support**
 - a. Improve support for instructors teaching students with disabilities**
 - b. Increase number of counselors and librarians and access to student services for faculty**
 - c. Establish minimum number of departmental days**
 - d. Improve class size language**

- 4. Technology and Office Space**
 - a. Improve office space, and provision of technological equipment and support**
 - b. Improve distributed learning language**

- 5. Equity Issues**
 - a. Provide annual salary increments for part time work**
 - b. Improve language for terms for auxiliary work and cancelled contracts**
 - c. Establish salary equity with other FPSE contracts**

B. Labour/Management Issues

- 1. Improve information reporting to VCCFA**
- 2. Expand scope of Joint Steering Committee**

C. Benefits

- 1. Establish a minimum number of Early Retirement Incentives**
- 2. Leaves**
 - a. Increase stipend for renewal and retirement preparation leaves**
 - b. Improve access to educational leave**
 - c. Improve flexibility in using renewal and retirement preparation leaves**
- 3. Benefits including:**
 - a. Improve dental coverage and improve access for terms**
 - b. Provide benefit coverage for instructors under 50%**
 - c. Provide benefits for over 65 years of age**

D. Job Security

- 1. Improve and strengthen layoff language**
- 2. Improve allocation of work and regularization language**
- 3. Expand bargaining rights and eliminate contracting out**

E. Community

- 1. Establish VCCFA role in improving access to marginalized students**
- 2. Establish VCCFA role to increase service in the community**
- 3. Establish VCCFA role in reducing the environmental impact**

F. Employee Rights

- 1. Establish academic freedom language**
- 2. Governance**
 - a. Provide release time for faculty representatives**
 - b. Establish VCCFA role in administrative hiring and evaluations**
 - c. Increase VCCFA involvement in governance and strategic planning**
 - d. Increase VCCFA involvement in planning and use of facilities**
- 3. Extend payment of licenses/membership to term and probationary instructors when required for employment**
- 4. Increase rights to health and safety information and procedures**

G. Salary Improvements

- 1. Increase salary and apply equitably to all steps**
- 2. Reduce number of steps on salary scale**
- 3. Establish Cost of Living Adjustment clause**

H. Common Table

- 1. Ensure inclusion of any gains made at the Common Table**