



NEGOTIATIONS NEWSLETTER #18

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LOCAL AGREEMENT REACHED

We are pleased to report that the VCCFA has reached an agreement with the College on all local issues. As you know, we ratified the Common Agreement in April 2005. Local bargaining remained, and that process is now complete.

The agreement will be explained at two special VCCFA meetings:

**Special Meeting
to present the
Local Collective Agreement**

**Wednesday, November 9, 2005
Room 2654, King Edward Campus
3:00 pm**

**Thursday, November 10, 2005
Room 420, City Centre Campus
3:00 pm**

The settlement means that we will not be going to arbitration, which was the default process if talks had failed. We believe that what we have achieved is better than what we would have gotten through an uncertain and possibly unworkable arbitration process.

Most members are familiar with the outline of the Common Agreement:

- A 3-year deal expiring March 31, 2007. A 3.3% lift to the top of scale by the creation of a new step on April 01, 2006; a further increase possible in 2006-07 if other settlements in the post-secondary sector exceed 1.5%.
- a new .6% faculty PD fund (the criteria and process for allocating this have yet to be determined)
- new compassionate care leave provisions
- new language on International Education for instructors on assignments abroad

LOCAL AGREEMENT HIGHLIGHTS

We made the following gains to the Local Agreement:

- 24-month seniority retention for term instructors, thus creating a fairer system for the right of first refusal.
- continued seniority accrual for instructors on recall, regardless of whether they take temporary assignments or not.
- the inclusion of an initial step placement formula with credit given for previous work experience and education.
- initial placement review period to be increased to 6 from 4 months.
- the phasing out of the "cap" on initial placement over the next few years. At present, new instructors are normally capped at Step 6 under College policy.

- step adjustments for current instructors subject to a cap, allowing them to move up in tandem with new hires. This will also apply to capped P/T instructors, who will advance 1 step per year until they reach the new cap.
- proposed changes to hiring qualifications to be subject to consultation with the Union; current instructors will not be affected if changes result.

The College had opened negotiations with a number of concessionary proposals, e.g. increased hours of assigned duty for librarians and counselors; weaker recall language; a reduced role for the VCCFA on overseeing performance appraisal and evaluation procedures; restrictions on the use of PD funds; and the inclusions of Deans/Director on hiring recommendation committees and in IRA selection procedures.

We were able to resist these demands. However, on the issue of reallocation of IRA release based on changes dating from the 2002 restructuring, the VCCFA agreed that the College has the right to reallocate release time if required as a result of program changes. Given that there is a fixed amount of total release, certain departments will have their release time reduced from their current amounts, while others will see an increase.

This was a difficult decision for us, because we strongly believe all IRAs are overworked. However, we felt the resolution of this issue would have been no better, and possibly worse, if it had gone to arbitration. We were able to delay the implementation of any reductions until July 1, 2007. Any future reallocations by the College will also require consultation with the VCCFA.

Overall, we are pleased with the result, given the current bargaining climate. Some other college faculty associations also made a few gains, but others "rolled over" or even suffered losses.

Members who have been reading our newsletters know that our relations with the College were often rocky and that there were numerous delays and stalemates. We are therefore pleased to tell you that the latter stages of bargaining were characterized by more mutual trust, respect, and a sense of give and take. We hope that the Union and the College can build on these improved relations.

Since the Negotiating Committee was elected in June 2003, we have been concerned about many things, but never about the support of the members. Thank you for standing behind us and giving us the opportunity to represent you.

We'd also like to acknowledge the great support and assistance we received from Lizz, Frank and the rest of the VCCFA Executive, as well as from the two FPSE Staff Reps, Linda Sperling and Weldon Cowan.

If you have any questions or comments, please contact one of the members of the Negotiating Committee. Thank you, as always, for your support.

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