



NEGOTIATIONS NEWSLETTER #2

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Date: November 7, 2003
To: VCCFA Members
From: VCCFA Negotiating Committee
Re: Negotiations Preparations

The Bargaining Process

Our preparations for the next round of bargaining with the College are going well. Our goal at this stage is to gather information and comments from members. This is what we have done so far:

- ❖ An initial survey
- ❖ Drop-in sessions at each campus
- ❖ Small group discussions at two VCCFA General Meetings
- ❖ Meetings with departments (we have met or are scheduled to meet almost all the instructional departments in the College)

Thanks for your involvement. We are working to identify areas of common concerns, as well as issues that are of particular concern to certain groups in the union. These will be reflected in a detailed VCCFA Bargaining Survey that we hope to distribute in January. We will then develop a comprehensive package of bargaining proposals based on the following:

- ❖ Meetings with members
- ❖ Input from stewards
- ❖ Survey results
- ❖ Discussions with other CIEA locals
- ❖ Other

The bargaining proposals will be presented to the members for ratification. If approved, they will form the basis of our bargaining position.

Coordinated Bargaining

An important question for members is whether we want to bargain all our issues locally or join other CIEA locals at a common table. On October 24th and 25th, Lizz, Ingrid and Vinit attended a CIEA Bargaining Conference. We were encouraged by the results. CIEA locals from colleges across the province were able to identify the following common areas of concern:

- ❖ Compensation (e.g. salary; benefits; initial placement)
- ❖ Job security (e.g. regularization; no layoffs)
- ❖ Working conditions (e.g. PD; education leave; IRA release)
- ❖ Employee rights (e.g. health and safety; student complaints; harassment)
- ❖ Pension and retirement issues (e.g. phased and early retirement; medical benefits for retirees)



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One point that was made repeatedly at the conference was that the gains made through common table bargaining in the past two rounds could not have been achieved locally. There is general agreement that the next round will be difficult. However, any challenge we might face at a common table would be present at a local table. We think we would be in a stronger position by joining with other faculty associations. Most of the other CIEA locals are also in favour of trying common table bargaining – in principle.

Some qualifications are necessary here. Specific bargaining demands have not been identified or agreed to. (Another bargaining conference is scheduled for February 2004). The employers have not yet agreed to meet the unions at a common table. More importantly, VCCFA members have not yet given their support to common table bargaining. Finally, at least some issues are unique to our College and have to be bargained at the local table with our management. This opens the possibility of local and common table bargaining (two-tier bargaining).

One thing is clear, however: Regardless of the bargaining structure – local, common or two-tier – we will need your support to advance the issues.

Please feel free to contact any of the members of the negotiating committee listed below:

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