



# NEGOTIATIONS NEWSLETTER #4

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## 2004 BARGAINING DEMANDS

March 2, 2004

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**Special Meeting  
March 11, 2004  
Croatian Cultural Centre  
3 pm**

**Bargaining Update and Ratification Vote**

**Please bring this package with you to the meeting.**

We have finished the first phase of bargaining preparations: gathering input from members. Thanks for your comments and suggestions. A large number of members – over 170 – responded to the Bargaining Survey. Thanks to Frank Fornelli for tabulating the results. Information from the surveys and the various meetings held last fall indicated four areas of high priority. These are: job security, salary and benefits, working conditions and retirement/pension issues. We believe these priorities are reflected in the accompanying lists of proposed provincial and local demands.

### **Changes to Management's Process**

In addition to discussing the issues for bargaining, we have been dealing with the process of bargaining. One major development is that the provincial government has determined that the Post Secondary Employers Association (PSEA) will be the accredited bargaining agent for all BC community colleges. That means the PSEA, rather than VCC, will authorize the signing of our next collective agreement. Beyond that, we do not know exactly how this new structure will affect bargaining.

### **Unions' Provincial Process**

You may know that in the past two rounds, we have bargained collectively with other College Institute Educators' Association (CIEA) locals and with the British Columbia Government Employees Union (BCGEU) locals representing vocational instructors at

various community colleges. We met with these groups again, and there was strong agreement that we should, once again, work as a group, especially in light of the greater coordination of employers within PSEA. We reached tentative agreement on a package of provincial demands. These are summarized on the accompanying pages. The VCCFA Negotiating Committee and Executive unanimously recommend that our faculty association bargain these issues within the framework of a Provincial Bargaining Council, consisting of CIEA and BCGEU locals. There are other issues, which we intend to bargain for VCCFA members only, and these are listed as local demands.

**Further detail and rationale about the demands and the Provincial Bargaining Council will be provided at the ratification vote meeting.**

**Come Out to the Meeting**

The next step belongs to the members. We encourage you to come to the Special Meeting to discuss and vote on the recommendations we will be putting forward. Strong support for the demands will improve our position at the negotiating table. Note that the provincial demands will be voted on as a package without amendments, but that the local demands may be amended, deleted or supplemented.

If you have any questions or comments, contact a member of the Negotiating Committee (listed below).

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