

2019 – BCGEU FACULTY LOCAL TABLE

between

SELKIRK COLLEGE
("the Employer")

and

BRITISH COLUMBIA GOVERNMENT AND SERVICE EMPLOYEES' UNION ("BCGEU")
LOCAL 709

("the union")

SETTLEMENT AGREEMENT SUMMARY

Common Table:

Common Table includes Selkirk College, Camosun College, Coast Mountain College, Northern Lights College, Okanagan College.

FYI - According to protocol, All of the Colleges named above must reach a tentative local agreement before any voting takes place either for common or local agreements.

Changes agreed upon at the Common Table

- Housekeeping issues. Eg. small language tweaks like changing His or Her to Them and Their.
- Wage increases as of April 1 2019 (or date of ratification whichever is later) of 2%, April 1 2020 of 2 %, April 1 2021 of 2%.
- Professional Services from \$10 back for 1st 5 visits to \$20 back for 1st 5 visits.
- Hearing Aids (including purchase, repair, maintenance, batteries) from \$600 to \$1500 every 5 years.
- Vision exams from \$75 to \$100 every 2 years.
- Eye wear from \$500 to \$650 every 2 years.
- The ability to split our bereavement leave from 5 days straight to two leaves, one at time of death and one at time of funeral.
- New leaves for Death of a child, Disappearance of a child and Domestic violence.
- An agreement on setting up a Common Committee to investigate workloads at each institution (2020).

- A new "Service Enhancement Fund" to be doled out to each institution for leaves or equipment needed to develop innovative new ways to enhance the experience of our students. For Selkirk College it would amount to about \$16K in 2019 and \$32K in 2020 and \$48K in 2021.

- No concessions were negotiated.

Local Table - Local 709 BCGEU and Selkirk College.

Bargaining Committee-

Dave Briggeman - Chair

Rob Schwarzer

Tom Babott

Ross White

Mike Fenton - BCGEU Staff Rep

Changes agreed upon at the Local Table

- **Art 8.5** - Regularization Language to be adopted direct from the recommended Common Agreement language Art 6.1.3 (b)

- **Art 8.8** - Language clarifying that during a members initial probation period, their seniority will not be recognized until the probation is complete at which time they will be credited with seniority from date of hire.

- **Art. 10** - Our seniority will start to be counted as 1560 hours for one year to take into account all paid hours (including CDPD and holidays)

- **Art. 10.3** - The College will provide the Union with an updated seniority list 3 times annually to allow us to have more accurate, up to date records.

- **Art. 17** - PD time will be given in minimum increments of 3 hours to allow for reasonable PD planning.

- **Art. 17.2 (a)** - If a member was hired prior to 2005, they would have been included in a 2% PD fund that stopped in 2005. This fund will be closed as of the end of the 2019 - 2022 agreement and the fund will be distributed to those who have not retired by that time.

- **Art. 17.2 (c)** - Language clarifying that the 2% payroll stipend mentioned in article 17.2 (c) is wages and is not tied in any way to PD.

- **Art. 20.3** - Dental benefit increase from 60% to 80% coverage on Plan "B" which covers dentures and major restorative services (crowns, inlays and bridges), In order to secure this benefit, a \$2000 / person (member or dependant), annual cap will be placed on Massage Therapy.

- **Art. 21.5** - Replacement Glasses instead of just lenses if damaged at work.

- New indemnity language.

- **App A and B**- Hourly rates will now be stated on Salary tables to allow for easy OT rate calculation.
- Language stating that if a member is given temporary chair or coordinator duties, they would be paid temporary stipends and be given the release time to carry out those duties.
- A Bi-annual meeting will be held (separate from Joint Labour / Management meetings) with Union and Mgt. and Chairs to allow for Collective Agreement discussions and clarifications on its intentions.
- Language on criteria and process for the allocation of the "Service Enhancement Fund" (mentioned above from Common Table).
- Some minor housekeeping changes.

Again, if you require more detail on changes please contact one of your Bargaining Committee members. Your Bargaining Committee recommends that you vote to ratify this agreement. The details on voting will be sent to you ASAP.

Thanks Dave.