

## 2010 – 2012 Bargaining

### VIUFA's Proposals

Nov 29, 2010

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The following proposals are expressed as general bargaining objectives. As each bargaining topic arises at the table as per the agenda/schedule agreed upon by the Parties, VIUFA will table a more detailed proposal in contract language for each of the proposals listed in this document.

The Article references are to the April 1, 2007 to March 31, 2010 Agreement. The F designations indicate Faculty proposal numbering.

**F1 (Article 13.2) – Vision Care**

Improve coverage for vision care.

**F2 (Article 13.3) – Dental Care**

Improve coverage for dental care.

**F3 (New Article) – Psychological Care**

Provide employer paid psychological care benefits.

**F4 (New Article) – Tuition for Dependents**

Tuition shall be free for faculty members' dependents.

**F5 (New Article) – Child Care**

Child care for dependent children of faculty members shall be fully subsidized by the Employer.

**F6 (New Article) – Benefit Opt In**

Faculty members who are not eligible for Employer-paid benefits have the right to opt into benefits at personal cost.

**F7 (Article 12.11) – Compassionate Care Leave**

Improve compassionate care leave provisions.

**F8 (Article 13.5) – Disability Benefits**

Improve disability benefits.

**F9 (New Article) – Medical Services**

All medical services such as chiropractic visits that are currently partially subsidized shall be fully subsidized by the plan.

**F10 (New Article) – No Age Discrimination**

Members shall receive the same benefits regardless of age.

**F11 (New Article) – Exchange Leave Registry**

PSEA and VIU will participate in the Electronic Exchange Leave Registry.

**F12 (New Article) – Pensionable Service for Part-Time Employees**

Part time faculty members shall be deemed to be full-time faculty members on leave of absence for that portion relative to full-time assignment that they are not assigned,

in order that they may purchase pensionable service. No other rights or benefits shall accrue or be triggered as a result of this article deeming part-time faculty members as full-time with a partial leave.

Part-time faculty members may purchase pensionable service for the portion of their assignment for which they are on leave of absence, subject to the provisions of the College Pension Plan and the ITA. Upon the request of a faculty member who elects to purchase pensionable service for the portion of their assignment for which they are deemed to be on leave of absence, the Employer shall provide a letter to the faculty member and Plan Administrator, confirming the leave status.

**F13 (New Article) – Voluntary half-time leave**

For up to a three-year period, full time regular faculty may voluntarily take up to half-time unassisted leave, and where that faculty member chooses to purchase pension credit for that leave, the Employer will pay one half of the cost of that purchase.

**F14 (Article 13.5) – Return to work after LTD**

Create adequate provisions for a faculty member to return to work after a lengthy full-time LTD claim that meets the needs of both the person returning and the faculty member who has been replacing them.

**F15 (New Article) – Cancellation Fee for Contracted Work**

Introduce a cancellation fee compensating those faculty members who commit to teach a course only to have it cancelled.

**F16 (Article 9.2.2) – Available Work**

Non-regular faculty members shall be given the right of first refusal for temporary work.

**F17 (New Article) – Hiring Retirees leads to Non-regular PD funds**

Where a faculty member is retired and that member performs VIUFA work, any savings resulting from the fact that no pension contributions are being made shall be put into a PD fund to be accessible to non-regular faculty only.

**F18 (Article 10.11.2.2) – Chair/Coordinator Release**

Release for chair/coordinator duties shall be increased.

**F19 (Article 11.2.1.2.1) – Workload**

Workload maxima will be reduced, and workload and release calculations will capture more of the factors that influence the amount of work faculty members do.

**F20 (New Article) – Grantholder Release**

Faculty members who hold a government sponsored grant related to scholarship are entitled to release from instructional duties.

**F21 (Article 12.5.2) – Release Time for Scholarly Activity**

The number of sections of release provided by the University to encourage scholarly activity shall be increased.

**F22 (Article 10.2.2.1) – Overtime for Non-Instructional Faculty**

Non-instructional faculty members who work overtime will receive time-and-a half in lieu.

**F 23 (Article 12.2.6) – Vacation for Technicians**

Technicians' annual vacation entitlement shall be increased by 3 days.

**F24 (Articles 12.3.2, 12.4.3.1, 12.15.6) – Leave of Absence Benefits**

Assisted and unassisted leaves of absence shall have improved benefit and pension provisions.

**F25 (Article 12.3.1(c)) Professional Development Leaves**

All regular faculty members are entitled to a sabbatical year once every seven years.

**F26 (Article 12.3.1(c)) Professional Development Leaves**

Professional Development Leave shall be 90% of regular salary.

**F27 (Articles 12.3.2, 10.1.2.1) PD Time**

Improve PD time provisions for instructional and non-instructional faculty members.

**F28 (Article 12.3.1(a)) – Professional Development Funds**

Professional Development Funds per year per member shall increase, and unused portions shall roll over.

**F29 (Articles 11.9, 13) – Salary Increase**

Salaries shall increase.

**F29.1 (Articles 10.3.4) – Directed Studies Compensation Increase**

The payment for Directed Studies shall increase.

**F30 (Articles 11.1.4.2, 11.9) Non-regular Instructional Faculty Salary and Benefits**

Non-regular instructional faculty members are entitled to placement on the salary scale and to benefits in the same manner as regular faculty with the same workload.

**F31 (Article 11.8.1 ) Salary Increments**

All faculty members get salary increments on scale on the anniversary of their initial hire.

**F32 (Article 6.6) – No Layoffs**

There shall be no layoffs.

**F33 (Article 2.8) – No Contracting Out**

There shall be no contracting out of VIUFA work.

**F34 (New Article) – No Surveillance**

There shall be no surveillance of faculty members.

**F35 (Article 14.4) – Harassment**

The process for dealing with complaints of harassment shall be clarified, and shall establish timelines and shall use the principles of Natural Justice.

**F36 (New Article) – Employee Category Committee**

A joint Management-VIUFA standing committee shall be created with the authority to determine, for each new position, whether it is properly in VIUFA and, if so, how it should be categorized. This committee will review current technician positions.

**F37 (Article 14.8) Intellectual property provisions**

Update intellectual property provisions.

**F38 (Article 6.4.2) – Selecting and Renewing Administrators**

Improve to ensure a more comprehensive, open and transparent process for selecting and renewing administrators.

**F39 – LOA Renewal**

All LOAs in the 2007-2010 Collective Agreement are renewed.

**F40 – (Article 11.4.3.3) Salary Appeals Committee**

The Salary Appeals Committee Chair shall be selected by and from the four faculty members who are elected to the Salary Appeals Committee.

**F41 – (Article 2.6.5) VIUFA Release Replacement**

Improve the union leave provisions to assure the best possible union representation.