



BCIT / BCGEU Vocational Settlement

Date: May 3, 2005

On April 1, 2005, BCIT reached a settlement with its vocational union, BCGEU, for a new collective agreement for the term April 1, 2004 to March 31, 2007. BCIT ratified the settlement on April 14, 2005 and BCGEU ratified the settlement on April 20, 2005. The PSEA Board of Directors ratified the settlement on May 3, 2005.

The compensation items are 0% in Year 1, net 0% in Year 2 that includes a 2% wage stipend offset by cost savings (cost offsets have been negotiated). Offsets include:

- Changes to Professional Development Funds including deletion/reduction of funds
- Change in frequency of insured dental cleaning from every 6 months to every 9 months
- Early Retirement Option funding reduced by \$20,000 per year effective April 1, 2005
- Administrative savings associated with deletion of miscellaneous provisions

In year three of the agreement (April 1, 2006 to March 31, 2007) there will be a 1.5% general wage increase applied to the creation of a new top step to the instructor grid plus the difference, if any, between 1.5% and the increase of the first total wage compensation of the first year total wage compensation of the BCGEU/BC Government Master Agreement. There will also be a 1.5% general increase to all steps on the non instructional scales.

Other settlement items addressed:

- Article 12.1 Labour Adjustment
- Article 19.1 Bereavement Leave
- Article 19.3 Family Illness Leave
- Introduction of SEB plan to Article 20 Maternity, Parental and Adoption Leave
- New LOU for the creation of subcommittees to look at terms and conditions of employment for employees involved in Distributed Learning and International Education
- New LOU to continue providing information to PSEA for the HRDB
- New LOU for a 0.6% employer directed professional development fund