



BCIT / BCIT FACULTY & STAFF ASSOCIATION Faculty Settlement

Date: May 13, 2005

On May 13, 2005, the PSEA Board of Directors ratified the faculty settlement between BCIT and BCIT Faculty & Staff Association for the term of July 1, 2004 to June 30, 2007. The summary of the settlement is as follows:

Summary of Monetary Items:

- 0% in Year 1
- 0% in Year 2
- Year 3 (effective July 1, 2006) creation of new top step of the faculty salary grid that will maintain the 0.6% historic differential between the top of the faculty scale rate at BCIT and the top of scale rate set out in the PSEA common faculty grid (i.e. Provincial Salary Scale).
- Effective April 1, 2006 difference between the 1.5% increase on July 1, 2006 and the increase of the first year total wage compensation of the BCGEU/BC Government Master Agreement applied to the top step of the faculty scale. Such application shall be made as soon as possible as practicable and applied retroactively.
- All steps on the non-faculty salary scales increased by 1.5% or by the increase of the first year (April 1, 2006 to March 31, 2007) total wage compensation of the BCGEU/BC Government Master agreement, whichever is greater.

Other items including:

- Article 9.3.6 - modified to reduce number of sick leave days employees may take for family illness from 15 to 6. This permits the employer to receive a rebate from Employment Insurance.
- Appendix 3 - Department - incorporate agreed to revisions to department descriptions into next collective agreement.