



October 29, 2003

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## ***ciea contact***

### **2004 Bargaining preparation begins in earnest**

#### ***Recruitment, retention and regularization on the agenda***

Faculty and staff from CIEA locals came together in Vancouver on October 24 & 25 to discuss the upcoming round of bargaining to renew collective agreements expiring in March 2004. The bargaining conference made a number of recommendations with wide support from locals across the province.

CIEA will begin the work of bringing together a provincial bargaining council and will explore the possibility of a common table for the system in the upcoming bargaining round.

All partners in faculty bargaining will be invited to the table, including the BCGEU which represents faculty in seven institutions.

CIEA president Cindy Oliver said that issues of recruitment and retention will loom large once again in bargaining. "We know that about one-third of faculty are approaching retirement age in our institutions – a pattern that is replicated across the country and internationally. At the same time, student demand is up and critical shortages are also predicted in the skilled trades and many technical and health occupations. Shortages are predicted for those teaching university level education, which affects the labour market for more than one-third of faculty in BC's colleges, university colleges and institutes," said Oliver.

Conference delegates heard about settlement trends across the country and noted that the Canadian Association of University Teachers is recommending the successful CIEA approach to scale compression in the 2001 bargaining round as a model for university faculty across the country. CAUT is also encouraging university faculty locals across Canada to look carefully at a maternity leave top-up program based on language CIEA locals achieved in the Common Agreement in 2001.

Participants canvassed a range of issues for the upcoming bargaining round, including improving working conditions for non-regular or temporary faculty and identifying ways to best use the federal compassionate care leave provision that comes into force through the Employment Insurance program in January 2004.

The next bargaining conference is scheduled for February 2004. In the meantime CIEA locals, elected officers and staff will be busy preparing for bargaining.

For more information, please contact [Roseanne Moran](#), Staff Representative, at 604.873.8988.

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