



## **MULTI-INSTITUTIONAL DISCUSSIONS (MID) Faculty Settlements**

Date: March 24, 2005

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On March 18, 2005, eight Faculty MID institutions (representing 10 bargaining units) reached settlements with their BCGEU and FPSE unions. The BCGEU and FPSE signed separate Memoranda of Agreement for the term of April 1, 2004 to March 31, 2007. The settlements were ratified by the PSEA Board of Directors on March 24, 2005. The Employers' and Unions' ratifications are pending.

The BCGEU MID settlement applies to NWCC and Selkirk College's Vocational Instructors. The FPSE MID settlement applies to CNC, COTR, Douglas, NVIT, NIC, NWCC (non-vocational faculty), Selkirk (non-vocational faculty), and VCC were identical with the exception of compensation.

In Year 1 (2004-05) there is a 0% increase for both settlements. In Year 2 (2005-06) BCGEU opted for a "net zero" stipend equal to 2% of salary with savings offsets for the "net zero" taken from the common agreement and local agreements, whereas FPSE can choose either a 0% increase or the "net zero" stipend in Year 2 as agreed to by BCGEU. In Year 3 (2006-07) effective April 1, 2006 for both MID settlements the top step of the salary scale is increased by 1.5% plus the difference, if any, between 1.5% and (for BCGEU locals) the increase of the first total wage compensation of the first year total wage compensation of the BCGEU/BC Government Master Agreement or (for FPSE local unions) the 2006-07 total salary increase of any faculty agreement that includes the Provincial Salary Scale.

The other elements of both settlements are identical, and include language changes to a number of Common Agreement articles. The settlements include provisions on Education Technology/Distributed Learning, International Education, Compassionate Care Leave, and Letters of Understanding on Joint Review Committee on Health and Welfare Benefits, Respectful Working Environment, Common Faculty Professional Development Fund, and Deferred Salary Leave Plan.