



## **MALASPINA UNIVERSITY COLLEGE / BCGEU Vocational Settlement**

Date: October 25, 2005

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On October 25, 2005, the PSEA Board of Directors ratified the vocational settlement between Malaspina University College and BCGEU for the term of April 1, 2004 to March 31, 2007. The summary of the settlement is as follows:

### Summary of Monetary Items:

- 0% in Year 1
- 0% in Year 2
- 0.6% of faculty salary for various professional development funds effective April 1, 2005
- 1.5% increase effective April 1, 2006 to be applied to the top step of the scale
- Net zero 2% salary stipend is effective if and when the 2% savings offsets take effect
- Eye Exams consistent with MID Agreement dated April 1, 2004 to March 31, 2007 (\$75 every two years)
- In the event the BCGEU believes that the Malaspina Faculty Association obtains better salary increases, or improved benefits relative to this agreement before its expiry, this issue may be referred to arbitration.

### Other items including:

- Article 11.2 Seniority List – language modified
- Article 11.6 Layoff, Recall, Bumping Rights of Regular Employees – language modified
- List of Investigators – updated list
- New Article - Health and Safety Equipment
- New Article Partial Sick Leave and Partial Disability Benefits
- New LOU – Joint Review Process of Health and Welfare Benefits

The matters of targeted labour adjustment, international education, and employer liability for benefits are referred to arbitration.