



OKANAGAN COLLEGE / BCGEU Vocational Settlement

Date: October 26, 2005

On October 26, 2005, the PSEA Board of Directors ratified the vocational settlement between Okanagan 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:

- Year 1: 0%
- Year 2: net 0% that includes a 2% wage stipend offset by cost savings
- Year 3: Salary stipend and corresponding cost savings (such that the cost savings are equal to the cost of the stipend) to be mediated/arbitrated by Peter Cameron in Fall, 2005.
- Article 26.01 (3) "Dental Care Plan" - College to purchase a rider for the dental benefit to ensure reimbursement is at the specialist fee guide rates, where applicable.
- Article 28.01 "Payment to Dependent upon Death of a Regular Employee" - Eliminated for those hired after April 1, 2004.

Other items including:

- Article 1.04 Human Rights Act – language modified
- Article 7.05 Union Meetings – union meetings on employer's site 3 times per year
- New Article 11.08 Selection of Employees – Union observer present at interviews for bargaining unit positions at Union expense
- Article 21.06 – Vacation Relief - deleted
- Article 42.01 – Vehicle Mileage Allowance – increase to expense reimbursement rates (mileage, meals, etc.)
- MID Faculty Common Agreement (2004-07) to be appended as Appendix A with modifications
- Other housekeeping changes

The parties have agreed to forward three issues to a mediation/arbitration process chaired by Peter Cameron: 1) Harassment; 2) Salary Stipend and Corresponding Cost Savings; and 3) Return to work and rehabilitation provisions for employees who are disabled, and applicability of the provisions of the common agreement LOU #4 (Partial Sick Leave and Partial Disability Benefits).