

MEMORANDUM OF SETTLEMENT

Between

VANCOUVER COMMUNITY COLLEGE

And

VANCOUVER COMMUNITY COLLEGE FACULTY ASSOCIATION

1. The parties agree that the following constitutes the new Local Agreement between VCC and the VCCFA:
 - a) All Letters of Understanding from the 2004-2007 Local Agreement where expressly renewed or amended in accordance with the attached green sheets;
 - b) All other provisions of the 2004-2007 Local Agreement, except where expressly deleted or amended in accordance with the attached green sheets.
 - c) Vancouver Community College and the Vancouver Community College Faculty Association agree to withdraw all proposals other than those specifically agreed to and stated above.
 - d) The final numbering sequence and editing of the new Agreement will be confirmed by the parties prior to printing.
 - e) All errors or omissions in this agreement are excepted.
2. The provisions of the new Local Agreement will come into effect on signing except where expressly stated otherwise.
3. Notwithstanding point 2 above, for the purposes of implementing agreed **College Proposal C9 NEW Article 5.8 Advancement on the Salary Schedule**, the parties agree as follows:
 - a) Current regular or term faculty who are not on top step and have obtained an advanced credential, pursuant to **College Proposal C9 (new Article 5.8 Advancement on the Salary Schedule)**, prior to April 1, 2007 may apply prior to September 28, 2007 to have their step placement reviewed on the same basis outlined in **College Proposal C9 (new Article 5.8 Advancement on the Salary Schedule)**.
 - b) The date of the additional credential will be used to determine eligibility in point 3 (a) and must be after the current employee's date of initial placement or review of the employee's initial placement.
 - c) Those eligible current faculty as determined in point 3 (a) will have their change in step placement effective from the first day of the month immediately following the date upon which they receive approval for the advanced credential, pursuant to **College Proposal C9 (new Article 5.8 Advancement on the Salary Schedule)**.

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Page 2

4. The parties recognize that this Memorandum of Settlement must be ratified by both parties on or before May 31, 2007 to ensure the Faculty's eligibility for the Financial Incentive established pursuant to the Sectoral Table Memorandum of Settlement of February 17, 2007.

Dated at Vancouver, B.C. on March 28, 2007.

[Redacted signature line]

Vancouver Community College

**Vancouver Community College
Faculty Association**