

FRASER VALLEY COLLEGE FACULTY & STAFF ASSOCIATION
PSEC CONFERENCE REPORT

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Fraser Valley College has a student enrollment of 3,000 daytime students and 4,000 night students, including leisure students, on two main campuses in Abbotsford and Chilliwack with regional offices in Mission, Agassiz and Hope.

In 1974, a Faculty and Staff Association was formed, and in late 1975 a framework agreement was formulated by the Contract Committee defining the bargaining unit and giving access to a grievance procedure.

In January 1976, the College Council received the framework agreement and, after four months, decided to sit down and discuss it with the Contract Committee. The document contained only eight articles but, due to a stalling College Council, was not signed until January of 1977.

Negotiations on our first contract were to get underway in September 1976, but because of more delays by College Council did not start until November.

We finally received notice of certification on June 14, 1977, and this, combined with the appointment of a mediator in May, caused negotiations to proceed more quickly, with the result that the Collective Agreement was finally ratified and signed on June 29 of this year.

We have a Rand formula, whereby all employees not excluded from the bargaining unit must have dues deducted, but do not have to become members of the union. Dues are deducted at the rate of $\frac{1}{2}$ of 1% per month with membership dues being \$5.00.

Our Committee of Officers is comprised of the Past President, the President, two Vice-Presidents - one for staff and one for faculty, a Treasurer, a Recording Secretary, a Corresponding Secretary, a Communications Chairperson, a Membership Chairperson, a Professional Development Chairperson, a CFF Chairperson, a Contract Chairperson, and an Agreements Chairperson. The Membership Chairperson also handles grievances.

Staff received a 9.65% salary increase for the period January 1, 1976 - December 31, 1977; this was approved by the AIB. They then received $1\frac{1}{2}$ % for the period January 1, 1977 - March 31, 1977 to bring the effective dates into line with faculty, and an increase of 6% from April 1, 1977 - March 31, 1978. This second raise for staff is now before the A.I.B.

Faculty received a 10.6% increase for 1976 - 1977, and 9.32% for 1977 - 1978. This 9.32% consisted of only 4.32% in actual salary increases, the rest being attributed to an increase in holidays from six weeks to eight weeks. There was also a workload increase. All were AIB approved.

The Collective Agreement set out the terms for a reclassification study for staff which is now underway, and there is a Pay Grid Committee which will develop a new pay grid with a more equitable distribution of salaries. We hired the consulting firm of Peat Marwick & Co. to conduct the reclassification study, and so far it seems to be going well. The report is expected to be completed and implemented by the end of December.

We now have 110 members in the Association. Our Association is unique in the fact that it is one union comprising both faculty and staff. Although we were split by the LRB into two separate units when certified, this does not prohibit joint collective bargaining, and has in no way changed our internal workings; for example, we still have a joint Executive.

To some extent, we have the common problem of lack of staff participation, so that the Executive consists of 11 faculty and 2 staff members, but we hope with some workshops we can get more staff involved.

At present, it is uncertain what effect the Colleges Act will have, if any, on our Association. The faculty currently are members of the CFF, which is soon going to be undergoing some changes, perhaps toward provincial unionization. To what extent this might split our Association, and whether we wish this to happen, are questions we will undoubtedly be much concerned with in the near future.

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