

REPORT TO COMMUNITY COLLEGES CONFERENCE

from

NORTHWEST COMMUNITY COLLEGE TERRACE, BC

Northwest Community College began in one room at B.C. Vocational School, Terrace. The college expanded, hiring staff as needed, until April 1, 1976. At this time a meld took place, and the vocational school ceased to exist.

At this time the BCGEU applied to the Labour Relations Board for successor status. A certification was granted on Oct. 19, 1976 covering former Civil Servants. At this time the union applied to the LRB for a variance to include college employees. We are still waiting for a decision on that. There seems to be a problem with the number of exclusions.

At this time, the unit consists of approx. 24 vocational instructors, who are a sub-local of Local 57, and 10 support staff forming Local 64, Component 14, of the BCGEU. We do have a total of 32 support staff, but until the LRB makes a ruling, all these 22 people can do is pay dues of 1% of base salary. They are still not technically in our union.

We have signed one memorandum of agreement accepting the BCGEU Master Agreement and Civil Service pay scale. Our bargaining is done with College Council, the only problem being isolation allowance. Consequently we have two people doing the same job, with a difference in pay of 49.50 a month. This is intolerable, and must be corrected at the next bargaining session.

We have no greivances yet, any small problems that crop up are usually settled immediately by the bursar and myself.

"LABOUR CODE OF BRITISH COLUMBIA"

LABOUR RELATIONS BOARD

CERTIFICATION

The LABOUR RELATIONS BOARD, after such enquiry as the Board considers adequate, is satisfied that the employees named herein constitute a unit appropriate for the purpose of collective bargaining and that the other requirements of the Code have been met, and

THEREFORE HEREBY CERTIFIES

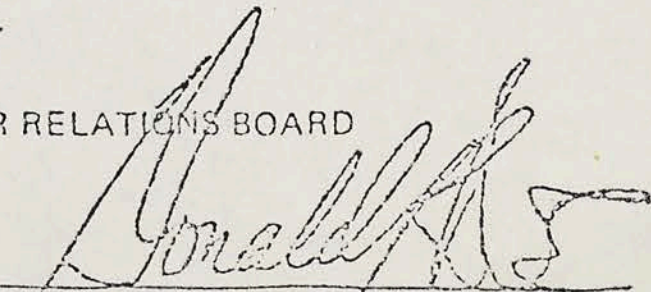
the B.C. Government Employees' Union

as the bargaining agent for the employees in a unit composed of all employees including vocational instructors employed as of March 31, 1976 by the Government of British Columbia and as of April 1, 1976 by Northwest Community College Technical and Vocational Institute

Code Northwest Community College Technical
except those excluded by the ~~XXX~~ employed by and Vocational Institute,
Terrace, B. C.

Given at Vancouver, British Columbia, this 19th day of October, A.D. 1976.

LABOUR RELATIONS BOARD

By 
Vice-Chairman

MEMORANDUM OF UNDERSTANDING

BETWEEN

NORTHWEST COMMUNITY COLLEGE,
TECHNICAL AND VOCATIONAL INSTITUTE,
hereinafter called the "College"
OF THE FIRST PART

AND

BRITISH COLUMBIA GOVERNMENT
EMPLOYEES' UNION
hereinafter called the "Union"
OF THE SECOND PART

MEMORANDUM OF UNDERSTANDING

Effective March 30, 1977:

1. The parties to this Agreement recognize and adhere to Section 258A of the Public Schools Act of British Columbia.

It is agreed and recognized that the Union is the sole bargaining agent for the employees in a unit composed of:

"all employees, except those within the bargaining unit for which the Northwest Community College Faculty Union is certified, employed by Northwest Community College Technical and Vocational Institute" -- except as outlined in (2) below.

Accordingly, the Master Agreement and applicable Component Agreements between the Union and the Government of British Columbia shall be recognized as the Collective Agreement in effect between the College and the Union until such time as a new Collective Agreement between the College and the Union is concluded.

2. The following positions are not included in the unit voluntarily recognized by the parties in (1) above:

Principal
Bursar
Registrar
Head of Trades Training
Head of Vocational Training
Principal's Secretary
Bursar's Secretary
Part-time Employees

Should any of these positions be filled by an employee in the work unit outlined in the Certification granted to the Union on October 19, 1976 by the Labour Relations Board of B. C., such employee shall continue to be covered by the Certification and the collective agreements pursuant thereto, until such time as a ruling to the contrary is made by the Labour Relations Board of B. C.

3. (a) The parties agree "Isolation Allowance" payable under Article 27.10 of the Master Agreement shall only be payable to those employees as outlined in the Certification from the Labour Relations Board of B. C. on October 19, 1976. It shall only be payable to other employees of the College at such time as they may be contained in a unit Certified by the Labour Relations Board of B. C.
- (b) It is further agreed that the provisions of Article 27.10 are not to appear in the future Collective Agreement negotiated between the parties subsequent to those Agreements currently in effect. The monies payable to an employee as "isolation allowance" under Article 27.10 are to be transferred to the salary scale section of such new agreement and incorporated into the employee's salary.

4. Should the settlement of twenty-five dollars (\$25) general wage increase and one hundred and twenty-three dollars (\$123) lump sum payment between the B. C. Government Employees' Union and the Province of British Columbia be approved by the anti-inflation board and paid to the members of the public service bargaining unit, such payment(s) will be made to the employees of North-West College under the same conditions as apply to the public service.

5. The same criteria for establishing increment dates in the Public Service will apply to establishing increment dates at Northwest College:
 - an employee hired by the College between January 1st and June 30th will have an increment date of April 1st.
 - an employee hired by the College between July 1st and December 31st will have an increment date of October 1st.
 - all former public service employees will retain their public service increment dates.

Effective April 1, 1976, all non-former public service employees shall be placed on the applicable public service salary scale in accordance with their classification and incremental progression determined by their date of hiring.

No employee shall suffer a reduction of salary as a result of placement on the salary scale.

6. In the event that the Labour Relations Board of B. C. grants a Certification to the Union containing a position listed in (2) above, the employee filling that position (if not already covered by the Certification of October 19, 1976) shall be covered by and receive the provisions of (4) and (5) above.

7. (a) Should the Union dispute the applicable public service classification assigned an employee in (5) above, the position in dispute shall be brought to the attention of the Principal.

(b) If within 30 days of having been submitted in (a), the matter is not satisfactorily resolved, it shall be processed through the grievance procedure in accordance with Article 8 of the Master Agreement.

8. The Principal of the College shall designate management representatives to act on behalf of the College in the first three steps of the grievance procedure.

IN WITNESS WHEREOF:

SIGNED ON BEHALF OF
THE COLLEGE:

Marian Knoerr
M. KNOERR

SIGNED ON BEHALF OF
THE UNION:

H Lucas
H. LUCAS

A G Shepherd
~~F. BEIL~~
A G SHEPHERD

T Kenna
T. KENNA

V George
V. GEORGE

H. S. Huebner
H. S. HUEBNER

J. L. Fryer
J. L. FRYER

dated this 4th day of April, 1977.
