

MEMORANDUM OF AGREEMENT

between the

NORTHWEST COMMUNITY COLLEGE
(hereinafter called "the Employer")

and the

BCGEU LOCAL 712 INSTRUCTOR BARGAINING UNIT
(hereinafter called "the Union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE NORTHWEST COMMUNITY COLLEGE ACTING ON BEHALF OF THE NORTHWEST COMMUNITY COLLEGE (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE NORTHWEST COMMUNITY COLLEGE BOARD;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE BCGEU LOCAL 712 (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING APRIL 01 2012 AND EXPIRING MARCH 31 2014 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2012-2014 Collective Agreement continue except as specifically varied below by paragraphs 2 to 4, both inclusive.

2. Term of Agreement

The term of the new Collective Agreements shall be for ___months from April 01, 2014 to March 31, 201_ both dates inclusive.

3. Effective Dates

The effective date for all changes to the new Collective Agreement will be the date of ratification of this Memorandum of Agreement, unless otherwise specified.

4. Appendix "A"

The Employer and the Union agreed to the amendments to the new Collective Agreement attached to this Memorandum of Agreement as Appendix "A".

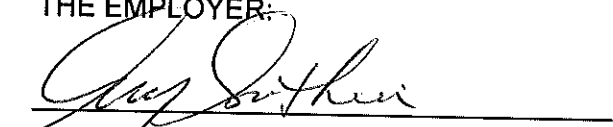
5. Ratification


The parties expressly agree that, upon the completed signing of this Memorandum of Agreement, the parties shall recommend the approval of this Memorandum to their respective principals and schedule the necessary meetings to ensure that their principals vote on the recommendations.

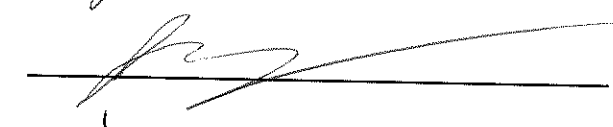
This Memorandum of Agreement is also subject to ratification by the Post-Secondary Employers' Association Board of Directors.

Signed this 7th day of February, 2014.

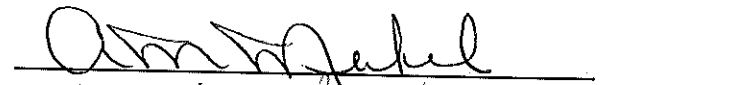
BARGAINING REPRESENTATIVES FOR
THE EMPLOYER:

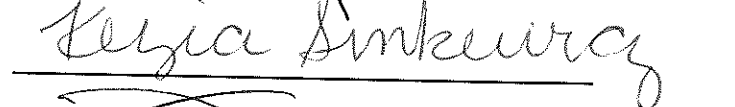


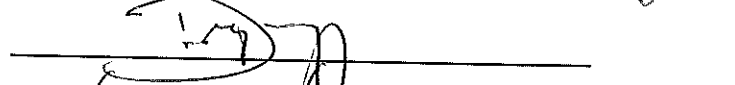


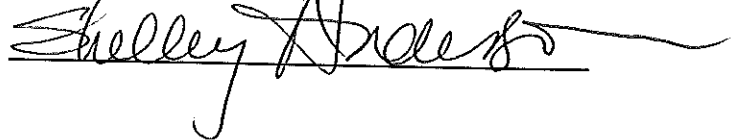


BARGAINING REPRESENTATIVES FOR
THE UNION:









APPENDIX "A"

Housekeeping:

Article 32.7 Program Coordinator/Instructor Workload Reduction
Agreement for the Renewal of Letters of Agreement and Appendices

Amended:

Article 31.5 Copies of the Agreement
Article 32.4 (d) Workload for Trades Culinary Arts, and First Nations Fine Arts Instructors
Letter of Agreement School of Exploration and Mining (SEM)
Letter of Agreement Health Services Review
Letter of Agreement Chairperson(s), Coordinators, and Duties for Instructors

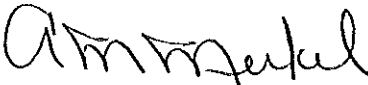
EMPLOYER PROPOSAL

ARTICLE 32.2(c) WORK WEEK

The standard work week for all employees shall be Monday to Friday inclusive five consecutive days followed by two consecutive days of rest.

As per # 7. of the Protocol Agreement for the 2014 BCGEU College Faculty Common Agreement: Any local issues that are not resolved (i.e. withdrawn or tentatively agreed to by March 7th) will be advanced to the common table for negotiations during the week of March 31st.

This issue was not resolved.


Shelley Anderson
For the Union



For the Employer

Date: Feb 7, 2014

ARTICLE 26.4(b) VEHICLE TRAVEL

The rate of vehicle allowance shall be ~~forty-five~~ fifty three cents per kilometer.

and

ARTICLE 26.5(a) MEAL ALLOWANCES

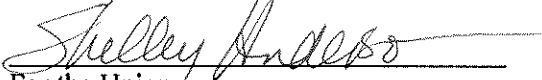
Effective April 1, 2007, employees on travel status shall be entitled to the following allowances:

Breakfast ... \$10.00 14.00	Travel prior to 7:00am
Lunch..... \$12.50 18.00	Travel between 11:00am & 1:00pm
Dinner..... \$22.00 29.00	Travel after 6:00pm

As per 7. of the Protocol Agreement for the 2014 BCGEU College Faculty Common Agreement: Any local issues that are not resolved (i.e. withdrawn or tentatively agreed to by March 7th) will be advanced to the common table for negotiations during the week of March 31st.

This issue was not resolved.




For the Union


For the Employer

Date: FEB. 6, 2014

ARTICLE 26.4(b) VEHICLE TRAVEL

~~The rate of vehicle allowance shall be forty five cents per kilometer.~~

Effective April 1, 2016, the vehicle allowance shall be **forty six** cents per kilometer.

Effective April 1, 2018, the vehicle allowance shall be **forty eight** cents per kilometer.

AND

ARTICLE 26.5(a) MEAL ALLOWANCES

~~Effective April 1, 2007, employees on travel status shall be entitled to the following allowances:~~

~~Breakfast ...\$10.00 — Travel prior to 7:00am
Lunch.....\$12.50 — Travel between 11:00am & 1:00pm
Dinner..... \$22.00 — Travel after 6:00pm~~

Effective April 1, 2016, employees on travel status shall be entitled to the following allowances:

Breakfast ...**\$10.25** Travel prior to 7:00am
Lunch.....**\$12.81** Travel between 11:00am & 1:00pm
Dinner..... **\$22.55** Travel after 6:00pm

Effective April 1, 2018, employees on travel status shall be entitled to the following allowances:

Breakfast ...**\$10.56** Travel prior to 7:00am
Lunch.....**\$13.20** Travel between 11:00am & 1:00pm
Dinner..... **\$23.23** Travel after 6:00pm

The Employer and the Union agree that the outstanding issues referenced in the local Memorandum of Settlement dated February 7th, 2014 have been resolved and that the amendments in this document represent a full and final settlement of all local issues and will form a part of the local Memorandum of Settlement.

BCGEU (Local 712 Instructor Bargaining Unit) AND NORTHWEST COMMUNITY COLLEGE

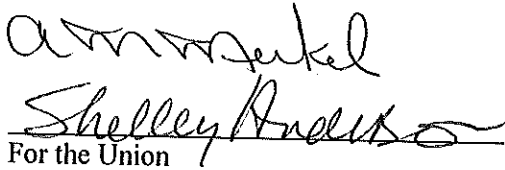
HOUSEKEEPING:

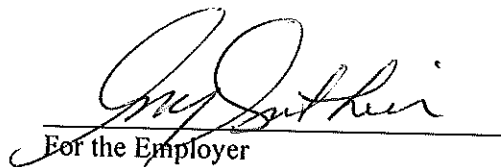
Article 32.7 Program Coordinator Instructor Workload Reduction

Refer to Letter of Understanding #7, Program Coordination

Refer to Appendix #3, Program Coordination

Agreed:


For the Union


For the Employer


Date: Feb 7, 2014

EMPLOYER COUNTER PROPOSALS - 2014


Article 32.4(d) Workload for Trades Culinary Arts, and First Nations Fine Arts Instructors

The weekly workload shall consist of 27.7 instructional class contact hours which shall include twenty-five (25) class hours plus two point seven (2.7) hours of tutorial time and/or office hours each week.

Agreed:



For the Union



For the Employer

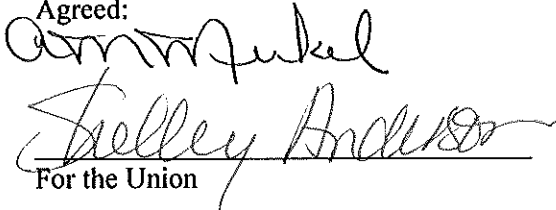
Date: Feb 6, 2014

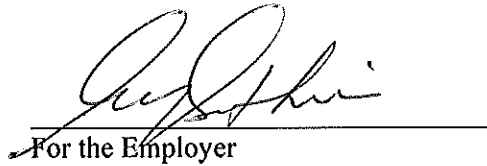
EMPLOYER PROPOSALS - 2014

Article 31.5 Copies of the Agreement

The Union and the Employer desire every employee to be familiar with the provisions of this Agreement, and the employee's rights and obligations under it. For this reason the Employer shall ~~provide sufficient copies of the agreement (13.75 x 21.25 cm) for distribution to employees~~ ensure that all employees have access electronically to the collective agreement. The employer will print up to fifteen (15) copies of the collective agreement upon request by the union.

Agreed:


For the Union


For the Employer

Date: Feb 6, 2014

EMPLOYER PROPOSAL - 2014


LETTER OF AGREEMENT #__ : SCHOOL OF EXPLORATION AND MINING (SEM)

The parties will form a committee consisting of not more than two members of the BCGEU bargaining committee, the BCGEU Staff Representative, and an equal number of employer appointments to review the changing face of the SEM. The committee will begin meeting one month following ratification of the collective agreement and complete their duties within one calendar year. These timelines may be extended once by mutual agreement of the parties.

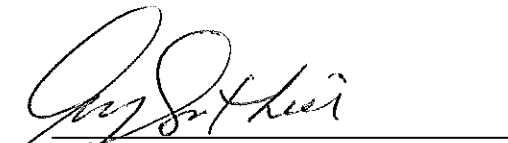
The committee will make recommendations to their principals.

Any recommendations to be adopted by the parties are subject to ratification by the parties' principals.

Agreed to:



For the Union



For the Employer

Date: Feb 4, 2014

EMPLOYER PROPOSAL - 2014

LETTER OF AGREEMENT #__ : CHAIRPERSON(S), COORDINATORS, AND DUTIES OF INSTRUCTORS

The parties will form a joint committee consisting of not more than two (2) members of the BCGEU bargaining committee, and one (1) instructor from the bargaining unit, and an equal number of employer appointments to review and/or develop the following:


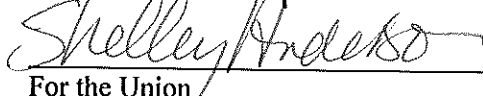
- Develop clearer language regarding the key responsibilities of the Chairperson(s); Instructional and Non Instructional Coordinators and the Instructors in the bargaining unit. These descriptions of key responsibilities will not be included in the collective agreement.
- Develop an appropriate evaluation process for Coordinators, Chairperson(s) and the non-instructional responsibilities of instructors in the bargaining unit.
- Review Appendix #3 Program Coordinator for accuracy of practice and/or process.

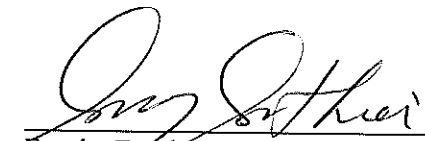
The committee will begin meeting one month following ratification of the collective agreement and complete their duties within one calendar year. These timelines may be extended once by mutual agreement of the parties.

The committee will make recommendations to their principals.

Any recommendations to be adopted by the parties are subject to ratification by the parties' principals.

Agreed to:



For the Union


For the Employer

Date: Feb 6, 2014

EMPLOYER PROPOSAL - 2014

LETTER OF AGREEMENT #__ : HEALTH SERVICES REVIEW

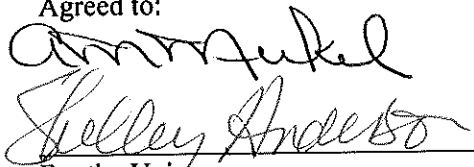
The parties will form a committee consisting of not more than two members of the BCGEU bargaining committee, the BCGEU Staff Representative, and an equal number of employer appointments to review the current instructional workload criteria for the Health Care Assistant and Practical Nursing programs. The committee will hold this review in light of recruitment, retention, contact hours and any other criteria the committee believes appropriate.

The committee will begin meeting one month following ratification of the collective agreement and complete their duties within one calendar year. These timelines may be extended once by mutual agreement of the parties.

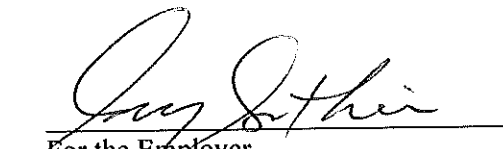
The committee will make recommendations to their principals.

Any recommendations to be adopted by the parties are subject to ratification by the parties' principals.

Agreed to:



For the Union



For the Employer

Date: Feb 4, 2014

BCGEU (Local 712 Instructor Bargaining Unit) AND NORTHWEST COMMUNITY COLLEGE

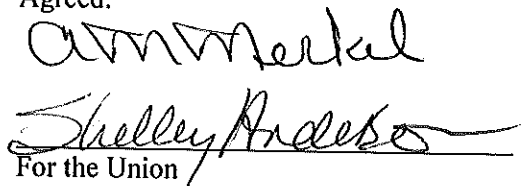
RE: Renewal of Letters of Agreement and Appendices

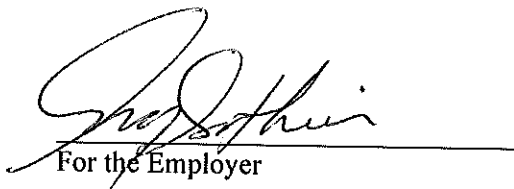
The parties agree to the renewal of the following:

- Appendix 1 BCGEU Instructor's Salary Scale
- Appendix 2 Board and Lodging and Relocation Regulations
- Appendix 3 Program Coordinator
- Appendix 4 Right to Refuse Unsafe Work

Letter of Agreement #1: Mining and Exploration Program Development

Agreed:


For the Union


For the Employer

Date: Feb 7, 2014