

MEMORANDUM OF AGREEMENT

between the

Employer
Selkirk College
(hereinafter called "the Employer")

and the
Union

BC Government and Service Employees Union
(hereinafter called "the Union")

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

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE BC GOVERNMENT ANDSERVICE EMPLOYEES UNION (hereinafter called Union) AGREE TO RECOMMEND TO THE ASSOCIATION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING APRIL 01 2010 AND EXPIRING MARCH 31 2012 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. **Previous Conditions**

All of the terms of the 2007-2010 Collective Agreement continue except as specifically varied below by paragraphs 2 to 5, both inclusive.

2. **Term of Agreement**

The term of the new Collective Agreements shall be for twenty four (24) months from April 01, 2010 to March 31, 2012 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, unless otherwise specified.

4. **Appendix "A"**


The Employer and the Association agree to the amendments to the new Collective Agreement attached to this Memorandum of Agreement as Appendix "A" – Local Interim settlement.

5. **Appendix "B"**

The Employer and the Association agree to the amendments to the new Collective Agreement attached to this Memorandum of Agreement as Appendix "B" – Faculty Common Agreement.

6. **Ratification**

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

Signed this 20th day of Feb, 2019 

BARGAINING REPRESENTATIVES FOR
THE EMPLOYER 

BARGAINING REPRESENTATIVES FOR
THE ASSOCIATION: BCCFEU

Signed by employer and union representatives.

OFFER FOR SETTLEMENT

between

Selkirk College

(hereinafter called "the Employer")

and the

BC Government and Service Employees' Union (BCGEU)

(hereinafter called "the Union")

The undersigned Bargaining Representatives of Selkirk College (hereinafter called "the Employer"), agree to recommend to the College Board, PSEA AND PSEC;

and

The undersigned Bargaining Representatives acting on behalf of the BC Government and Service Employees' Union (hereinafter called "the Union"), agree to recommend to the Union Membership;

That their collective agreement commencing April 1, 2010 and expiring March 31, 2012 (hereinafter called the "new Collective Agreements"), shall consist of the following:

1. Previous Conditions

All of the terms of the 2007-2010 Collective Agreement continue except as specifically varied as per the attached documents.

2. New Collective Agreement

The Employer and the Union agree that in all instances an amendment to the Collective Agreement are effective on the date of ratification of this Memorandum of Agreement, and the conclusion of a Provincial Common Agreement, unless agreed otherwise.

3. 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.
Signed this 5th day of April, 2011.

BARGAINING REPRESENTATIVE FOR THE EMPLOYER:

BARGAINING REPRESENTATIVE FOR THE UNION:

[Redacted signature area]

ARTICLE 2 - REGULATIONS & RIGHTS

2.4 Human Rights Code

The parties hereto subscribe to the principles of the *Human Rights Act Code of British Columbia*.

Agreed to:

[Redacted signature area]

For the Union

For the Employer

Date:

April 4/11

ARTICLE 8 - CLASSIFICATION

8.2 Definition

- (a) *Instructor* – an employee whose training, professional or academic qualifications, meets the minimum requirements necessary to assume full responsibility to provide the appropriate level of instruction.
- (b) *Instructional Assistant* – an Instructional Assistant plays an instructional support role providing services related to shops, salons, laboratories, practical experience sessions or other similar areas.
- (c) *Department Head/School Chair* – an employee who performs, in addition to his instructional duties, the administrative duties for a number of interrelated programs. The College shall provide the time necessary to perform the assigned administrative duties. The appointment will be reviewed every three (3) years.
- (d) *Coordinator* – an employee who performs, in addition to his instructional duties, the administrative duties of a specific program area. The appointment will be reviewed every three (3) years.
- (e) *Term of Placement* – all Department Head/School Chair appointments will be reposted every three (3) years after initial date of hire.

Agreed to:



For the Union

For the Employer

Date:

April 7/11

ARTICLE 10 – EVALUATIONS

10.1 Formal Evaluations

Where a formal appraisal of an employee's performance is carried out, the employee concerned shall be given the opportunity to read and review the appraisal. ~~Provisions shall be made on the evaluation form for an employee to sign it.~~ The form shall provide for the employee's signature in two (2) places; one indicating that the employee has read and accepts the appraisal, and the other indicating that the employee disagrees with the appraisal. The employee shall sign in only one of the places provided. No employee may initiate a grievance regarding the contents of an evaluation report unless the signature indicates disagreement with the appraisal. An employee shall, upon request, receive a copy of his evaluation report.

Agreed to:

[Redacted signature area]

For the Union

For the Employer

Date:

April 7/11

ARTICLE 12 - POSTINGS & VACANCIES

12.1 Posting Period

All vacancies in the bargaining unit will be posted internally on the appropriate bulletin boards and College Website for a minimum seven (7) day period provided that there are no qualified employees on layoff. ~~If no applications are received during the seven (7) day period, the vacancy may be posted externally, however external candidates will only be considered if there are no qualified internal candidates.~~

Agreed to:

[Redacted signature area]

For the Union

For the Employer

Date:

April 4/11

ARTICLE 17 - SALARY SCALE AND PROCEDURE

17.4 Increments

(a) Increments shall be awarded annually and will take effect on July 1. During his first year of employment an employee shall be entitled to an increment provided 600 hours of satisfactory service has been completed by July 1st. An instructor shall be entitled to an increment provided 1080 hours of satisfactory service has been accumulated and an Instructional Assistant shall be entitled to an increment provided 1374 hours of satisfactory service has been completed by July 1, 2004. Effective July 1, 2005, an instructor shall be entitled to an increment provided a minimum of 216 hours of satisfactory service (20% of 1080 contact hours) has been accumulated by July 1st. An Instructional Assistant shall be entitled to an increment provided a minimum of 274 hours of satisfactory service (20% of 1374 contact hours) has been accumulated by July 1st. Increments may be withheld for just cause. Instructors who do not have Instructional/Teaching Certification/BEd a BC Provincial Instructor Diploma or a Teacher Certification or a Bachelor of Education degree and who fail to enrol in the Provincial ID program shall not receive increments.

(b) Employees shall progress through all increments except as otherwise specified in (c) below.

Agreed to:

[Redacted signature area]

For the Union

For the Employer

Date:

April 7/11

**ARTICLE 27 - REGULAR FULL TIME AND REGULAR PART TIME
EMPLOYEES LAYOFF AND RECALL**

27.2 Recall Procedures

- (a) Laid off ~~regular~~ employees are eligible for recall for a period of two (2) years, commencing on the date of layoff.
- (b) Laid off employees who are eligible for recall may accept non-regular work. ~~Non-regular work will not extend the recall period, from a layoff from a regular position~~ Should regular work become available, that employee would have first right of refusal for such regular work.
- (c) Laid off employees will not realize an increase in their percentage of appointment by virtue of recall.

Agreed to:

For the Union

For the Employer

Date: April 4/

ARTICLE 28 - RETIREMENT

28.3 Early Retirement Incentive

(a) For the purposes of this Article, early retirement is defined as retirement after age 55 and before age 65.

The College will offer or accept at least one early retirement incentive each year. In the event no employee is eligible for an incentive, the funding for the incentive will be carried forward to a maximum of five (5) incentives.

(b) Qualification Criteria

The College may offer or an employee may request an early retirement incentive provided the employee meets the following qualifications:

- (1) is age fifty-five (55) years or over;
- (2) has a minimum of ten (10) years employment with the College;
- (3) is a regular full-time employee at the time of early retirement;
- (4) is on the maximum step of the salary scale;
- (5) resigns for purposes of retirement as a regular full-time employee.

(c) Selection Criteria

The allocation of retirement incentives will be decided based on the following priorities:

- (1) employees within program areas in which downsizing is planned;
- (2) employees with the greater seniority ~~based on years of service or fraction thereof~~;
- (3) employees with the least time remaining prior to retirement;

Agreed to:

[Redacted signature box]

For the Union

For the Employer

Date:

April 4/11

LETTER OF UNDERSTANDING

RE: COMPENSATION RE-OPENER

The Collective Agreement is being negotiated in accordance with the PSEC Mandate established by Government for the current collective bargaining.

Selkirk College agrees that, in the event that Government decides to modify the PSEC Mandate as it applies to the entire Public Service and Public Sector during the term of the Selkirk College/B.C. Government and Service Employees' Union (BCGEU – Local 709) Collective Agreement arising from the current collective bargaining, the BCGEU – Local 709 will have the opportunity to renegotiate the total compensation for the balance of the term of the Collective Agreement.

This opportunity to renegotiate will relate to total compensation only and such negotiations will be governed by the revised PSEC Mandate and will be subject to approval by the Post-Secondary Employers' Association (PSEA). This renegotiation will not result in the early termination of the Collective Agreement.

This Letter of Understanding expires at midnight on March 31, 2012

Agreed to:



[Redacted signature area]

For the Union

For the Employer

Date:

April 4/11

ARTICLE 30 - GRIEVANCES

30.1 Grievance Procedure

~~The intent of this article is to create a framework of participative dispute resolution. The parties are committed to an open exchange of information at each step. The parties recognize that issues may arise that require that they commence at Step 2.~~

The College and the Union agree that disputes arising from:

- (a) the interpretation, application or any alleged violation of the Agreement, or an arbitral award including the question of arbitrability; or
- (b) the dismissal, suspension or discipline of any employee in the bargaining unit; or
- (c) any act by the College alleged to be unfair or arbitrary, shall be resolved without stoppage of work in accordance with the following procedures:

30.2 Step 1 – Verbal Step

In the first step of the grievance procedure every effort shall be made to settle the dispute verbally with the immediate excluded supervisor. The aggrieved employee grievor shall have the right to have his a steward present at such a this discussion. If the dispute is not resolved orally verbally, the aggrieved employee grievor may submit a written grievance, through the union steward, proceed to Step 2 of the grievance procedure.

30.3 Step 2 – Union Submits Grievance in Writing

An employee who wishes to advance a grievance at Step 2 of the grievance procedure, in the manner prescribed in Article 30.02 At Step 2 the grievance shall will be submitted in writing by the steward to the immediate excluded supervisor. The steward must do so no later than fifteen (15) working days after the date:

- (a) on which she the grievor was notified orally verbally or in writing of the action or circumstances giving rise to the grievance; or
- (b) on which she the grievor first became aware of the action or circumstance giving rise to the grievance.

~~Within five days of receipt of the written grievance the parties will schedule a meeting to discuss the issue in dispute. The parties will include anyone who they feel could assist in resolving the dispute.~~

30.4 Time Limit Employer Response at Step 2

(a) ~~The parties shall meet and attempt to resolve the issue within five days of receipt of the written grievance. the parties will schedule a meeting to discuss the issue in dispute. The parties will include anyone who they feel could assist in resolving the dispute.~~

working 

(b) The College's designate at Step 2 shall reply in writing to the union steward within five (5) 15-10 working days of receiving the grievance at Step 2 the meeting referred to in Article 30.3.(a) above.

30.5 Step 3 – Union Advances Grievance to Human Resources

The Union's President Area Staff Representative, or designate, may present a grievance at Step 3 by notification to the Director, Human Resources, or his designate, within five (5) 15 working days after of the Employer's reply response at Step 2 or when that response was due, whichever occurs first.

30.6 ~~Time Limit~~ ^{10 working} Employer Response at Step 3

(a) ~~The Employer and Union designates at Step 3 shall meet and attempt to resolve the issue within 5 days of the Union advancing the grievance to Step 3.~~

~~Within five days of receipt of the written grievance, the Director of Human Resource, or designate, will schedule a meeting to discuss the issue in dispute. The parties will include any one who they feel could assist in resolving the dispute.~~

(b) ~~The College's designate at Step 3 shall respond to the Union's Area Staff Representative or designate within ten (10) working days of receipt of notification of filing at Step 3 the meeting referred to in (a) above. the Union's President Area Staff Representative or designate.~~

If the Union is not satisfied with the College's response at Step 3 the Union must indicate their decision to proceed to arbitration within ten (10) working days.

30.7 Time Limits


If the Union fails to act within the time limits specified in Steps 1, 2 and 3 then the grievance shall be considered abandoned. If the College fails to act within the time limits specified in Steps 1, 2 and 3, then the grievance shall be considered denied. However, time limits may be extended by mutual agreement in writing between the parties.

30.8 Appointment of Arbitrator Step 4

When a party has requested that a grievance be submitted to arbitration, the grievance shall be submitted to one of the following single arbitrators on a rotational basis, subject to their availability, within ninety (90) days. In the event that none of the following arbitrators are available within ninety (90) days, then the arbitrator who is available at the earliest date shall be appointed.

- (a) Donald Munroe
- (b) J.A. Hope
- (c) Shona Moore
- (d) M.I. Chertkow

JOAN GORDON
 ROD GERMAINE
 CHRIS SULLIVAN



BCGEU and Selkirk College (/****)**

Union Proposal

Agreed to:



[Redacted signature area]

For the Union

For the Employer

Date: April 4/11

College Proposal #6

Tabled: April 4th 2011

Revised: _____

Change to read;

APPENDIX D
Placement Formula

[Handwritten signature]
STEP 1 *[Handwritten initials]*

A. Minimum Qualification

B. Instructional Qualifications:

- 1. Successful completion of ID Program or in possession of a valid teaching certificate or a *BEd.* *[Handwritten: Bachelor of Education]* 1 Step _____
- 2. Total years of post-secondary teaching experience or combination of relief and night school teaching. For part-time instructor, six hundred (600) hours equivalent to one (1) year of teaching. 1 Step/Yr. _____

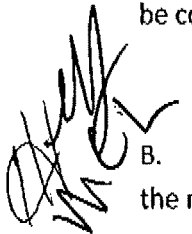
C. Additional Qualifications:

- 1. Additional qualifications above minimum for completion of relevant approved courses of studies (e.g., Baccalaureate Degree, Certification, etc.). .5 Step/Yr. _____
- 2. *[Handwritten: Work experience]* Work experience considered related (including teaching K-Gr. 12) a maximum of ten (10) years after consultation and agreement of the Union. .5 Step/Yr. _____

RECOMMENDED STEPS

Notes:

A. If the individual's qualifications and experience are such that the College considers him/her to be particularly important to its program but the salary established by the placement is inadequate, up to two (2) additional steps may be granted. The use of an additional step(s) must be considered truly exceptional, and only implemented after mutual agreement with the Union.



B. Individuals who would normally qualify for additional steps under B or C but do not meet the minimum qualifications for *Step 11 Scale Placement, will not receive additional steps.

C. No employee presently employed with Selkirk College and a member of the BCGEU Bargaining Unit shall suffer a salary reduction as a result of this Placement Formula.

Accepted



For the College

For the Union

Dated:

April 7/11

LETTER OF UNDERSTANDING



2010 – FACULTY COMMON TABLE

between

POST SECONDARY EMPLOYERS' ASSOCIATION ("PSEA")
representing those employer-members participating in the Faculty Common Table

("the Employers")

and

LOCAL UNIONS WITHIN THE FEDERATION OF POST SECONDARY EDUCATORS ("FPSE")
participating (and whose employers are participating) in the Faculty Common Table,

and

BRITISH COLUMBIA GOVERNMENT AND SERVICE EMPLOYEES' UNION ("BCGEU")
representing those of its local unions participating (and whose employers are participating) in
the Faculty Common Table

(FPSE and BCGEU together referred to as "the Unions")

The parties have agreed that the following items will form part of the Memorandum of Settlement between them for the Faculty Common Agreement. The parties listed in Appendix A agree to recommend this Memorandum of Agreement to their respective principals.

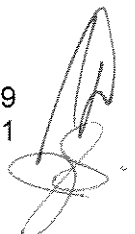
All changes to existing language are indicated by bold, italicized text and / or strikethrough where required for clarity.

All of the terms of the 2007-2010 Faculty Common Agreement continue except as specifically varied below.

1. Protected Grounds – BC Human Rights Code

Effective the date of ratification, the Employers and the Unions agree to amend the final paragraph of Article 2.2.1 Definitions as follows:

"As of this date, the grounds protected against discrimination by *BC's Human Rights Code* [R.S.B.C. 1996 c.210] are age, race, colour, ancestry, place of origin, political belief, religion, marital status, **family status**, physical or mental disability, sex, sexual orientation and, in the case of employment, unrelated criminal convictions."



2. **Mediation**

Effective the date of ratification, the Employers and the Unions agree to amend Article 2.3.3 as follows:

“2.3.3 Mediation

When a complaint is received by the employer involving an individual covered by this collective agreement, ***whether as a complainant or respondent***, the local parties will initiate a mediation procedure at the bargaining unit level. The mediation process is the recommended avenue of resolution.”

3. **Terms of Reference for Investigators**

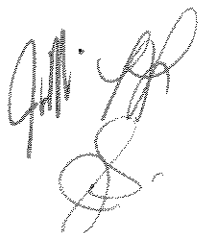
Effective the date of ratification, the Employers and the Unions agree to amend Article 2.3.5 as follows:

“2.3.5 Terms of Reference of the Investigator

- (a) The purpose of the investigator will be to ascertain facts.
- (b) All persons quoted in the investigation will be named by **code initials-determined by the Investigator to preserve confidentiality.**
- (c) The report of the Investigator will be given, in confidence, to the union(s) and the employer. It is the responsibility of the employer to forward a copy of the report to the complainant and the alleged harasser. The employer will state, in a covering letter, that the report is confidential. The report should refer to individuals involved by **code initials** only. However, a **reference** key will be provided to the employer and the union(s) for internal use. This practice should be repeated at any subsequent arbitral proceeding.”

4. **Labour Adjustment Strategies: Workplace Organization**

Effective the date of ratification, the Employers and the Unions agree to amend Article 6.4.2.1 by deleting ***“(h) Trial retirement”*** from the list of labour adjustment strategies offered by institutions:



5. **Donor Leave**

Effective the date of ratification, the Employers and the Unions agree to add a new Article 7.9 to read as follows:

“An employee who is donating bone marrow or an organ is eligible for leave for the purpose of such donation. An employee on such leave may apply for sick leave and/or short-term disability benefits as applicable.”

The current Article 7.9 (Jury Duty and Court Appearances), 7.10 (Public Duties), 7.11 (Exchange Leave), and 7.12 (Deferred Salary Leave) will be re-numbered to follow the new Article 7.9 Donor Leave.

6. **Joint Committee on Benefits Administration**

Effective the date of ratification, the Employers and the Unions agree to amend Article 9.1.2 by adding a new Article 9.1.2 (e) to read as follows:

“Training for local Joint Rehabilitation Committees.”

7. **Joint Rehabilitation Committee (JRC)**

Effective the date of ratification, the Employers and the Unions agree to add a new Article 9.3.6 to read as follows:

“Disability benefits plan members shall establish and maintain a Joint Rehabilitation Committee (JRC) with up to two (2) representatives appointed by the Union and up to two (2) representatives appointed by the Employer.

The operation of the JRC is subject to the terms and conditions of the disability benefits plan.”

The current Article 9.3.6 will be re-numbered to 9.3.7.

8. **Common Faculty Professional Development Fund**

Effective the date of ratification, the Employers and the Unions agree to move the content of Letter of Understanding 6: Common Faculty Professional Development Fund into the body of the Faculty Common Agreement as Article 16 to read as follows:

“1. Purpose

1.1.1 The Common Faculty Professional Development Fund (“the Fund”) is in support of various types of professional development activities. Such professional development is for the maintenance and development of the faculty members’ professional competence and effectiveness. The purpose is to assist faculty



to remain current and active in their discipline and program. The Fund is not meant to replace any existing development or educational funds.

2. Process

2.1.1 The local parties will mutually agree on a process and criteria for the review and adjudication of employee applications to the Fund. The process will include the recommendation of adjudicated applications to the applicable senior administrator. The senior administrator is responsible for the final approval of applications.

3. Fund

3.1 The Fund will be set at point six of one percent (0.6%) of faculty salary for each institution.

3.2 Any monies in the Fund not spent at the end of one fiscal year shall be carried forward to the following fiscal year.

Note: The effective date of this provision for Okanagan College/Okanagan College Faculty Association will be April 1, 2012.

9. Term

Effective the date of ratification, the Employers and the Unions agree to amend Article 16: Term as follows:

“This Agreement shall be in effect from April 1, ~~2007~~ **2010** to March 31, ~~2010~~ **2012**, and shall continue in force until the renewal of this Agreement.”

10. Joint Request to the Human Resources Database (HRDB) Steering Committee

While not to be included in the Faculty Common Agreement, the parties to this agreement request that the HRDB Steering Committee convene a meeting to discuss the following:

- The data elements currently being requested for submission by the institutions.
- The data elements being reported by the institutions.
- Suggestions by any party for changes to the data elements.

11. Joint Committee on Benefits Administration

While not to be included in the Faculty Common Agreement, the Employers and the Unions agree that the Joint Committee on Benefits Administration (JCBA) will continue to discuss the following:

- Joint Agent of Record
- Benefits trust
- Tendering of the carrier contract

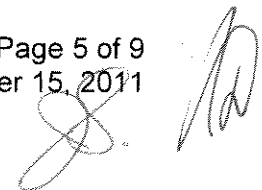
The JCBA will conclude its work on these matters no later than March 31, 2012. This date may be extended by mutual agreement of the parties.

The JCBA will report its findings to the parties' respective principals for consideration.

12. Housekeeping

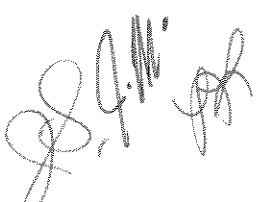
Effective the date of ratification, the Employers and the Unions agree to the following housekeeping amendments:

- (a) update the definition of "Agreement" or "Common Agreement" and "Ratification" by amending the date to read "April 23, 2010";
- (b) update Article 13.3 by deleting "*Article 3.4 Contract Training and Marketing Society*";
- (c) amend Article 13.3 by renumbering "*Article 6.7 – Educational Technology / Distributed Learning*" to read "*Article 6.6 – Educational Technology / Distributed Learning*";
- (d) renew LOU 1: JADRC;
- (e) renew LOU 4: Partial Sick Leave and Partial Disability Benefits;
- (f) renew LOU 5: Respectful Working Environment, by amending the date in section 4 "Expiry of this Letter" to read "April 1, 2010";
- (g) renew LOU 8: Variant Applications of Common Agreement Provisions to the NVIT Parties;
- (h) renew LOU 9: 2001 Local Negotiations;
- (i) renew LOU 12: Salary Stipend;
- (j) re-number "Article 16: Term" as "Article 17: Term";
- (k) delete LOU 3: Caps on Placement on Salary Grid;



2010 – Faculty Common Table

- (l) delete LOU 6: Common Faculty Professional Development Fund;
- (m) delete LOU 7: Joint Review Process of Health and Welfare Benefits (Article 9.2 & 9.3);
- (n) delete LOU 10: Proposals Moved to Local Bargaining;
- (o) delete LOU 11: Benefits Issues for Discussion by JCBA;
- (p) delete LOU 13: Financial Incentive;
- (q) delete LOU 14: Fiscal Dividend;
- (r) amend LOU 2 by changing "2007" to read "2001" in the last sentence to correct an error that occurred during the drafting of the 2007 – 2010 Common Agreement;
- (s) replace college and institutes with "institution" by mutual agreement during the drafting of the 2010 Common Agreement;
- (t) Amend the definition of "institution" to read "'Institution" means a **post-secondary institution** ~~college, university college, or institute created under the College and Institute Act or Institute of Technology Act~~ that has ratified a Collective Agreement that includes this Common Agreement."; and
- (u) any other housekeeping items mutually agreed to.



2010 – Faculty Common Table

The date of ratification will be the date the parties to a local agreement conclude the ratification of the local portion and the Common Agreement portion of their 2010-2012 collective agreement. The ratification process includes ratification by the PSEA Board of Directors.

All proposals not contained in this Memorandum are considered withdrawn without prejudice.

Signed by the Parties at Vancouver, British Columbia, on the December 15, 2011.

For the Employers:

For the Unions:

Signed by the employer and union representatives.

1712

Signed by the employer and union representatives.

APPENDIX A

- Camosun College / Camosun College Faculty Association FPSE Local 12/ BCGEU Local 701
- College of New Caledonia / Faculty Association of the College of New Caledonia FPSE Local 3
- College of the Rockies / College of the Rockies Faculty Association FPSE Local 6
- North Island College / North Island College Faculty Association FPSE Local 16
- Northern Lights College / BCGEU Local 710
- Nicola Valley Institute of Technology / NVIT Employees' Association FPSE Local 19
- Northwest Community College / Academic Workers' Union FPSE Local 11/ BCGEU Local 712
- Okanagan College / Okanagan College Faculty Association FPSE Local 9/ BCGEU Local 707
- Selkirk College / Selkirk College Faculty Association FPSE Local 10/ BCGEU Local 709