

From: VCC Faculty Association [<mailto:info@vccfa.ca>]
Sent: January-21-16 12:06 PM
To: VCC Faculty Association
Cc: Frank Cosco; Karen Shortt; John Demeulemeester
Subject: Note to All ESL Faculty
Importance: High

Sent on behalf of Frank Cosco, Chief Steward, VCCFA

Morning

Have received a few messages querying the current VDI offer and wondering if anything is behind it and the news about Retirement Incentives for staff.

1 Voluntary Departure Incentives

As you know, there have been at least four rounds of these in ESL. That is primarily because there is still a need for them. There are close to 30 people still on the recall list. Some of them will have their recall rights expire at the end of this year. There are also senior faculty who are prepared to retire perhaps earlier than they might have if there is a financial incentive. So, before Christmas, the VCCFA asked for another round of VDIs. VDIs only happen in areas where there are layoffs and people on recall.

The College responded positively to our latest request and the offer is out there now. If interested, one must apply (address it to Sarah Lafontaine) by Friday February 5th. The College will respond by the 9th and if accepted as meeting the criteria, one would retire on March 31st. The VDI is for \$45k and pro-rata for less than full-time.

2 Eighteen Retirement Incentives

As per the new collective agreement, the first annual college-wide call for applications for five Retirement Incentives went out in December. Eighteen applications met all the criteria. To our surprise all 18 were accepted. They too are \$45k each and pro-rata. Less than half were from the ESL area.

This led to enquiries from members and from the union. When members asked about the Incentives, we had advised people that since there were only five Incentives one's seniority needed to be extremely high to be assured of an offer. Some people said they had not applied because of that. That gave us another reason to call for more VDIs in areas where there were layoffs and recalls.

3 Retirement Incentives for Staff

The CUPE 4627 Agreement contains Retirement Incentive provisions as well; and apparently the College has chosen to activate those provisions and reports are that there are more than 70 staff who might meet the criteria. How many actually end up taking incentives and retiring is not known. It is also not known if the college intends to replace all staff who retire.

4 Does all this bode ill ? How can the College afford this?

Except for support staff not being replaced, the VCCFA does not think faculty should be overly concerned about these developments. There is no indication that those faculty taking either Retirement Incentives or VDIs will not be replaced. In December, the College withdrew its plan to issue almost 50 advanced layoff notices because there was new certainty around the LINC contract. EAL and LINC are in better positions than they were a year ago. There is no indication of another large layoff happening. The 40 or so layoffs threatened in ABE areas have been almost all rescinded as well.

The College can afford these various incentives because it is being allowed again to dip into its reserves built-up over the years. A couple of years ago the reserve amounted to over \$20 million. In 2014-15 and in this fiscal 2015/16 the college's year-end statements won't balance and the government is giving permission in advance to cover the deficit from the reserve. This happened for 2014/15 as well. (The government generally tightly controls these surpluses at the various institutions because it uses them to balance off its own spending.) This is entirely fitting since it is the government which caused the great

bulk of the fiscal problem in the first place. The last projection the FA heard from senior management was that the March 2016 position might be more than \$2m in the red and need to be covered off. Bear in mind that the total College budget is about \$110m.

5 Recallees

We continue to monitor the work assignments for recallees as closely as possible. We still have grievances in process from mis-allocations last year and we will intervene should there be re-occurrences. We have struggled with the benefit issue because of the College's overly harsh interpretation of the language. We were successful in getting benefits for a few re-instated for January.

6 "Lead Teachers" in LINC

We have reached a Letter of Understanding with the College regarding the extra work required for the five faculty involved. From this week any overage for full-time "leads" will be compensated through time-off in lieu and not extra pay.

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