



Federation of Post-Secondary Educators  
Of BC Local 3

A Submission to the Select Standing Committee on Finance and Government Services

June 26, 2019

We represent the faculty at the College of New Caledonia and on behalf of our members throughout North Central BC we want to offer our deep appreciation for this opportunity to present our recommendations to the Committee.

While the current government has taken significant steps in improving equal access and affordability for students across the post-secondary system in BC, we would like to address the inequality that exists for contract faculty. These instructors do the same work as full-time faculty but receive less pay and are paid little if at all for the time they spend in class preparation, student office hours, and marking. Although contract faculty have invested the same long periods of time and resources in their educations as their full-time counterparts, the lack of both monetary and professional security ultimately affects the working lives and futures of many highly educated and dedicated contract faculty.

FACNC currently has 503 members of whom 53% are contract, non-regular faculty. Further, 235 of our contract faculty are part-time and they are paid for their work on a secondary, hourly pay scale. Subsequently, our part-time faculty make from 70 – 78% less to teach the same classes their full-time colleagues teach. Additionally, both full-time and part-time faculty are subject to a bar on the salary scales which means the college can hire them midway along the salary scales irrespective of their educational credentials and teaching experience. For the majority of part-time faculty this also means that they will never proceed further up the scale. Part-time faculty can also teach up to 93% of an annual full-time workload while remaining on the hourly wage scale.

Although these faculty members share with their full-time colleagues the same educational backgrounds, credentials, and the same commitment and enthusiasm for their chosen field, they often never achieve equity with their fully employed counterparts.

The intention on the part of new faculty to forge an ongoing career as a post-secondary instructor is not in question. As one of our contract faculty members comments,

*Taking your first part time position at CNC is a moment imbued with excitement, possibility and hope. People are drawn here for a reason. There is the possibility of a door opening to a new career path. There is the opportunity of actually using all the skills and knowledge you have gained in your field. There is the excitement of teaching; engaging in meaningful discussion about issues and knowledge that inspire you. There is the privilege of introducing others to your passion.*

However, ours is not a workplace where new graduates gain experience and can expect to move into full-time work. The average part-time faculty member at CNC spends 6-15 years in precarious part-time work. This is work measured by the hour complete with time-sheets, and where there are no proportional health, vacation, or professional development benefits. While the low wages for part-time faculty mean that most must secure other work in order to subsist, a 2014 survey of CNC contract faculty indicated that 74.6% of them are seeking ongoing secure work in post-secondary education.

North Central BC is overwhelmingly rural and many parts of the CNC catchment area are also remote. Success in education is linked to providing access to people in their home communities and allowing the growth of graduation into professional careers. This is a great benefit to both the social fabric and the economic growth in regional areas. In order to provide accessible, quality post-secondary education to British Columbians in our region we ask that our call for equity for those who provide post-secondary education here be considered as fundamental to serving the educational needs of those who live in North Central BC.

We recommend that secondary scales be eliminated, and all contract faculty paid on a pro rata basis (proportionate to the provincial salary scale).

A fair, sustainable post-secondary system is a crucial piece of a fair future for all working people. For the faculty and students at the College of New Caledonia, equitable jobs for its instructors where faculty doing the same job receive the same pay, is a measure that will help to shore up economic and social gaps for low income and other marginalized groups of British Columbians in our region. This investment is what we need to address affordability, and ensure quality public services.

Thank you to the Committee for the opportunity to present our recommendations for the 2020 provincial budget.

Respectfully submitted,

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