

BARGAINING BITS

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Where we are now ...

Both FPSE and its Locals continue to put pressure on PSEA [Post-Secondary Employers' Association] and to lobby Government for separating the negotiations of the system wide Secondary Scales problems from a provincial mandate table and from individual Local negotiations. There has been indication from PSEA over the summer that it recognizes that secondary scales are a system problem. However, there is yet no word from Government over striking a 'side-table' to negotiate a solution outside of the compensation offered by the public sector Sustainable Services Negotiating Mandate.

There are a few Locals that opened negotiations last spring but all employers have subsequently halted their participation, presumably under the direction of their bargaining agent, PSEA [post-secondary employers' association].

To recap, most of the public sector have already ratified collective agreements for the 2019-2022 term, agreements where the unions involved saw some substantial gains. At the same time, neither the BC Teachers nor our own Operational Staff have seen success in reaching any type of settlement agreements.

Local bargaining:

On May 27 your negotiations team and our spokesperson, Zoe Towle, met with CNC and its spokesperson, PSEA bargaining agent representative, Twyla Hurley, in order to discuss a protocol agreement. As expected, the employer looked at our proposed protocol and said either bargain everything at a local table under our certification or go to a common table first. After agreeing to meet again. We continued to coordinate with other FPSE locals in protocol demands for a separate provincial negotiations table struck over the Secondary Scales in our system.

CNC's spokesperson did agree to the other items in our proposal including either party having both observers and research people attend negotiations. We followed up on dates and let them know that we will be consistent with proposing bargaining at the local table and anticipating the provincial table for negotiations over the common agreement. We also confirmed that we are willing to bargain at the local table without a protocol agreement.

In August, the employer gave us dates they had available to continue protocol discussions in September. Early in September I was able to give the employer our next available dates for negotiations: October 9, 10, 16, 17, & 1. The employer has since responded that it is not willing to enter into local negotiations until the provincial table negotiations have been completed.

Provincial Negotiations:

FPSE Presidents' Council and the Bargaining Coordination Committee [BCC] held a teleconference on September 23 during which a recent decision by the presidents to move forward with central table bargaining of the common agreement received full support. Since then our spokesperson for common agreement negotiations, FPSE Staff Representative Lesley Burke-O'Flynn and the Bargaining Coordination Committee Co-Chairs Leslie Molnar [FPSE Executive 2nd Vice President] and Bob Davis [FPSE Executive Member-at-Large] have approached PSEA, to begin protocol discussions. BCC will continue to push for a separate negotiation of Secondary Scales with the onset common agreement bargaining.

This just in... Today we were informed of a teleconference with our spokespersons set for tomorrow to discuss a draft protocol agreement for the central or "template" table. Obviously, we are moving forward. Stay – Tuned!

What Ifs...

Since the progress of collective bargaining is never certain, FACNC has taken steps to ensure that all of you will be kept informed of any bargaining news and we have also begun efforts to mobilize our membership should we need to request that you make decisions to further support your bargaining teams through taking some type of job action down the road.

On August 20 we conducted an organizing meeting with the contract committee members, the executive and the stewards. This was a planning meeting for mobilizing members through individual contact with their stewards particularly around the non regular bargaining priorities, developing a separate bargaining newsletter team. Our fall general meeting was held on September 21 and the members attending were unanimous that they would like to see Secondary Scales negotiated outside the provincial wage mandate. If you have questions please don't hesitate to contact your Area Steward, any member of the Contract Committee, Jessica Card, or me.

Why equity for our non-regular faculty is so important at CNC:

As of June, 2019 FACNC had 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. As a consequence, 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 [Step 6] irrespective of educational credentials and teaching experience of our members. 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. Our June 26 submission to the Standing Committee on Finance & Government Services is attached.

Our part-time faculty face the worst pay of all non-regular faculty in our sector. Please support your bargaining teams by standing firm on equity for all CNC faculty!

I want to once again thank our Contract Committee for all the work they have done and continue to do on your behalf in developing our local bargaining proposals and the research necessary for their presentation. Please join me in thanking Jessica Card [Chair], Marta Tejero, John McMillan, Nicholette Prince, and Irina Doering. I look forward to working with all of them once we become a negotiations team for bargaining the local agreement. Please let one of us know if you would like to become a member of the team.

In solidarity,

Jan Mastromatteo,
BCC representative for FACNC
& Negotiations Chair, Local Bargaining