

FACULTY ASSOCIATION OF CNC

BARGAINING BITS

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As many of you will have heard by now, the last three FTT bargaining days in Vancouver, January 6-8, did not end well. While we made progress on some proposals, in the end PSEA and our employers left us with some untenable offers in key areas. In the presentation of their proposals including the last session, January 8, PSEA has offered retro pay on the salary increases directed by government [2%x2%x2%] April 1 2019, April 1 2020, April 1 2021. However, this would only occur if both the common and local agreements are ratified by June 30, 2019. We have not begun local negotiations and currently have only three agreed to bargaining dates prior to June 30! Those are February 24, 25, and April 3. In addition, the employers say retro pay would not be paid to anyone who was not in the bargaining unit at the date of ratification.

The other priority problem is the employers' last proposal on pro rata pay for non regular faculty - in our case the part time faculty paid on the hourly wage scale. While the unions have agreed to reduce the issue to pro rata pay for instructional time only, the employers are refusing to unlock the government Service Improvement Allocation [SIA] monies calculated for the seven signatory locals on a pro rata basis:

<u>Fiscal Year</u>	<u>Amount</u>
2019-20	\$ 345,304
2020-21	\$ 698,378
2021-22	\$1,059,379

Instead, the employers are asking for concessions as well as that the SIA monies be negotiated at local tables. The latter with a dispute mechanism that, curiously, leads back to the locals as well. The unions are very clear that the money needs to be unlocked at the FTT and that a dispute mechanism includes an arbitrator's decision, we have named "Vince Ready or another arbitrator as mutually agreed.

The concessions the employers propose in exchange for beginning to make a modest move toward pro rata pay for part time faculty "...include, but are not limited to one or more of the following:

- i. Increased flexibility to assign courses to a faculty employee in the summer, on weekends or in the evening;
- ii. Improvements in selection processes;
- iii. Improvements in ability to assign courses regardless of delivery mode..."

To give you an indication of the depth of the problem for our part time colleagues I have attached the costing for the part time faculty in the last full year of work 2018-19. I have removed the faculty names but if you scroll to the bottom of the document you will see the count is 282 faculty and the total for annual pro rata pay for instructional time only I estimate at \$409,000.00 based on 2019 rates.

For those of you who would like to learn more about how we came to have part time faculty, why they receive such unequal pay well below the standard in post-secondary, and how the struggle to correct this by FACNC has proceeded, George Davison has been kind enough to allow me to attach the details he presented in an article to the Canadian Association of University Teachers. We were once again fortunate that George was able to come our general meeting on Saturday!!

I want to send a very special thank you to all of our stewards and members of the negotiations team who have been contacting you individually to discuss the current state at the provincial negotiations table FTT, discuss the key problems and to outline the FPSE campaign.

And, of course, thank you to everyone who came out Saturday to the General Meeting! What a great turn out! The following motion garnered unanimous approval from the members at the meeting:

M/S/C...

...That FACNC fully supports the unions' bargaining initiatives at the current FPSE Template Table

The Stewards and others will continue contacting those of you who have not yet heard from a union representative.

Stay Tuned!

In solidarity,

Jan Mastromatteo/On behalf of your Negotiations Team