



This proposal is the result of consolidating information provided by individual members; members of Executive Council and Contract Committee; and, the Federation of Post-Secondary Educators. It forms the framework for the proposal that will be presented to the College at the start of negotiations.

It was approved unanimously at the DCFA General Meeting on November 26.

DCFA Bargaining Proposal

I. Financial

- A. Salary – A significant increase for all Regular and Contract Faculty, plus an equity adjustment on the secondary pay scales
- B. Benefits – Improvements to benefits in the following areas:
 - 1. Professional Services – increase annual limit and eliminate limits on initial visits
 - 2. Employee Life Insurance and LTD – remove benefit reduction at age 65
 - 3. Vision Care – increase eye exam coverage
 - 4. Dental Care – increase coverage for Level IV Major Restorative; include dental implants
 - 5. Increase hearing aid benefit
 - 6. Eliminate termination ages for all benefits
- C. Faculty Stipend – additional lump sum payment if a faculty member agrees to teach a course within 30 days of the class start date
- D. Define “sufficient” office space, and when the office space is insufficient provide faculty with a home office stipend
- E. Extended day meal allowance increase
- F. Professional fees – to be paid by the College on an ongoing basis when required as a condition of employment and/or as needed to meet Qualified to Teach requirements
- G. PD Funds – significant increase for annual amount for Regular Faculty; Contract Faculty FTE calculation to be based on number of sections taught increase; fund Education Leave at 2% of Regular Faculty salaries
- H. Placement on salary scale limitation of Level 4 maximum removed
- I. Free Douglas College tuition for credit courses taken by members, their spouses, and dependents
- J. Increase home internet compensation in LOA 4 on Distributed Learning
- K. Include provisions for child care support per FPSE recommendation

- L. Include paid leave and other accommodations for victims of intimate partner violence per FPSE recommendation
- M. Provision for two sections of employer paid release time for members of the Joint Rehabilitation Committee
- N. Increase time release for Education Council Chairperson
- O. Provide a parking stipend that is sufficient to offset the tax cost from including parking as a taxable benefit
- P. Provide a housing allowance in recognition of lower mainland housing costs
- Q. Increase compensation for guided studies contracts
- R. Provide a cost offset for all faculty using transit to travel to the College
- S. Continue Regular Faculty appointments for parental leave replacements when the appointment extends into the next Ed Plan cycle
- T. In situations where the College requires faculty members to accommodate students with disabilities, the College will provide full support to provide such accommodation

II. Non-Financial

- A. Regular half-time work redefined to allow half-time workloads in configurations other than two courses in each of two semesters (e.g. 4 and 0 or 3 and 1)
- B. Contract Faculty loss of seniority and right of first refusal extended to apply after refusing to work for four consecutive semesters (currently two consecutive semesters)
- C. Improve Probationary Faculty evaluation criteria. Reinforce the principle that faculty can only be evaluated based on the terms of the Collective Agreement.
- D. Improve the language for determining Regular Faculty workload assignments
- E. Academic Freedom – incorporate language into the Collective Agreement
- F. Remove and destroy documents that could be construed as disciplinary from a faculty member's file after 2 years (e.g. letter of expectation)
- G. Include a definition of harassment that will protect faculty members from harassment, whether or not the harassment is based on prohibited grounds under the BC Human Rights Code.
- H. Restrict the ability of the College to suspend faculty member(s) prior to the completion of an investigation
- I. Provide for investigation reports being appealable to the College President when the Vice-President Academic was directly involved in the investigation or discipline
- J. Ensure that release time for chairs/coordinators, and faculty assigned program/curriculum development or special projects, is determined with sufficiency and equity.

K. Provide for more than one DCFA representative in attendance at grievance meetings

III. Letters of Understanding

- 1 Retirement Incentives – replace using FPSE recommendation
- 2 Guidelines for Handling Student Concerns and Complaints – re-write to offer better protection for faculty, especially from bullying
- 3 Faculty Working in Joint International (Credit) Projects (Not in Excess of Six Months Duration) - no changes at this time
- 4 Distributed Learning – change course definition from 51%, to 50% or more of instructional activities used to meet specific learning objectives are delivered by one or more of the following means: print-based distance education, electronic media, video-conferencing, teleconferencing, video and/or audio tapes. Increase home internet compensation.
- 5 Obtaining Copyright Clearance - no changes at this time
- 6 Integrated Curriculum Program – Work Allocation Process - add faculty teaching in more than one department
- 7 Self-Funded Activity - no changes at this time
- 8 Funding for Salary Stipend - no changes at this time
- 9 List of Arbitrators – change names based on FPSE recommendations
- 10 Post-Probationary Faculty Member Developmental Evaluation - no changes at this time
- 11 DDP Realignments - no changes at this time
- 12 Chairs and Coordinators – replace with workload and compensation language in the Collective Agreement body
- 13 Field Schools - no changes at this time
- 14 Equity Funds: 2001 Local Negotiations - no changes at this time
- 15 Harassment Advisors - delete

IV. Term of the Agreement - one year

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