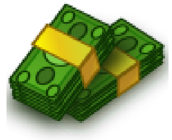
DOUGLAS COLLEGE FACULTY ASSOCIATION

Bargaining Bulletin #5

'Show Me the Money'



February 25, 2019

The bargaining proposal approved at the DCFA Faculty General Meeting on November 26 included important proposals that require funding. These are presented in the general meeting minutes of that date, and Bargaining Bulletin #3.

The money to fund financial proposals can come from two sources: 1) the provincial government; and, 2) Douglas College.

Provincial Government

Each bargaining round the provincial government sets a negotiation mandate for the ~ 326,000 unionized workers in the B.C. Public Sector. The 2019 "Sustainable Services Negotiating Mandate" is:

- Three-year term
- General wage increases of 2% in each year[1]
- Ability to negotiate conditional and modest funding that can be used to drive tangible service improvements for British Columbians. An example would be targeted funds to address existing, chronic labour market challenges where employers need to meet service delivery commitments or changes that achieve service enhancements such as innovations, modernization or efficiencies.

As of February 15th ~ 198,000 unionized workers have settled within the government mandate. Both the B.C. Government Employees Union and the B.C. Nurses Union negotiated significant gains in addition the 2% general wage increase. These gains were achieved under the mandate as "tangible service improvements for British Columbians". The gains were achieved at provincial level bargaining, not local bargaining.

Douglas College

In past rounds of bargaining there was no window of opportunity in the provincial negotiation mandate for institutions to: 1) access provincial money beyond the salary mandate; and 2) use local money to fund local issues. The 2019 mandate opened the window, at least slightly. However, at the date of writing the position of Douglas College, as indicated by President Denton responding to a question at the Douglas College Budget Forum, is that the College is prevented to bargain with local money by the Post-Secondary Employer's Association (PSEA). The position of PSEA, as reported to me by a reliable source, is that the mandate only provides for ¼% per year of provincial money for

[1] Appendix 1 presents the loss of purchasing power that resulted during the last five year contract and the current government negotiation mandate.

financial items beyond the 2% salary increase. In summary, at this point there is no authority to use local money, and provincial money available is around $200 per year for each faculty member.

This is completely unreasonable!

The following table was created using the information from each institution's audited financial statements for the year ending March 31, 2018:

	Annual Operating Surplus	Accumulated Surplus
Lower Mainland:		
Langara College	$ 24,319,909	$ 94,234,028
Kwantlen Polytechnic University	13,284,000	95,229,000
Douglas College	10,846,211	88,999,272
University of the Fraser Valley	10,049,627	99,341,445
Capilano University	3,800,160	71,307,597
Emily Carr University	2,380,602	31,853,409
Vancouver Community College	905,470	18,946,241
Vancouver Island:		
Camosun College	2,588,876	21,948,788
Vancouver Island University	758,719	78,509,049
North Island College	15,716	9,454,551
Interior:		
Thompson River University	5,879,000	117,455,000
Okanagan College	4,955,772	18,460,157
Selkirk College	811,385	13,073,856
College of New Caledonia	577,000	16,881,000
Nicola Valley Institute of Technology	443,870	5,387,229
College of the Rockies	325,875	22,287,189
Total	$ 81,942,192	$ 803,367,811

There is ample money within the system to fund local bargaining proposals such as increasing professional development funding. It is just a question of the government having the will to direct their bargaining agent, PSEA, to do so.

These surpluses have been created, in part, by faculty members taking on the extra work necessary to make our programs attractive to both domestic and international students. It is unacceptable to not have access to money that we helped to generate. The DCFA bargaining proposals are designed to allow you to provide better service to students; to improve your ability to contribute to the life of the College. Without access to the Douglas College surplus this is not going to happen.

The DCFA President, Erin Rozman, and I are working through our respective FPSE Committees to get traction at the provincial level to access these funds.

Appendix 1 – Inflation Effect[2]

The following table shows that the effect of inflation has resulted in a 2.7% reduction in purchasing power over the life of the current contract. The 1.5% General Rate Increase was mitigated by the Economic Stability Dividend (ESD). The current government's Sustainable Services Negotiating Mandate does not continue the Economic Stability Dividend.

Contract Year	Vancouver Consumer Price Index -	General Rate Increase +	Economic Stability Dividend +	Difference	Effect per Dollar
					$1.000
2014/15	1.3%	0.0%		-1.3%	$0.987
2015/16	1.5%	1.0%	0.45%	-0.1%	$0.987
2016/17	2.1%	1.5%	0.35%	-0.3%	$0.984
2017/18	2.4%	1.5%	0.40%	-0.5%	$0.979
2018/19	2.9%	1.5%	0.75%	-0.7%	$0.973

The next table presents the continued effect on purchasing power at the 2018 rate of inflation. This shows that that faculty will have lost 5.3% in purchasing power over the current and next collective agreements as a result of the provincial government negotiating mandates.

Contract Year	Vancouver Consumer Price Index -	General Rate Increase +	Economic Stability Dividend +	Difference	Effect per Dollar
2019/20	2.9%	2.0%	n/a	-0.9%	$0.964
2020/21	2.9%	2.0%	n/a	-0.9%	$0.955
2021/22	2.9%	2.0%	n/a	-0.9%	$0.947

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[2] https://www2.gov.bc.ca/gov/content/data/statistics/economy/consumer-price-index