

VCCFA: One Tier & How it Spread in BC

- Frank Cosco fcosco@vccfa.ca
- VCCFA Vice President, Bargainer, Past President

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I simply want to celebrate the fact that
right near your home,
year in and year out,
a community college is quietly –
with little financial encouragement –
saving lives and minds.
I can't think of a more efficient,
hopeful, or egalitarian machine,
except perhaps the bicycle.

Kay Ryan

- A normal union in a normal community college, working on a more normal workplace
- A single career path
- Minimize workplace distinctions
- Minimize ~~Part Time vs Full Time~~

- One Tier under VCC/VCCFA Collective Agreement
from Day One
- One Job Classification: faculty
- One pay scale (11 steps) (top \$113k) (Weighted Avg +\$100k)
- Absolute pay equality for part-timers, completely pro-rata
- One hiring per career, detailed and grievable evaluation procedures
- One Academic Freedom provision for all
- Harassment & Human Rights Protection
- All union rights/membership rights
- Accrue ROFR (reached after 120 cumulative days)
- Seniority (with first contract, mandatory after 3 days)
- Accrue Pension vesting, mandatory after \$30k made
- Prorata Workload with Scheduling by seniority

- One Tier under VCC/VCCFA Collective Agreement

Given maintenance of half-time/+ status, will accrue

Extended Health Benefits (have Canadian medical)

Dental Benefits

Paid Sick Leave (government has set min of five days for all)

Short and Long-term Disability

Professional Development Time (with monetary support)

Automatic Regularization of the Person ~~not position~~

at any time-status between half and full-time

- One Tier under VCC/VCCFA Collective Agreement
 - *Regularization brings*
- Protection of Part-time Regular Status & Seniority
- No further evaluations without cause
- Right to take leaves and maintain spot
- Scheduling within “area” by seniority
- Suite of layoff protections, with recall or severance rights
- Transition to Retirement provisions

One Tier under VCC/VCCFA Collective Agreement

Provisions and Laws Work Together

- Erasure of Cost Differentials
- Automatic Regularization
- Leaves, Retirement Incentives for Regulars
- Max on Auxiliary Work (3 days)
- Pro-Rata Workload
- No Overtime
- Department Leaders having to rotate
- Equity in Accrual and Application of Seniority
- Departmental and Union Democracy
- Provincial and Federal Laws re Shared Governance, Medical, Pension, Unemployment Rights and Union Membership

How aspects of One-Tier Workplace were Spread in BC

Regularization

- Pretty much have had free collective bargaining since the 80s
- Started with wide disparity in wages, length of scales, provisions, job security
- (VCCFA got automatic regularization in 1988)
- Serious efforts to coordinate bargaining started in early 90s under FPSE, *Federation of Post Secondary Educators*, for and by its member locals
- First attempt (1992/94) only half-dozen locals, with a hybrid of common goals through local means, but with enhanced support in event of strike action -- Money worked, reaching goals didn't
- Next attempt, (1995/98) with coordinated strikes got an interim political deal, with a "Common Table" with enforceable conditions for signatories, 1st Provincial Common Scale at least for regular faculty

How aspects of One-Tier Workplace were Spread in BC

Regularization

- In 1998-2001 round, there was a second system-wide push for two-tiered Common Table bargaining.
- Getting regularization language became a major goal. FPSE resourced a Status of Non-Regular committee (SNRF became Snurfs) -- became an organization-wide cultural feature. Led to shared bargaining demand.
- Mobilization of power. It was the last issue left, most locals had strike votes, with walkouts scheduled for 6 am. Deal was reached with couple of hours to spare.
- Set up a framework for Regularization for locals and management to work on, with clear goals/outcomes. Binding arbitration if work not successful by deadline. Locals made significant progress, but could not reach VCCFA level of automatic regularization of the person.
- Locals could opt out (as VCCFA did), but set current framework in BC.

What is a Common Table?

- A number of independent locals voluntarily create a temporary bargaining authority/certification over a set number of issues.
- Other issues left to local bargaining.
- Usually includes wages and benefits, in 1998/2001 had regularization
- Their corresponding managements need to also engage (often with some arm-twisting by government)
- Union side has its own signed agreement around procedures, committee details. Can recommend ratification or strike votes--It binds all signatories till final agreement reached.
- BC post-secondary used 9 times since 1995, not used in 22-25 round.

Failure of Common Table approach in 2019-2022 was Instructive

- Third attempt at a major feature of one-tier workplace -- ending secondary scales. Again, long buildup of issue within union culture.
- Lacked however a clear focus on bargaining effort. Political lobbying effort intervened and weakened it.
- When stymied at the Table, no clear strategy for mobilizing power amongst the CT locals.
- Resulted in drawn out effort with less and less power and eventual referral back to local tables.
- Some locals were able to make partial gains at their local table; others were not.
- Resulting in: forms of secondary scales, slightly better at some locals, remaining in place now.

Thanks