

DCFA Defence Fund Policy

Approved by Executive Council March 9, 2020

Purposes:

1. To create and maintain a fund to provide benefits to members in the event of a strike, lockout or recognition of a legally established picket line.
2. In the event of a strike, lockout, or recognition of a legally established picket line, to cover additional costs related to the job action and required by the DCFA for administration during the job action such as: off premises rent, supplies telephones, computer lease and setup, and refreshments.

Eligibility:

Defence Fund payments shall be made at the discretion of the Defence Fund Payments Committee, consisting of the Secretary-Treasurer, the Ombudsperson, and two members appointed by Executive Council. This committee shall exercise its discretion in a reasonable and non-discriminatory manner, and in accordance with the following guidelines for receiving Defence Fund pay:

1. The faculty member must not be on leave.
2. The faculty member must not be performing normal duties at Douglas College.
3. The faculty member must participate in picket line duty, other support work, or act to support a legally established picket line.
4. Contract faculty members who are scheduled to teach at the time of the job action who also meet the above-noted conditions will be entitled to the same Defense Fund Pay as regular faculty.

Payment Schedule:

The payment to eligible members will be \$120.00 per day; \$600 per week. This is based on performing four hours of strike related duty each day of a five-day week. Hours of service beyond twenty hours per week are not eligible for any additional strike pay.

Maintenance of the Fund:

1. The amount to be maintained in the Defence Fund shall be determined annually according to the following estimated DCFA FTE formula:

- (Number of DCFA regular members¹) X \$600 X (5 weeks), plus;
- (Number of contract members¹ X 10%²) X \$600 X (5 weeks).

1 As of March 31 of the latest fiscal year.

2 It is estimated that 10% of contract faculty will participate in picket duty.

- An amount sufficient to cover the employer and employee share of benefit costs for five weeks; plus,
- \$100,000 for emergency loans; plus,
- \$50,000 for strike/lockout costs such as off site negotiating and the costs associated with maintaining picket lines;
- **MINUS:** Estimated FPSE support as follows: DCFA FTE Estimate (see above) X \$500 X 4 2/5 weeks. (Note: FPSE support is FPSE FTE X \$100/day after 3rd day. FPSE FTE Calculation = 909, March 31 2019)
- PLUS a 5% contingency.

2. The rationale for the formula includes the following assumptions:

- a. The DCFA will need enough funds to cover strike pay and benefit costs for five weeks; and, pay for the various costs associated with administering bargaining off-site and the picket lines.
- b. The DCFA will be supported by the Federation of Post Secondary Educators (FPSE) in the amount of \$100 per FPSE FTE per day, starting on the 4th full day of strike/lockout. (see FPSE Policy 3.12 – Procedures for Accessing FPSE Strike/Lockout Defence Fund).
- c. The formula provides \$100,000 so that the Defence Fund can source faculty emergency loans during a strike/lockout or recognition of a legally established picket line. Emergency loans will be interest free. Repayment will be negotiated by the Defence Fund Payments Committee on an individual basis.
- d. The employer and employee share of benefits not including statutory deductions, pension costs and DCFA dues in the month of March 2019 was \$315,000. During work

stoppage statutory deductions (CPP, EI & income tax) will not be withheld from strike pay, pension costs will not be applicable and DCFA dues will not be levied.

3. Funds designated as the Defence Fund shall be kept separate from the General Operating Account and shall be accounted for separately and reviewed on an annual basis.
4. The Operations and Finance Committee shall recommend to the membership:
 - a. How to maintain the Defence Fund on an annual basis.
 - b. Strategies to replenish the Defence Fund in the event that expenditures have been made in accordance with the principles outlined in this policy.
 - c. The transfer of surplus defence funds back to the General Operating Account, if deemed appropriate to do so.