

DCFA VP Negotiations: Advocating a Provincial Approach

What follows is an overview of the presentation I will give at the September 2025 GM in order to get feedback from our membership.

The DCFA passed a bargaining mandate for the Bargaining Team at the 2025 AGM. Since then, the Federation of Post-Secondary Educators' (FPSE) Bargaining Coordination Team has developed six additional proposals that I have summarized below.

At the September GM, I will advocate taking a province-wide approach to bargaining these issues. This strategic question will be put before the many unions that make up FPSE at the next Bargaining Coordination Committee meeting on October 3–4, 2025.

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DCFA Mandate for Provincial Initiatives: Proposal Principles

1. Joint Benefits Trust

This proposal will seek to establish a joint Employer-Union committee to develop a framework for a Joint Benefits Trust that guarantees equal governance between the two parties. This kind of project only gets traction at the provincial level, and it would typically take two rounds of bargaining to complete.

2. Generative Artificial Intelligence

These proposals aim to protect faculty work in matters related to the use of Generative AI. Please note that this specific proposal is already part of the DCFA mandate. However, there has been extensive discussion at FPSE to handle this at a provincial level.

3. Micro-credentials

Claim micro-credential work as union work (that is, covered by the DCFA Collective Agreement); develop a framework for integrating that work within the bargaining unit.

4. Multiple Modes of Delivery

Develop a framework for additional compensation and or time release for courses delivered via multiple modes of delivery.

5. Provincial Joint Labor-Management Committee

Create a forum for FPSE and the Post-Secondary Employers' Association (PSEA) to discuss labor-related matters. This committee would not have decision-making powers.

6. Labor Adjustment Proposal

There is some discussion that the Employer's mandate may have money available to raise salaries of lower-paid employees. FPSE has drafted a proposal to increase the pay of contract instructors.

- Note that the DCFA has already raised session rates to the equivalent of Step 6 on the grid.
- The DCFA 2025 mandate already includes a proposal whereby new Regular Instructors would not be hired at a Salary Step below Step 6 (placing them at the rate of Contract instructors, as the Contract Scale approximates Step 6).