

## Where Bargaining Stands

The DCFA met the Employer at the bargaining table for ten days during the Fall semester. We have set five more dates in January to permit the two sides to continue in-depth discussions on several issues before tackling monetary items. The upcoming dates are listed in the appendix below.

### The Employer's Balanced Measures Mandate

At the table on November 27, the Employer outlined the province's Balanced Measures Mandate. This mandate is based in part on the agreement ratified by the BCGEU public service members on November 13. (Note, however, that the Balanced Measures Mandate has not yet been published on the Public Sector Employers' Council's website).

It is always important to note that the so-called "provincial mandate" is a mandate *only* for the Employer. DCFA members pass the *union's* mandate. However, we often conversationally discuss the mandate as if it operates on both parties because the provincial mandate system has not been struck down by a legal challenge, and it seems it would be very difficult to break through strike action by a small union.

The Balanced Measures Mandate, as outlined by the Employer, entails a three-percent general wage increase in each year of the four-year agreement (from April 1, 2025 to March 31, 2029). Sometimes you'll hear people refer to the wage increase in shorthand as a 3/3/3/3. So, for example, in Year 1 (April 1, 2025 to March 31, 2026, although much of this would be retroactive pay at this point), the salary for Step 1 would be:

$$\$115,129 \text{ (Step 1 on March 31, 2025)} \times 3\% = \$118,583.$$

In addition to the general wage increase, the Employer's mandate includes a flexibility fund to fund other monetary items in the next Collective Agreement, such as very modest benefit improvements. We anticipate that there won't be as much money available in the flex fund as there was in the previous round. Other larger provincial tables have had a wage redress component for lower paid workers, but so far that topic has not been broached by the Employer.

## **Outstanding Issues**

The two parties have resolved (i.e. reached agreement or withdrawn) almost all housekeeping items. We have signed off on a small number of substantive issues, but many of the DCFA's proposals remain, including Academic Freedom.

The Employer has tabled proposals that would affect Article 13, Layoff and Recall, and some seniority rights of contract faculty. We do not take changes to faculty members' rights lightly. Our members may have strong opinions about the following topics, and I encourage you to contact me if you wish to provide feedback before the DCFA returns to the table in January:

- The most impactful changes for DCFA regular faculty members relate to Layoff and Recall.
- For contract faculty, the most impactful changes would involve the deletion of a provision that awards FTE service if a contract is canceled and not replaced (Article 5.05.b.ii.5), and a modification of the rights related to contract faculty who cross a certain threshold of seniority (2 DDP FTE service) and do not achieve regular status (Article 5.05.a.iii.5).

## **Appendix: Calendar and Observing**

Overview of the local bargaining calendar:

- September 16: Signed Protocol Agreement
- October 15: Exchanged and reviewed proposal packages
- October 22, 23: Covered housekeeping and substantive non-monetary items
- November 12, 13, 27, 28: Covered substantive non-monetary items
- December 3, 4: Covered substantive non-monetary items
- January 13, 14, 15
- January 20, 21

If you are interested in observing one of the upcoming dates, please let me know. We split observer time between morning sessions (9am-noon) and afternoon (1pm-4pm), so that members have some flexibility to work around their busy schedules.

In solidarity,

Devin Shaw  
VP Negotiations