

CONTINUING EDUCATION AND THE TRAINING GROUP

- Offer non-credit courses and programs, Funded by external contracts and student fees
- Instructors are **NOT DCFA members**
- Community and Contract Services Programmers **ARE DCFA members**: see LOU#6 of the Collective Agreement
- The Programmers are the only connection between faculty and these additional education initiatives at Douglas College
- Over 30 years of discussions, grievances, agreements on the positions of programmers AND the nature of CE & TTG programming

THREATS TO FACULTY WORK

Contracting out Community and Contract Services Programmer positions

- Contracting out: cutting Programmer positions and shifting this faculty work to people outside the DCFA/ the bargaining unit
- DCFA successfully stopped this several times in the past – another grievance now
- Employer has not tried to bargain: multiple Collective Agreements since 2007 when LOU#6 was negotiated; every round of bargaining employer agrees to renew the LOU

Shifting Work from Faculty to Continuing Education and the Training Group

- Long history of discussions, grievances and agreements on this issue
- Threat to faculty jobs because
 - Could compete with courses and programs taught by our members
 - Could be used as an alternative to our credit programs through PLAR
 - Could shift work entirely to CE or TTG – instructors are NOT faculty

Sectoral Context

Introduction of micro-credentials: Talk about “stacking” short units to add up to credit

BE INFORMED, BE AWARE

- Look at programs offered through CE and TTG – overlaps with your courses / programs? If so, talk about it in your department meeting. If there are concerns, ask the Chair/Coordinator to take those concerns to the Dean on the behalf of the department.
- Be mindful of any efforts to PLAR
- Take note of any relevant discussions at department meetings, FECs, or Faculty-wide meetings
- Let the DCFA know of any concerns