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Remix: Lessons Learned from Public & Private Sector Bargaining Tables

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Remix: Lessons Learned from Public & Private Sector Bargaining Tables

**Presentation to the NCSCBHEP Conference on
Collective Bargaining**

**By Cindy Oliver, President
Federation of Post-Secondary Educators**

April, 2015



Access to Bargaining Rights

Labour Law-Labour Codes: Rules of Engagement

BC Labour Code: From Card Check to Mandatory Votes

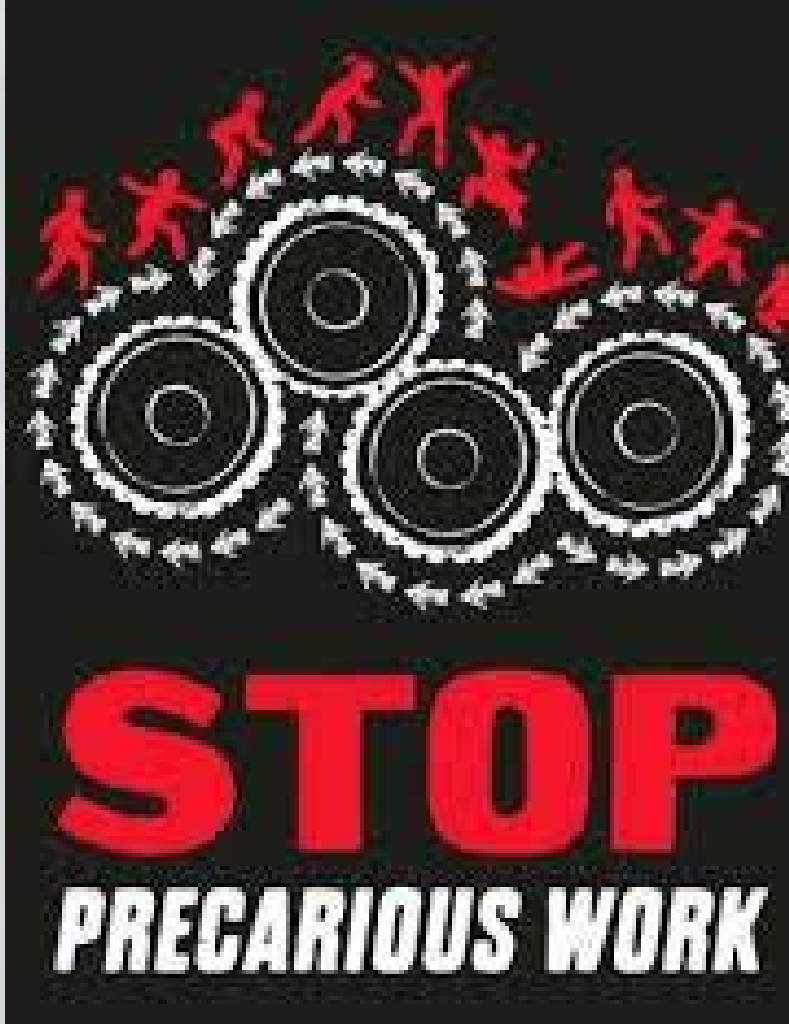
Delay in Access to Unionization

Opportunity for Employer Interference

New Rules Give Employer Interference More Strength



The Rise of More Precarious Employment



Shift in Employment from Large Employers to Small
Small workplaces harder to organize

Out-Sourcing & Off-Shoring Destabilizing Impact
Employment Security, Job Tenure at Risk

Technological Change
Rapid Shifts have Destabilizing Effect

Full-Employment's Demise

Core Economic Policies Rely See Jobs as a Bi-Product of Growth
Job creation no longer the primary focus

Legacy of Reaganomics is Alive & Well
Tax cuts seen as cure-all

Globalization & Trade Agreements Exaggerate Problems
Overcoming local/national politics just the first step





The Union Challenge

History of the Labour Movement is a history of struggle

Fighting for gains, fighting concessions

Union narrative is not the mainstream narrative

In our narrative, being strategic is essential



FPSE's Experience

Our structure has helped position our strategy

Creating mechanisms for pooling resources

Shared Defense Fund support bargaining goals

Recognize the limits and benefits of Local autonomy

Shared Resources help when issues are critical

Examples: Court challenges, organizing



FPSE's Experience

Influencing the public's perception of our work

Build support for better funding

Form alliances with students and communities

Current campaign: Open the Doors

Focus on access and affordability

Use our members as advocates for our institutions

Lessons for the Bargaining Table



Foreclose options on the employer

Organizing is part of our effort to raise the floor

Needs to be done in tandem with bargaining

Demonstrates our commitment to more than ourselves

Ensures that the community sees us as an asset

Lessons for the Bargaining Table



Shared Resources Critical to Success

Unions have limited resources

Resources we do have need to be used wisely

Targeted efforts that build capacity

Requires disciplined approach when facing challenges

Lessons for the Bargaining Table

Negotiating on multiple fronts

Bringing the public on-side

Make our narrative compelling

Keep membership engaged in connecting with public

Align expectations with mobilizing efforts

