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Panel: Multi-Employer Negotiations in Higher Education - Post-Secondary Education Multi-Employer Bargaining in British Columbia

Lesley Burke-O'Flynn
Federation of Post-Secondary Educators

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POST-SECONDARY EDUCATION MULTI-EMPLOYER BARGAINING IN BRITISH COLUMBIA

PRESENTED BY LESLEY BURKE-O'FLYNN

FEDERATION OF POST-SECONDARY EDUCATORS OF BC

PUBIC SECTOR IN BC

- Public Service, crown corporations and agencies
- K–12 education
- Post–secondary education (colleges and universities)
- Health and community social services sectors



SYSTEM DEVELOPMENT

- 1960s: faculty associations as societies under the *Societies Act*
- 1970s: faculty associations certified as trade unions under the *Labour Relations Code* .
- 1980s: labour unrest
- 1990s: first Multi-institutional Discussions held and Common Agreement created.



FACULTY ASSOCIATIONS' ORGANIZE

- 1976 College Faculties' Federation (CFF)
- 1980 College Institute Educators' Association of BC (CIEA)
- 1994 Federation of Post-Secondary Educators of BC (FPSE)

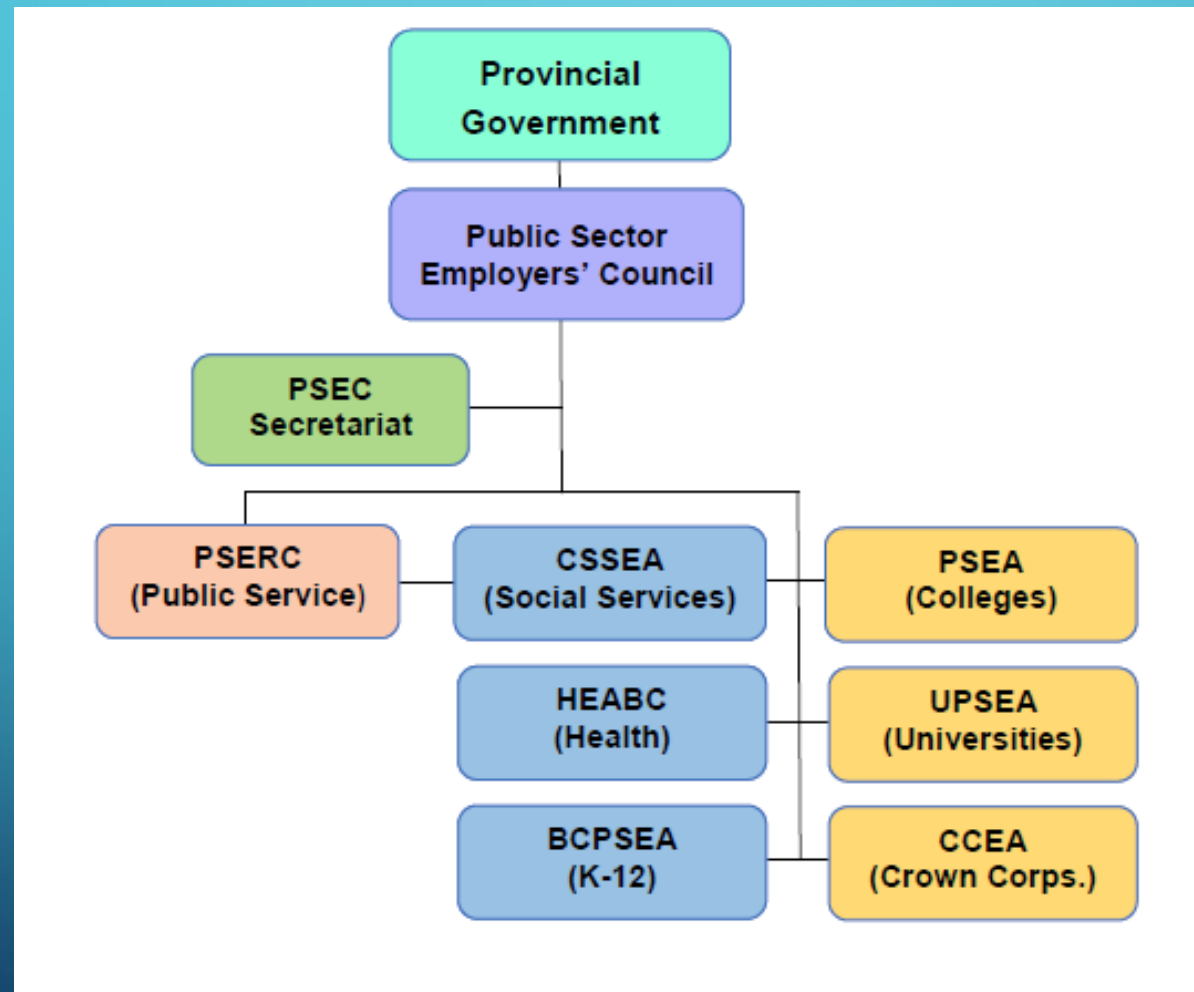
NEW NEGOTIATIONS FRAMEWORK SOUGHT

- New provincial government's Commission of Inquiry (known as the Korbin Commission) to, among other things:
 - Recommend roles of government in
 - rationalizing compensation levels
 - Defining collective bargaining structures
 - Standardizing employee benefits
 - Collecting, analysing and distributing information regarding costs of services

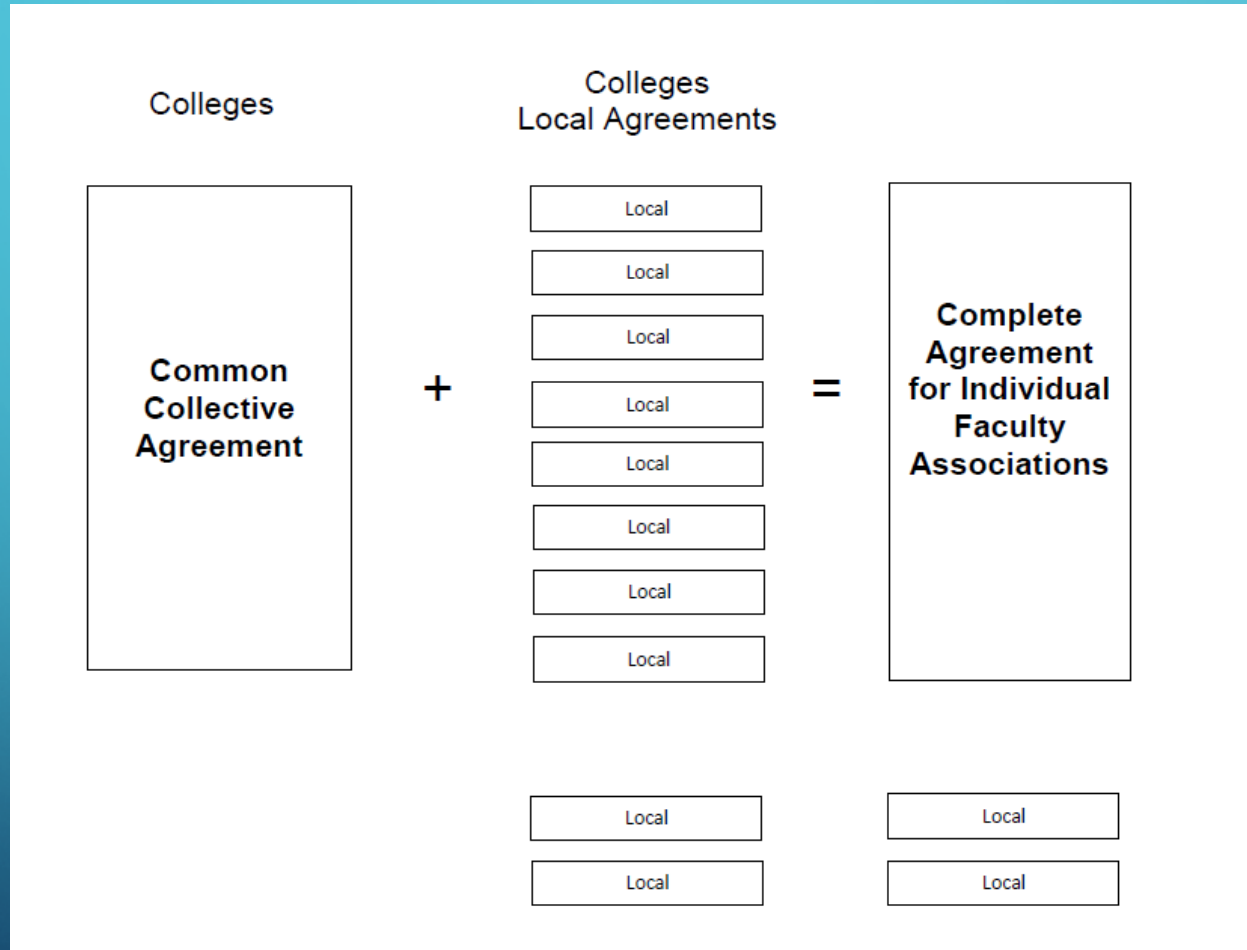
Korbin Commission

BC government
Commission of Inquiry

NEW EMPLOYER BARGAINING STRUCTURE



FPSE BARGAINING STRUCTURE: COLLEGES



FPSE BARGAINING STRUCTURE: UNIVERSITIES

Individual Local Agreements

- Some informed by the Common Collective Agreement
- Some traditional University Agreements

TWO NEGOTIATIONS MODELS

- Voluntary multi-party model
- Statutory multi-party model

Voluntary

Statutory

TWO MODELS, VARIOUS PLAYERS

Multiple Employers

- One Union lead union associated with smaller unions (health)

Multiple Employers

- Multiple Unions (colleges)

GOVERNMENT “MANDATES”

2010: Net Zero Mandate

2012: Co-operative Gains Mandate

2014: Economic Stability Mandate

TIGHTER GOVERNMENT CONTROLS VS RIGHTS GUARANTEES

- The Canadian Charter of Rights and Freedoms accords all Canadian citizens in all provinces and territories the constitutional right to freedom of association.
- This includes the right to bargain collectively and to strike.



RIGHTS GUARANTEES

- The Canadian Charter of Rights and Freedoms accords all Canadian citizens in all provinces and territories the constitutional right to freedom association.
- This includes the right to bargain collectively and to strike.

VS PROVINCIAL GOVERNMENT CONTROLS

The freedom of association protects the process of collective bargaining, but not the outcomes, and therefore does not save the terms of a collective agreement from legislated changes provincially or territorially

STILL STRONGER TOGETHER