

LINK

January 17, 1992

STATEMENT OF EXPENSE
for the year ended March 31, 1991
(thousands of dollars)

	Operating Fund	Special Purpose Fund	Ancillary Services Fund	Capital Fund	Trust Funds	Totals
	1991	1990	1991	1991	1991	1991 1990
Salaries and Wages	59,913	54,812	2,549	660	13	63,139 57,485
Employee Benefits	7,923	7,376	231	96	1	8,251 7,762
Interest and Bank Charges	197	176	18	383	1	682 763
Insurance	29	30	1	2	179	71 30
Postage and Delivery	412	364	168	102	24	415 371
Printing and Advertising	972	983	341	21	52	1,417 1,172
Professional Fees	347	704	91	238	16	1,041 1,006
Rentals and Maintenance	877	681	54	8	1	1,011 1,006
Facilities	1,963	1,906	520	126	43	4,600 4,751
Supplies and Contract Services	8,311	9,230	342	8	1	9,171 9,901
Travel and Training	902	1,049	33	1	1	1,246 1,246
Utilities and Communications	2,293	2,329		1,884	1	2,432 2,445
Cost of Sales						1,884 1,884
Buildings and Improvements	43	26				4,600 3,751
Debt Service Payments						4,863 4,263
Expendable Equipment						35 266
Loan Repayments						7,397 6,014
Major Equipment						400 405
Student Awards						200 757
Donation (note 10)						1 1
Other Expenditures						111,274 102,609
TOTAL	86,926	79,986	4,619	3,558	626	17,545

SALARY MAY INCLUDE OVERTIME, ALLOWANCES, PART-TIME AND TERMINATION SETTLEMENT

EMPLOYEE NAME	SALARY*	EXPENSE
VARON, J. J.	56,862	56,862
WORTH, WILLIAM	51,352	51,352
WORTH, ERIC	44,203	44,203
WRIGHT, MARILYN	35,463	35,463
YACKNESS, H. BARRIE	34,325	34,325
YAKEL, KENT	59,566	59,566
YAM, GABRIEL	72,481	72,481
YANCIN, PETER	47,163	47,163
YAREMA, DOROTHY J	55,279	55,279
YATES, HARRY	57,171	57,171
YATES, R. A	38,153	38,153
YOUNG, CHARLES	53,830	53,830
YOUNG, JONATHAN	58,973	58,973
YOUNG, MICHAEL	57,171	57,171
YOUNG, RAYMOND K	58,681	58,681
YOUNG, VIRGILIO A	41,561	41,561
ZABAWSKI, PAULINE	54,676	54,676
ZIMKA, DONNALENE J	57,171	57,171
ZIZKA, GEORGE	59,666	59,666
9---SALARIES UNDER \$35,000---	42,244	42,244
	19,985,129	19,985,129

EMPLOYEE NAME	SALARY*	EXPENSE
PARISOTTO, LAWRENCE	61,991,261	61,991,261
PAUSCH, JAMES	847,622	847,622
PAUSCH, ALLAN S		
PAUSCH, GERALD R		
PELLEGRIN, R. GLENN		
PEPPER, DAVID		
PEPPER, DONALD		
PERO, HOWARD R		
PIAFFICE, HEDY T		
PHILLIPS, DALE		
PHILLIPS, MICHELLE		
CK. PAUL		
VERING, MALVERN G		
EV. ROBIN		
ORRIS, V		
ERIAN		
RO		
ZE		
N		

EMPLOYEE NAME	SALARY*	EXPENSE
CHAL D		
JOHN E		
ESTER		
ROBERT		
PROULX, CHARLES		
PROULX, JANE		
PROULX, BRIAN		
PROULX, BOB		
QUE, MARY		
RAADSHIEL, FRED E		
RAMDAL, MARGA		
RASCHKE, RODNEY		
RASCHKE, LLOYD		
RATZBURG, WILF		
D. H. JACK		
BRACH, COLLEEN		
THOMAS, DAVID		

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Hans Reichenbach

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54,676	2
41,676	8
47,171	2
57,171	8
58,352	2
46,034	8
47,191	2
58,974	8
59,566	2
70,380	8
44,610	2
61,961	8
59,981	2
55,734	8
58,639	2
57,171	8
41,032	2
51,171	8
36,171	2

BCIT MANAGEMENT'S POSITION

Thank you for inviting Management to participate in your special *Link* edition and to explain the Institute's position in the current labour dispute.

At the outset, the Institute regrets any inconvenience to the students and employees caused by the labour disruption. We are doing everything we can to minimize disruption of services during this period.

BACKGROUND

The contract between BCIT and the British Columbia Employees Union (BCGEU) Support Staff expired on February 28, 1991. The BCGEU Support Staff number 486 and represent secretarial, clerical, maintenance, food service and other workers throughout BCIT's four campuses. The parties had been meeting throughout 1991 and many issues were resolved. It was not until December 1991, however, when the Union tabled its wage proposal, that negotiations focused on money issues. Since this is the only stumbling block in the labour dispute, the Institute will confine its comments to this issue.

RELEVANT FACTS

- ◆ At the present time each party has a wage proposal on the table:

INSTITUTE OFFER

Guaranteed 7% or more increase over 27 months as follows:

- March 1, 1991—3% increase
- October 1, 1991—4% increase
- March 1, 1992—A guarantee that BCIT will match any higher wage settlement negotiated between BCGEU and the BC government covering the first two years of their master agreement. For example, if the government gives 4% and 4% (total 8%), then BCIT will add 1% to the 3% and 4% already guaranteed. If the government gives 3% and 3% (total 6%), then BCIT would still give the guaranteed 7%.
- 75 previously agreed-to items to be included in the collective agreement.
- All other unresolved matters to be mutually withdrawn.

UNION DEMAND

- March 1, 1991—71¢/hr. increase (4.3%)
- October 1, 1991—3% increase
- March 1, 1992—71¢ increase (4.0%)
- December 1, 1992—3% increase
- Total—14.3%

- ◆ The real inflation rate in Vancouver is currently under 3%.
- ◆ The inflation lift provided to BCIT by the provincial government for the current 1991/92 fiscal year was 4.5%.
- ◆ Settlement rates across BC are 4.65% for the public sector and 3.8% for the private sector, as of November 30, 1991. (Source: Business Council of BC).
- ◆ Settlement rates across Canada are leading the downward trend in BC. For example, 78,000 provincial government workers in Ontario have tentatively settled for wage increases of 1% for 1992 and 2% for 1993. (Source: Ontario Public Service Employees Union)
- ◆ BCIT settled with its BCGEU instructors January 27, 1991. This settlement provided for a 5% increase in the first year and a 4.5% increase in the second year of the contract. In addition, there was also an adjustment in salary for instructors at the top end of the salary scale. This settlement was predicated on the following:

- BCIT's assumption that the provincial government at the time would

provide BCIT with an inflation lift in the 8% range for the fiscal year April 1, 1992 to March 31, 1992. (We actually received only 4.5%, not 8% from the government.)

- That the \$5,000/year discrepancy in salaries between BCGEU instructors and other comparable instructors needed to be addressed.

- ◆ A survey of support staff salaries at 9 colleges throughout BC indicates BCIT employees compare favourable with their counterparts in similarly titled jobs.
- ◆ BCIT Management staff received a 4% increase in wages effective June 1, 1991 to May 31, 1992.
- ◆ A minority of middle and junior managers received merit pay in November 1991, based on their performance during the period June 1, 1990 to May 31, 1991. Executive and Deans were excluded.
- ◆ Senior management has had all salary increases frozen since the beginning of 1991.

INSTITUTE POSITION

The Institute cannot accept the Union's demand for a number of reasons:

- A 14% increase over two years is well in excess of the actual and anticipated operating budget increases provided to BCIT by the provincial government. In the current 1991/92 fiscal year this increase amounted to 4.5% and our forecast for next year is for between 0–2% inflation lift.
- BCIT cannot deficit spend by law. Since 75% of the Institute's operating budget are wages and benefits, any negotiated settlement for these items in excess of the budget would result in program cutbacks and a reduction in services and staff.
- Each day newspaper reports indicate that the provincial government is preparing all ministries for either substantial reductions or negligible increases in their operating budgets. The message for fiscal restraint in the public sector is clear and growing in intensity. This is a very different financial picture from a year ago, or even six months ago.

In order to resolve the impasse the Institute has made repeated offers to involve private or Industrial Relations Council (IRC) mediation. Last week the IRC offered to mediate in the dispute and the Institute accepted. So far the Union has not accepted mediation.

BCIT values its employees greatly and the Board has adopted the principle that compensation for working at the Institute should be among the best provided in the provincial college sector. We believe our offer is consistent with this principle and is fair given today's economic circumstances.

Again, we regret any inconvenience to students and wish to assure them that everything is being done to minimize disruption of service during the strike action.

Thank you for allowing us to present our position in this issue.

Yours Truly,

Neil Howard
Executive Director
Marketing and Development

BCGEU/BCIT SUPPORT STAFF'S POSITION

BACKGROUND

In February of 1991, on the eve of the Compensation Fairness legislation, BCIT offered the Trades Instructors a significant wage increase in each of the two years of their collective agreement to achieve wage parity with BCIT's Staff Society. It was understood that wages would not be "rolled back" by the new legislation, and they were not.

Following this, BCIT and the Support Staff began negotiations, the second of three collective agreements to be negotiated at BCIT. Bargaining progressed with discussions on non-monetary issues first and many issues were resolved. Negotiations were delayed over the summer and in the fall, both sides recognized that negotiations might benefit from a further delay until after the provincial election. Both sides recognized that negotiations might benefit from a clarification of provincial politics after the Fall election. The Support Staff Bargaining Committee and the BCGEU especially hoped that a newly-elected NDP government would restore the process of free collective bargaining that had been strangled by the Compensation Fairness legislation. When the NDP won a majority, the Support Staff resumed negotiations, confident that an agreement could be reached. Little did we know that management at BCIT would assume the role of the Compensation Commissioner, making an unacceptable wage offer that was non-negotiable.

PRESENT NEGOTIATIONS

Negotiations are currently at a stalemate. Management's initial wage proposal, refused by the Bargaining Committee, was overwhelmingly rejected by 91% of the Support Staff members, in a strike vote taken in December. We had hoped that the strike notice would encourage the Institute to adjust their wage offer during the Christmas holidays. The Support Staff Bargaining Committee believed that such resolve on the part of the members could not be ignored by management, so we delayed taking any job action until after the first meeting which was scheduled after classes resumed. Much to the Committees dismay, management refused to recognize the members' determination and reiterated their previous position. Their next proposal—which simply repackaged their first offer—was also rejected by the membership. The Bargaining Committee made suggestions to guide the employer into serious wage negotiations but BCIT refused to move from their position.

The Support Staff are frustrated. Once again the work of Support Staff has been undervalued and overlooked at BCIT. Even a 91% strike vote was ignored!

We appear to be the victims of workplace discrimination as 75 to 80% of the membership are women. While pleading poverty to its lowest paid employees, BCIT strung Christmas lights (costly and contracted-out work) across the newly built entrance in this time of restraint. And why else would BCIT's managers award themselves "productivity" bonuses in addition to a wage increase of 4.5% in '91 while refusing us a fair offer in the second year of the proposed contract. And why would they award wage increases to the trade instructors, a bargaining unit made up predominantly of men who already earn over \$50,000/year, and then ask for sacrifices from us? Considering the wage increases which Douglas College, BCIT, and most recently, Kwantlen College have given their instructors, it only seems fair that BCIT be prepared to offer its lowest paid employees the same percentage increase. Surely it is not the policy of this Institute to discriminate against women? We do not want to see a further gap between the low wage earners and the high wage earners at BCIT.

The Employer claims they don't know what budget the Ministry will approve for next year, so they can't promise us anything. In fact they never know a budget a year in advance and yet they negotiate future wage increases for each year of a multi-year agreement. Why is this practice suddenly changing for BCIT's lowest paid employees this year? Are we so undervalued that the Institute will not offer us an increase that recognizes our work and our commitment? Why won't BCIT go the Ministry seeking an increase in their 1992-93 budget submission for us as they are doing for the instructors? Are we not worth similar treatment? Perhaps they assume we don't count, that "we are mostly women with low self-esteem who will be happy to have any job with which to scrape by."

The Institute has suggested a one-year agreement, one that would expire in

February of 1992, plunging us back into negotiations before the current agreement is even printed. Does the Institute underrate the Bargaining Committee's positions at BCIT to such an extent that they would suggest we bargain endlessly?

The Institute has suggested mediation and "me too" clauses, either of which could commit them to funds they claim they don't now have. Why are they willing to allow a third party to commit them to wage increases they claim they can't afford?

WHAT ARE WE ASKING FOR?

What are we asking for? First and foremost is respect. We have suggested that the Employer offer us *concrete* wage increases in each of the two years of our collective agreement. Our last proposal staggered these increases over the 2-year term, resulting in a true cost to the Institute of only around 10%. We have asked for adjustments to our benefits that would equal those of other BCIT employees. We are asking to be taken seriously. We want a resolution to the current impasse.

We recognize the importance of education and the plight of students. For this reason we are bending over backwards to avoid picketing and disrupting classes. But everyday this job action continues it increases the risk of a full-scale strike. The Support Staff Bargaining Committee is prepared to negotiate with the Employer to arrive at an agreement that is satisfactory to all. All we need is a fair wage offer in each year of the agreement.

The Institute has hired an Employment Equity Director to deal with discrimination in hiring policies for women. The Institute must also consider an equitable settlement for us. We are not second-class citizens.

We regret that we have been forced to withdraw services and inconvenience the students, but we have been without a contract since February of last year and have simply run out of options. Please bear with us; we are all in this together. In previous negotiations at BCIT a settlement has eventually been reached and students have completed their course of studies. There is no reason to believe 1992 will be any different.

Chairperson and Bargaining Committee
on behalf of
BCIT BCGEU Support Staff

THE LINK IS...

EDITORIAL COLLECTIVE:

Chris Burges
Nimmi Gill
Les Merson
Cheryl Peck
Jarrod Poon
Des Reid
Dave Suggit

Kari Fredheim
Kevin Lawrence
Pauline Meyer
Jennifer Philip
Tim Reeve
Susan Spence
Sharla Temple

MANAGING EDITOR: L. Merson

ADVERTISING SALES REP: Kevin Lawrence

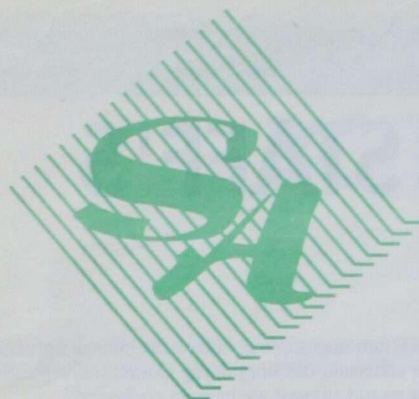
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The opinions expressed in the Link are those of the authors and do not necessarily represent the views of the Student Association or the Editorial Collective.



POLICY STATEMENT

The Student Association wishes to remain neutral throughout this negotiating period between the BCGEU and the BCIT Administration.

In remaining neutral the Student Association will continue doing "business as usual." We feel that unless BCIT has officially shut down, we have an obligation to continue to serve this campus.

The Student Association wishes that a very quick agreement is reached. It is our opinion that if an agreement is not reached quickly then all parties will lose. That is to say—that the BCIT Administration will lose, the BCGEU will lose, and the biggest loser will be the student attending BCIT. In that regard, the Student Association will do everything in its power to bring both sides to the table in the hope of reaching a quick agreement.

THE STUDENT EXECUTIVES

BCIT Student Association
January 1992