

**Congratulations
to
Larry Leung**

**VCCFA-
Cheryl Draper
Memorial
Scholarship
winner for 2004**

THE 2004/2005 EXECUTIVE

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INSIDE THIS ISSUE:

Message from the President	page 2
College Finances and Education Plan	page 3
Freshman, Sophomore, Senior?	page 4
In Other News	page 5
General Meeting ~ Picket Pay Doubled	page 6
Reflections	page 7
CIEA Spring Conference	pages 8—10
Education Policy Committee	page 11
PD Funds Committee	page 12
Update on the Work of the Executive	pages 13—14
Steward's Update	page 15

MESSAGE FROM THE PRESIDENT



LIZZ LINDSAY
VCCFA PRESIDENT

THANKS TO THOSE of you able to attend the membership meeting last week. It was great to get an update on issues from CIEA President, Cindy Oliver who attended the meeting. She announced an impending name change for CIEA. The proposal is that CIEA become the Post Secondary Educators' Federation of BC, PSEF for short. This name more accurately describes our Federation and was the first choice of our Executive. The name change is one of the resolutions coming to the floor of the CIEA AGM.

TWENTY EXECUTIVE MEMBERS and Stewards are attending the CIEA Convention and AGM in Whistler hosted by Capilano College from May 17 to 20. We will have a caucus for delegates and observers on May 10 at 3:30 to get up to speed on the issues that will be presented for debate.

GREG HENDERSON, A term instructor in Automotive Technician, has volunteered to work with terms and new members as well as represent us on the CIEA Status of Non-Regular Faculty Committee. Welcome Greg. If you are interested in working with Greg or helping out in any other capacity, please give us a call at the office.

WE ARE DELIGHTED to announce the winner of the Cheryl Draper Memorial Scholarship sponsored by the VCCFA. Larry Leung, son of member Condy Leung, beat out the other 20 excellent applicants. Congratulations Larry.

CONGRATULATIONS TOO TO the members on your very deserving children and spouses. Let's keep donating to the VCCFA Endowment Fund so that we can generate additional scholarships in the future. This can be done either by sending a cheque or directing your United Way gift to the VCC Educational Foundation designated to the VCCFA Endowment Fund.

ANOTHER IN THE series of campus forums is planned for May 6, 4:00 pm, Room 240 CC. Carole Lunny, HIV Treatment Educator with the BC Persons with AIDS Society, will give us an update on HIV/AIDS issues in our area. This forum is open to the public as well as the College community so feel free to invite students and friends. Hope to see you there.

Lizz

Congratulations

Larry Leung

**Cheryl Draper Memorial
Scholarship winner**



COLLEGE FINANCES & EDUCATION PLAN

Funding Letters for 2004-05 and revised Budget and Education Plan

When the funding letters from the government finally came, they essentially maintained the core funding level of 2000-01, which has been the pattern for three years now. The College hurriedly revised its budget and education plan just before the Easter weekend and presented them to Operations Council on April 13th. The two union representatives on the Council, Lizz Lindsay and Lorna Downie, abstained as they had not had enough time to consider the implications of the revisions.

Mandated FTEs

One thing different in this year's funding letter is that another mandated FTE production line has been added to the several that already existed in the Health field. This the one for "developmental programs" which the Ministry defines as including ASE, ABE and ESL. This is good. Both VCC and the VCCFA, as well as CIEA, were advocating for this line. Too many colleges, including VCC, were cutting these program areas too quickly. The Ministry's letter sets VCC's target as 3050 FTEs.

However, we can't find that number in the revised Educational Plan the College administration put out on April 8th. We find about 2650. We have pointed this out to the College and to the Ministry and made College IRAs and governance reps aware of it as well.

The College's response is that the FTEs are there when PLAR and Assessment Centre plans are

included. However, we are not sure that that work fits the Ministry's definitions for development programs.

Tuition

The new budget of April 8th also projects no further increase in standard student tuition, which is good and commendable. (A cut would have been better.) However, it does initiate a new fee for ABE students who at some point "completed" high school. This is set at 80% of the standard fee, which we estimate results in about \$220/month for a full time student. We are afraid this will result in a drop in registrations.

Additionally, a new "initiatives fee" of \$1.50 per "credit or equivalent" is being proposed. This is better than the previous \$2 proposal but again we do not feel it is justifiable given the College had such a large surplus in 03-04 and is planning on a similar one in 04-05.

Surtax

While it's not clear for many programs what a "credit or equivalent" will be, it is clear that this "initiative fee" is nothing more than a surtax on tuition. Students are struggling to pay for their courses. Tuition should be for their instruction and their personal materials. Now they have to pay an extra tax to pay for equipment or facilities they most likely will not even know exists let alone have the chance to use. In what way is that fair? That equipment and facility benefits the society as a whole. Society should be paying for it through their general taxes.

That's been the pattern for over thirty years.

Profit/Surplus

The College during the last fiscal year, was so flush that it was able to make major, but previously unplanned expenditures. For example:
--\$660,000 went to write off the remaining start up costs of the International Education Centre on Alberni,
--\$750,000 went for equipment and technology
-- \$250,000 went to help students. That's commendable, but if the fees weren't so high fewer of them would need help.

And after these expenses we read that the College is projecting at least \$3.58 million in surplus from 03-04 to be carried forward to this fiscal.

(We have shared summaries of these documents with IRAs and governance reps. If you would like a copy please let us know at the office.)

Our View

The VCCFA Executive continues to maintain the points it has throughout this process.
--Tuition is too high and is hurting access.
--The planned surplus is too high--more money should be going to people-centred initiatives.
--Unbudgeted expenditures may be quite appropriate but they should be allocated through a more transparent process where there is an opportunity for discussion and debate.

FRESHMAN, SOPHMORE, SENIOR? Does it matter?

This is a commentary about life at VCC. The views expressed are my own. My name is Robert Kunka and I instruct at the Centre for Transportation Trades (some of you may remember this area as Auto Tech) The Centre is the area in the back basement of KEC where a lot of noise and noxious gases are produced. I first started here from a tip that they were looking for substitute instructors. My informant told me about this great job where you did little physical work, had loads of holidays and got paid tremendous amounts of money (you heard the same thing). This is for me I thought, having spent the last 20 years of my life in a shop, 8 hours a day, 5 days a week, maybe 3 weeks holiday a year. I was determined to put my best foot forward (and hold the door open with it). I got lucky, started subbing and really enjoyed working from 8-2.30pm...then 3-6pm, then 7-10pm. As a sub you can't just quit your other jobs and rely on intermittent scheduling. Not to worry, take it all in stride, it didn't matter that my kids were growing up in my absence or that my wife wondered who was really eating those leftovers at midnight.

Finally, I scored big time, I got hired on fulltime in October, 2002. Got my own desk in an office with other ex-grease-monkeys, got my own classroom, got my own space in the shop. Life was great!! Time to quit those other jobs and relax, home by 3.30 pm, dinner WITH the family at 5 and fortnight Fridays.

But wait a minute, why was I here? Like all of you, I have become a teacher, an instructor; you could even call me a prof. Probably I should learn how to teach, the skills acquired in the trade just weren't enough. I know, enroll in the ID program, what a great idea. It's offered right here at the college. How hard can it be? Oh, did I mention that when I got hired on they started me at the lowest pay scale, almost like being an apprentice again. No worries, got all that time off which I can spend with my growing family.

My freshman year was full of deciphering the acronyms this College exists on and finding the way to the café (did I mention the holidays). Back in high school a teacher had given me some advice that has stuck with me. If you like the place you work at, then GET INVOLVED.

In my sophomore year I decided it was time to put those words of wisdom into play. Senior members of the department encouraged me to participate within the College, join Education Council, do something with

the union, they said. Being the new guy on the block I offered my services and was voted onto EdCo. Wow! What an honour to be a representative and offer my opinions! After the first meeting I thought, whoa, what have I got myself into? Robert's Rules of Order? Never heard of them. However, I persevered and I'm getting the hang of it. I encourage everyone to go to at least one meeting.

Well if that wasn't enough I offered my services to the VCCFA and got voted to the Executive. Wow! What an honour again! More Robert's Rules I suspect.

Let see, EdCo, the VCCFA and the ID program, I'll still have lots of time right? Wrong, these things were in addition to my regular workload. Time was shrinking again, no worries though, I'm energetic and I love my job. Some of you may come from an academic background or some of you may have been baking bread before coming to the College, it really doesn't matter. As instructors, we all have a common goal.

I sit in a lot of meetings, though maybe not as many as some of you do. I hear the stories of gloom and doom. Sometimes these stories become so evident in your daily activities at the College that it is hard not to listen. Nevertheless, the fact that I'm privy to some issues does not take away from the real reason I'm here. I'm an instructor. Think back to the reason you choose to become a member of VCC.

Sure there is some tension from time to time, Admin vs. Faculty. Can you honestly say that your previous job was the Garden of Eden? If it was, why are you here now? I know why I'm here. I'm an instructor. Don't get me wrong I'm not complaining, I love this job, and will continue to try to make it a better place for our students. Why? I'm an instructor.

Enough about me, what's your story? I'll bet it's similar, and remember...

We are all instructors.

Robert represents the Career, Design, Trades and Technology Division at Education Council and is a member of the VCCFA Executive

We welcome the input of individual instructors, please send in your thoughts.

IN OTHER NEWS

Policy on Length of Courses/Programs

As reported in the last issue the college administration has taken it upon themselves to write up a policy which allows them to change the length of courses or programs without taking the change to Education Council for advice. "For advice" is the formal wording of the College and Institute Act which means a majority decision on a formal motion regarding what Council's advice is.

It's no accident that the Administration's proposal essentially removes Education Council from the process. It has such proposals only going to Council for information. Presumably, a proposal would then go to the Board without the Board having received Council's advice.

Education Council's policy committee and the full Council itself did not accept this policy proposal. Nevertheless, administration has pushed on and now has it before the Board. Council Chair Ted Hougham is to present EdCo's view that the policy is flawed. We hope they listen. In any event, the VCCFA will add this to the legal action on the same issue that we already have before the courts.

New New Instructor Group

We are continuing to try to get together a group of new instructors to help the union's work on representing new instructors and their issues. We think that "new instructors" might include anyone hired in the last 2 or 3 years. It can also include anyone who's status is not as permanent as they might like it to be, no matter how long they've been around. Of course, it might include part-timers of any ilk. You can decide who it includes,

even full-time veterans who wish to help out are welcome.

Greg Henderson, of Automotive Technician has stepped forward, which we appreciate. We will need more people. We'll be doing a bit of an event before the summer so watch for it. If you're interested in learning



more or simply have a question, give us a call at the office. Thanks.

Education Leave

The Education Leave Committee met early in April to decide upon the allocation for the 2004/05 fiscal year. In Article 8.3, our Collective Agreement provides for 2.75 fte years of Ed Leave per fiscal year. In this case a year is defined as 12 full months so that means there are 33 months of leave to allocate. Ed Leave comes with pay at 70% plus benefit continuation. The Committee was comprised of Lizz Lindsay and Perry Taylor for the union (Lizz was filling in for Wayne Avery and Colleen van Winkel who were absent) and Moira Henderson and Dave Donaldson for the college.

This year 8 faculty applied for 47 months of leave. After adjudication, 6 shared the 33 months:

Mary Richardson	9 months
Chris Sallis	4 months
Eugene Sayson	10 months
Wendy Seale-Bakes	6 months
Karen Shortt	1 month
Susanne Sunell	3 months

VCC spends about \$125,000 on Ed leave. That figure is based on the following (numbers rounded) 2.75 fte salaries at step 6 for replacements = \$160,200 plus benefits = \$185,830. Savings from 30% salary reduction for 2.75 fte salaries at top step = \$60,440.

Total = (\$185,830 - \$60,440) = \$125,390 which is 0.4% of our total payroll.

As our PD rep at CIEA, Brenda Appleton, has reported, among CIEA locals our Education Leave provisions are well below average.

At Langara they allocate 0.6% of payroll and Langara isn't even a high flyer in the amount of Ed Leave. For example, Malaspina, which is about 85% the size of VCC, has 6 FTE leaves per year compared to our 2.75. Nevertheless, even at Langara's rate we'd have almost 50 months to allocate instead of 33.

GENERAL MEETING—APRIL 21, 2004

Good meeting held at a new location after we were bumped from 240. Thanks to those members who attended.

Cindy Oliver, President of CIEA

Cindy gave a brief news update as she attends many locals' spring meetings. University College of the Cariboo and Open University faculty (locals 2 and 17) are now involved in a new direction as the new special purpose university in Kamloops (a name hasn't been decided upon) will encompass both entities. The new university will go through a year long birthing process. The Cariboo Faculty Association have endorsed a comprehensive set of principles that has preserving the integrity of their collective agreement and bargaining rights in the forefront. These should serve them well in the year ahead. She also reported on meeting with faculty at Okanagan University College (former local 9) who have even more of an uncertain fate as part of the u/college becomes UBCO and the rest reverts to something more like a traditional, regional, multi-campus community college. She has offered some assistance to them through CIEA's professional staff. We hope they'll consider returning to CIEA.

Cindy also highlighted CIEA's support of political awareness campaigns: one, which the Canadian Labour Congress is launching federally and the other, which the BC Federation of Labour will be launching provincially.

Check out the CLC's awareness campaign at www.betterchoices.ca

Cindy broke the news that at the AGM in May, CIEA will vote on a name change. The proposed name is the **Post-Secondary Educators' Federation of BC**

Elections

Congratulations to **Millie Yuen** (well supported by the whole Hairstyling Department) who was acclaimed as the newest Executive member. Congrats too to **Malcom Cant**, acclaimed as the newest Steward. Wayne Avery reported that Malcolm had already presented a stage one grievance and that the college and union had settled it satisfactorily.

College Finances and Tuition

There was reporting and discussion of the college budget, its education plan, tuition fees, bargaining, the doubling of picket pay, the effect of the voluntary departure incentives, arbitrations, the size of the cuts to faculty in the last few years, the size of college profits, and upcoming events. Most of these items are commented on in different parts of this newsletter.

Strike or Lockout Pay Doubled

In a unanimous vote at the General Meeting members voted to double what's called "picket pay" or equivalent duty in the event of job action. It now stands at up to \$400 per week. The previous level was set in 1990.

Issue Awareness Campaign Proposal

Lizz reported that the Executive has sent a resolution to the CIEA AGM that would have CIEA earmark more than half million dollars to an issue awareness campaign that focuses on post-secondary issues. The Executive feels that with a year to go before the next provincial election that it's important for us to put our message out as clearly and as forcefully as possible.

Next scheduled meeting is Thursday, June 10th, 3 pm in the KEC Auditorium. It's been quite a while since we've been able to score the Auditorium, hasn't it?

REFLECTIONS ...

Fire Hydrant

The coolest thing about the hallway that jigs and jags along the Dunsmuir wall of City Centre at just above street level is the retro copper fire extinguisher. Always reminds me of elementary school, hope it stays there.

How Big were the Cuts?

With the end of the fiscal year we can now document quite accurately just how large the faculty cuts at VCC were from a monetary point of view. In terms of people we have used the ball park figure of 150 whose workload was cut or who had their job eliminated over the past three years. This includes terms and regulars, full-time and part-time.. It also includes those who have left through VDIs and therefore saved jobs for others.

In terms of money, our 2003-04 payroll was smaller than our 2000-01 payroll. How much smaller? After factoring in our pay increase our estimate is 13.5%.

That number is based on using the 2000-01 payroll as a base. The 2001-04 Collective Agreement contained 12% worth of overall payroll increases* over the three years. Applying 12% to the 00-01 payroll number results in a number that's 13.5% higher than what our actual payroll in 03-04 was.

Extent of the Cuts to Faculty at VCC, 2000 to 2004 from the point of view of faculty payroll

Fiscal Year	VCCFA Payroll	12% increase of last 3 yrs applied to 00-01 payroll	Amount actual 03-04 payroll falls below
00-01	31,578,248		
01-02	32,670,069		
02-03	32,713,512		
03-04	31,153,406		-13.53%
[03-04]		[35,367,638]	[4,214,232]

* (How much an individual instructor gained depended on their step in 2000-01 and ranges from 8.6% to 13.5%. Top step instructors went up 12.4%)



CIEA Spring Conference – Building Better Workplaces

Saturday, February 21st, 2004

Report by Colleen van Winkel

I had thought I could find a better way to spend a sunny Saturday, but the day was very informative, interesting and another chance to do some networking with colleagues from around the province.

Barb Byers – VP, Canadian Labour Congress – Work /Life Balance

I thought that Barb was a good speaker and while she may have used a lot of clichés, as someone said to me, she gave me a look at the bigger picture - something which is easy to forget when going through the kind of times we've had at VCC. Some of her points were:

- The question of how to deal with stress is really important to everyone and such a discussion is part of the bigger picture to build healthy individuals and families. While dealing with stress as an individual and through self-help courses etc. is fine and valuable for many, stress is systemic and we need organizational change to address it.
- Even though it seems like a bad time we must be demanding improvements such as the 32 hour work week.
- Workers have been coping with cuts and downsizing and need to stop doing this as the bar just gets raised.
- Most people feel work interferes with family life not the other way around.
- There is a different attitude among many younger workers who will work hard but are not prepared to put their work/life balance as out of whack as many older workers have done. Labour needs to address these generational differences.
- Some methods Unions used previously may need to be changed. For example, in the past when the employer wanted people to work longer, unions fought for and got time and a half, double and triple time for overtime. Now many people do not want the overtime even with the pay. Others count on the overtime as part of their regular wage. Making this change may not be easy but needs to be done. She also mentioned that a lot of business people are also questioning the demands of work that keep them away from family and some employers are starting to respond.
- Some people are angry with their management and also their unions. An example was given of someone wanting to be able to access their sick leave to care for an aging parent and being unable to do so. Barb's comment was that while unions fought hard for sick leave time, they may now need to expand that to include other usage.
- Barb also said that if unions do not seek change for their members, members will do it on their own and this will lead to many other kinds of problems.
- She suggested that each union needs to look at the demographics of its membership and try to meet their needs.
- Unions need a full discussion of work/life balance and need to get managers on side. They also need to get their own members on side and develop a supportive atmosphere between co-workers. This is not easy these days when often doing something for a co-worker means extra work for oneself.

CIEA Spring Conference – Building Better Workplaces

She says that the work week needs to be reduced to 32 hours and work needs to be revised so that people do not suffer stress because of:

- a) Working only part-time without benefits
- b) Working too much
- c) Working as a contract worker with little or no permanency and therefore feeling unable to commit to such things as buying a house
- d) Having no work at all – the young trying to get into the workforce
- e) Wanting to ease out of the workplace but unable to do so without significantly impacting on one's pension.

Barb said society has generally relied on the Labour Movement to fight for changes which then benefit everyone. Her closing comment, as she looked at a room full of people on a Saturday morning, was that while Unions talk the talk, they too have to learn to walk the walk.

Toxins in the Workplace

Presenter: Mae Burrow, Labour Environmental Alliance Society

Things I Learned:

The Labour Movement is a major force in trying to prevent cancer through improving workplace safety. There is a large emphasis on the treatment of cancer, as there should be, but we also need to look at the causes. Are those doing research to find cures for cancer, also producing products which cause cancer? It's a question that environmental groups are wondering about.

Everything in Nature has to go somewhere. (Think about it for a while.)

Chemical Trespass: Of the 75,000 chemicals in use in North America, most of which have never been analyzed for their health impact, at least 100 can be found in most people's bodies

Reproductive toxins and carcinogens: As workers we have strong rights. We have the right to know what is being used in our workplace and to have anything which has been shown to be a reproductive toxin or a carcinogen eliminated from our worksite.

Endocrine disruptors: These pose a very serious threat to health but we do not have the right to have these eliminated from our workplace yet. Some now feel that exposure to these toxins, even in really small doses, at critical points in our development can cause significant problems later on.

Precautionary Principle – Make employers prove something won't harm us. Instead of letting someone say that a chemical has been shown to cause harm, we have the right, I think she said, to be shown that it won't harm us.

The Fraser Institute says low doses of toxins won't harm you. However, environmentalists and other scientists have shown that low dose exposure over a period of time can give you certain types of cancer. (Cases against IBM are slowly making their way through the Court system in the States.)

POPS – persistent organic pollutants: These migrate and like to store themselves in fat. Subsequently, women, who by nature have more fat than men, have higher levels of these. Because of their ability to migrate, Inuit women's breast milk is one of the most polluted food sources known!

CIEA Spring Conference – Building Better Workplaces

The second leading death in Canadian children is cancer which is up 28% since the 1930s. Autism is on the rise and many feel there is a link with pollutants.

MSDS: Material Safety Data Sheets. Health and Safety Committees can ask for these for any cleaning products or other types of products in use around our worksite. These must list everything that is in the product.

Whistleblowers: We need language in our Collective Agreements to protect the “whistleblower”. In some workplaces, bringing the use of toxic products to the forefront is not a “safe” thing to do. We have specific language around various types of harassment and it is felt that whistleblower clauses are needed.

The Labour Environmental Alliance Society’s website is www.leas.ca. I would encourage you to have a look at it. ~ Colleen

Education Policy Committee

This is a standing committee of CIEA which meets twice a year with CIEA leadership and one representative of each local to discuss issues of Education Policy and formulate or advise on directions CIEA may go. Our delegate is Colleen. This is her report of the Spring Meeting.

President Cindy Oliver's report

- ❑ Much of the government's ability to maintain funding in the Ministry of Advanced Education was coming from the cancellation of Student Grant programs, which some predict will increase student indebtedness by an average of \$14,000 per student
- ❑ Minister and Deputy Minister still say that colleges which don't meet the FTE targets will not be “punished” but there are incentives for those that do
- ❑ Minister and Deputy Minister also realize that some small interior colleges have had unrealistic goals set
- ❑ Some College Presidents sent a paper on tuition fatigue to the government.
- ❑ Cindy congratulated Kwantlen on their recent fight and victory, at least temporary, against the use of the legislation (Bill 28) by their President to try to increase class size.
- ❑ The government is talking about dealing with student debt at the backend. BC was only province (other than PQ) with up front offerings to students. They will expand loan remission and do some interest relief.
- ❑ Government asked all Colleges for income and expenditure figures.
- ❑ Capital funding – it looks like 1/3 of capital is to come from one's own source
- ❑ The service plan has the accountability framework and it shows a firming up of their performance indicators..

Coalition for Public Education Campaign Update – Cindy & Rosanne (CIEA Staff Rep)

- ❑ This group includes CIEA, BCGEU, Confederation of University Faculty Associations, BCTF and Canadian Federation of Students.
- ❑ They meet quite regularly and have an access to education campaign entitled “Opening Doors for Every Student.
- ❑ They are working on a pre-election issues campaign and their goal is to have the public as aware of the education issues as they are of the health ones.

EDUCATION POLICY COMMITTEE

Trades Training Update – Cindy

- ❑ Cindy sits on the Education Committee of the BC Federation of Labour and has been working with HIAC, the Heavy Industry Apprenticeship Council, which includes the pulp and paper industry, mining etc.
- ❑ HIAC have been working to develop a system that is not fragmented and they have been convinced that they want the Red Seal for those coming into their fields. They will also look at Prior Learning Assessment and Recognition (PLAR).
- ❑ Cindy told them if they continue to go with the Red Seal program they will have Labour on their side.
- ❑ The Construction Industry is a whole different ball game though. They do not seem to want fully-trained people. There are great concerns about what is happening here.

Local reports

- ❑ Langara is bursting at the seams and has huge wait-lists for many first and second year UT courses. Tuition will go from \$68 per credit hour to \$75 but will still be on the low end of cost. The Deans want all the course outlines and their learning outcomes to be on the web site. There is resistance from faculty who teach courses which are multi-sectioned. This is seen as an attempt to standardize the curriculum and infringe on the instructor's academic freedom.
- ❑ Cariboo has had no cuts or tuition fee increase announced. They got a huge amount of capital from the Western Economic Development Fund. The comment from the rep was that the feds are looking for ways to become more popular in the West.
- ❑ Kwantlen having trouble filling classes because of the tuition increases. OLA is BC Open University. Still no sense of security there.
- ❑ North Island is having workload issues as online students are being assigned to them through BC Campus and not local administration.
- ❑ Selkirk has had cuts to many programs. Women disproportionately affected. No tuition fee increase announced.
- ❑ College of the Rockies is not increasing tuition fees and is giving a \$200 bursary to anyone coming to the College out of high school. Many have been going off to universities in Alberta.
- ❑ New Caledonia has developed 2 on line courses and their College has followed their C.A. giving the same time etc. as for the development of regular courses. A 2.7% proposed increase has been suggested. The faculty and students have written a position paper on this. They have only an 85% utilization rate – an all time low.
- ❑ North West had their tuition go up. They had the lowest in the province so people seemed to accept that it had to go up. Enrollment is up and there has not been word of an increase in tuition for this year. Their new building is in use.
- ❑ Camosun had a 40% tuition increase in 2002. The College was supportive of the students' day of action. Their College President has gone on record saying increasing class size is not something she wants.

Colleen van Winkel

PROFESSIONAL DEVELOPMENT FUNDS COMMITTEE

Update April 23, 2004

The PD Funds Committee and the VCCFA Executive met recently to review language pertaining to the funds. It was agreed that to better serve our members, the language for access to the PD Funds should reflect the language for PD time.

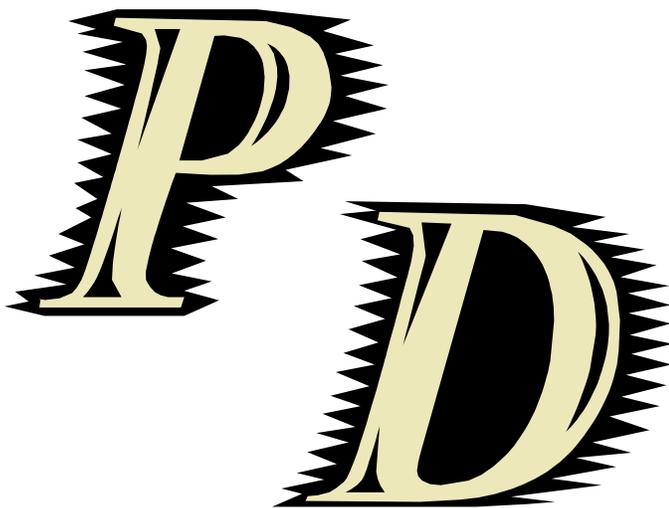
Our new interpretation will be based on the following language: "Regular and term employees, employed half-time or more, who complete seven (7) months of any combination of assigned duty, college-paid sick leave and/or short term disability benefits within the fiscal year and providing the employee is fit to return to duty shall be entitled to professional development funds, as provided herein."

For those employees working less than 100% workload, payment for the above entitlement is prorated based on the percentage of scheduled workload maintained during the best accrual months.

Examples: John is employed for 7 months full time. He will receive full PD Funds (At present, \$240.) Maggie works 9 months at 65%. She will receive 65% of \$240 (\$156).

Update on Amounts Used

In 2003-04 there was \$98,860 spent for PD Funds. This amount includes Top-Up and funds that were pooled.



Here is a list of departments that used the funds at City Centre.

Department	# using funds
Baking & Pastry Arts	6
Business Management	7
College & Career Access	1
Community & Career Education	9
Computer Graphics	1
Computer Technology	3
Continuing Care & Allied Health	10
Culinary Arts	8
Dental Assisting/Reception	9
Dental Hygiene	8
Dental Laboratory Tech/Denturist	2
Diesel Technician & TTA	1
Drafting	6
Electronics	3
Employ & Ed Access for Women	2
Hairstyling/Esthetics	9
Hospitality Management	10
International Education	1
Jewelry Art & Design	2
Library	1
Office Management	3
Practical Nursing	10
Health Care Communications	6
ESL—PACE	2
TOTAL	120

Wayne McNiven
Chair, PD Funds, City Centre

UPDATE ON THE WORK OF THE EXECUTIVE

In March and April the Executive met 7 times, our normal meeting time is Monday afternoon at 3:30 if you'd like to attend or speak to us about something. The following are items we might not have been highlighted in other reports

Internal

~ Lizz to attend ACCC in Saskatoon

As is long-standing practice, the College has extended an invitation to the FA to send a faculty member. They will pay the registration and one-half the transportation costs. The Executive confirmed Lizz as our delegate (not that she gets a vote) and we thank the College for continuing to issue this invitation.

~ Library System Replacement

The Executive noted and will monitor the installation of a new Integrated Library System this fall. The new system will require an amount of training and familiarization.

~ VCC Day Speaker, Fred Ring of West Jet

Upon raising a concern with Linda Martin over West Jet's non-unionized culture, she responded that the Executive should be challenged to think outside the box and learn something new. We'll see.

~ Freedom of Information Requests

The Exec has initiated a series of FOIPOP requests and will be sharing the results with members as they are analyzed.

~ Liability Exposure

A couple of years ago the Executive took out a standard form of Directors' liability insurance. Upon review, we have found that it does not cover what fact we thought it covered so we have cancelled it and received a pro-rated refund. After consultation with our lawyer, Caroline Askew, we prepared a series of changes to our by-laws which should help provide the protection we felt individual members of the Executive needed. A notice of motion containing those changes was presented to the April General Meeting and will be voted on at the next meeting in June.

~ Dean Recommendation Committees

The College invited the Executive to appoint union reps to each committee, stewards Lyn Lennig for the Arts and Sciences spot and Janice Sigston for the CDTT spot were appointed. Unlike union reps on faculty recommendation committees, it was confirmed that these reps should have voice and vote.

~ Safety Committee Report

Colleen van Winkel reported that the revised First Aid regulations are not yet in effect at KEC (as of Easter) but that they were at City Centre.

~ New Collective Agreement for our Employee

The OPIEU bargains for our office administrator, Audrey Vickaryous. They represent the employees at several union offices whose conditions are covered by the same "master" agreement. They successfully concluded their bargaining with employers last week. Employers bargain through a council that the Vancouver and District Labour Council coordinates. Perry Taylor represents the VCCFA on that council. Although a strike vote was conducted and notice given, no job action ensued. Details have not yet been released.

UPDATE ON THE WORK OF THE EXECUTIVE

External

--AIDS Roadshow ~ May 6 ~ Room 240 ~ 4pm

As part of an initiative former Exec member Thomas Macleod started about a year ago we proposed a motion to the CIEA AGM calling on all locals to connect with AIDS activists in their communities and attempt to continue to raise awareness of the terrible toll this disease is taking and how people are dealing with it. We confirmed our own part in that by sponsoring Carole Lunny of the BC Persons with AIDS Society to speak to the college and community at the above location and time. A notice will be out shortly and we will be advertising in local media as well.

~Human Rights Commission Hearings

The Exec continues to inform itself of this set of hearings one of our members is going through. A student has alleged harassment. Under these proceedings the College has retained a lawyer through its liability insurance who represents the interests of our member and the college. The length of time this is taking and the liberties the student has been allowed during the hearings have caused concern to our member.

~ CIEA AGM delegation

Because of the 14% cut we have endured, the size of our delegation to CIEA has dropped. We now have 13 delegates as opposed to Kwantlen's 17 (we used to be larger than them).

VCCFA policy is that as part of their duties, Executive members are expected to attend the CIEA AGM. Any remaining delegate spots go to stewards and then to other committee members. Up to a rough limit of about 7 non-delegates, the FA will support others going as observers. This year we have had about 20 commitments to attend from Executive members, Stewards, and other activists.

~ Labour Council

Lizz was re-elected to the Council's Executive. Meetings have had presentations from Murray Dobbin on "Paul Martin: CEO of Canada Inc.," the importation of cheaper construction labourers through the US, and on the insupportable actions of the IWA in undercutting HEU contract provisions.

~Potential Suit on Pension Increases

The Executive has been informed through CIEA that CIEA has been granted intervener status at a May judicial hearing on this matter. A group of retirees have formed the College-Institute Retirees' Association, CIRA. CIRA members claim that the 2001 pension plan surplus was inappropriately allocated by the Trustees of the Plan. They feel more of it should have gone to retirees. They are attempting to have a class-action suit approved, hence CIEA's intervention. The trustees on the College Pension Board dispute the claim and CIEA, which appoints three of the Trustees, is also supporting the Pension Board's decision.

**We are collecting non-VCC e-mail addresses:
send yours to vccfa@telus.net**

**Coffee Sale: We are re-selling Café Etico, certified organic,
fairly-traded, shade grown, bird-friendly coffee (\$10/400g)**

STEWARDS UPDATE

News on the steward front.....

VDIs

Out of about 20 instructors who applied for the Voluntary Departure Incentive, 9 accepted. The VDIs and some leaves resulted in 12 instructors having their notices withdrawn or being recalled. This was happy news for those instructors, but we will miss those who are leaving.

Since '03, that makes a total 24 VDIs, over 20 others have taken severance, about 15 more have transferred to other areas of the College, and still over 40 members are on the recall list. Many on the recall list are working on temporary recall. This is of course on top of the many terms who are not working. So although it's leveling off, the pain, loss and stress of the cuts is not over.

Recall

Two of our current grievances deal with recall concerns. One case involves not being able to use sick leave at the point of recall. The other involves the denial of maternity leave rights. We have just received the College response to our stage 2 on these and again they were denied. We are pursuing them

A Pre-Grievance Resolution

On a more positive note, one issue was settled at pre-grievance. The issue involved converting holiday time to sick leave with a medical note. We would hope we can continue this pattern.

Instructional Associates

The Arbitration Award which came out of our Associate Dean grievance states in part that the College and Union agree it is their mutual

interest to have a 3rd Instructional Associate. We have met with the College and are expecting to hear back this week.

Health Issues

We continue to support our members who need an accommodation, or who are on long time sick leave and need information about STD.

Instructor Issues

Stewards represent members at many meetings with the Deans. There are a number of these kinds of issues which are stressful for the instructor involved. When the College changed its practice and started sending two members of Admin to these types of meetings we grieved it. Until that's resolved we're sending two stewards. The dance continues.

Email

Read twice before sending. We remind our members to be careful about sending any email (or written memo) without checking it carefully for content and tone. We advise you not to send anything that was written in anger or when emotionally upset.

Other Work

Steward activities include being on the Dean Recommendation committees, doing department elections, participating in the IRA orientation, Steward Drop-Ins, meeting with departments, answering questions, meeting and supporting members, etc.

Welcome to Malcolm Cant, newly elected steward.

~ Ingrid Kolsteren

Please do not hesitate to call us if you have any questions.

DID YOU KNOW?

- Although our Collective Agreement was up March 31, 2004 we continue to work under the existing contract until a new agreement is reached.

**Got a question?
Call a steward.**

**Thanks so much to
all the stewards
for their hard work**

PARTICIPATE

VCCFA welcomes your input. Send your letter, comments and pictures to the editor.

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**To all VCCFA members:
Please print any changes that may apply to you
and forward through intercampus mail to the VCCFA office
Attention: Audrey**

Notice of Address Change

Last Name: _____
First Name: _____
Address: _____
City: _____ Province: _____
Postal Code: _____
Home Phone: _____ Work Phone: _____
Effective Date: _____
Division: _____
Department/Area: _____
Status: _____