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THE 2009/2010 EXECUTIVE

Frank Cosco
PRESIDENT (10)

Brenda Appleton
VICE-PRESIDENT (10)

Brock Elliott
TREASURER (10)

Dianna Morgan
SECRETARY (10)

Ingrid Kolsteren
CHIEF STEWARD (10)

John Demeulemeester (10)

Wayne Avery (09)

Heather Chan (09)

Settimio Sicoli (09)

Maggi Trebble (09)

Alison Woods (09)

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Fewer Faculty/Same Number of Administrators Pages 6/7

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Stand for Housing Page 16

**Job Search Workshop
Tuesday, March 10th**

**PD FUNDS DEADLINE
FEBRUARY 28, 2009**

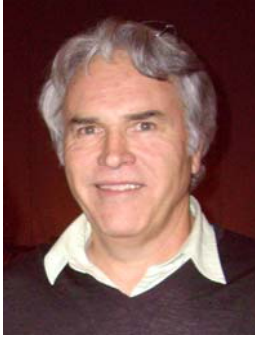
VCCFA GENERAL MEETING

THURSDAY, FEBRUARY 19, 2009

2:30 PM

**ROOM 112 (THEATRE)
DOWNTOWN CAMPUS**

MESSAGE FROM THE PRESIDENT



FRANK COSCO
VCCFA PRESIDENT

Congratulations

to our new

President

Stephanie Forsyth

AGM & Annual Social

Well-attended meeting at the Croatian Cultural Centre at the end of November. Thanks to those who attended and to Brenda, Audrey, Settimio and George for the organizing (of course to Lizz for having the “serving it right” license), to retirees who came to say hi and to Weldon Cowan our staff representative from FPSE.

Welcome to Executive

John Demeulemeester and Heather Chan are our new Executive Members. John is Department Head of Office and Legal Assistant and it’s his first time on the Executive; Heather is a Counsellor and has served on the Executive.

Moving on

George Rudolph has been our Treasurer for a couple of terms and will be missed. He’s currently enjoying a Retirement Preparation Leave. Thanks to Linda Duarte for her service on the Executive.

Some Complimentary American Media

A cover story in the November 14, 2008 *Chronicle of Higher Education* featured photos of one of our Music instructors, Lawrence Mollerup.

The article was on the downside of the reliance on part-timers who don’t have any paid time outside of their teaching hours. It used the VCC/VCCFA agreement as one of

their contrary examples of “innovative contracts.”

The most recent November/December issue of *Academe*, a bulletin published by the American Association of University Professors features an article by Joe Berry and Elizabeth Hoffman on “Including Contingent Faculty in Governance.”

Joe, the author of *Reclaiming the Ivory Tower*, works out of the University of Illinois and is a very well-known activist on these issues. Elizabeth is an officer of the California Faculty Association and works out of Cal State, Long Beach.

The article covers much more than what we would strictly call governance. It focuses on the lack of faculty inclusion being essentially caused by the lack of job security. In their words, “Any thing else runs the risk of being window dressing or worse.”

They offer three examples where unions have tackled the issue head on and substantially reduced contingency: California State University, City College of San Francisco and VCC.

The part devoted to VCC reflects much of what I reported to a session chaired by Joe and Elizabeth at a conference in New York last April.

MESSAGE FROM THE PRESIDENT

New Space at Broadway

The cafeteria will be taking over the space we have had since the building opened and we'll be moving over to where the daycare was. The Student Union's spiffy new digs will be right beside us and we'll share the outside access from Keith Drive. Brenda will be looking after the transition for us.

FPSE Work

As part of Presidents' Council I have the opportunity to work with groups of other presidents on a few projects for the provincial organization. Recently finished reports on "age-neutral" pension alternatives and on updating the FPSE policy book. I work with our private sector local on organizing initiatives.

I am on working groups for the Governance Conference coming up at the end of February, another for the new universities, and another on new bargaining models in advance of the next bargaining round.

The pension and inflation issue is very troubling and has taken up a lot of time and energy. However reluctantly, it seems the issue of the continued appointment of the current trustees has to be at Presidents' Council's next meeting in March.

Dale's Injury

We wished the President a speedy recovery from the broken wrist he suffered after slipping on black-ice in the College parking lot.

~Frank

VCCFA General Meeting
VCCFA General Meeting

Thursday,
Thursday,

February 19, 2009
February 19, 2009

2:30 pm

Room 112 (Theatre)
Room 112 (Theatre)

Downtown Campus
Downtown Campus

PRESIDENT SEARCH IS OVER

Stephanie Forsyth will be the new VCC President

It's a kind of "welcome back to VCC" for Stephanie who was briefly in the Vocational Instructors' Association (former name of the VCCFA) as a Division Chair in the eighties and then went on to be Dean of Hospitality up to 1992. We look forward to working along with her initiatives and judging from her character, even working against her initiatives shouldn't be too bad.

Those who went to the finalists' sessions on campus will know that we have had very good finalists. We expected that there would be a transition period as it's impossible to expect a person currently in a position to leave it before the summer. However, we do not know why it should take as long as October as the announcement mentioned. There will hopefully be opportunities for initial meetings during that transition.

As was favourably commented on at the January Board meeting, it has been an intense and good process for all concerned. It was very valuable for the board, administration and constituency groups to work together.

The six people we interviewed were from all over North America and were all very experienced, highly qualified presidents, VPs or acting presidents themselves. Our interactions with them and amongst the committee provided a powerful learning experience that will hopefully resonate for many years to come.



COLLEGE PENSION: BENEFITS, INFLATION, PREMIUMS THE PROBLEM AND CONSEQUENCES

Basic Plan

Despite the crash that most investments are hurting from, our College Pension Plan has posted messages that there is nothing to worry about as far as the basic pension amount one will receive is concerned.

Benefits

It's a different story for the free medical and benefit plan retirees have enjoyed. The Pension Board announced on January 23rd that these plans will cease as of September 1st. The monies that had supported the plans will go to the inflation protection account

Inflation Protection

At the same time the Board announced it would have to stop adjusting pensions upwards every year to account for the full amount of the previous year's inflation increase. It will have to limit the amount of adjustments.

Inflation protection is funded separately from the basic plan. Given the current amount of money available, plus the money that had gone to benefits, plus an increase in premiums designated for inflation that starts in September, the Board has told Presidents' Council that it will probably only be able to adjust pensions up to about 2% annually. If inflation is higher than that, it will not be covered. They will end full protection after the next pension fiscal year, October 2009/September 2010.

Premiums

In the fall of 2008, FPSE President Cindy Oliver approached the other partners in the plan: the BCGEU, the government, and the employers to restart a discussion that had not happened during the 2007/10 bargaining round. We had understood that it would be possible to increase premiums from both employers and employees in order to help fund inflation protection. The government agreed that they had anticipated that possibility. It was agreed that premiums would increase by 0.25% for employees and for employers. The Pension Board will initiate the increase as of September 1st. The premium for a member at top step will go up by a little over \$17 a month.

The Problem

When shared plan governance was achieved in the nineties, the board of trustees was evenly split between government and employers on one side and union appointees on the other. One of the anticipated benefits of achieving that split was that there would not be unilateral changes because an enhanced majority of trustees from both sides would be

needed to effect change. It's obvious that FPSE appointees have been part of the decisions to allow these pension plan changes to occur. That is their right. Their publications and flyers have explained their decisions from their point of view. The problem we have is three-fold:

One, these changes conflict with FPSE policy on pension inflation protection and on medical/dental benefits for retirees. These features of our plan are incredibly important for maintaining income and the purchasing power of one's pension during retirement.

Two, FPSE's governing body, Presidents' Council, was working in good faith on a strategy to make every effort to address the well-documented difficulties in achieving sustainable funding for inflation protection and medical/dental benefits. That is why the small increase in premiums was sought and achieved. That is why an unprecedented prior commitment from employers to open a "side table on pensions" during the next round of bargaining was sought and achieved.

Three, Presidents' Council was informed of the announcement of the changes exactly one week before they became public. For whatever reasons, communication and due process broke down.

Consequences

Upon hearing about the announcement, Presidents' Council asked the trustees to rescind their decision. They did not. Since then we have pressed for a suspension of the decision, so far to no effect. What has happened has made and will make our whole effort to get the best possible solutions to the issue of sustained funding much more difficult.

The VCCFA Executive has come to the decision that it will support the replacement of all current trustees that FPSE has a part in appointing. This is in part because of what they have allowed to happen and the way it has occurred, but more importantly members need to know that the FPSE Presidents' Council and Executive can and are working with their appointed trustees to the fullest extent possible to achieve the shared goals of all.

The Executive has passed a motion to that effect and there will be a discussion of this issue at the February 19th General Meeting.

ADMINISTRATIVE NUMBERS NOT REDUCED

Administrative Salaries

It's time for our annual update of senior admin salaries and numbers. Each classification seems to have gotten a 2.1% increase and some jobs were re-classified upwards. Salaries noted are the top of six steps for each classification and are taken from a college document dated August, 2008. Percentage increases are over December 1997 amounts. Only Administrators with salaries comparable to and above top-step faculty are included.

Number in parentheses refers to their pay grid.

	Dec '97	Apr '00	Apr '01 *	Apr '02	Oct '02	Apr '06	Feb '07	Feb '08	Feb '09 (est)
Pres	117,200	120,000	159,400	159,400	159,400	180,000	195,000		~207,000 +76.6%
V-Pres (10)	97,941	99,441	101,430	116,464	121,955 +24.5%	121,955	148,045 +51.2%	151,154	154,328 +57.6%
Associate VP (9)							112,651	115,017	117,432
Deans (8)	87,229	88,947	82,221	99,513	104,205 +19.4%	104,205	106,393	108,627	110,908 +27.1%
Directors (8)	79,019	80,599	82,221	99,513	104,205 +31.8%	104,205	+34.6%		+40.4%
Mixed Director & Associate Directors (7)								94,605	96,592
Mixed Associate Directors (6)						76,023	77,619	79,249	80,913
Others (5)	60,547 (4)	61,758	62,993 (5)	69,073	72,330 +19.5%	72,330	73,849 +22%	75,400	76,983 +27.1%
Faculty Top Step	61,900	65,200	66,504	71,000	71,000 +14.7%	75,674	76,480 +23.6%	78,729	80,972 +30.8%

*In April 01, the administration was restructured. Most of the former Deans became VPs and the VP position moved to a newly-created pay grade. A new category was created to include both Directors and newly-appointed Deans.

In 2006 the Director of Human Resources (top step \$104,205) was reclassified as an Associate VP, a potential pay raise of 8%. In 2008, after the departure of the VP Education, four interim VP positions were created, the Associate VP position was left vacant.

ADMINISTRATIVE NUMBERS NOT REDUCED

Number of Administrative Positions with salaries comparable to and above the top step of faculty.

Number in parentheses refers to their pay grid.

	Dec '97	Apr '00	Apr '01	Apr '02	Apr '03	Apr '04	Apr '06	Feb '07	Feb '08	Feb '09
President	1	1	1	1	1	1	1	1	1	1
Vice President (10)	3	2	4	3	4	3	3	3	3	4
Assoc VP (9)								1	2	0
Deans (8)	3	3	6	5	5	5	7	7	8	10
Directors (8)	9	9	10	10	11	11	11	11	12	10
Mixed Directors & Associate Directors (7)									1	5
Mixed Associate Directors (6)						1	9	13	12	9
Others (5)	7	12	11	10.5	11	10	11	11	10	10
Total	23	27	32	29.5	32	31	42	47	49	49

Comment

Over the years, reclassification is a constant feature of administrative pay changes. What were nine have now become ten classifications. That allows for a lot of flexibility. One can see how new pay grades have been established (9,7, & 6) Also it seems in the past couple of years certain classifications have become quite mixed in terms of titles. This is especially true of levels 5, 6, and 7.

- ◆ Pay-Grade 7 is newly populated with the new Director of Safety and Associate Directors of Hospitality Business Services. Three Associate Directors were moved up: Human Resources, Financial Planning, and Financial Reporting
- ◆ Pay-Grade 6 is for two Managers in IT, two Directors-Purchasing and Aboriginal Education, the two Associate Registrars, two Associate Directors-Facilities and International Education and the Senior Program Coordinator in Continuing Studies.
- ◆ Pay-Grade 5 is for six Managers, the Associate Directors of Alumni Relations and of Development, the Human Rights Coordinator and a Labour Relations Consultant.
- ◆ The Registrar has been counted as one of the Directors at pay-grade 8.

What is going on with The Fiscal Dividend?

This “Dividend,” LOU #14 of the Common Agreement, pages 62 and 63 of the grey pages at the back of our Agreement, is already paying off, but only for fans of black humour. It was supposed to be the other bookend of the \$4,000 “Financial Incentive” at the front end of the 07/10 agreement. The whole public sector was going to be able to divide up the second \$150 million quantum of surplus resulting from provincial government’s prudent management of the 2009/10 budget. Fat chance. There will not even be a first quantum now; in fact the Liberals are planning a deficit. Easy come, easy go—hope no one was banking on it.

What’s happening provincially?

The last six newsletters (all on the web at vccfa.ca) have contained bits of stirring VCCFA bargaining history. Our bargaining group and the executive have concluded that the approach of the last few rounds has not been satisfactory for us and we reported this at the recent FPSE Bargaining Forum. We stated that we do not want bargaining to slide into that shoe again no matter how comfortable. We have followed up at Presidents’ Council with an initiative, supported vigorously by the Langara Faculty Association, for a serious examination of other models. An eight-person group from PC and the Bargaining Coordinating group is working on it and ideas will be presented to PC and to the provincial AGM in May. We are hopeful that this will help shape a new approach.

What’s happening locally?

We are planning on electing a negotiating committee at our general meeting in June. This will allow them to be able to get started right away in the fall. Our by-laws set out that the committee has six members elected at large. Nominations can be accepted in advance in written form. They can also be made at the meeting. If the nominee isn’t at the meeting a signed acceptance would be required. The College pays for release for face-to-face bargaining meeting days. The union covers release for committee working preparation sessions. Call the office for further information.

~FC

The committee met in November and January. Weldon Cowan from FPSE came to the January meeting to give a very informative presentation on the pension plan and its significance for term instructors. Four new non-regular instructors came to the meeting for the first time.

Olympic Closures

Much of VCC’s programming will be suspended for the Olympics. There is quite a variety of ways departments are dealing with the Olympic closure. Some regular instructors will have to use PD time or holidays to cover the time. This option would not be available to all term instructors, and the break would threaten regularization for many. The FA has raised the issue of what will happen to terms during this time with the College, but so far have had no response.

Grievances

Two term instructors had contract days reinstated after last-minute reductions to their contracts. We also now have a number of terms on maternity leave. A number of non regulars are now working on contract in areas where before they were working as auxiliaries. Both of these are results of grievances.

~ Karen Brooke



UNION ACTIVITIES/MEETINGS

Layoffs

This is mentioned in Ingrid's report but we have made the point several times with several levels of administration and the College Board that this administration has not been administering layoffs with a consistent degree of professional skill and empathy. It is very troubling. Some Deans know how to handle themselves and the situation appropriately; others seem not to have learned. It's the college's responsibility to ensure that they are receiving the necessary training and direction.

Business Management Mismanagement

We have been quite troubled with how the college in our view is mishandling the Business Management situation. At the end of January they informed the union that they would be ending the teach out six months early and cancelling a promised shorter class. This would mean significantly earlier layoff notices for two instructors. The union is very involved with protecting the collective agreement rights of the members affected and offering alternatives.

Three days later VP Bailey and Dean Hooker presented a sketchy plan to Education Council. They said the remaining students would be transferred, but they would not identify where the transfer would be and did not provide enough details of how students would be served. Students and the Department Head spoke against the plan. The Council voted unanimously to advise the Board not to approve the plan.

Olympics and Term Instructors

It seems most all departments have a satisfactory plan for how they are going to cope with the two-week closure next year. It did take our involvement to reach a satisfactory conclusion in some areas. Please let us know if any difficulties develop.

We are still quite concerned about the effect the closure will have on accruals for term instructors. Many are going to lose opportunities for paid work but they should not be further penalized as far as their accruals for benefits and regularization are concerned. We have raised this with the College and await a satisfactory response.

Union-Management Monthly Meeting

Several issues are ongoing such as how the college needs to improve its handling of layoffs. The plaque in memory of Alan Pletcher which is on the Broadway plaza, will be

to a bench near the new building. At the same meeting we are discussing new employee orientations and job-search workshops for those being laid-off. We have two Freedom of Information requests in process; one on the College's use of consultants and the other on overseas travel by senior administration.

Meeting with the President and Board Chair Can handle discussion

Since his move to Board Chair a few months ago, Don Fairbairn has been successful in changing the tone of board and union interactions. To start with he has no problem with interacting so discussion is becoming much more normal. He has set up more frequent sit down meetings between the union and the board and encouraged more members of both bodies to attend. We last met on February 4th (Rob Henderson filled in for Dale, who had broken his wrist.) We raised a number of points about how the Board might become more engaged with the activities of the college; for example, opening up their committee meetings, being more connected to various Schools, attending Education Council meetings and allowing for free enquiries at the start of their public meetings.

Responsibility

On the Business Management mess, we insisted that administration take its full share of responsibility for the situation and stop assigning blame everywhere but at their own doorstep.

2009/10 Budget

We asked for some communication regarding the 2009/10 Budget as there had been nothing since a September bulletin flagging potential deficits once again. We again pointed out that there should not be a continuing need for cuts given the millions in payroll costs that the VDI program has removed. (A couple of days later a second bulletin came out, same size of a problem.) We insisted that if there were to be cuts that they be made in the ranks of senior administration.

International Education

With the continuing odd situation we have (an expensive empty downtown space, an administrative infrastructure, no identifiable program centre, etc), we thought the college should be more transparent and go back to an earlier practice of including separate IntEd sections in its quarterly financial reports.

~FC

WILL THE REAL WAYNE STAND UP???

PD FUNDS

Both Wayne McNiven and Wayne Avery are involved in the PD funding committees.....but we understand that people confuse the two of them on a regular basis. So here is the breakdown of what they do and information about the three PD funds at VCC. And if you need more information, please call Brenda at the VCCFA office (604-688-6210 or bappleton@vccfa.ca) or check the information about all PD funds available on the J Drive/Common/PD funds.



Wayne Avery

This Wayne (CF – Humanities Dept. – Broadway Campus) is a member of the Broadway Campus PD Funds Committee, and is one of the VCCFA representatives to the Educational Leave Committee. He is also the Chair of the VCCFA-Cheryl Draper Memorial Scholarship Committee.



Wayne McNiven

This Wayne (CACE – Downtown Campus) is a member of the Downtown Campus PD Funds Committee and is one of the VCCFA representatives to the Adjudicated/Common PD Committee.

PD Funds -

Apply annually for this fund which covers up to \$240.00 (and there may be some top up). All faculty are eligible. It covers such things as software, conference costs, books, software, computer equipment, etc. A faculty committee oversees this fund, which is governed by Appendix X and Article 6.6 on Professional Development in our collective agreement.

Adjudicated PD –

Provides up to \$1000.00 to attend conferences, courses, etc. A joint College/VCCFA committee approves applications on a first come, first serve basis. Applicants are approved in alternate years, unless there is funding left at the end of the fiscal year. Governed by Appendix XI in the Collective Agreement.

Common PD –

This fund will provide up to \$5000.00 for tuitions, attend conferences, etc. A joint College/VCCFA committee recommends applications to the appropriate V.P., who has approval powers. There are separate call outs during the year and a point system used to adjudicate applications.

Committee members:

Broadway PD Funds: Wayne Avery
Moreah Hamend,
Michele MacKenzie

Downtown PD Funds: Wayne McNiven
Alison Woods
Michelle Strenkowski

Adjudicated/Common PD:

College: Barb Ash and Alison Norman

VCCFA: Brenda Appleton and Wayne McNiven

~BA

JANUARY COLLEGE BOARD MEETING

Fiona Taylor

This was her last meeting, as she's served her full six-year term. Although we have completely disagreed with what the Board has done in several areas over that term, it probably would not have been as bad had there been more members like her on the Board. She deserves congratulations for her contributions. She felt she had to support what the Board decided but at least she did it with an open mind for other opinions and a genuine seeking for alternatives. We believe that while she was truly frustrated at the position VCC found itself in, she really came to respect and support the work that we do as faculty and the mission of the college. All the best.

Getting Along

The union and the board were agreed that the Presidential Search process had been a good one and that the opportunity to work together on such important matters serves us both well. An appointed member, Marina Pratchett, made special mention of the quality of faculty input.

Non-strategic strategic plan memo

After enquiries at EdCo and then led at the Board by Chair Karen Shortt, it became clear from Dale's answers that the update on strategic planning he had distributed in October was not intended to be

a reflection of actual changes to the strategic plan, even if it had been laid out that way. That's reassuring, we think.

Answering one's own questions

Having had no response to repeated enquiries as to what the College is doing regarding the Olympics and as to what has happened with the \$4 million taken out of payroll by layoffs and the VDIs, I supplied my own to the Board.

I offered that VCC would have little involvement with the Olympics—unlike our neighbouring post-secondary institutions who have already posted on their websites how they are engaged. (We know that a couple of schools—Music and Hospitality—have some activities already.) No comment. Guess it's going to be a surprise. I offered that the \$4 million had gone to the new building, again no comment.

Policy on Policy-Making

We pointed out that this proposal had incorrectly given senior administration a veto on any policy initiative. Both OpsCo and EdCo are multi-constituency bodies that could conceivably develop policies that senior administration would not agree with. In fact, EdCo has some areas of independent statutory authority. The President took it off the agenda and will bring it back to the Board.

~FC



Cabin in the Woods on Gulf Island (Mayne Island)

Sleeps 4-6

Deck

Minutes from sandy beach

\$375/wk

Available July

Call: Marlene 604-251-4231

FPSE'S NEW CAMPAIGNS



Federation of Post-Secondary Educators of BC

Coalition for Public Education

FPSE has been busy on the media front, promoting the interests of public post secondary education. We have joined forces with several other organizations to form the Coalition for Public Education.

Members of the Coalition include the

- ◆ BCTF,
- ◆ BCGEU,
- ◆ Canadian Federation of Students,
- ◆ Charter for Public Education Network,
- ◆ Confederation of University Faculty Associations of BC,
- ◆ BC Division of CUPE

Recently, the Coalition released the results of a poll which says, "An overwhelming majority (86%) of British Columbians believe that investment in public education should be a key part of any economic stimulus plan in the upcoming provincial budget..."

~ +66% support a provincial deficit if it targets education funding and programs

~ 70% say high tuition is a barrier to continuing their post-secondary education

The recent federal budget, did identify funding for training programs, but required provincial matching funds for institutions to be eligible. We will be hearing a great deal more from the Coalition in the coming days.

~BA

VCCFA Video Stars

The new FPSE website now has a section called Post-Secondary Educators Build Futures.

A number of VCCFA members are featured including a picture of Wayne Avery (CF Humanities), and our new video stars, Tene Barber (Digital and Graphic Design) and Settimio Sicoli (Culinary Arts).

Check the site at <http://www.fpse.ca> and see Settimio and Tene talking about their programs and students. Their message is absolutely inspirational, and makes us realize what incredibly dedicated faculty and wonderful students we have at VCC.

Comprehensive Policy Paper

As part of the lead up to the provincial election FPSE is putting together "A Blueprint for Change." The hope is to use this document to help keep post-secondary education a front-of-mind issue. All parties will be challenged to respond to it.

The Equity Audit

Please have a look at the confidential audit posted on the FPSE home page. It's completely voluntary. They need many more participants before it can be considered.

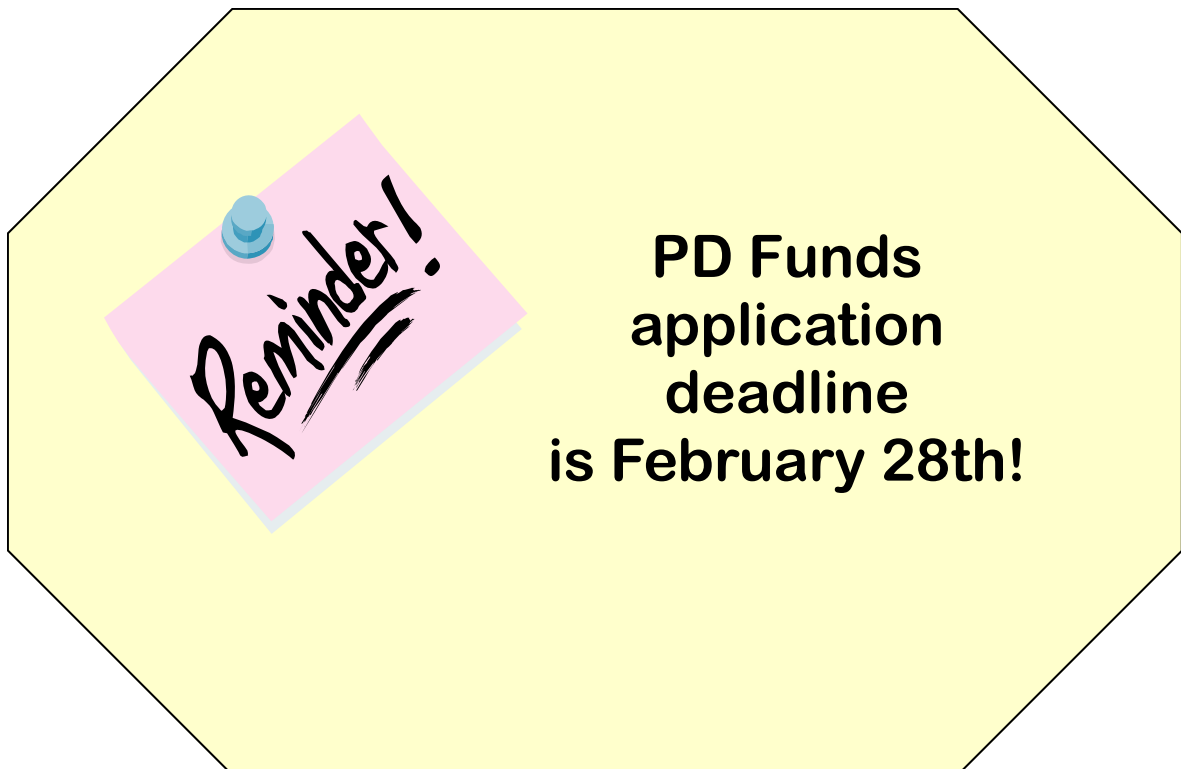
A report on the state of VCC Environmental Practices is planned for the spring.

This report will detail strengths and weaknesses of VCC resources and actions and how they compare to similar data from other post secondary institutions.

The committee is planning an event for Earth Day in April. The hope is to highlight local initiatives as well as invite a variety of external Green groups to pitch their values and advertise their services.

If you would be interested in assisting with this project or have ideas for displays or have contacts in the Environmental Movement or Service areas, feel free to contact the committee.

Brock Elliott, bellott@vcc.ca



EDUCATION IN THE NEWS

Three mentions in the Chronicle

VCC was mentioned, along with City University of New York and the University of Michigan, as having the most innovative and fair contracts for part time instructors. "The low pay, scant professional development, and poor office space given to many part-time instructors and lecturers keep them from engaging students, some say. A few colleges, however, have contracts with incentives for part-timers to help students succeed. Many representatives of part-time faculty members point to this Canadian institution (VCC), in British Columbia, as a model for colleges in the United States."

*Today's News
Chronicle of Higher Education
November 6, 2008*

VCC Music instructor, Laurence Mollerup, was pictured in an article about "The Problem with Part-Timers". The theme of using part time, sessional faculty appeared in several articles....almost all noting that studies suggest that reliance on adjunct instructors (Ed. Note: especially in universities where they are treated as second class citizens) can threaten the quality of education for students because such instructors are disposable. VCC's regularization language has been touted as a model for the right way to deal with part time sessionals (term instructors).

*CHE: Community College Newsletter
November 11, 2008*

In a major article about the problems with increased reliance of universities and colleges using contingent faculty, VCC and especially the VCCFA was highlighted as a shining light: "One striking example of such a union is the Vancouver Community College Faculty Association in Canada. Its president, Frank Cosco, reports that the union has, over the years, bargained the virtual abolition of contingency for part-time and term faculty....All faculty share both teaching and non-teaching duties regardless of full- or part-time status....The result is that contingent faculty are included in virtually all decisions in which any faculty have a part."

*Chronicle of Higher Education
November 14, 2008*

Presidents ask for Training \$\$\$

The newly unemployed are signing up for training programs. Presidents of the 12 B.C. community colleges wrote to the Prime Minister urging him to include flexible funding for training in the new budget. First ministers also have put training dollars front and centre in their January meeting. (Editor's Note: The federal budget actually does contain money for colleges and universities for retraining. However, the provinces must match federal funds....we'll have to wait to see whether B.C. does this in our upcoming provincial budget!)

*The Globe and Mail
January 13, 2009*

We Need Trades

Kevin Evans, the CEO of the ITA, wrote an editorial column about skills development.

He insists that even with the economy in downturn, labour shortages are problematic because within just a few years, 30% of BC's population will be over the age of 55. It is forecast that 650,000 jobs will become available because of retirement, while our college system is only training 540,000. Looking forward, the province has begun to increase funding and to provide more apprenticeship training spaces in post-secondary institu-

tions.

*Vancouver Sun
January 14, 2009*

It's followed him

Former VP Education, Alan Davis, now President of New York's Empire State University (SUNY) has taken over the Empire reins during "...a time of unprecedented growth..."

However, he must feel like he's back at VCC as he is also "...faced with the two-fold challenge of raising its profile, while dealing with the possibility of a \$2.6 million budget cut." (ours is only \$2.3M)

*The Saratogian
January 16, 2009*



EDUCATION IN THE NEWS

Slagging the Privates

We couldn't have an Education in the News column without at least one article slagging the private post secondary system. Journalist Janet Steffenhagen, takes the B.C. government to task for promising a voluntary education quality-assurance designation for private post-secondary sector after the many scandals about private schools breaking rules and cheating students. Now, the ministry of advanced education says this designation is at least six to eight months away. NDP critic Rob Fleming has criticized the government, saying that are ignoring calls for more regulation and that the report of a consultant hired to provide recommendations for this new system has been shelved.

Vancouver Sun
January 16, 2009

Woman in the Trades

In article featuring VCC student Mary Forbes was printed in several Canadian newspapers. Forbes is the poster student for people who are returning to school for specific job related training. She is a trained archaeologist who is now taking VCC's auto refinishing and collision repair program. In this time of uncertain economic and job prospects, she already has a job lined up in her hometown of Williams Lake, B.C. Colleges throughout Canada are seeing an increase in the number of applications as jobs become scarcer, although "...even in a contracting economy, administrators say the skills acquired in construction, health care and hospitality programs remain in high demand."

Ottawa Citizen
Canada.com
Vancouver Sun
Leader-Post
January 16/17, 2009

Connie, the Judge

The first ever Chinese signature dish awards were announced choosing the best dish in 25 food categories. Décor and service were not taken into account. Seven judges, all experts in Chinese cuisine, comprised the jury which included our Conrad Leung, Coordinator of VCC's Asian Culinary Arts Program.

Vancouver Sun
January 19, 2009

VCC Esthetics

VCC's Esthetics program and the services offered at our salon were the focus of an article noting that esthetics is one of the fastest growing industries in North America. Instructor Millie Yuen said, "Everybody who comes in to have a service is just more than pleased. Being students, they try harder. And the atmosphere is like a spa, so it's very relaxing for the people who come in."

Metro
January 20, 2009

Student Loans' Debtload Milestone

Canada's student loan debt hit \$13 billion on January 22. To mark this auspicious occasion, VCC's student union held a soup kitchen at each campus. At the Broadway event, Shamus Reid, President of the B.C. Federation of Students said: "This is a very unfortunate milestone in Canada's history."

24 Hours
January 22, 2009

Christmas in January

This article highlighted the free turkey dinner cooked by students in VCC's Culinary Arts and Baking programs and served by students and volunteers from the College community.

Blogger News Network
January 22, 2009

VCC Design

In this special information supplement called Education Life: Trends in Education, VCC's design programs were highlighted. "Vancouver Community College's Art and Design programs give students the technical know-how and creative expertise to meet the challenges of exciting fields including jewelry design, digital graphic design, esthetics, fashion arts and interior design. VCC's Centre for Design features creative programs with a reputation of excellence. Using real clients, design projects and salon clientele..."

Vancouver Sun
January 27, 2009

Colleges: Paid Media

A whole section of the Globe was devoted to information about Canadian colleges with articles about skills shortages and training, fast tracking nursing programs and programs for aboriginal students. A special section called, A Select Guide to Canada's Top College Programs, highlighted VCC's whole range of Culinary Arts Programs including our Asian Culinary Arts specialization and Continuing Studies Fashion Arts Certificate and Diploma options.

Globe and Mail
Report on Colleges
February 4, 2009

~BA

STANDS for HOUSING 2009



**Province-Wide STANDS for Housing
Lead to a Province-Wide Grand March to End Homelessness**

A Grand March to End Homelessness Saturday, April 4, 2009

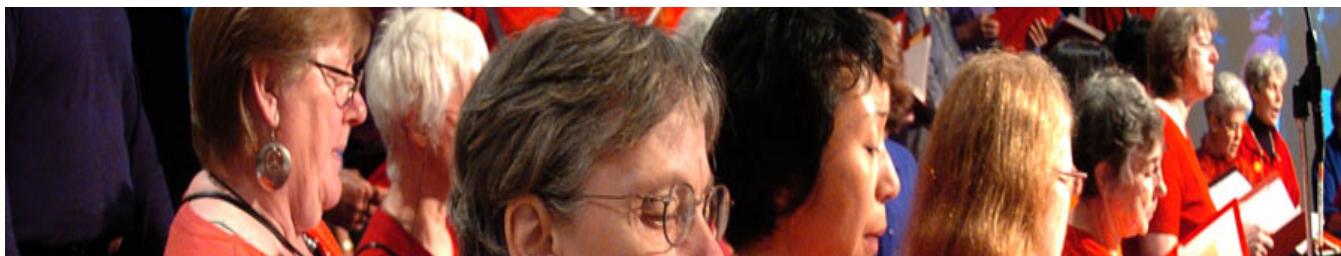
On April 4, 2009, thousands of people from communities across BC will march to demand immediate government action to end homelessness, build social housing, protect rental housing and mobile home pads and raise welfare and minimum wage rates.

The April 4th Grand March: Vancouver will hold one march for the Lower Mainland while other municipalities march simultaneously. We will demand immediate, concrete public commitments from provincial candidates seeking election on May 12th.

Homelessness—a crisis in our province:

- ◆ More than 10,000 homeless people in our province
- ◆ Affordable rental housing disappears while land prices soar and land speculation increases in every community in BC
- ◆ There has been no federal social housing program since 1993
- ◆ Welfare rates do not meet basic needs: single rental accommodation for \$375 in non-existent in Vancouver
- ◆ Minimum wages does not pay rent

SING IN SOLIDARITY



Wednesday nights and Sunday mornings

The Solidarity Notes Labour Choir is inviting union activists and supporters of labour and social justice movements to join us.

We practice Sunday mornings from 10:30 to 12:30 at the Maritime Labour Centre near Victoria and Hastings, and Wednesday nights from 7:00—9:00 at the Burnaby Teachers' Association office, close to the Gilmore Sky-train Station (the address is #115—3993 Henning Drive.

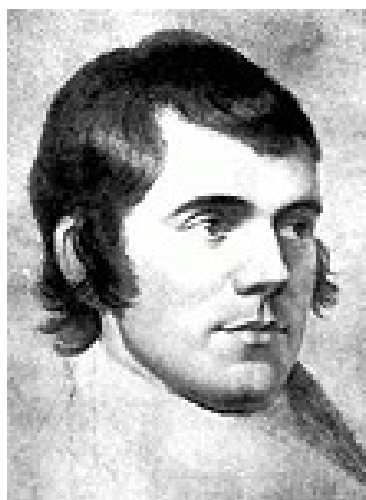
We are a group of activists who sing to inspire resistance and encourage social action. The choir has been singing since 2000, at rallies, picket lines, conventions and benefits.

Previous singing experience or the ability to read music is not necessary.

We have recently added the Wednesday choir practices. They are designed to bring new members up to speed on some of our favourite material. So if you've felt shy about joining us previously, this may be a good time to come.

For more information contact Nicci Beninger at join@solidaritynotes.ca; or visit our website: www.solidaritynotes.ca

Labour Council held its 16th Annual Robbie Burns Supper Friday, January 23, 2009



What does Robbie Burns have in common with the kids from Queen Alexandra School?

For 16 years now the Vancouver and District Labour Council has put on a Robbie Burns Supper in support of the Queen Alexandra School's morning programs. Over the years many thousands of dollars have been raised by the Labour Council.

Robbie Burns (1759-1796) is known for his poetry, wit and celebration of life. The annual VDLC dinner celebrates this while raising money for the local school.

This year, the VCCFA clan joined along with many unions and community people, all appropriately dressed in kilts and tartans and enjoyed their temporary Scottishness. The annual event is fun, full of all things Scottish. The star of the night of course was the haggis piped in by the pipers band, followed by a theatrical performance to celebrate the haggis, toasts to lassies and lads and Scottish dances.

STEWARD UPDATE

Welcome New Stewards

Warm welcome to our newly elected stewards: Eli Cox from Dental Assisting and Reception, Tracy Johnson from ELS, Nora Ready from ELS, Taryn Thomson from CCA and Judith Wallace from College Foundations. They join our other dedicated stewards, ready to help answer your questions, talk through your concerns, help resolve and represent you in any possible needed meetings with your Dean or Human Resources.

Thank You Past Stewards

Thanks to Brian Haugen, George Rudolph, Janice Sigston and Karin Steichele for their past steward work.

Layoffs

These continue; we are still very much in the midst of the 08/09 cuts, but already the College is moving into the 09/10 round. Just last week we heard about 7 more advanced notices that will be issued this week. That will make a total of 46 notices issued - at least 7 members will have received two layoff notices in the last year! And of course a great many terms are impacted and not working or working at reduced time. We estimate that with the loss of over 30 of our members who left with a VDI last spring, the 08/09 cuts will mean a loss of over 100 instructors. The 'teach out' departments are shrinking and becoming empty classrooms and boxes of equipment while other cuts are less visible. All are stressful for the members and departments involved. We are very concerned about the toll the layoffs and cuts are taking on our members. The College should be doing everything possible to minimize the impact of the cuts. That needs to include consistently treating our members in a professional, humane and kind manner. We've raised this with the College and the College Board.

Outstanding Grievances

We started '09 with 4 outstanding grievances and already filed 3 this year. Unfortunately majority of our grievances involve some aspect of the lay off process. These include grievances about the transfer process; (these two grievances have been referred to arbitration with FPSE support), another one around College refusal to appoint a department head in a teach out department, and grievances around laying off people without following process. This March and April, we will going to arbitration around an instructor who was fired last year.

Problem Solving

We have been able to resolve some issues. We settled a disciplinary grievance which was on the way to arbitration, and number of issues at pre-grievance or stage one. That is our preference, to work out solutions and take a problem solving approach to issues and grievances; however, we will if necessary file a grievance. Unfortunately, it is becoming necessary more often. Once a grievance is filed, we remain open to talking with the goal of resolving the concerns.

Member Drop Ins

We held some in January and had the opportunity to meet many of you. Watch for more coming to a campus near you.

Meetings

These include lots of meetings with individual members, small groups, and departments meetings. Just give us a call, we are available to meet with you. We have ongoing meetings with the College, our regular labour management meetings (aka 3.11), also I meet regularly with Human Resources about ongoing Collective Agreement issues and attend any other meetings as they come up. Our stewards represent members at meetings with the College (Dean and/or Human Resources). If you have any questions, concerns, or issues don't hesitate to call us.

STEWARD UPDATE

FPSE meetings

I attended the Contract Administration and Review Committee. This committee is composed of the Chief Stewards from the FPSE locals. It is always very interesting and informative to meet and hear what is happening at other locals. Most other locals report anxiety about the upcoming budget, but none seem to have had the drastic cuts that we are experiencing. I also attended the FPSE Spring Conference on Valentine's Day.

More meetings

We are members of the Vancouver District Labour Council and I sit on the Executive as a Member at Large. In that role, I attend the regular Council meetings, the Women's Committee and the Education committee. Labour Council meetings are the third Tuesday of every month and open to all our members. If interested, just call.

IRA Orientation

This is a joint effort between the Union and College. Our last orientation was Dec 3 and we received very good feedback on it. We are starting planning for the next one. Watch for dates.

Job Search Workshops

We've been asking the College to provide these. It is scheduled for Tuesday, March 10. It is open to all instructors impacted by the cuts. If you are on notice, on recall, or a term instructor, you are very welcome. If you are teaching at that time and want to attend the workshop, please let us and the College know. More details will soon be coming out.

Ingrid, for the Stewards

DID YOU KNOW?

Phones

We are getting emergency phones in all our classrooms. This was a bargaining demand and it will be good to have the phones in case of an emergency.

Seniority

All regular instructors earn seniority at the same rate whether full time or part time. A day is a day. Each regular instructor earns 261 days a year. Term instructors earn seniority by full time equivalent.

If you have any questions, call a steward

Moved? Moving?



Remember to notify the VCCFA office of your

New address
Telephone number
Email address

Call Audrey at 604-688-6210 or email
info@vccfa.ca

PARTICIPATE

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

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www.vccfa.ca

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The views found herein
are those of the
contributors and unless
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by an Executive
member are not to be
attributed to the VCCFA
or its Executive

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Judith Wallace	Broadway Campus	871-7292
Chantal D'Argence	(associate steward)	726.3637

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: _____
Email Address: _____