

**INSIDE THIS
ISSUE:**

Message from the President	2
China Guides Policy	4
VCC EdCo Olympics	6
Work for Widows	7
Pension Suit Decertified	8
VCC Board	10
Ontario Lags Behind	11
News in Review	12
FTE Counts	13
Campus 2020	14/15
FTEs in 2015	15
Joint Steering	16
Steward Notes	20/21

A Time of Change? Page 5

Changes to PD Funding Page 7

There is an Alternative to high college CEO Salaries Page 8

Shocker!! Admin Numbers and Salaries Continue to Grow Page 9

VCCFA Scholarship Deadline Page 10

Health Care Costs are Stable Page 11

Bargaining 2007 Page 16

Pension Plan Deadline—March 31st Page 17

December 6th Page 18

Postcards to Gordon Page 19

THE 2007/2008 EXECUTIVE

Frank Cosco
PRESIDENT (08)

Brenda Appleton
VICE-PRESIDENT (08)

George Rudolph
TREASURER (07)

Virginia Monk
SECRETARY (07)

Ingrid Kolsteren
CHIEF STEWARD (08)

Cheryl Deyalsingh (07)

Linda Duarte (08)

Brock Elliott (08)

Dianna Morgan (08)

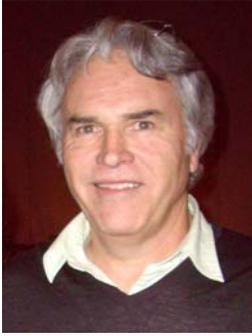
Maggi Trebble (07)

Settimio Sicoli (07)

Lizz Lindsay
PAST PRESIDENT

VCCFA GENERAL MEETING
THURSDAY, FEBRUARY 15TH
3:00 PM
ROOM 3570
BROADWAY CAMPUS

MESSAGE FROM THE PRESIDENT



FRANK COSCO
VCCFA PRESIDENT

AGM

Despite the snow and generally lousy weather which kept the numbers down, we had a successful AGM and very pleasant social event at the end of November at the Croatian Centre. Thanks to Lizz, Audrey, Ingrid and all for handling the arrangements.

Executive and steward elections filled the following two-year positions by acclamation:

President: Frank Cosco
Vice-President: Brenda Appleton
Executive: Brock Elliot, Linda Duarte, Dianna Morgan

Stewards: Ingrid Kolsteren, Rene Merkel, Michele Rosko, Malcolm Cant, Wayne McNiven, Karin Steichele and Janice Sigston.

Incumbent executive are: Cheryl Deyalsingh, Virginia Monk, George Rudolph, Settimio Sicoli, and Maggi Trebble.

In January, the executive acclaimed George as Treasurer and Virginia as Secretary.

In December, the stewards acclaimed Ingrid as Chief Steward for two years, and as such she joins the Executive as well. Lizz Lindsay is the Past President.

Incumbent stewards are Pauline Barratt, Chantal D'Argence, Brian Haugen, George Rudolph, Maggi Trebble, Rose Marie Watson and Leona Friesen is an Associate Steward.

Transitions

Many thanks are owed to former VP and Executive member **Lorna Downie** and to two very experienced and active stewards: **Lyn Lennig** and **Wayne Avery**. They have done a lot to support and accomplish the work of the union and we are sure they will continue to do so in other capacities.

Welcome to new executive members **Dianna Morgan** and **Brock Elliot** and to new stewards **Karin Steichele** and **Janice Sigston**.

Meeting Business

Aside from the annual reports and the reflection they provide, members approved a motion to change the allocation of the money in the new Common PD fund (0.6% of payroll, or just over \$200,000) to go solely to Common PD Activities. This is a change from a 50/50 split between Education Leaves and Common PD activities. Our Common PD committee representatives Brenda Appleton and Wayne McNiven are discussing this change with the College. They report that there are further proposals on granting criteria being discussed as well. See the report on page 7.

FPSE's Presidents' Council

Council held a regular meeting in January. In addition to the review and update of the ongoing work of the organization and its standing committees, there were some important topics that received special attention. There was a consensus on maintaining the status quo regarding mandatory retirement while

MESSAGE FROM THE PRESIDENT

waiting to see what effect the provincial government's proposed changes may have. There was also a thorough discussion of the possible options we have in approaching the other pension partners regarding protecting our pension plan from inflation.

Robbie Burns Dinner

Each January the Labour Council holds a traditional Robbie Burns dinner as a fundraiser for various programs at Queen Alexandra School at Clark and Broadway. As this fits two of our initiatives: being active members of the Council and our Community Action, we purchase a table to support the cause.

Consultative Role in the College

In Article 3.11 of the Collective Agreement, the College has formally recognized our role in the college. It says in part, "The effective conduct of the College's operation requires the active and continuing participation of the association". Pursuing this, in the past month we have taken a couple of opportunities to request a more structured role in the Distributed Learning Committee and in the information flow regarding the new construction at Broadway.

VCCFA Student Awards for Achievement

Executive members were proud to be presenters on behalf of the membership in the November Award Ceremonies. At each of the annual ceremonies we present a \$500 award to a student in each school or centre chosen by faculty. We do twelve each year, the money is part of our annual budgetary expense.

TESOL and BC TEAL

TESOL is the huge American-based international organization for EFL/ESL teachers; TEAL is the like organization in BC. At each of this years' conferences I have been asked to speak as part of panels where I'll share some of our achievements in fighting for good working conditions.

Student Unions of VCC: Day of Action, February 7th

We attended a college-wide executive meeting of the SUVCC. As the Canadian Federation of Students' Day of Action is approaching on February 7th, we offered our support by funding the rental of a bus to take students downtown from Broadway. Education Council has passed a motion asking faculty not to schedule exams for that day, nor to penalize students for attending the protest. Council has also asked the College President to support its position. The VCCFA urges those instructors who can to support the rally downtown and to support students by heeding the Council's recommendation. Students in BC are calling for a 10% fee reduction, increased funding for colleges, free ABE, student grants for those in need, and increased funding for trades and apprenticeship students.

VCCFA's Intranet

We will soon be launching our member only intranet through our website, watch for it.

This Edition

Hope you find this edition interesting, there's lots going on and it's tough to fit it into one edition

~ Frank Cosco



Settimio & Lizz at AGM 2006

Private Colleges: China and the BC government

Pick up any Vancouver newspaper lately, and it will likely have an article about a scandal involving a BC private college.

All the stories centred on bogus university degrees, ESL or career schools going bankrupt, or whether or not the B.C. provincial government should re-regulate these schools. These schools were regulated under the NDP government, and deregulated under the Liberals.

For years, the B.C. Liberals have steadfastly followed their ideology that there is no need for regulation, that a self-regulating agency was all that was needed. That was, however, until the Kingston College fiasco. Michael Lo, owner of Kingston College and with close ties to the B.C. Liberals (he contributed \$60,000 to the last liberal provincial election campaign) was accused of fraud by charging international students \$15,000 per year to earn bogus master's degrees. Mr. Lo was also a member of the board of the self-regulating agency. Adding insult to injury, he chaired its committee in charge of quality assurance!

Because of the bright light shone on Kingston College, investigative reporters have found out that dozens of private schools have been suspended over the past few years either for fraudulent claims or poor quality. None of the names of these schools have been made public, until now. The Vancouver Sun reported that in an 18 month period, 86 of the approximately 550 schools were suspended. Within a week of that news report, the government finally decided to publish the names of offending private schools.

Even with all these negative reports, the government continued to insist that there was no need to regulate standards for these private colleges. In December, Advanced Education Minister Murray Coell contended that regulation would prohibit BC's ability to compete in this market. He even ignored the recommendations from the government's own Progress Board, a advisory panel of CEOs appointed by Gordon Campbell. They wisely noted that the growing poor reputation of BC's private schools was also hurting our public universities and colleges, especially damaging ESL enrolments.

Chinese Government points the way on Governance!?

In mid-January, it took the Chinese government to come to the rescue, by issuing a warning to potential students to avoid BC private schools. The Indian government has also warned students not to attend private schools in Canada, since many of the international students who were fleeced by Michael Lo's Kingston College were from India. This was the wakeup call that our Minister of Advanced Education needed. He has now done an about-face and agreed that he will try to meet the ethical standards set by the Chinese and that new regulations for the more than 500 private colleges in BC will be drafted by the spring. In addition he also wants to ensure better financial guarantees for students at these schools.

Although these new regulations or rules may not be a return to the stronger regulations that were in place under the NDP, they hopefully will be good news to the public post secondary institutions which have been tarred by the same dark brush caused by the scandals in the private sector.

You can find our federation president's commentary at www.fpse.ca (President's Comment, January 15).

We have written two letters to the editor of the Sun, neither of which were published but which you can check on our website, go to www.vccfa.ca.

~ Brenda Appleton



Counsellors at the 2006 AGM—Croatian Cultural Centre

A Time of Changes? Several Reports and Studies buzzing about

By summer it may be business as usual or we may find ourselves reacting to a number of government initiatives. Some of which could be positive, it is just hard to tell because their decision-making process is typically behind closed doors.

A sign of the increasing pressure for change are the many reports which have just come out or which are coming out that have something to say (or not) about post-secondary education. In December, the **Auditor-General** (www.bcauditor.com) reported that the government's 25,000 seat scheme is behind schedule and has not been funded properly. He has other critical things to say about human resource succession planning and public performance reporting in the colleges.

Also in December, the **Progress Board** (www.bcprogressboard.com), which is Premier Campbell's hand-picked group of advisory CEOs, release a discussion paper on education that when discussing the literacy agenda in part says, "school districts should be given primary oversight responsibility for ... pre-school, K-12, and adult education within their districts, the latter jointly with their regional college board...." They go on to propose Regional Education Councils and that in the GVRD, some "consolidation of college regions" would help "expedite such reorganization."

Last summer's **Perrin Report** (not in distribution) on institutional funding was critical of the current government's reliance on student tuition to deal with increasing needs. (*Ed: we will say "we told you so"*) In fact, so much so that colleges received a one-time top up last fall. VCC's share was \$1.4 million. It says that VCC should actually have another million on top of that, and VCC can argue it needs even more, especially when compared to BCIT's funding.

Two committees of the legislature also reported out in December. **The Standing Committee on Literacy** (www.leg.bc.cmt) was a disappointment (even the opposition members on the committee wouldn't endorse it). We had spent some energy getting two verbal and one written report into them. FPSE and other locals also submitted. They came up with some general points but did not mention the college system at all in their recommendations.

The Standing Committee on Finance

(www.leg.bc.cmt) was less problematic. Through FPSE coordinated efforts we had good opportunities for direct impact. The recommendations for the 07-08 budget included: reviewing the funding of trades and technology in the post-secondary institutions, including the expansion of apprenticeship programs within the education system; expanding support for ESL students; eliminating ABE fees; reviewing income assistance policies that hinder educational opportunities; ensuring tuition fees remain competitive; and reviewing capital spending.

Campus 2020 is the project with the biggest budget and the most glitz around it. There probably is not a single issue in post-secondary education that was not raised during this process. Who knows what Geoff Plant, the one-person "special advisor," will recommend when he reports out probably around April? You have heard about VCCFA and others' input to the project, those submissions are posted on our website. College Board member Norm Dooley's comments are in this newsletter on pages 14 and 15.

Finally, at the Common Table negotiations, the unions have put forward a demand for a **Policy Table**, similar to those reached in other parts of the public sector. Such a forum would allow for formal, non-binding discussions with government on issues of concern. This was originally an initiative the VCCFA put to our FPSE AGM last May.

It all could result in the equivalent of a revolution, there could be a redirection, it could be much like the status quo....we'll have to wait and see.



The **2007-08 Education Plan** was presented at the January meeting of Education Council. It includes a hundred FTE cut in Intermediate level ABE which is a threat to jobs and which we will deal with through the layoff process. Aside from that, it is essentially status-quo in that there are not many substantive changes planned.

The plan includes a large drop in the FTE count in ESL, which we do not think is warranted. We have sent a backgrounder and opinion memo to Education Council Faculty and to departments concerned.

The **new system of student FTE** is being used in the plan and we have written the college on our concerns around it. We feel it makes it difficult to have easily understandable conversations about FTE in that different programs are being counted in different ways. Apprenticeship activity is the most extreme example where what was one FTE is now ten. See more details on page 13.

Distributed Learning initiatives are starting to take form under the aegis of a **Distributed Learning Committee** that reports to VP Alan Davis. In our opinion that committee should also report to Education Council; furthermore, because DL has implications for faculty working conditions, we have requested standing on the committee, with no vote.

There will be an **EdCo by-election** to fill a vacant faculty position representing the School of Arts and Sciences. The election will be on Tuesday/Wednesday, February 20/21. The term will end October 31, 2008. Watch for notices from the College and the VCCFA. Only members of that School may run or vote.

~ Frank Cosco

The college has shared some of its initial thinking and actions regarding the impact of the Winter Olympics on VCC. There is a monthly meeting of senior administrators and various administrators have been meeting frequently with the official Olympic organizing committee, VANOC, and attending its functions. While Capilano College's plans to close for two weeks have already been reported, VCC has made no such definite plans yet. Nevertheless, it seems probable that the Olympics will have a major effect on VCC whether we want it to or not.

At a simple "getting around" level, the public transportation system in Vancouver may have to make do with a level of service akin to our recent snow days. That would affect both campuses. VANOC has plans for the open parking lot adjacent to the QE and kitty-corner from the College. It is slated to become a central meeting place, perhaps for the presentation of medals and for concerts and parties, as it was used during a recent Grey Cup week. They may make the College an offer "it can't refuse" for the use of the downtown campus facilities. Students and instructors in several departments may be able to contribute to niche areas of the whole enterprise, anything from sign language interpreting, to culinary expertise, aboriginal cultural involvement, and to musical performance.

We stress that there have been no definitive decisions made yet. We have asserted that the rights and entitlements of our members should not be negatively affected because of the Olympics.

We were somewhat disappointed to find that some administrators have spoken to some departments before our initial discussion with the college. No decision that affects any collective agreement right can be made without VCCFA agreement.

~ Frank Cosco



From our AGM – PD Fund Changes

Work for Widows

Changes Governing Common and Adjudicated P.D. Funds

The following recommendations were ratified at the Nov. 30th VCCFA AGM, and the joint committee on the Common PD fund has reached agreement on them.

1. The entire allocation of funding (.6% of the VCCFA payroll) will be in the Common PD Fund for the 2007/08 year. This amounts to a doubling of funds available for Common PD; for attending conferences for example, or for the payment of tuition.
2. Common PD funds will be adjudicated twice each year. In January,* for activities to take place in April through August and in June, for activities taking place in September through March. Approximately 50% of funding will be released for each adjudication period, although there will be flexibility based upon demand.
3. Instructors may not receive Common PD funding two years in a row, unless there are funds available at the end of the year.
4. It was recognized that there is a need for the Common/Adjudicated PD Committee to develop a **weighting system** to adjudicate applications.
5. The pro-rata funding per time-status in the Adjudicated PD Guidelines is eliminated.
6. Instructors will be allowed to charge reasonable family care expenses that are above and beyond an instructor's normal family care expenses.

At the General Meeting on February 15, 2007, we will have an opportunity to vote on a **weighting system** to adjudicate Common PD applications. The Common PD Committee looked at weighting systems used by other colleges, and made recommendations that were reviewed by the VCCFA Executive and the College. The new proposed weighting system will contain points for:

- Presenting at conferences
- First time requests (and approvals) for Common PD funding
- Seniority
- Group applications

*** for 2007 this has been delayed to February**

~ Brenda Appleton

Help us— Help them Work for Widows

On December 26, 2004 the lives of my sister and brother-in-law were forever changed when a Tsunami smashed into the shores of Sri Lanka. Within a matter of hours, they transformed their semi-retirement real estate and production office into an aid station. During the first days and weeks that followed, Impaktaid as it came to be known, provided basic necessities – food, tents and clothing to thousands of displaced Sri Lankans. Today, Impaktaid, now recognized by the government as a Trust focuses on three major projects: the Fun Bus for orphaned children, Mobile Meds and Work for Widows.

The Work for Widows project is dedicated to helping widowed women still living in camps to attain self-sufficiency, reducing poverty induced behavior such as child abandonment, prostitution and suicide. The women are taught how to sew and bead handbags, make candles and design one of a kind jewelry.

In March of 2006, I had the opportunity to travel to Sri Lanka and visit each of the five camps along the south coast where these remarkable women and their children live. Although my sister reminded me that their living conditions were much improved, it was indeed a humbling experience. Through a translator, I promised I would not let the world forget about them and that I would sell their crafts in every venue made available to me.

The faculty, staff and students of VCC have been very generous, helping to raise over \$2500.00 to date. To each of you, I thank you on behalf of my sister Pamela and the women of the Tissamaharama and Hambantota districts.

Stay tuned for a Spring sale. If you would like more information, please go to: www.impaktaid.com or contact me at local 8521.

~ Michele Rosko

(Ed: The VCCFA has purchased \$100 worth of crafts for door prizes at upcoming meetings)

Why are College Presidents paid like CEOs anyway? An alternative?

While many in the business community hold the opinion that CEOs are overcompensated, adopting the model of business CEOs has been very lucrative for college presidents. VCC's president's salary, almost \$200,000 a year ago, has increased at three times the rate of faculty's over the last ten years. But, when one looks at the post-secondary scene one can certainly wonder why college presidents' relatively low-risk occupation, with very few transfers in or out of the business world, gets lumped into similar compensation patterns as business.

It has been going on so long though, that most, and certainly not college boards, do not give it a second thought. What would be the alternative anyway?

Here's a recent, admittedly rare, example.

In the Macon Telegraph (Macon, Georgia) of December 18th past (check macon.org) there is a story about the salary of the president of Macon's Wesleyan College (which claims to be the world's oldest college for women).

President Ruth Knox was paid \$US 43,945 in 2005-06 (\$C 51,700), with no expense account and medical/dental/retirement premiums paid of only 10% of that figure.

She is doing this in the face of opposition from her college board who want her to take about \$US 150,000, which would still be \$25 thousand less

than her predecessor. Ms Knox requested that her salary be the "lesser of either the average of full-time faculty salaries, or the average of full-time faculty and staff salaries." It is probably the latter.

The news story states that she had worked as an attorney but is not independently wealthy. She does have her housing looked after as she is required to live in a college-owned home near the campus. She is quoted as saying, "I'm part of a faculty and staff that operate as a group. I just want to be compensated in a way that reflected that."

Who says there's no alternative?



President Ruth Austin Knox is the first alumna to serve as president. She is one of 15 women in her family to attend Wesleyan.

~ Frank Cosco

Class Action Suit De-Certified

In 2004 we reported that FPSE, which appoints three of the college pension plan trustees, had sought intervener status in a class-action suit brought by a group of retirees against the trustees.

The retirees with the suit had formed under the name CIRA, College and Institute Retirees' Association. They allege that in 2001 trustees were wrong to approve the use of a \$120 million actuarial surplus to improve the pension benefit with a premium "holiday" for up to five years (which ended up being cut short). CIRA (all retirees did receive a lump sum payment in connection with the surplus) protested that the decision created an unfair benefit for post-2001 retirees. Their class-action had passed the initial phase of being "certified." However, the trustees appealed, and after a hearing in December past, were granted their appeal.

The suit has lost its certification.

Administrative Scales compared to Faculty top step

Salaries are the top step for each classification (each classification has a six step scale) and are copied from a document dated June, 2006. The number in parentheses (8) refers to the number of the administrative pay grid.

Percentage increases are over December 1997 amounts. Only Administrators with salaries comparable to and above top-step faculty are included. The President's salary in the 2007 column may actually be higher since this is his actual reported salary for fiscal 05-06.

	Dec 97	Apr 00	Apr 01*	Apr 02	Oct 02	Apr 03	Apr 04	Apr 06	Feb 07
Pres	117200	120000	159400	159400	159400 +36%		165000	180000 (est.)	195000 +66.4%
V-Pres	97941 (8)	99441	101430 (9)	116464	121955 +24.5%			121955	148045 +51.2%
Assoc VP									112651 (8)
Deans	87229 (6)	88947	82221 (7)	99513	104205 +19.4%			104205	106393 +22%
Directors	79019 (5)	80599	82221 (7)	99513	104205 +31.8%			104205	106393 +34.6%
Assoc Directors								76023 (6)	77619
Others	60547 (4)	61758	62993 (5)	69073	72330 +19.5%			72330	73849 +22%
Faculty Top Step	61900	65200	66504	71000	71000 +14.7%	73257 +18.3%	73257	75674	76480 +23.6%

* 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 9. A new category, Pay Grade 7, was created to include both Directors and newly-appointed Deans. Pay grade 4 became 5. One former manager's job was given a larger portfolio and reclassified as a Director, which has therefore resulted in a 72% increase in potential pay from \$60.5 K to \$104.2K. In 2006 the Director of Human Resources (top step \$104,205) was reclassified as an Associate VP, a potential pay raise of 8%.

Number of Administrative Positions with salaries comparable to and above the top step of faculty. Number in parentheses (9) refers to their pay grid.

	Dec 97	Apr 00	Apr 01	Apr 02	Apr 03	Apr 04	Apr 06	Feb 07
President	1	1	1	1	1	1	1	1
VPs (9)	3	2	4	3	4	3	3	3
Assoc VP (8)								1
Deans (7)	3	3	6	5	5	5	7	7
Directors (7)	9	9	10	10	11	11	11	11
Assoc Dir (6)						1	9	13
Others * (5)	7	12	11	10.5	11	10	11	11
Total	23	27	32	29.5	32	31	42	47

* Pay-Grade 5 includes a variety of positions such as most Managers, the Associate Directors of Alumni Relations and of Development and the Human Rights Coordinator. The Director of Marketing & Communications was the sole position at Pay-Grade 6 in 2004 but has been reclassified to pay-grade 7.

The College Board last met in November. As we have done many times we critiqued the continuing **high surpluses** which are coupled with **low utilization**. The second quarter report showed \$1.8 million in surplus and a capacity utilization rate of 85%

We repeated our view that it is time they opened up their procedures a bit. Their **committee meetings** for example should be open to the constituency groups as they were in the past. It would be easy for them to go *in-camera* if it was necessary.

We shared some of our perspectives around **Campus 2020**, including the lack of accountability within the current College governance system.

We also asked that they consider opening up the process around the **evaluation of the College President**. In this regard, we pointed to the continuing good example of policy at Langara College, which (as VCC used to) calls for input from representatives of constituency groups.

The Board next meets on February 8th.



Trades Table at the 2006 AGM

VCCFA Cheryl Draper Memorial Scholarship for 2007

Applications in by March 31, 2007

Cheryl Draper Memorial scholarships are for post-secondary tuition and other related expenses up to a maximum of \$1000. These scholarships can be used for any public post-secondary institution in Canada and any certificate, diploma or degree program

Criteria

- ⇒ Eligibility: The children and spouses of a VCCFA member in good standing as defined in the VCCFA Constitution
- ⇒ Documented experience or academic records in field of study
- ⇒ Contribution to the community/school
- ⇒ Clearly expressed educational goals
- ⇒ The applicant will prepare a letter based upon the criteria as to why they want the scholarship
- ⇒ Unless there are no other applicants, an applicant may only receive one full scholarship within any four-year cycle

Selection Process

- ⇒ The VCCFA will appoint a sub-committee to make recommendations by May 1st of each year
- ⇒ The committee of the VCCFA Executive will make the decision to award a scholarship based upon the above criteria.
- ⇒ The scholarship monies will be released up to one calendar year following an award and upon receipt of proof of registration in a recognized institution.

Applications can be obtained from the VCCFA Union Office (604-688-6210) or the VCCFA website www.vccfa.ca and must be completed and submitted as directed by March 31, 2007.

theyee.ca -- Health Care Costs not going Crazy!

Finance Minister Carole Taylor and Premier Campbell have tried to get out the message that health care costs are going up so uncontrollably that they soon will eat up so much of the provincial budget that there won't be anything left to spend on anything else, like post-secondary education. When one looks at the figures they provide, it looks credible. But, that's not the whole story.

Will McMartin in his theyee.ca column (September 25, 2006) starts off with Lincoln's "you can fool some of the people (*especially in the media*) all the time," to describe Taylor's technique. He uses the Finance Department's own figures to show that "health care spending has not exploded, nor is it threatening to do so, there is no fiscal crisis." He explains that what has changed is the province's accounting system. Successive Socred, NDP, and Liberal governments have attempted to "balance" the government books by removing items from the annual budget. Transportation, for instance, was 10-25% of BC's budgets in the early 80s, it's now 3%.

Examples from the latest government include removing BC Ferries and removing most capital costs (most of \$5 billion in 06/07).

McMartin says the more constant, best way to measure health care expenses is to measure them in comparison to the province's gross domestic product, GDP. In 84/85 health care spending was \$3 billion which was 6.1% of GDP. In 05/06 health care spending was \$11.7 billion, 6.97% of GDP--hardly out of control.

It is only by restricting her spin on health care spending to the politically-adjusted and reduced size of the provincial budget that Taylor can try to keep the media spinning.

Check out McMartin's thorough article and charts at theyee.ca. Click on his name under "columns" on the left side of the homepage and go to September 26th.

~ Frank Cosco

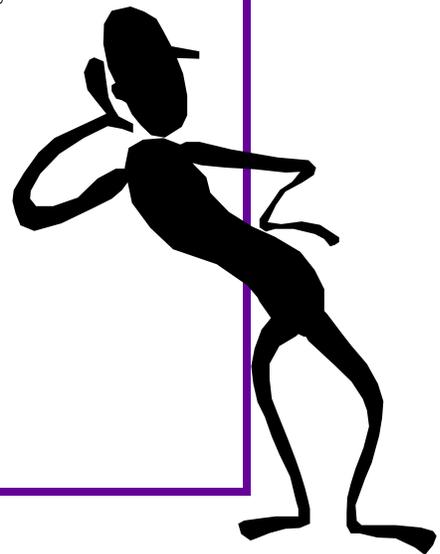
Union Rights for Part-Time College Workers in Ontario

One might imagine a law like this in a dictatorial country or in an American state with anti-union laws, but in Canada, in 2007?

In Ontario 17,000 part time college instructors and support staff are forbidden by legislation from joining a union, and guess what? Their employers exploit the situation.

Thankfully, it's the only province with such a uniquely bad situation, but at least it is a no-brainer to fix, which is what the International Labour Organization has called upon Ontario to do. The government employees' union OPSEU, which represents full-timers and is also a member of CAUT, is supporting their drive.

Please lend your emailed support, check out opseu.org and click on the "I believe in fairness" button on the right side of the homepage.



Did You Know.....The News in Review

Provinces Unite to Tackle Skills Shortages

Vancouver Sun, December 14, 2006

British Columbia and Alberta have signed a memorandum of understanding which calls for adding capacity to the training system, improving the participation of First Nations, ensuring that students can transfer credits and programs between jurisdictions and supporting applied research and innovation. The agreement came after a meeting of representatives of 31 colleges and technical institutes within the two provinces at a conference organized by the Business Council of B.C. and the Alberta based Canada West Foundation.

Tax Breaks Target Trades-Training Students

Vancouver Sun, Dec. 7, 2006

The B.C. government announced over \$90 million in tax breaks for people enrolled in skilled-trades training. The program includes:

- ◆ Basic credits of up to \$2,000 per apprentice per year to employers
- ◆ Basic credits of up to \$1,000 for employees during the first two years of a non-red-seal apprenticeship program
- ◆ Completion credits of up to \$2,500 for employers and \$2,000 to employees for apprentices who complete Level 3
- ◆ Completion credits of up to \$3,000 for employers and \$2,500 for employees who complete Level 4
- ◆ Enhanced credits that are 50% higher for apprentices who are of first nation's ancestry or disabled.

Debt Cited as Enrolment Threat

Vancouver Sun, November 11, 2006

The Canada Millennium Scholarship Foundation reports that young people are reluctant to go on to post secondary education, because of high debt loads of community college students. In 2006, 44% of community college students will have borrowed more than \$10,000 for their education, up 32 % from just three years ago. Students with more than \$15,000 in debt has grown to over 29% of Community College students, up from 17% just three years ago.

BCIT's Aerospace Campus Wants to Land a \$10-million Name

Vancouver Sun, Oct. 26, 2006

BCIT is building a \$65-million, 285,000 square foot Aerospace Technology Campus in Richmond to house 400 students. Within five years, enrollment is projected at 1,000.

Government Announces \$1000 Apprenticeship Incentive Grant

January 17, 2007

Applications are now being accepted for these grants. Registered apprentices who have completed their first or second year in a Red Seal trade program, on or after January 1, 2007 are eligible.

Application forms will be available at Service Canada Centres and on the internet, visit (www.servicecanada.gc.ca)

~ Brenda Appleton

FTE Counts are Changing

At a recent Education Council meeting, Deanna Rexe, Director of Research and Strategic Planning, presented information about the changes to student FTE counting methodology. The new methodology is system wide; however several VCC departments and schools and centres will find that their official FTE counts are significantly different from previous years. So even though our program profile, or educational plan, has major shifts, the FTE counts in 2007/2008 are considerably different than in 2006/2007.

The rationale for changes in counting methodology include:

- Counting student enrolment according to new Ministry guidelines;
- Adding several new components to the guidelines such as new audit procedures, changes to philosophy, eligibility of activity and computation.

The actual changes are many and include:

- Shifting from counting hours only to counting credits or hours;
- Self-normed FTE divisors based on program rather than a fixed divisor specified by a manual;
- Excluding service activities (such as activity in the Learning Centre);
- Using the data and structure of the Post Secondary Central Data Warehouse;
- Recalibrating statements and reports;
- Development of a new quarterly enrolment reporting format focusing on seat filling rather than FTEs.

Explanations of significant changes:

So what does it all mean? For most schools and departments, the changes are minimal. However, they are more significant for some.

School of Hospitality and Centre for Transportation Trades

Apprenticeship programs had substantial changes to how they are counted which contribute to a significant increase in the FTE counts in the School of Hospitality and Centre for Transportation Trades.

School of Language Studies

- Our ELSA contract also shows a strong increase. But this is due only to the fact that the 150 FTE's stated for 2006/07 was an arbitrary figure based on an agreement between VCC and the Ministry, and did not reflect

the actual FTE count. The decrease in FTEs in the School of Language Studies is due to tutorials in CPE and ELS no longer being counted. We can understand the College questioning counting all students as attending tutorials, but question the rationale for eliminating all tutorial FTEs.

School of Music

The School of Music, because of a re-evaluation of countable activities is showing a major decrease in FTEs even though activity levels haven't changed.

Learning Centres

All previous FTE activity in the Learning Centre is no longer eligible to be counted, although the Learning Centres in the Libraries continue to generate FTEs for the School of Language Studies.

Even though VCC's FTE count increases by 21 per cent, it is important to note that, according to the College, there is no anticipated change to the provincial grant received by VCC. It is uncertain whether the changes in FTE counts will have any other affect within the College. According to Deanna Rexe, these changes should more accurately reflect the actual number of seats filled, rather than a formulaic FTE count.

School or Centre	2006/07 Old FTE	2007/08 Restated FTE	+/- %
Centre for Business	453	417	-8%
Centre for Continuing Studies	640	677	+6%
Centre for Design	281	287	-2%
Centre for Technology	311	303	+3%
Centre for Transportation Trades	327	1168	+257%
School of Arts and Sciences	1145	1223	+7%
School of Health Sciences	816	844	+7%
School of Hospitality	835	1281	+54%
School of Instructor Education	240	276	+15%
School of Language Studies	1743	1571	-10%
School of Music	253	154	-39%
ELSA and other Contracts	150*	473	+215%
Centre for International Education	311	375	+20%
VCC Total	7505	9050	+21%

*arbitrary figure used as recognition of ELSA FTEs, which never reflected actual FTE counts

~ Brenda Appleton

Quality Education in an Era of Change

British Columbia's post-secondary education system faces five major challenges in maintaining the quality of its post-secondary education system over the next fifteen years

1. A large number of the current faculty will retire in the coming years. The age group of 45-60 makes up more than half of all faculty and they are reaching retirement age through the period leading to 2020. This will place large demands, especially on career, technical and trades areas, to find and train qualified personnel to instruct in those fields.
2. British Columbia is faced with an unparalleled change to its traditional economic base of forestry and related industries due to pine beetle disease and climate change. Major sections of the province may have to find alternatives to an industry that has provided high-paying, steady employment for most of the 20th century. This will require that the post-secondary education system in conjunction with government and business develop graduates of programs who exit with both the entrepreneurial and technological skills needed to develop some new forms of employment.
3. Budget reductions to the Ministry of Advanced Education in the 2002 and 2003 led to the elimination of the Centre for Curriculum, Technology and Transfer. The Centre had the primary responsibility for assisting college and institutes to develop new programming and to maintain the quality of instruction. The loss of the Centre has had a gradual, but perceptible impact on such areas as faculty development and integrated, coordinated curriculum development across the province.
4. There is an increasing demand for online and web supported delivery of instruction. Some colleges and institutes have taken the lead in developing courseware that has been adapted to online instruction. However, significant numbers of faculty across the province are unfamiliar and uncomfortable with the technology and are unable to convert existing courses and programs into internet delivered education.
5. The student population in the urban centres in British Columbia is changing. Significant numbers of students speak English as a second language. In rural regions, the numbers of First Nations students are growing and will continue to do so. Teenage immigrant students experience difficulty in completing high school and recently Vancouver has seen a drop in the high school completion rate of ESL speakers. Nearly all of these young people will need some form of post-secondary education and many will turn to the colleges to obtain the education required now to obtain employment.

Project 2020 can assist the post-secondary education system to improve by encouraging government to take the following initiatives:

1. Although the need for new instructors in BC's college system is on the increase, the ability to train new faculty in the smaller centres in the province has been restricted. VCC has delivered the BC Provincial Instructor Diploma Program to college and institute instructors across the province for the last twenty years. The PIDP was created by the Ministry of Advanced Education for the express purpose of training new instructors in the trades, technologies and career fields in how to instruct. With the elimination of the Centre for Curriculum, Technology and Transfer the financial support that VCC received to cover the transportation costs involved in delivering this adult teacher education program in the smaller centres in the province was lost. This has led to a reduction in the number of courses offered in locations such as Castlegar, Terrace, Prince Rupert, Quesnel and the Peace region on a regular basis. The government can have an immediate impact on quality education by reinstating the small travel subsidy.

2. Faculty need extensive training in online program development and online instruction if public colleges and institutes are to survive and prosper. BC institutions face competition from educational bodies from outside the province who market their courses and programs to the local population. These competitors are located not only outside the province but also outside the nation. In addition, British Columbia's working citizens are seeking relevant education opportunities that they can access irrespective of where they live and the conditions of employment. BC colleges and institutes face an enormous task in transforming themselves from a classroom-based delivery model to ones that incorporate both classroom instruction and online distance education delivery.

3. Faculty development in the forms of regular, ongoing, subject matter specific training are becoming increasingly vital. The changes occurring to the province's economy, coupled with the need to integrate increasing numbers of First Nations, ESL speaking and other non-traditional participants requires that post-secondary education re-double its efforts in the area of faculty education. At VCC more than fifty percent of its student population was born outside of Canada and this does not include its international student body. Teaching in an environment that includes students who represent many languages, cultures and expectations requires a more skilled teaching faculty who are sensitive to the needs of their learners and adept at dealing with diversity.

4. The province must redouble its efforts to ensure that students at risk such as ESL-speaking landed immigrants and citizens are able to obtain an education in the trades, technologies and career fields. Funding to support combined vocational and ESL education, such as is done at VCC, should be increased. Also, programs targeted at ESL speakers and First Nations students who are at risk of not completing high school should be created. Transition programs that integrate high school education with career education in the local colleges are vital if any ESL speaking and First Nations students are to become employed, productive citizens.

5. Finally, education should be made as accessible as possible if this province is to meet the looming challenge of creating a new economic base. If BC is to be more than a tourist destination, then it must become more successful in educating as many of its citizens as possible at the post-secondary level. With appropriate safeguards in place, this province should consider the reduction or elimination of tuition. It must encourage all of its young people to obtain the new skills in technology as well as in specific vocational and career fields. The new, emerging education system in 2020 will have to educate its young people in how to become creators of wealth and not simply employees. The central key to that new economy will rest in a highly educated population that can be easily trained and retrained. More importantly, it needs a population that is no longer dependent on corporate employers for jobs, but one that can create employment through knowledge and skills.

~ Norm Dooley, Department Head, SIE
Faculty Rep to the College Board

College in 2015

At a recent joint meeting VP Alan Davis shared with us a speculative report on where the college might be in a few years. Some of it made its way into the College's Campus 2020 submission, which can be found on our website (vcfa.ca). From a number crunching point of view it is interesting to view the report's student FTE projections and rounded percentages for each area:

	2006	%	2015	%
Health	890	10.9	1780	17.2
Hospitality	1162	14.2	1500	14.5
Language Studies	2464	30.1	2464	23.8
Arts & Sciences	1332	16.3	1332	12.9
Transportation Trades	987	12.1	1481	14.3
Instructor Education	276	3.4	500	4.8
Music	76	0.9	100	1.0
Design	300	3.7	400	3.9
Business	525	6.4	500	4.8
Technology	375	4.6	300	2.9
Total	8183		10362	

These 2006 numbers differ from those on page 13 because they are restatements of 2006/07 amounts.

What is Joint Steering?

An issue of the strike of 1990 was the College's demand to systematically evaluate faculty. The College and the VCCFA finally agreed on a solution to this impasse -- the creation of the Joint Steering Committee. Consisting of two members appointed by both the College (Allan Davis and Gail Schmalz) and the VCCFA (Frank Cosco and Brenda Appleton), the Committee's mandate is to oversee the formative Performance Appraisal and summative Evaluation processes for all faculty including Instructors with Responsibility Allowance (IRAs).

After all these years, and after taking on other tasks assigned to it, the committee still meets regularly investigating issues that have arisen about appraisals or evaluations. During the past few years, we have

- customized forms to meet the particular needs of specific departments,
- presented information about appraisal and evaluation at the IRA orientation,
- reviewed the appraisal cycle within the college
- met with individual members, department heads and/or departments regarding specific issues.

If a department is experiencing any specific concerns about the evaluation or appraisal process, forms, appraisal cycle, questions about term instructor evaluations, etc, please let us know and we can work with you and your department to address your concerns.

Frank Cosco fcosco@vccfa.ca
604-688-6210 ext. 228

Brenda Appleton bappleton@vccfa.ca
604-688-6210 ext. 226

~ Brenda Appleton

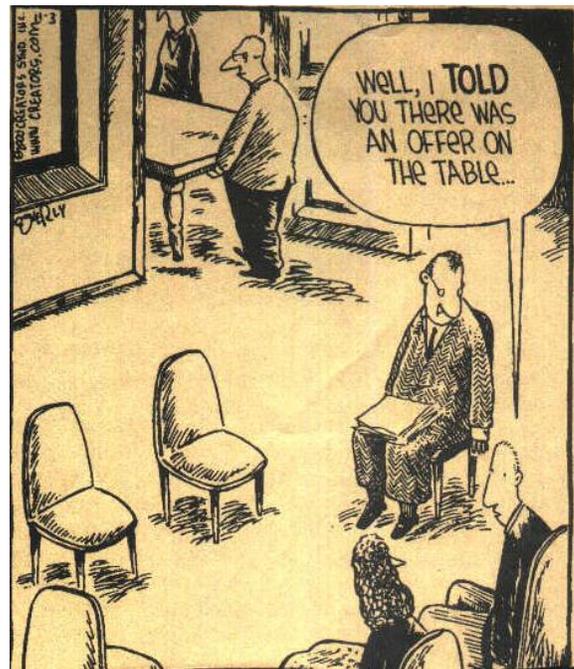
Bargaining

You'll have received our committee's latest newsletter. The first local phase has finished without a signed-off substantive issue but with both sides having been able to go through their positions.

Rookie Committee Chair, Maggi Trebble, has been doing a great job as our spokesperson. She's ably assisted by Ingrid Kolsteren, Mark Goertz, Rose-Marie Watson, Malcolm Cant and Karen Shortt. The dealings at the table have been cordial and business-like.

Maggi is now representing us at the resumed Common Agreement talks which are slated for 4 weeks starting January 22. Unfortunately, at the Common Table the joint union caucus is facing several significant concessionary demands such as leveling down regularization rights and benefits and weakening any contracting out language. Of course, they are not showing any interest in our substantive positions either. Maggi is keeping in touch with the local committee and the local executive as the process continues.

Watch for updates. We will not accept concessions and may have to take a stand soon.



A Word of Warning from FPSE: March 31st Deadline

College Pension Plan News: Deadline for Purchase of Service is March 31, 2007

The deadline to purchase service that occurred before March 1, 2002 is March 31, 2007, or termination of current employment with a College Pension Plan employer.

Applications must be received by the deadline, or the opportunity to purchase back those periods of past service will be lost.

What can be purchased?



Past service that can be purchased is:

- ◆ *Time worked with a College Pension Plan employer but without contributions to the pension plan*
- ◆ *Time on an approved leave of absence from a College Pension Plan employer.*

A refund of contributions from the BC Municipal, Public Service or Teachers' pension plans, may be paid back before March 31, 2007 and then transferred into the College Pension Plan.

What about purchasing leaves that ended on or after March 1, 2002?

Applications to purchase service for leaves can be made that end on or after March 1, 2002 within five years of the end of the leave period or before termination of employment, whichever comes first.

Where to get more information?

To find out more about purchasing past service or reinstating a refund, including costs, visit the Purchase of Service section of the plan website at www.college.pensionsbc.ca
Or call the College Pension Plan at 1-888-440-0111

VCCFA GENERAL MEETING

THURSDAY, FEBRUARY 15TH

3:00 PM

ROOM 3570

BROADWAY CAMPUS

Day of Remembrance, December 6th

The VCCFA was happy to support and thanks to the group of volunteer members who create the moving displays at each campus that commemorate the National Day of Remembrance and Action on Violence against Women and honours the memory of the 14 female students who were murdered in Montreal on December 6th, 1989.



BC's Largest Social Issues Film Festival
February 9—11, 2007
At Langara College

Check www.codev.org/filmfest for details

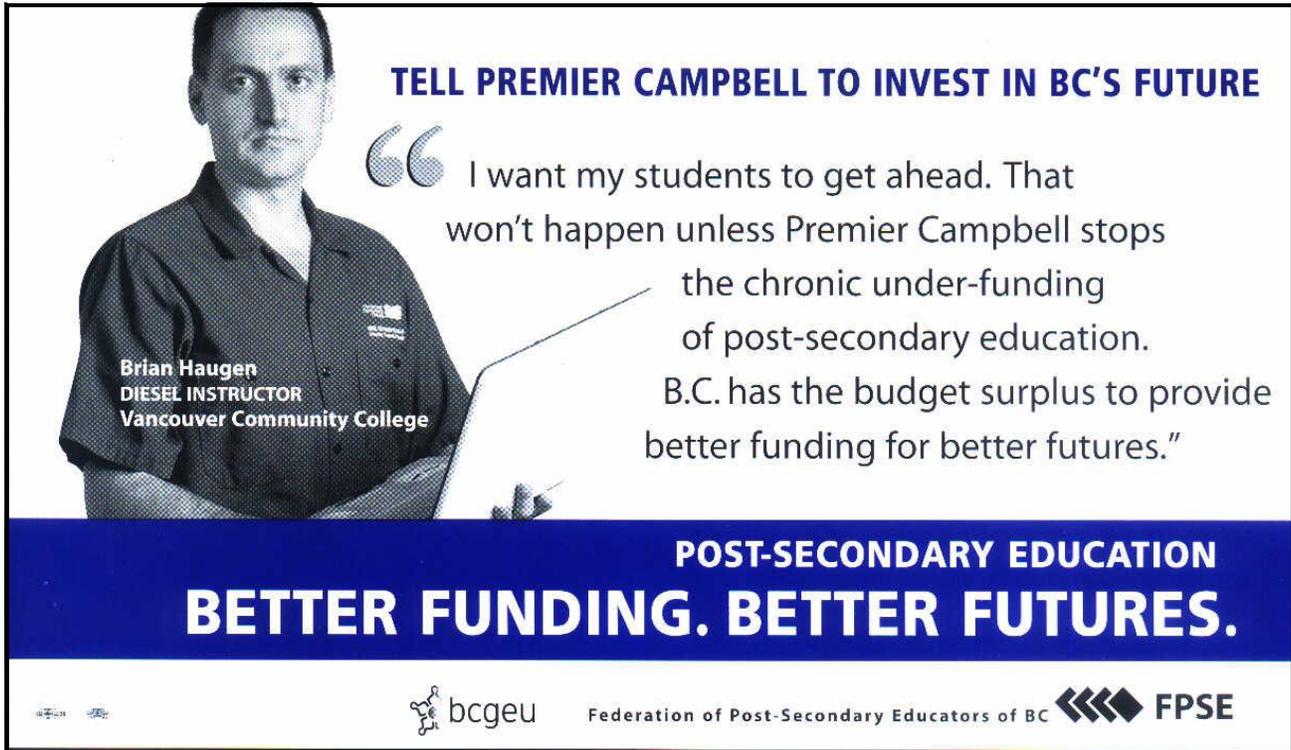
- Music for social change
- International Solidarity
- Environmental Issues
- Human Rights
- Food Security
- Women's Issues



FPSE Postcard Campaign: Get Them In

FPSE has been campaigning for months to have the government increase system funding and lower tuition fees. We are asking for these changes in the provincial budget next month. The campaign is reaching its final stages. Postcards have been sent out to departments.

Please return them in the envelope provided and we will see that they are mailed.



TELL PREMIER CAMPBELL TO INVEST IN BC'S FUTURE

“ I want my students to get ahead. That won't happen unless Premier Campbell stops the chronic under-funding of post-secondary education. B.C. has the budget surplus to provide better funding for better futures.”

**POST-SECONDARY EDUCATION
BETTER FUNDING. BETTER FUTURES.**

 bcgeu Federation of Post-Secondary Educators of BC  FPSE



VCCFA AGM—November 30, 2006

STEWARD NOTES

Steward News

Your union stewards have been involved in a variety of issues, some new, some ongoing. Here's a sampling of what we've been up to.

Working with Members

This is the bulk and best part of steward work. We've met with individual members, groups and departments where we have answered questions from instructors and department heads about scheduling, seniority, regularization, rights of term instructors, step placements, leaves, hiring committees, hiring criteria, and so on. If you have questions about the collective agreement, or how to handle a tricky situation, or are just not sure who to talk to, please give us a call. Most issues are much easier to sort out early on.

Meetings with College

We've represented members at potential discipline meetings, problem solving, pre-grievance, and other meetings with the College. Frank and I attend our labour management meetings regularly and raise a variety of issues there. We also meet with administration on an ongoing basis as needed.

Elections and Selection Committees

Last fall, we conducted over 15 IRA elections (and worked on a few selection committees). There are still a few in the works. The next round of IRA elections will be in May.

Reminder: Our collective agreement now provides the opportunity for departments to choose to have their IRA terms start in January or July. See Article 13.3 and call the union office

Resolved

We have been able to resolve our Stage 2 policy grievance about the hiring qualifications for department heads in departments with different levels of qualifications for different areas. For example, where one area requires a masters and another does not. In those departments, the postings will not require the higher level, but it can be stated as a preference.

New

An instructor who needed bereavement leave while working on PD was not allowed to reschedule the PD time. We believe this contravenes the collective agreement as well as the purpose of bereavement leave and of PD. The college denied this grievance at Stage 1 and it is now at Stage 2.

Ongoing

Labour Relations Board-

We are waiting to hear back from the Labour Relations Board on the Hospitality Manager grievance. You may recall, the board had ruled that the position was in the bargaining unit, not management. The College then appealed this decision. Both sides have made more written submissions, and we wait to hear the Board's decision on the appeal.

In the meantime we have a date, February 9, set for a Board hearing on another jurisdictional grievance on the status of the Service Manager in Transportation Trades. We look forward to getting this issue resolved.

Maternity Leave and Term Instructors

This grievance is still outstanding, it is moving from Stage 2 to 3, arbitration. We have finally agreed on an arbitrator and hope soon to have dates. FPSE has agreed to support the case going to arbitration. It is our view that all instructors, including terms, have the right to maternity leave; this is an important right for women. If you are a term instructor and pregnant, please contact the union office.

Layoffs

Currently, we have three instructors who have been laid off; they are working on temporary recall. Just last week, the College issued an advance notice of layoff to another instructor. We believe there are alternatives to layoffs and will be meeting with the College and department concerned to explore ways to mitigate the situation. Article 6.4.2 of the Common Agreement sets out possible alternatives to layoffs.

STEWARD NOTES

Contract Administration Review Committee

The FPSE committee of chief stewards met January 19th & 20th to share issues and concerns. These meetings and the regular VDLC meetings provide a good context for us to understand our labour relations.

Other

Four of the stewards are on the bargaining committee, including of course Maggi as our chair. We spent nine days doing local bargaining and are scheduled to return to the local table at the end of February. For more information, see the green bargaining newsletter or call a negotiating committee member.

The stewards had a good training day in December and enjoyed a well-deserved appreciation lunch. We have ongoing steward meetings and workshops planned.

Remember, stewards are your representatives and are here to answer your questions, help sort out problems, provide information, and/or attend meetings with you. We can meet with you or your department. Just give us a call.

ingrid



Steward Appreciation Lunch—December 2006

DID YOU KNOW?

March 31st is the end of the fiscal. That means come April 1 a new year of holiday and PD accrual will start.

Professional Development is instructor initiated should be taken within the fiscal year. You need to apply for the time!!

How do you know if you are entitled to PD time? If you are a regular instructor and worked 7 months at 50%, or a term instructor who worked 7 months at 50% on contract, you are entitled to 15 days of pd at your time status. If you worked for 8 months, you are entitled to 20 days. If you have not yet scheduled or taken your PD, now is the time to apply.

Call the union office if you have any questions.

Vacation time

The College expects instructors to take their holidays within the fiscal year. If you need to carry over holidays, you need to put in your request now.



February 28, 2007
is the deadline for all
regular PD funds
requests.

PARTICIPATE

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

Email: vccfa@telus.net
Mail: 401-402 West Pender Street
Vancouver, B.C. V6B 1T6

VCCFA STEWARDS

**Ingrid Kolsteren
(Chief Steward)**

(604) 688-6210 ikolsteren@telus.net

Pauline Barratt	Downtown Campus	443.8560
Malcolm Cant	Downtown Campus	443.8438
Chantal D'Argence	Broadway Campus	726.3637
Brian Haugen	Broadway Campus	871.7393
Wayne McNiven	Downtown Campus	443.8438
Rene Merkel	Broadway Campus	871.7370
Michele Rosko	Downtown Campus	443.8492
George Rudolph	Downtown Campus	443.8360
Janice Sigston	Broadway Campus	
Karin Steichele	Broadway Campus	871.7206
Maggi Trebble	Broadway Campus	871.7254
Rose Marie Watson	Broadway Campus	443.8495
Leona Friesen	(associate steward)	443.8715

We're on the
web
www.vccfa.ca

Newsletter Editors:

Brenda Appleton
Frank Cosco
and
Audrey Vickaryous

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

**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: _____