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THE 2005/2006 EXECUTIVE

**Lizz Lindsay**  
PRESIDENT (06)

**Frank Cosco**  
VICE-PRESIDENT (06)

**Perry Taylor**  
TREASURER (05)

**Colleen van Winkel**  
SECRETARY (05)

**Ingrid Kolsteren**  
CHIEF STEWARD (06)

**Vinit Khosla**  
NEGOTIATING COMMITTEE CHAIR

**Brenda Appleton** (06)

**George Rudolph** (05)

**Lorna Downie** (06)

**Orest Semeniuk** (06)

**Settimio Sicoli** (05)

**Virginia Monk** (05)

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# MESSAGE FROM THE PRESIDENT



**LIZZ LINDSAY**  
**VCCFA PRESIDENT**

What gives with this weather? It's either hotter than we can tolerate or so cold it feels like winter. June can be so fickle, we never know what to wear for work each morning.

Late last month we attended the FPSE Convention and AGM in Kamloops. You will find a full report in this newsletter. We had a great delegation and worked well together as we addressed the various resolutions, attended workshops and had some fun and recreation. Congratulations to all our provincial officers who were elected and thanks to those who ran but were not elected.

The new FPSE brochure "Working Together" was showcased. It features photos of ten of our members. To set the tone for our meetings, FPSE compiled an excellent retrospective of CIEA/FPSE's 25-year history. It is on the FPSE website.

There was also an unveiling of the logo for our hosts, Thompson Rivers University Faculty

well-attended press conference where Cindy and TRUFA President Tom Friedman again raised our issues for Kamloops TV and newspapers. They get great coverage up there.

Thank you Michele Rosko, Jim Hutton, Janice Sigston and Millie Yuen for presenting the VCCFA awards at the spring award ceremony in our absence. It is inspirational to hear the stories of our students and always leaves us proud to hear them praising you, our members. Give us a call if this is something you would like to do on our behalf.

VCC has just hosted the Society of Vocational Instructors annual convention. Fred Grimman worked with us to find a meaningful way to support the event. We decided to offer a \$500 student entrance bursary and to challenge next year's faculty union to do the same. Thanks Fred for making time in your conference schedule for us to bring greetings to the delegates, announce the VCCFA bursary and to put out the challenge.

I've just returned from the annual Association of Canadian Community Colleges meeting, this year in Moncton. VCC's Stars 4 Success won the program award and received much national acclaim and attention. Congratulations to the faculty involved and the many other programs at VCC that prepare students for success. Thanks to the College for continuing to fund half the cost of attending.

This week we hope to conclude bargaining as we meet with the college and mediator Peter Cameron. This med/arb process is happening at many other colleges as well. We are all surprised at how long it is taking to wrap up this round of bargaining.

We have our bi-annual extended Executive meeting next week. A longer meeting gives us the time to recheck our priorities and set our goals for the fall. We also review our committee memberships. Anyone interested in working on a committee, running for the executive, or becoming a steward should give us a call.

Our summer office hours, closing the office at 4 rather than 4:30 pm, started June 1 and will continue until September 6.

As usual, we are available over the summer if you have a problem or question to deal with. Please call us at the downtown union office rather than leaving a message on the KEC office phone.

We are looking forward to seeing you at the General Meeting, Wednesday, June 15, 2:30 pm City Centre Room 112.

Have a great summer whether you are working or vacationing.

In solidarity,  
lizz

**~ General Meeting ~**  
**~ June 15th ~**

2:30 pm  
Room 112 (Theatre)  
at City Centre.

# **Barefoot Panel in 2001 ~ a Connection to VCC? What's Going on Across Great Northern Way?**

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## **The Barefoot Connection**

There's a very interesting story posted on the online BC magazine called [theyee.ca](http://theyee.ca) -- Go to [www.thetyee.ca](http://www.thetyee.ca) and on left under columns, click Will McMartin, then scroll down to his May 14th post, titled "Remember the NDP's Supposed \$5 Billion 'Structural Deficit'?"

In the column McMartin reminds us of the "Fiscal Review Panel" that Premier Campbell set up in 2001. It was one of his first actions after the election. That panel was headed by Gordon Barefoot, VCC's current Board Chair, at that time he was also an NDP appointee to our Board. According to McMartin, "Barefoot...and colleagues found an innovative solution to (their) dilemma. Unable to cite a NDP deficit for the past or the present, they skillfully projected a massive shortfall for the future. In other words, they ignored the previous fiscal year, 2000-01, and the current year, 2001-02 and instead created a NDP deficit for 2003-04--three years after the New Democrats had suffered defeat." He goes on to detail how the Liberals used this "independent" report to their political advantage.

In February of 2002, Mr Barefoot was the only carryover Board appointee from those who had been appointed by the NDP. He immediately became interim chair of our Board and by March/early April of 2002 we were getting emails from Dale Dorn saying that if VCC continued the way we were we would have shortfalls of "approximately \$9 million." Thereafter, over one hundred faculty lost their jobs, we changed to a block funding system, and we simultaneously got a new Strategic Plan. The rest is history.

For most of a year the VCCFA focused on the Ministry as the source of the funding and layoff problems until February 2003 when we realized that while the new Liberal funding regime was making it tight for VCC and a few cuts may have been necessary, there was no \$9 million problem. VCC could have changed much more gradually and continued to break even. Our 2003 motion of non-confidence in Barefoot, Dorn and the remaining appointed Board members from 2002 is based on that discovery. Our protests to the then Minister of Advanced Education, Shirley Bond, were brushed off. As VCC continues to rack up large surpluses, we believe we have been proven correct. VCC has been the only college to suffer such extreme restructuring during the "New Era".

## **VCC left looking across Great Northern Way**

The tyee also reminds one of a real lost opportunity for VCC when it was left out of the development of the joint "Great Northern Way" campus of BCIT, UBC, SFU and Emily Carr. Check out the homepage of the online news magazine [theyee.ca](http://theyee.ca) which features a June 3rd story, "Slated for Vancouver: The Ultimate 'Sustainability' Lab." The story discusses some of the exciting plans for the campus.

In 2001, I recall President Dorn telling a College Board meeting that he had expected to be kept in the loop around the development of the site. We had had a long connection with the previous owners, Finning International, which had donated the land and it was, after all, definitely in our territory. I also recall him saying he only heard about the announcement of the joint campus the day before it went public. A shame.



# What are Instructional Associates, and what do they do?

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*When administration decided in April 2001 that it would eliminate Associate Deans (aka Division Chairs), we started a grievance which ended up a mediation/arbitration. It was the third time in thirty years VCC/Langara administrators had tried to move Division Chair work into management. Our grievance went before Stephen Kelleher His "consent award" in November 2002 created at least 3 Instructional Associate positions within the bargaining unit (no, we did not propose that name). .*

*Three of our members Holly Cole, Ted Hougham, and Mary Waddington, have been working in those positions and we have invited them to say a few words about their work. From Ted and Holly ...*

Hi there,  
It has been an exciting and challenging year for me. Leaving my department and campus of 27 years was no easy task. Also challenging was learning the ins and outs of the credential proposal system. I have been well supported by both the FA and Administration and also by family, friends and colleagues. Thanks to everyone!

This position is capped at 3 years and I already find myself wondering what I will do when my tenure draws to a close.

My main activities have been:

- IRA Orientation day planning committee
- Education Council
- The VCC Board
- The Enrolment Management Committee
- Degree proposals in Music, Dental Hygiene and Adult Education. A collaborative degree proposal in Performing Arts. A diploma in Cosmetology.

I would be happy to discuss any of these activities and what I have learned with anyone who is interested. In the fall, I hope to be involved in monthly brown bag lunches for IRAs – one event at each campus per month. All ideas and suggestions gratefully accepted.

~ Ted Hougham 8372

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Hello

I have worked at VCC for eighteen years. Up until last October, I was a member of the Community and Career Education Department at City Centre. I have been a steward and worked on many VCCFA committees.

As an Instructional Associate, my activities have included:

Scheduling and formatting the Stars 4 SUCCESS program in Hospitality Management. The program gives street youth job readiness training within the hospitality industry. A survey on Program Content Guides. Developing dual credit programs with the Lower Mainland secondary schools. Students come to VCC, earn high school graduation credits, and can also earn VCC credits and/or technical training credits toward an apprenticeship. With Department Heads and Deans, I am working on dual credit programs in trades and technology outside of the provincial ACE IT program. Supporting Department Heads and Deans in the trades and technology. I attend career fairs and coordinate meetings of Department Heads to discuss current issues. I will also be working with a variety of VCC employees on ways to better market apprentice training. I have a role in the Department Head election process, on Selection Committees and on area hiring committees. Working on the committee for VCC's 40<sup>th</sup> anniversary this fall. I am most closely involved in the party/dance we are having at City Centre on October 14<sup>th</sup> for VCC employees and guests. It's going to be a grand affair, with five bars, lots of amazing food, door prizes and dancing until the wee hours. Please make sure you put October 14<sup>th</sup> on your calendar. Performing the dreaded, but necessary, "other related duties," usually meetings.

I truly enjoy my work. And, after 18 years of working in the basement staring at a cinder block wall, I delight in having a window with real light. Please come by anytime and say hello. The door is always open.

~ Holly Cole 8308

# May College Board Meeting

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## College Board Meeting

The College Board met on May 26th and won't have another public session till September. Year-end statements for 2004-05 were presented and followed the pattern of recent years: under-production and financial surpluses.

### 04-05 FTE production at 90%, down from 03-04.

As we have mentioned before, these levels show that the government's claims about access just are not credible. For one thing, we know these numbers are padded somewhat with what used to be called unconventional FTEs amounting to over 10% of the total. The government's constant touting of all the spaces they are making available is exaggerated. Maybe there just are not that many available students to fill those spots. Or, perhaps they have made courses too expensive so students cannot afford to fill them.

## \$12.5 million in two years

Some of you may have been worried that the College would not create another fine surplus. Fear not, though at \$5.68 million it was down from last year's \$6.85 million, it's still too large.

## VCC Spending Report

The Financial Information Act requires a "Public Bodies Report" detailing individual salaries and payments to vendors, in 2004-05. Some highlights, with the previous year in parentheses:

### *From the vendors over \$25,000 list*

Heenan Blaikie (the college's primary law firm)	\$107,334	(\$ 66,739)
Pattison Outdoor	\$ 73,723	(\$173,112)
Georgia Straight	\$ 67,501	(\$ 49,459)
Vancouver Courier	\$ 77,408	(\$105,515)

*From the employees over \$75,000 list, we now have 14 administrators at over \$100,000. In 2003-04 we had twelve, ten of whom are still with the College.*

*Aside from the President, administrators have several classifications and for each there are short, five-step scales. Only the President had significant expenses.*

	Salary	Expenses
Dale Dorn	\$174,115	(\$164,368)
Linda Martin	\$121,488	(\$121,067)
Joan McArthur-Blair	\$121,488	(\$116,649)
Trish Pekeles	\$116,461	(\$108,579)
Peter Legg	\$104,165	(\$99,132)
Des Dougan	\$103,806	(\$110,172)
Larry Waddell	\$103,806	(\$102,188)
Barbara Ash	\$103,806	(\$103,806)
Sueling Chang	\$103,806	(\$100,031)
Dave Donaldson	\$103,806	(\$103,806)
Marta Goodwin	\$103,806	(\$103,806)
Sheilah Henderson	\$102,907	(\$98,274)
Pat Bawtinheimer	\$102,008	(\$97,415)
Deanna Rexe	\$100,570	(\$96,042)

# Nova Scotia Community College



May 17, 2005 - Media Release

Kelly Nelson, Chair of the Nova Scotia Community College (NSCC) Board of Governors is pleased to announce the appointment of Joan McArthur-Blair, as President of NSCC effective September 2005.

"NSCC is very pleased to be welcoming a highly committed college expert and enthusiast to this critical leadership role in the province," says Nelson. "Joan's belief that college is first, last and always about students, combined with her incredible base of experience, and commitment to building effective and collaborative teams, make her an exceptional choice to continue leading NSCC into the future."

Joan McArthur-Blair is looking forward to relocating to Nova Scotia from the West Coast. Joan is currently the Vice President of Education at Vancouver Community College, British Columbia's largest community college. In this role, she has responsibility for 25,000 students in nine academic schools and centres situated across three campuses. Joan has taught and held leadership roles in BC community colleges since 1986.

"As a fan of dynamic learning and visionary practices, I've been watching NSCC with interest for several years, and I'm very excited to be taking on this role in Nova Scotia and joining the NSCC team in the Fall," says McArthur-Blair. "I strongly believe that community college education is a powerful development instrument, with the capacity to change peoples' lives. NSCC personifies this activity, and I'm honoured to begin working with such a strong team of educators to support learners achieve -- for themselves, and for what they can contribute to Nova Scotia's economic and social progress."

A college grad herself -- Joan acquired a provincial instructor diploma from Vancouver Community College early in her career -- Joan recently completed Doctoral Studies in Education from the University of British Columbia. Joan is deeply committed to the community college movement. She is involved with the Association of Canadian Community Colleges, as a faculty for ACCC's Vice President National Executive Leadership Institute, and previously as a planning committee member for Program Renewal in Colleges and Institutes.

Joan succeeds Ray Ivany as the third president of NSCC, a dynamic post-secondary institution serving more than 8,500 full-time students a year and 12,000 more through customized programs, part-time studies, apprenticeship, and continuing education offerings.

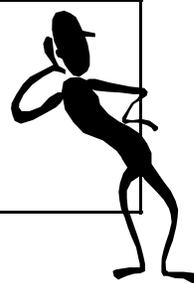
NSCC plays a significant role in the economic development of the province, through its applied research activities, its contribution to the cultivation and incubation of new business in the province, and its flexibility and commitment in meeting the ever-changing skills development needs of business and industry.

NSCC's 13 campuses across the province are being renewed and expanded to meet the growing demand for applied education and skills training in Nova Scotia. This development program - including the construction of the province's first purpose-built college campus on the Dartmouth waterfront - is funded by the Province of Nova Scotia's landmark \$123 Million capital investment in the College.

The search for a new President of NSCC was lead by the Board of Governors, with a Presidential Search Committee comprised of Board members, NSCC faculty, staff and students, and the assistance of a national executive search firm.

*We wish Joan well in the next phase of her career.*

Poking around the Nova Scotia Community College website found that their strategic planning process conducted by outgoing president Ray Ivany, who sounds like a very dynamic leader, actually included listening to what the people of Nova Scotia wanted.



# Education Council Meeting June 7th

# Dates in VCCFA History

## ***Program Review Policy Recommended***

Education Council voted 7-2 to advise the Board to approve a new Program Review Policy. It will replace the 2000 policy.

The VCCFA has consistently voiced a concern that this proposal shifts program review from primarily a faculty-centred function to one that greatly empowers Deans. In most cases this should not cause a problem, but there will be cases in the future when the views of administration trump those of the program faculty.

VP Joan McArthur-Blair said during the debate that this policy will be subject to annual review, however, it is difficult to imagine this administration and Board ever relinquishing what they have gained.

*fyi The VCCFA has put its grievance concerning the status of Instructional Associates in Program Review in abeyance as long as they continue to chair formal program review committees. (Deans will be very involved with ongoing reviews and also sit on formal review committees.)*

### **Education Council Configuration**

Attached to the notice of our next General Meeting ~June 15th, 2:30pm, City Centre, Theatre, room 112~ is a note about the proposed change to the configuration of the 10 faculty positions on Education Council.

Please have a look and come ready to vote on it.

*June 9th, 1992*

A large group of VCCFA members protest planned cuts to the ABE at a College Board Meeting

*June 13th, 1974*

Two hundred and eighty members vote 90% to strike. Bargaining resumes but later breaks down and there's a five day strike in September.

*June 19th, 1973*

The former King Edward High School at 12th & Oak burns down. It was the first home of Vancouver City College and the Special Programs Division (SPD) which became KEC.

*June 24th, 1982*

We achieve the 1982-83 agreement. Eleven percent increases and the first early retirement incentive.

*July 12th, 1972*

Our first agreement with VCC (previously, we'd bargained with the School Board). Holidays go from 25 to 30 days. Three salary scales merged into one.



# Benefits

## Summary of Extended Health Benefit Claims at VCC and Langara in 2004

VANCOUVER COMMUNITY COLLEGE/LANGARA COLLEGE  
 Analysis of Extended Health Benefits Claims (including Stop-Loss Claims)  
 For the Period January 1, 2004—December 31, 2004

Type of Service Provided	Claims Paid In Period		Number of Claims Paid	
	Dollars	%	Number	%
Prescription Drugs	815,287	52.18	14,831	56.75
Vision Care	193,352	12.37	992	3.80
Massage Therapy	162,535	10.40	3,522	13.48
Clinical Psychologist	95,088	6.09	825	3.16
Physiotherapy Treatments	86,443	5.53	2,724	10.42
Out-of-Province Emergency	72,002	4.61	90	0.34
Chiropractic Treatments	30,404	1.95	1,646	6.30
Medical Exams/Eye Exams	15,537	0.99	256	0.98
Orthopedic Shoes/Orthotics	14,069	0.90	83	0.32
Medical Aids	11,090	0.71	133	0.51
Acupuncture Treatments	10,623	0.68	298	1.14
Podiatrist Treatments	9,938	0.64	193	0.74
Pharmacy Dispensing Fee/Seniors Non-pharmacare drugs	9,237	0.59	176	0.67
Medical Equipment	8,723	0.56	32	0.12
Naturopath	8,654	0.55	206	0.79
Semi-Private/Private Hospital Room	7,637	0.49	27	0.10
Hearing Aids	3,886	0.25	15	0.06
Wheelchairs	2,367	0.15	11	0.04
Local Ambulance	1,771	0.11	42	0.16
Medex Service Fees	1,231	0.08	3	0.01
Pharmacare Items/Prosthetics	1,138	0.07	12	0.05
Wigs/Miscellaneous Items	1,018	0.07	3	0.01
Speech Therapy	400	0.03	11	0.04
Special Program: Diet/Cardiac	24	0.00	1	0.00
Nursing Services	0	0.00	0	0.00
Dental Accidents	0	0.00	0	0.00
<b>Total Paid</b>	<b>1,562,452</b>	<b>100.00</b>	<b>26,132</b>	<b>100.00</b>

# On the Legal and Bargaining Fronts

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## Class Action over Pension Changes

In our bargaining for the 2001-04 Common Agreement we reached a side deal with our partners: the Post-Secondary Employers' Association, the BC Government, and the BCGEU, to recommend to the College Pension Plan Trustees how the then surplus in the plan should be used.

The Trustees subsequently agreed to allocate the \$120 million as follows:

- \$75 million was retained in the Plan

- \$20 million was used to give contributing members a "holiday" from a premium increase from January 2002 to December 2006. (This period was ended early, members have paid higher premiums since 2004)

- \$20 million was used to insulate the plan from rate increases between 2002 and 2006.

- \$5 million was used to provide enhancements to retirees. About one-half was distributed as cash payments to pre 2001 retirees and the other half used to enhance group benefits.

A group of retirees including former instructors and administrators (who are also members of the Plan) have filed a class action suit against the Plan. They allege that the retirees were denied a distribution of benefits proportionate to that of the active contributors. They want distributions from the Plan in accordance with "actuarial liabilities". They are also seeking damages.

The first step in a class action is having that action certified pursuant to the Class Proceedings Act. On June 1st, they received that certification from Mr Justice Sigurdson of the Supreme Court. While it can now continue as a class action, there is still a long way to go before this matter is settled one way or the other.



## Bargaining

As reported earlier, local bargaining at VCC has been on hold for about a month awaiting the intervention of a mediator/arbitrator, Mr Peter Cameron.

Several sessions are scheduled with him during the week of June 13th. Our ratification of the Common Agreement included this possibility. If we are unable to reach agreement with the college through mediation, then whatever is arbitrated becomes part of our 2004-07 Collective Agreement.

# FEDERATION OF POST-SECONDARY EDUCATORS AGM & CONVENTION

For the Tuesday to Friday after Victoria Day our Executive and folks from our 18 locals met at the Convention Centre in Kamloops. Thompson Rivers University Faculty Association and the union from Nicola Valley Institute of Technology down the road in Merritt were our hosts. TRUFA and NVITFA were great. They held an opening reception, offered all sorts of info about the area, and set up some engaging events for our free afternoon and evening. A highlight was the Todd Butler concert that followed the closing banquet. For the opening reception, the 146 delegates were bused through the construction cranes and overturned earth all around the campus of TRU where new buildings and sports facilities are being developed. In the poetry contest, although we lost to some professional ringer poets, Perry made us proud as he emoted our Dadaist collaboration to a rather critical crowd. Many thanks to the organizing committee.

Most of the three days was spent in the AGM with reports, elections and resolutions from workshops, locals, standing committees, and Presidents' Council. Befitting the theme of "25 Years Strong", Cindy took us through an entertaining retrospective slide show looking back at CIEA/FPSE's first 25 years. The financials and our \$2.5 million budget were also taken care of. Guest speakers included Chief Nathan Matthew, Tribal Chair of the Shuswap Nation Tribal Council, Ken Georgetti, President of the Canadian Labour Congress, Jim Sinclair, President of the BC Federation of Labour, Bill Tieleman, political consultant and media pundit, and Dr Jacqueline Sfeira, Director of the Education Development Center in the Faculty of Education at Bethlehem University.

Our Delegation consisted of thirteen voting delegates: Executive members Lizz Lindsay, Ingrid Kolsteren, Frank Cosco, Perry Taylor, Brenda Appleton, Vinit Khosla, Virginia Monk, George Rudolph, Orest Semeniuk, Settimio Sicoli and stewards Wayne Avery, Maggi Trebble, and Rose Marie Watson.

Our three observers were Bonita Eberl, Non-Regular Faculty Committee, and Stewards Pauline Barratt and Wayne McNiven.



Orest, Settimio and George at the AGM

## A paraphrase or two noted from talks....

Jim Sinclair: No single union is going to push this government back, we have to have unity ...If the public education system doesn't work for citizens in the future then we have all failed.

Ken Georgetti: We need to have a knowledge economy and these guys are doing everything they can to make knowledge unaffordable and inaccessible, it's nuts.

Bill Tieleman: That election was closer than it looked. A swing of 3000 or 4000 votes spread over 8 ridings would have meant an NDP majority.

Dr Sfeira: My generation of Palestinians had a childhood, we can remember it, but the old will die and the young will forget.... The occupation of Palestinian areas creates a jail.... Prime Minister Sharon can choose to create monsters against himself.... Education is political ....Forgiveness has to be the measure of what we in Palestinian education do

[Notes to her presentation are available through the FPSE website ~ [www.fpse.ca](http://www.fpse.ca) Click "about FPSE" then "Annual General Meeting" to find the link.]



Federation of  
Post-Secondary Educators  
of BC

# FEDERATION OF POST-SECONDARY EDUCATORS

## AGM & CONVENTION—EXECUTIVE OFFICERS & RESOLUTIONS

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*FPSE has a six person executive, which generally meets a half dozen times a year, before Presidents' Council meetings. The President and Secretary-Treasurer have specific duties which require their full-time release. They work out of the FPSE office on West Sixth Avenue. Both are fully engaged in the day-to-day running of the organization, with the Secretary Treasurer centred as the office administrator.*

*There are currently two Vice-Presidents. (In years when there is a Past-President, there is only one VP). They generally each have quarter-time release to work on varied projects or assignments, which come from Presidents' Council or the President. If, for some reason the President needed to be replaced, the first VP would do so.*

*Two members elected by and from Presidents' Council fill out the Executive. Except on an ad hoc, as needed basis, these members-at-large have no additional release other than whatever they may have as President of a particular local.*

*All members of the Executive are assigned liaison roles for a Standing Committee or two. They all serve on Presidents' Council as well. Presidents' Council is the main decision-making body of FPSE between AGMs. As Executive members, they have voice, but no vote on PC.*

**Cindy Oliver** was acclaimed to her fourth one-year term as FPSE President. Cindy is an ABE instructor and coordinator from College of the Rockies and previously held many positions at her local, including president.

**Dileep Athaide** was elected to his fourth term as Secretary-Treasurer. **John Wilson**, also from Capilano, was the other candidate. Dileep is an ABE and a Geology instructor, from Capilano. He also previously held many positions at his local, including president.

**George Davidson** was acclaimed to his second term as 1st Vice-President. George is a history instructor at New Caledonia. He was local president and their bargaining chair. He was most recently chair of the FPSE Caucus of Bargainers for 2004-07 Common Table bargaining.

**Dominique Roelants** was elected to his first term as 2nd Vice-President. Dominique is a Computer Studies instructor from Malaspina. For many rounds he has been the chief

bargainer for his local. He defeated incumbent **Nancy Clegg** from Kwantlen.

At their post-AGM meeting Presidents' Council elected **Tom Friedman**, president of the local at Thompson Rivers University, and **Rocque Berthiaume**, president of the local at Northwest, as our Members-at-Large for 2005-06. **Terry van Steinberg** of Kwantlen and **Robin Wylie** of Douglas were also nominated.

*We thank them all for their willingness to serve.*

## Important Resolutions...

### *Publicity and Advocacy*

Many speakers noted the heightened profile for FPSE that resulted from the publicity work leading up to the provincial election. The motion at the 2004 AGM to launch and fund this effort came from our local.

### *Bargaining*

This year we proposed a new initiative which was approved. FPSE will sponsor a special provincial conference next spring on bargaining. The intent is to better prepare our locals for the renewal of the common agreement and the current set of collective agreements, which will expire in March, 2007. We feel we need to look at all our options without preconceptions. The motion directed FPSE to fund three reps from each local.

### *Developmental Education*

Members of our local were very involved at last year's AGM in the creation of a caucus on issues of developmental education. This year those efforts continued with a workshop and resulting resolutions brought to the floor.

### *Action Plan 2005-06*

A comprehensive plan to guide the activities of the organization and the locals was adopted. It can be read in detail through the FPSE website.



# FEDERATION OF POST-SECONDARY EDUCATORS AGM & CONVENTION—WORKSHOPS

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## *A Day in the Life of a Non-Regular Faculty Member ~ Weldon Cowan, FPSE Staff Representative (fyi, Weldon has been assigned to our local)*

Weldon started with the global. He related the growth in "contingent education labour" to global trends such as the commoditization of knowledge; the dependence of new economies on a flexible "just in time" workforce; the development of education systems that are tightly linked to the needs of the labour market; and the transformation of education institutions into corporate structures with faculty as workers to be directed and students as consumers.

In such an environment, non-regular faculty are viewed as being desirable from an economic and control point of view, but simultaneously management often views them as less qualified and not deserving of full participation in college processes. Sometimes their fellow full time faculty get caught up in those characterizations as well.

While FPSE has been seen as a North American leader in improving conditions for non-regular faculty, we have to remain vigilant. In this latest round of bargaining, college managements have resurrected attacks on regularization gains made over the past 15 years.

Weldon then went to the particular. Workshop participants identified specific issues for non-regulars: posting positions instead of regularizing the person; allowing full-timers to work overtime; delaying access to benefits; denying fully pro-rata pay; arbitrary assignment of work and denying equitable use of facilities. One issue that was discussed at greater length was the marginalization of non-regulars. This unfortunately includes marginalization within one's union. Unions need to do more to provide information and to make them feel that unions are responding to their needs. Indeed, union leaders should not leave advocacy to the non-regulars themselves.

A couple of specific suggestions were having stewards meet individually with new members and having easy-to-understand materials. Information from the workshop will be forwarded to the provincial non-regular committee.

-Vinit Khosla

## *Protecting Academic Freedom in the Public Interest ~ Neil Tudiver, Assistant Executive Director, Canadian Association of University Teachers*

CAUT has made protecting academic freedom a priority. It is a social necessity, not a right or privilege, a collective good. Our society and culture need it to protect civil liberties, allow full freedom of expression. Academic Freedom has to include the full right to criticize one's administration, institution, and the provincial or federal system. Tudiver discussed current threats to Academic Freedom.

*Commercialization*—Private companies fund research and attempt to retain control can corrupt the disclosure and ultimate use of data and findings. We need clear disclosure policies such as the University of Manitoba has.  
*Management Interventions*—Some universities are attempting to own and control what should be the intellectual property of the faculty member.

To protect Academic Freedom, Neil proposes

--get strong language in one's collective agreement.

--protect AF rights through strong contract administration, taking to grievance or court where necessary.

--member education

*At VCC some may not regard what we do as academic and therefore wonder how this applies. In fact, there are many areas of application. The freedom to teach what we want when we are with our students. The freedom to criticize the college. The freedom to evaluate our courses and programs. Shared governance. Faculty, not administration, are the education professionals closest to the programs and the students. It is our role to guide learning and to critique the process.*

# FEDERATION OF POST-SECONDARY EDUCATORS AGM & CONVENTION—WORKSHOPS, continued

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## *Mental Illness First Aid ~ Stephanie Innes, Canadian Mental Health Association*

We learned about recognizing the signs and symptoms of mental illness, responding in a compassionate, safe, and supportive way; and about referring people to appropriate sources for help. Participants pointed out that our colleges need to provide more assistance in recognizing and responding to issues around mental health.  
-George Rudolph

## *Becoming Thompson Rivers University: Challenges along the Transition Path to University Status ~ Tom Friedman, President TRUFA; Neil Tudiver, CAUT; Arlene Paton, Assistant Deputy Minister*

Arlene Paton reviewed the history of what had started out in 1970 as Cariboo College, became the University-College of the Cariboo in 1989 and now TRU, which also administers the Open Learning Agency. The first chancellor is Nancy Green-Raine.

Tom Friedman said that faculty want a "university in substance not just in name." Challenges include representing all faculty especially since TRU retains the wide variety of programming it's done over the years, applied, developmental and academic. He recognized that there are potential differences between those now working and new hires. The goal over a number of years is to have a united comprehensive institution that includes the best of the university model, not the worst.

Neil Tudiver discussed best practices for faculty in Canadian universities. Collective bargaining and collective agreements are the best agents for protecting faculty and academic freedom. They, not senates, have been able to obtain redress when rights and procedures are not followed. He also elaborated on why FPSE-style single wage scales, which TRUFA has, are better than the traditional BC model of university faculty compensation with its merit pay and multiple scales. Their effect is to delay compensation as faculty have to get through years of under compensation.

-Settimio Sicoli

## *Erosion of Trust: The Impact of Privatization on Students at Post-Secondary Institutions ~ Lisa McLeod and Scott Payne, Canadian Federation of Students*

Lisa and Scott brought up quite a few good points against privatization of post-secondary institutions. Four highlights:

Tuition fees have increased on an average of 104%, \$600.00 above the national average. Part of the reason for decline in enrolment throughout B.C.

In 2004 elimination of approximately eighty million dollars in BC student grants has affected at least twenty five thousand needy students.

A customer/seller dynamic is replacing the student/teacher dynamic, often leading directly to an erosion of trust.

The increase in students having to continue to work substantial hours during their courses leads to more poorly prepared and less productive students.

Privatization will turn education into a business and we all know that business look at the bottom line. If they don't make money, we will see: higher tuition fees, less qualified instructors and inadequate equipment. This will lower the standard of education.

As educators, we should work with the Canadian Federation of Students to lobby the government to increase base government funding, decrease dependence on private partnership and commercialization. Education should be a right not a privilege.

~ Orest Semeniuk

~ Frank Cosco



Federation of  
Post-Secondary Educators  
of BC

# FEDERATION OF POST-SECONDARY EDUCATORS AGM & CONVENTION—WORKSHOPS, continued

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## *Defending Developmental Education*

~ Bob Logelin, ASE Coordinator, Douglas College; Mary Dameiners, Persons with a Disability Support, North Island College

~ Virginia Monk, ESL, VCC

~ Linda Forsythe, ABE, Douglas

~ Arlene Patton, Assistant Deputy Minister, Ministry of Advanced Education

Developmental Education is an overall descriptor used in BC to capture ESL, ABE and ASE issues under one heading. Each of the four presentations described a particular aspect. Unfortunately the tone was negative because this sphere of public adult education has been systematically downgraded by the current government

## *ASE*

Logelin and Dameiners reported that the Ministry is referring more and more students to the private sector, which in their view, are not meeting student needs. People with disabilities are therefore being denied access to public post-secondary education that would enable them to participate in society more equitably. Among the many bureaucratic obstacles students face is the inability for those on Income Assistance to attend training programs and reclassifications of Persons with Disabilities as a way of making "problems" go away. An issue affecting faculty in some colleges is a management effort to reclassify their work as that of support staff.

## *ESL*

Virginia went over what has happened to ESL at VCC and throughout the system over the last few years. The funneling of students to private and non-profit schools where standards are not always as high as they should be but where government support easily flows has had a huge negative effect. The 2002 change to block funding has allowed colleges to cut and move resources towards International Education.

The public perception is influenced by the media and we are not well served on that front. The Vancouver Sun gave front page headline status to a misleading, negative story. The Sun consistently leaves colleges and their programming in the background as it extols the latest virtues of the universities in BC. In ESL, we hear more about the proliferation of International Schools than we do about immigrant-centred issues.

On the positive side, recently VCC and Camosun received some federal grants to work on "benchmarking" language needs for engineers. This whole federal initiative should strengthen ESL for us all. Virginia concluded by saying we need to defend public education and stop the erosion. Other programming should be funded properly, not at the expense of developmental programming.

## *ABE*

While many programs are seeing a decline in enrollment, Linda believes they are not being treated equally. ABE courses are cancelled more quickly than some UT courses. Linda is seeing more young people at Douglas, directly out of high school, with poor reading and writing skills. The loss four years ago of Institutional -Based Training (IBT), has caused those folks to leave the college system completely--where have they gone?

As mentioned with ASE and ESL, students are being directed towards more community based "non-profits".

Linda thanked the BC Federation of Labour and FPSE for its support of initiatives and resolutions supporting Developmental Education.

Linda surprised the VCCFA members at the workshop when she mentioned that Susan Witter the president of Douglas and Dale Dorn had written the Minister to ask that federal supports be used for people on income assistance to attend post secondary institutions.

# FEDERATION OF POST-SECONDARY EDUCATORS AGM & CONVENTION—WORKSHOPS, continued

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*[We hadn't heard a thing about this and would have praised Mr Dorn's actions had he shared them with us, the way Ms Witter did with her faculty.]*

## *Arlene Patton*

While it was encouraging to have someone as highly-ranked as Ms Patton attend an FPSE event, especially since the current government has not been eager to come to our meetings, what she had to say was worrying. Participants want to find out more about a ministerial study she quoted which seems to discount the contribution of ABE to employment/further studies.

## *Recommended Actions*

The meeting developed a consensus for further action on lobbying for dedicated funding, federal funding and more private sector funding, and for FPSE to establish a working committee structure with its own provincial meeting. This motion was passed by the AGM

-Wayne McNiven

## **Navigating a Successful Return to Work ~ Dale Zaiser, Holloway Zaiser Group**

*[fyi: Most FPSE locals have their sick leave and disability plans grouped together in a consortium. Those plans generally provide immediate and renewable 30 day sick leave banks. Their short term and long term disability plans are paid for by the employers.]*

*Another key feature of the plans are active initiatives, shared by the employer and the union, around "return to work." VCCFA chose in 2001 not to join, and as reported, we have that option again, Lorna Downie and Vinit Khosla have been asked to report to the Executive.]*

Mr Zaiser started with the statistic that only 50% of people return to work if they have been away for six months and only 10% do if they have been away for a year. His workshop provided practical strategies for helping members return to work. We all are working from the base that the employer must make an effort to tailor any required accommodation to the individual. Such accommodations may also trump other entitlements such as seniority rights to a particular assignment. Some of his proposed strategies:

--Think systemically

Look at all aspects of perception and action of the individual concerned and other colleagues.

--Be proactive

Anticipate how the organizational climate will affect the individual's return.

--Think win-win

In any conflict, don't focus on personality but on behaviour. Try to use a constructive tone, conduct a neutral discussion, explore what everyone's priorities are and search for solutions that meet those needs.

--Pauline Barratt

# FEDERATION OF POST-SECONDARY EDUCATORS AGM & CONVENTION—WORKSHOPS, continued

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## *Welcoming the Invisible Minority: Sexual and Gender Diversity on Campus ~ Louise Pohl, Learning Works*

Participants discussed the gains of welcoming sexual and gender diversity and losses from not welcoming it

**Gains**—GLBT (Gay, Lesbian, Bi-sexual, Transgendered) students will be able to focus on their studies and be less concerned with being singled out as they might have been in high school

- >Students will be more willing to share and discuss their experiences
- >There will be an increase in opportunities for education around GLBT issues
- >Curricula (eg nursing) could address GLBT issues
- >Potentially homophobic issues may be addressed

**Losses**—Students/Faculty may choose not to come to your institution

- >Lose the potential for social change
- >Lose potential leadership from students/faculty
- >Isolates your current staff
- >Lose a potential source of alumni

We also discussed current activities at our colleges. We grouped them under policies, social/political action groups, and particular security measures that were being taken,

We proposed a resolution for the AGM which was later passed that called for FPSE to fund a survey that will document the current state of GLBT education, advocacy and policies at our institutions.

-Wayne McNiven

## *Why Are You Acting This Way? We're Supposed To Be Colleagues!*

*~Carolyn Askew, labour lawyer*

Carolyn's intriguing title was just a little too familiar for most stewards. It spoke to a growing number of situations we deal with as individuals sometimes encounter difficulties getting along together. She provided an overview of the role of the union in mediating conflict and harassment issues between coworkers. She stressed the importance of dealing with these difficult kinds of interpersonal issues immediately as they have the potential to grow into much bigger problems. She confirmed the fact that the frequency of these kinds of issues is on the increase as our working conditions become more stressful and our student body more demanding.

Her advice can be summed up in this way. While we work in an environment which cherishes fully formed debate and vigorous discussion, shouting or raising your voice is abusive and cannot be justified, even as academic freedom. The test of inappropriate or appropriate conduct should be that of whether or not it is "reasonable behaviour." Finally, it is not necessary to tolerate bad behaviour such as anger or blowing up. Ask a VCCFA steward if you need more information on this.

Maggi Trebble, Steward

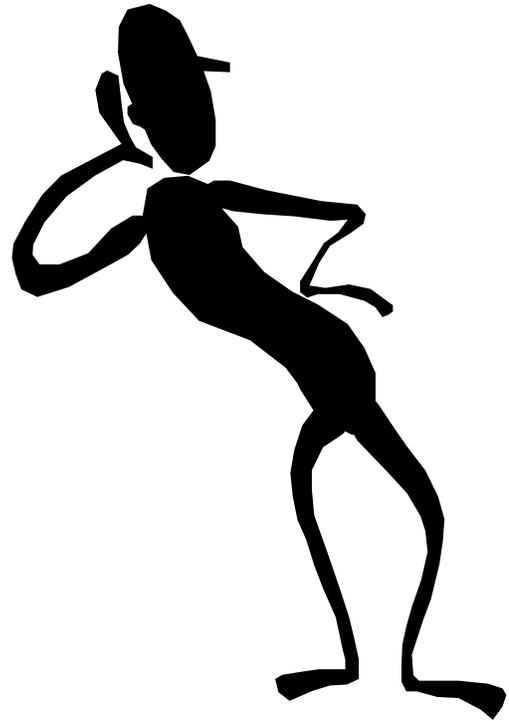
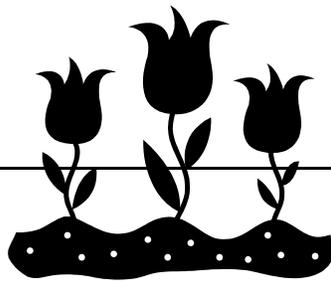


## You Can Get Free Space Here

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### The Guerilla Gardener

Thanks to Dean Stephanie Jewell who's graced flower beds at KEC with stunning tulips and other flowers.



### CABIN FOR RENT, SUMMER 2005

Cabin on Mayne Island. Sleeps 4 (or 5) people. With deck. 2 minute walk to a lovely beach. \$375 per week.

Available from Aug. 5 - Sept. 2.

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# STEWARD NOTES

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## ***Welcome to the new IRAs***

It's June, so it's time for elections or selections for new and acting IRAs. We have just had our spring IRA orientation and look forward to the next one in October. Our Collective Agreement (13.8.1) provides 2 full days of paid orientation leave. These are jointly planned with the College and are good opportunities to meet other IRAs and to learn some of the many things one needs to know. The Union also has regular meetings for IRAs and is available to help support their work.

## ***Recall***

Happy to report that we've had some more full recalls. Some others on recall have taken their severance. The list is now down to less than half a dozen instructors. It has been a tough go for those departments impacted by the cuts & quite awful for the dislocated instructors. Although things really are looking so much brighter, we do miss many of our colleagues and the programs that are no longer here.

## ***Interpersonal Issues***

These can be very distressing and do not seem to go away on their own. With the support of stewards some have been sorted out and resolved. When issues develop, we can help find a way to assist in sorting things out or refer you to Human Rights. Give us a call

## ***Instructors called to Meetings with College***

These seem to be on the increase. In these situations stewards, often two stewards, since the College often has 2 administrators at the meetings, go along with the instructor. Some of the issues have been health related; these we have often sorted out by working with the College on any possible need for accommodation. In other cases, instructors need some help and support in teaching, which can be arranged. A few may result in some sort of discipline, which can be challenged if it is unwarranted. If you are called in to meet with your Dean or Human Resources, give us a call. It's important. You have the right to have a steward and the union has the right to be present.

## ***Investigation of Departments***

The College started an investigation on an individual, which then grew to a departmental investigation and has most recently spread to another department. The College has more than once questioned a number of our members without clarifying the purpose of the questions. Next, without consultation or even prior notice, they unilaterally hired an external person to investigate

the departments some more. Despite repeated requests, we do not, nor do our members know what the allegations actually are. To this day, we have still not been told, but have been told by the external investigator that there is a potential for discipline. In one department all our members have been questioned, in the other the majority. This is hugely distressing, upsetting for our members and for the work of the department. The College's handling of this situation has been clumsy and disrespectful. We have objected strongly to the lack of process, lack of consultation and abuse of management rights. We have filed and presented a stage two policy grievance on these points.

## ***Other Grievances***

Aside from the grievance mentioned above, we have filed a new grievance concerning stipend pay for an IRA. The College eliminated an IRA position mid term. This is most unusual, but in the past when this was done, the College continued the stipend for the remainder of the IRA term. They are not doing so this time. We consider this changing the terms of employment and have grieved it. We are awaiting their response at stage two.

Currently we have about a dozen outstanding grievances. Many are on their way to arbitration, including the grievance on workload in the university transfer programs. Unfortunately the arbitration route is slow. The arbitrator has been working on his report for the PD scheduling grievance in International Education for nine months.

## ***Steward Work***

Stewards have been incredibly busy with Member Drop Ins; working with members on issues; attending meetings; answering questions about leaves, scheduling, step placement, regularization, sick leave, and STD. We will have stewards on over the summer, so if you have a question, call a steward. We are well served by our dedicated, and hard working stewards.

for the stewards  
Ing

# STEWARD NOTES

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## **99 + 1 = 100%**

Recently a routine-looking letter from the College to a member crossed our desks. She was regularized at 99%! Yes, 99%!

We think that must be a first in the College system! It seemed incredible; this means she is 15 minutes a week short of full-time, 3 minutes a day. We questioned it and suggested rounding it up to 100%, just one more hour per month. The College (surplus in mind?) was not able to do that but did demonstrate great creativity and later put through a 1% annual term contract! The smallest and the longest term contract possible. Another first in the College system

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

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

## **DID YOU KNOW?**

### **Evaluations**

Term instructors and probationary regular instructors, before you are evaluated you should be oriented to your department and have received written guidelines for the evaluation process and understand what is involved. Also, you should receive about a week's notice before you are observed.

If you have any questions about evaluations, check out Appendix VII of the Collective Agreement and call a steward.



Janice Sigston, Rose Marie Watson, Lyn Lennig, Rene Merkel taking part in a Stewards' Training Day

## **PARTICIPATE**

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

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

Notice of Address Change

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