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THE 2006/2007 EXECUTIVE

Lizz Lindsay
PRESIDENT (06)

Frank Cosco
VICE-PRESIDENT (06)

George Rudolph
TREASURER (07)

Virginia Monk
SECRETARY (07)

Ingrid Kolsteren
CHIEF STEWARD (06)

Brenda Appleton (06)

Cheryl Deyalsingh (07)

Linda Duarte (06)

Lorna Downie (06)

Maggi Trebble (07)

Settimio Sicoli (07)

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Molly Clarkson
Richard Mar

MESSAGE FROM THE PRESIDENT



LIZZ LINDSAY
VCCFA PRESIDENT

Our Federation's AGM

May is the month of the AGMs and Conventions in our sector. Our fourteen delegates had a glorious week at Harrison at our Federation of Post-Secondary Educators' AGM. We worked hard in spite of the pull of the great weather and hot pools. Cindy Oliver and Dileep Athaide were re-elected as President and Secretary Treasurer by acclamation as were George Davison and Dominique Roelants as VPs.

There were few contentious resolutions, excellent workshops, and great recreational opportunities in the downtime.

VCC Board

The College Board met on May 25 and several members were quite engaged around issues we raised about the College's Service Plan, which it sends to Victoria annually. The Service Plan mentions that Apprenticeship is in "transition". We said the College should have used stronger language to describe this dysfunctional situation. How long does transition take? In the past five years the government has completely deconstructed apprenticeship training in spite of the very real skills shortages and the Industry Training Authority (ITA) has arbitrarily intervened to announce changes to course lengths in several Entry Level Trades Training Programs. This is such a shortsighted strategy in light of the skills shortage we are facing. We also pointed out that the College should have pointed out in the "challenges" section that VCC's unique funding and programming mix

discriminates against it being able to fund needed faculty and program development. We urged the board and administrators to become more vocal advocates on behalf of their faculty and programs.

We were able to thank the Board and the College for continuing to support faculty, staff and students to attend the ACCC Conference.

Association of Canadian Community Colleges (ACCC)

The ACCC Conference was held in Calgary May 27-31st. It was a very full few days with some great workshops and excellent keynote speakers. We clearly heard that the number of apprentices and students in trades programs has dropped nationally over the past decade as money for post secondary education has decreased. Those with credentials are pouring into Alberta where the oil sands economy is creating a huge unmet demand for skilled workers in every sector. This flow of workers is creating shortages across the country. These shortages must be addressed.

Rex Murphy, the opening keynote, highlighted the need for people to pursue professions in the trades where the jobs and needs are. He felt that we have been off course with far too many young people going to university and too few people trained to do the skilled work we need.

A passionate proponent for Canada's original people, Roberta Jamieson, CEO of the National Aboriginal Achievement Foundation spoke about the need to train and educate her people who are the fastest growing demographic in Canada.

MESSAGE FROM THE PRESIDENT

She was followed by an inspiring presentation about World Skills Calgary 2009. We watched great video clips of past events and saw the scope and breadth of this undertaking. The Province of Alberta has already begun to prepare for this event by building dormitories on the SAIT site to house participants then to become part of student housing at SAIT. The event will require 3000 volunteers and will attract participants from all over the world. Check out their website at www.worldskills2009.com.

The closing keynote was a perfect bookend to Rex Murphy: Andrew Cohen, Associate Professor, School of Journalism and Communication at Carleton University and author of *While Canada Slept: How We Lost Our Place in the World*. He gave us a history lesson about the three Ds: defense, diplomacy and development. We are no longer leaders in these areas and they had been were so much a part of what set us apart from other countries.

He feels that the pendulum is starting to swing back. Another book to put on my retirement reading list.

VCCFA Executive

The Executive met for our semi-annual planning session to set our priorities for the fall. We discussed issues such as website training, the need for a more interactive site, governance, general meetings, lobbying, support of non-regulars, facilities update and action/lobbying themes. We updated our workplan and committee lists and planned our coverage for the summer. Frank reported from our Federation's recent Presidents' Council meeting in Nanaimo. We also discussed the VCCFA's two interventions at the recent hearings on Literacy and on Adult ESL held by the legislature's Standing Committee on Education.

Peace March: June 24

We are hoping our new VCC Faculty Association banner will be ready for the June 24 Peace March. We plan to gather at the Waterfront station at noon to join the march. Please look for us there and join in.

Retirement - July 31

It seems like months ago that I announced my upcoming retirement at the April General Meeting. The time is flying by so quickly, I'm not sure if I'll be ready. Frank, as VP, will move into the Acting President's position on August 1 and we will have a by-election for a VP to fill out Frank's term at the September General Meeting. At the AGM in late November, the positions of President and VP will be up for election to two-year terms ending in 2008.

I am grateful to the members for allowing me to be President this past 5½ years. I've appreciated the tremendous support and the opportunity to serve in this role. The position is capped at three two-year terms making this an ideal time to move into retirement and pursue other passions.

What an incredible privilege this has been to work with Frank and Ingrid as well as the supportive and hardworking Executives, Stewards, Negotiating Committees and committee members and volunteers over the years. I've learned so much from each of them and will miss their friendship and camaraderie.

This transition is made easier as our Constitution has a role for a Past-President. It is my intention to continue to be active in the Union and the VDLC as a retiree. Unfortunately, my voice will not allow me to become a Raging Granny but I know that there are many opportunities for retired activists to take a stand. I'll proudly march under the VCC Faculty Association banner.

We can take pride in the fact that the Union is in good hands and will continue to be democratic and responsive to the needs of members. We can be very proud of our Union's strong stand for the rights of non-regular faculty, for the support that we give our members and the clarity we have around protecting our rights under the collective agreement.

Have a great summer everyone, we'll party in the fall.

lizz

LIZZ IS RETIRING, BUT NOT COMPLETELY

Our President Lizz Lindsay announced her intention to retire early at the April general meeting. Her last official day here will be July 31st.

She received a very nice hamper of VCC mementos and a beautiful bouquet from the College Board at the May meeting, which is the last she attended as President.

At the June General Meeting, members unanimously passed the following motion (some of the "whereases" were not read out at that time):

Pursuant to VCCFA By-law 2.03; and,
Whereas Lizz Lindsay, in a variety of roles, has devoted her considerable humanity, warmth, humour, and her considerable negotiating, counselling, organizational, lobbying, and political skills to the VCCFA Executive and to the whole membership; and,

Whereas she has done this with great success and unfailing energy; and,

Whereas she has done this long enough to make one wonder where all the years have gone;

Therefore, be it resolved that
From August 1, 2006, Lizz Lindsay be deemed an honorary member of the VCCFA and that she continue to enjoy those attendant rights and privileges for as long as she wishes.



In typical Lizz-fashion, she is looking forward to continuing to be part of the Executive as Past-President .

We also hear rumours that she's becoming a VCC student and will be running as a VCC student rep to the College Board, but those are only rumours.

There was the famous VCC carrot cake, more flowers, a certificate of her new status and much pleasant conversation at the meeting. If you missed it, don't worry, there are plans to have a larger event in the fall. Stay tuned



Why can't ITA get it right?

When they came in, the current government got rid of ITAC, the "four-pillared" (educators, industry, unions and government) entity the NDP had created to administer apprentice and entry-level trades training (ELTT). It's their prerogative to do that, but they have a responsibility to replace it with something better. Their creature, the Industry Training Authority, hasn't measured up and has had more than enough time. Questions of access and funding haven't been addressed, and so there's still no comprehensive strategy around the looming skill shortage. Even our normally reticent college president has confirmed that ITA doesn't communicate well with colleges.

ITA only has two pillars, industry and government. Within it, the part of industry that's in favour of deskilling and "dumbing down" training has had far too much influence. Recently we have learned that ITA has told five ELTT programs at VCC they have to reduce the length of their programming by significant numbers of weeks--over 40% in one case. Image if a government agency told your department you had to do that. The views of our instructors, experienced professionals in industry and professional educators have to be considered.

If the changes, which are now scheduled for next April, are pushed forward without the agreement of faculty, the VCCFA will be doing what it can to facilitate a push-back on this issue.

NUMBERS from CAUT

The quite thick insert in the March CAUT bulletin, the 2006 Almanac of Post-Secondary Education, contained some interesting stats.

The share of funding for post-secondary education (university and college) that comes from tuition fees has doubled as a Canadian average from about 16% to over 30% over the past 30 years. In VCC's 2006-07 budget it's 24.2 % of operating

In 2004, BC was at the average, 30%. In Nova Scotia, New Brunswick and Ontario it was about 40%, in Quebec and Newfoundland it was still about 16%.

The Canadian average share of funding from government has decreased from a high of 82% in 1984 to 57% in 2004. In VCC's 2006 budget it's 65.2 %

The Canadian average "other income" share of funding has tripled in the last thirty years from about 4% to over 13%. In VCC's 2006 budget it's 10.5%

The overall Canadian average salary of Assistant Professors in 2004-05 was \$72,441. At undergraduate universities it was \$66,851. The weighted average at VCC is \$66,100.

Jorge Aragon

Jorge was a CUPE member who worked with Food Services at City Centre for a number of years. His recent untimely death left his family in a bit of hard straits. The VCCFA executive authorized a contribution to the fund set up to help them out

BARGAINING NEWS

Maggi is our new Chair

Congratulations to our new negotiating committee members who were elected at our April General Meeting.

Returning from the 2004-07 experience are Mark Goertz, Ingrid Kolsteren, Rose Marie Watson, and Maggi Trebble; new members are Karen Shortt and Malcolm Cant. They started work right away by electing Maggi as their Chair and going over the results of the preliminary bargaining survey. Many thanks to Brock Elliott who put his name forward as well.

The committee is preparing to negotiate a new Agreement that will run from April 1, 2007. It will be communicating through bulletins and meetings.

Bargaining: FPSE Bargaining Conference May 5th

Our provincial Federation has held its second Bargaining Conference, with three reps attending from each local. A third is tentatively scheduled for late September. At this conference the list of possible demands for a common, provincial level of bargaining was compiled. Working groups will continue preparations on more detailed proposals and on how we might bargain together within FPSE and with other potential partners. Both proposals and bargaining approach will come back to the group in September.

Issues highlighted by VCCFA members in our own preliminary survey were echoed by many around the province.

The cost of doing business

An interesting perspective shared at the meeting was why should gains in issues like PD and Department Head time be costed as part of compensation? They are in fact crucial support issues that help form the framework for instruction. Of course they have a cost, but the cost is not for compensation, it's for better instructional support.

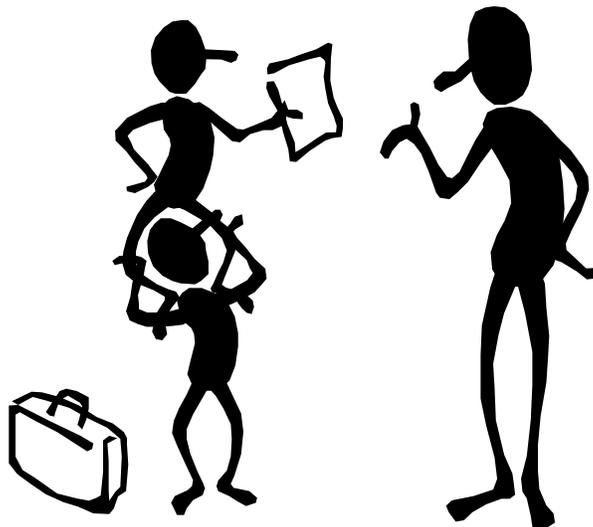
The importance of the Common Agreement

Another valuable point, made by former president Ed Lavalle, was that although the Common Agreement may not currently be as strong or as comprehensive as we would like, it's vital that we preserve it and seek to strengthen it. If the rights contained within it were devolved to locals then over time it would be much easier for co-coordinated managements around the province to whittle away at them.

April Bargaining Survey

Thanks!

We got over 130 back in a short time and the results were presented to the brand new bargaining committee. The focus of the Survey was on what might become provincial issues and the results were used at the May bargaining meeting.



APRIL & MAY COLLEGE BOARD MEETINGS

Budget for 2006-07

The college's budget, which includes a 1.8% rise in student fees, was presented and passed at the April meeting. Faculty rep Norm Dooley, and student reps Johanna Hoover and Tracy Ho voted against it. Dennis Cummings, who represents staff, and four appointed board members voted for it. An amendment that would have seen the elimination of a 1.8% rise in student fees was defeated. The same three members voted for the amendment, which was also tied to the elimination in the approximately 1.8% rise in student bursary expenditures.

Student representatives were permitted to speak to the budget. They argued that the college was proposing to dedicate an additional amount to bursaries that was roughly equivalent to what the increase in tuition fees would bring in. Therefore, it was simply a tax on all students to give money to some students, which was not fair.

"Since the college was budgeting a surplus of \$3.2 million without the fee increase, why bother with the fee increase?" was a question Norm Dooley asked. Appointed Board members and the college president argued that they didn't believe higher fees were such a deterrent and that an increase was necessary just in case expenditures rise, and in case our costs go up. Past Board Chair Barefoot even raised the spectre of falling into debt again should we start to improve our FTE production above its current 85-90%

Need to address the lack of faculty and program development resources

We highlighted this issue at both the Budget Forum in March and at the May Board meeting. VCC is funded as if it is a comprehensive community college but it isn't and hasn't been since Langara left over 10 years ago. As a result, we lack the built-in biases for development that funding for academic and university-transfer courses have. Faculty are paid for the "ninth month" where work on in-service or program development can be scheduled. This frees up other resources for the same work for other programs that don't have that funding. BCIT also is not a comprehensive college but it is funded differently than the rest of

the system and has generous budgets for development. VCC has neither. This means personal PD is cannibalized and that never-ending projects are done on one's own time or just never get done. We argued that it behooves our Board and President to finally get into some real action on this issue.

Vote of non confidence

At the April Board meeting, we announced that the motion to withdraw the 2003 vote of non-confidence in the college president and in the appointed board members was endorsed by the VCCFA membership. We included the preamble which said in part, "The VCCFA wishes to give the new Board Chair every opportunity to fulfill his role and wishes to attempt to establish a renewed relationship with the Board." The new chair, Mark Stock, thanked the members for this news and said he was also hopeful of a renewed relationship.

Very focused accountability measures? No input, what output?

During the May meeting it was mentioned that the College President is going through an annual review by the board. Apparently they have "very focused" measures that they are using for this review. It's sad that they view his role so narrowly that these measures are unknown to those outside the Board and no one knows what "output" he's probably had some success on. They certainly don't seem to include anything that involves the 1000 employees that happen to work here. Our input certainly has not been invited, has yours?

Imperial Tobacco Money for VCC's New Building

(hypothetical??)

See article on page 8

Appeals

As is set out in the PD Funds guidelines, the Executive has dealt with a few appeals of PD Funds Committee decisions, upholding the committee's initial decision in two cases and the instructor's appeal in two cases. The Committee has also met with Executive to discuss process and the restrictions set by the College's financial department, which we all have to work under.

College Rules

Please remember, when submitting your applications for P.D. Funds, we are required to follow College accounting practices and timelines. Because of tax implications, the College insists that we always provide original receipts. Photocopies are not acceptable. The timelines indicated by the P.D. Funds Committee are those of the College, not the committee.

Internet Access

In a couple of the appeals the receipting of internet access payments was the central issue. While this service is eligible for funding, the college requires receipts for each month of service. Many were under the impression that a receipt from one representative month would be adequate. Instructors wishing to make this claim are advised to pay in advance for the year or have monthly receipts. Some internet providers will also provide you with an annual cumulative receipt upon request.

Deadlines

Because of the College's year-end requirements, please remember that the deadlines for applications are firm--in 2007 they are February 28th, and for receipts, March 17th.

College Board Meeting continued

Imperial Tobacco Money for VCC's new Building (hypothetical??)

We learned early in the year that VCC was considering asking Imperial Tobacco for a substantial gift for the new building, which ironically will hold a couple of Health School programs. At Operations Council, even a couple of administrators joined us in voting against the idea!

When we asked about it at the Board Forum at the end of March, the college president said it was hypothetical, but at the April Board meeting it was discussed as if the request was a done-deal. We have stated that we will publicize our objection should the request go through and have asked to be copied on any request to Imperial Tobacco. We will raise the matter again at the June Operations Council meeting.

Not advertising here isn't the point

One Board member downplayed our concern by saying "Imperial won't be advertising here." That's not the point. Imperial will use VCC's name in their advertising. Is that what we want?

Election of Linda Duarte of Counselling

Linda was elected to the executive to take the place of Orest Semeniuk, whose work schedule didn't allow him to continue. Thanks to each for their future and past service. The position runs till our AGM at year-end and then will re-open as part of the normal rotation.

Withdrawal of Vote of Non-Confidence in College Board and President

The full motion read:

Whereas

- 1 In February 2003, VCCFA members voted non-confidence in the appointed board members and the President of VCC.
- 2 With upcoming July departures from the VCC Board, only Mark Stock remains from the Board which initiated the cuts and restructuring which had prompted the vote.
- 3 As of February 2006, Mark Stock has become Board Chair
- 4 The VCCFA wishes to give the new Chair every opportunity to fulfill his role and wishes to attempt to establish a renewed relationship with the Board

Therefore, be it resolved that,

Effective August 1, 2006, the VCCFA withdraw the February 2003 Vote of Non-confidence in the appointed members of the VCCFA Board and in the College President.

Arbitrator rules on the Yoking or "X" Factor

This part of the Common Agreement has been settled. The fine print on the new salary scale links our new top step to the BCGEU faculty scale, which, in turn is linked to that part of the master GEU settlement which is over our 1.5%. PSEA and the GEU disagreed on what amount this was. The Post-Secondary Employers group said it was worth almost nothing, the GEU said it was at least 1%, since the master got 2.5%.

Our federation had intervener status at the hearings before arbitrator Judi Korbin. She ruled that the amount would be 0.5% for GEU and hence for us as well. Since this amount only goes to the top step, its effect is multiplied and becomes 1.1%; therefore, the new top step, retroactive to April 1, is \$76,480. That's \$806 more a year over what has been in effect. Step two remains at \$73,257.

It does not affect VCCFA members, because we don't have secondary scales, but FPSE reps also successfully linked any secondary scales to the ruling. All step amounts on secondary scales will be increased a flat \$1310.

The Bonus and Pensions

In the last newsletter in March there was an article discussing options for protecting the value of our pension. At that point, before the March 06 deadline, there was some thought that perhaps the signing bonus could be used. It was always a long shot and would not have "bought" more than a couple of years of protection but it is no longer an option. It would have taken unanimous agreement of all partners in the plan, which include the administrators. They now have their individual bonuses. And on the faculty side, we have some units which have already achieved individual bonus as well since they were bargaining out of sequence with most faculty unions.

The issue of inflation protection remains active and there's been initial agreement amongst the partners to at least start talking.

Hearings on Literacy and ESL

The opportunity to make a presentation to this committee came as a bit of a surprise. On short notice we booked spots for the VCCFA at the Burnaby hearings.. These areas are of great importance to us and we had two presentations, one on ABE and one on ESL. We will also be submitting a fuller written report as well. On the day we were there, the BC Federation of Labour President Jim Sinclair made the telling point that these forms of education should be regarded as basic human rights, and it is an absolute no-brainer that access should be as free as possible. Douglas College also made a presentation. VCC did not, though Dean Stephanie Jewell took up the invitation to join one of our delegations. Dean Alison Norman is preparing a written report with the help of faculty. FPSE made a presentation in Surrey that afternoon.

A transcript of the committee's hearings is available at [www.leg.bc.ca/cmt/38thparl/session-2/edu/index.htm]. We presented at the morning session on June 5th.

After keeping access limited and timelines short in the Lower Mainland, the legislature straight up cancelled hearings in the North. There's an item on the FPSE website addressing that cancellation.



**COCAL VII
Vancouver, August 10-13, 2006**

Although the heading may be daunting, the topic is not. This conference is a way for folks who are new, term, non-regular, probationary, sessional, adjunct, temporary, or whatever terminology is used to get together with their supporters from around the continent. It's been held in Chicago, Montreal and other fine places and should be quite interesting. We hope to share some of how we have dealt with these issues and to learn about other approaches as well.

FPSE and CAUT are major sponsors of the conference, and the VCCFA is also a sponsor.

We will also support a limited number of people who want to go to the conference as well by paying their registration fees.

Let us know if you are interested as soon as possible.



Contingent Academics Unite!



Vancouver and District Labour Council

is an organization of delegates from many different unions. The Labour Council provides a means of bringing together unions into the community & facilitates unions to play a role in our community. The activities are diverse and include, but are not limited to, hosting educational talks and events, strike support, participating in the United Way, and supporting a local school breakfast program.

The Labour Council meets every 3rd Tuesday of the month at 7:30. There is an educational session at 6 prior to the regular meeting. These really are educational; they include: discussion of international concerns, and of workplace or societal issues such as: safety, peace, social justice & more. Both the educational & regular meetings are full of information we do not get from the mainstream media. Our union has 5 delegates to the council; meetings are open to all union members and we encourage you to come to at least try one. If you want to know more, just give the union office a call.

From the "One never knows what effect a small action may have" Department:

CBC News June 15, 2006
Decades-old strike wins gratitude from Argentina

A wildcat strike by longshoremen in Saint John, N.B., nearly three decades ago may earn their union a national honour in Argentina.

In 1979, the Saint John Longshoremen, a branch of the International Longshoremen's Association, refused to load cargo for a ship headed to Argentina to protest that country's military dictatorship.

Enrique Tabak and a group of Argentinians living in Canada has never forgotten the gesture, and begun the process of nominating the dock workers for Argentina's highest national honour, the Order of the Liberator San Martin.

Former longshoreman Jimmy Orr was among 100 stevedores who refused to load boats with heavy water on a ship headed to Argentina.

The longshoremen picketed the gates of the port, protesting the imprisonment of some 30 trade unionists by Argentina's military dictatorship. It was carried out in defiance of the union's own business agent. The workers were docked pay and threatened with legal action, but refused to load the boat for several days. Orr said the workers knew exactly what they were doing, and wanted to make a point with the international community.

"We had a few dissenters but they were a distinct minority," he said. "The great majority of the [union] local was behind it, you know, they understood the situation."

Enrique Tabak, an Argentinian ex-patriot living in Toronto, credits the longshoremen with forcing his government to release several prisoners.

"One of the most meaningful actions by Canadians at the time was this brave action of the longshoremen of Saint John on July 3, 1979."

Tabak lobbied on behalf of the prisoners, and when nobody else would listen, the Saint John longshoremen took a stand and brought the world's attention to the problem.

"They said, 'We are going to tell them, think twice to load this cargo, because it goes into the hands of people who are trampling on the rights of your equals in Argentina.'"

Orr says his union did what they thought was right at the time. It was a small gesture of support, mostly forgotten in New Brunswick, but remembered with thanks by Argentinians.

"This recognition is certainly something we'll all be proud of," Orr said. "All our members, and our members in the future, will be proud of it for the actions we did take on that particular day."

Federation of Post-Secondary Educators'

2006 AGM and Convention

The VCCFA sent a full delegation of 14 to the AGM in mid-May. We participated actively in the meeting as well as the workshops and other activities which make up the convention. As the elected officers of the VCCFA, the Executive considers it an important part of an Executive member's responsibility to attend if they can, especially since just under half of our members dues go to support our good work through FPSE, and we have to ensure that we are aware of and approve of FPSE's plans and where it is important for us, seek to influence those plans. Current and prospective Executive members are informed of this and all delegates are supported with release time if it is needed. This year, Executive members Lizz Lindsay, Brenda Appleton, Frank Cosco, Cheryl Deyalsingh, Linda Duarte, Ingrid Kolsteren, Virginia Monk, George Rudolph, Settimio Sicoli, and Maggi Trebble were joined by stewards Pauline Barratt, Leona Friesen, Lyn Lennig, and Rose Marie Watson.

Those interested can check out the program, resolutions, FPSE's budget, etc from the website [FPSE], click [calendar] and then go the AGM. We would be happy to answer any questions regarding the AGM or forward them to FPSE, just contact the VCCFA office.

This year, speakers included Maude Barlow of the Council of Canadians, Ken Georgetti, President of the Canadian Labour Congress, Jim Sinclair, President of the BC Federation of Labour, and Jim Turk, Executive Director of the Canadian Association of University Teachers.

All delegate-elected Executive Officers were acclaimed for another year: Cindy Oliver (Rockies) President; Dileep Athaide (Capilano) Secretary Treasurer; George Davison (CNC) 1st VP; Dominique Roelants (Malaspina) 2nd VP. Executive Members-at-Large who are elected by and from Presidents' Council were Tom Friedman (TRU) re-elected and Terry van Steinburg (Kwantlen). Rocque Berthiaume (Northwest) did not stand for re-election.

VCCFA Resolutions

We put forward two resolutions from the floor, which were both approved. The first dealt with the crying need for informed consultation on issues within every sector of post-secondary education in B.C.: Apprenticeship and Entry-Level Trades, University-Transfer, ESL and ABE, as well as Education Support. In light of other major provincial unions having had some ac-

some success through bargaining in forcing the government to a table to discuss non-bargaining issues, the motion read:

That the establishment of a comprehensive consultative process that includes the appropriate provincial ministries, FPSE, and other stakeholders be considered by the upcoming Bargaining Council as a priority bargaining issue in the 2007 bargaining round.

Hearing of yet another attack on student support services, this time the threatened layoffs of all counsellors at Northern Lights College, who are represented by the BCGEU, Linda Duarte proposed the following motion first to our delegation and to the meeting as a whole:

That FPSE work with the BCGEU and other unions in the post-secondary system to actively oppose administration plans that undermine student support services and reaffirm the importance of those services in our campaigns to reverse declining enrolment.

Other Resolutions of Note Cuts and Enrollment Shortfalls

Drastic cuts at the College of New Caledonia prompted Presidents' Council to have President Cindy Oliver meet with the Minister of Advanced Education and the Deputy Minister to insist on a transition plan for the institution and to call for a plan to deal with decreased enrollments at a time when the province is dealing with a skills shortage.

English as a Second Language Issues

Lyn Lennig was one of the presenters at an ESL Workshop which brought forward a resolution for continued action by FPSE to protect ESL Education. There will be a special FPSE provincial conference on ESL in December.

Daycare

FPSE will continue to work with the BC Federation of Labour and the CLC to campaign for a real daycare plan, not another token tax cut.

Takeovers

Of particular importance to Local 5 at Kwantlen University-College was a resolution to have FPSE continue to work against any further takeover by universities or hostile mergers.

Federation of Post-Secondary Educators'

2006 AGM and Convention

WORKSHOPS

Delegates have submitted brief reports on workshops which they attended.

Dealing with Discrimination on Multiple Grounds

Anita Braha, labour lawyer

This very interesting workshop provided a brief overview of what constitutes discrimination in law and current protected human rights. Discrimination under the Human Rights Code occurs when a person's activities are limited or people are treated differently based on sex, race, family status, and/or disability. These are protected areas under the Code.

Anita Braha discussed "intersectional" grounds of discrimination. This means multiple grounds of discrimination, such as being limited because one is; for example, aboriginal and disabled. She was critical of the compartmentalized or reductionist approach; she presented case law examples where there are multiple sources of oppression; for example being gay and disabled. In those situations, the oppression is not just doubled, but compounded and complex. Unfortunately, there was not enough time to go deeper into the issues raised in the workshop.
~ Ingrid Kolsteren

Emerging Issues in ESL in the Post Secondary Context

Lyn Lennig, VCCFA
Leda Reaume, Douglas College FA

An introduction by Ingrid and Linda Forsyth of DCFA provided background on the origins of this series of Developmental Education Workshops at recent FPSE AGMs. Starting layoffs three years ago, which hit Developmental Education the hardest within the college system, the workshops began in 2004, as a way to confirm that Developmental Education continues to have a strong role. Last year, a special FPSE Developmental Education Conference focused on ABE, and enabled FPSE to develop an action paper on ABE for lobbying the provincial government, and raise the profile of ABE on issues such as access and poverty.

That process, which should lead to an action paper and lobbying, is now being applied to ESL. The presenters, Leda and Lyn, outlined the key issues in ESL and enabled the participants in the workshop to draw up a resolution for a Fall conference focusing on ESL, it has been scheduled for December 8 and 9th.. The resolution passed unanimously next day at the AGM. A committee of Virginia Monk - VCCFA, Naomi Wolfe - North Island FA, and Leda Reaume - Douglas College FA has been formed to organize this conference with direction from FPSE, and each local will be invited to send a delegate familiar with ESL issues.

In this workshop the main issues raised by Leda were the very real threat of contracting out Collective Agreement work, and the pressure to erode language competency standards within international ESL programs overseas. These are increasingly being set up by colleges (including Douglas) in countries such as China. As well, Douglas is an example of how dependent ESL is on the international market for ESL programming. While there are no ELSA classes, there are between 25 and 30 full-time mixed domestic/international classes for intermediate levels and up.

Lyn raised at least ten issues pertinent to immigrant ESL, that mostly come under the broad categories of Access and Funding. She cited demographic information from government sources attesting to declining enrollment, but showed that a huge gap in access to programming may be the biggest factor here. This gap exists between CLB 3 and 7, which targets students who have completed ELSA 3, yet need to be four or five CLB levels higher in order to be job ready. The 2002 government move to block funding has also caused ESL to suffer, as we have seen recently that funds no longer specifically coded for ESL are now being used for UT programming, which has resulted in ESL layoffs.

Other issues Lyn raised included: the need for co-ordination of information for short and long-term education planning for immigrants, funding for more curriculum development, the need for programming for "late arrivals" (young adults who still need to finish high school before entering the next level of training), the widespread but necessary use of test (IELTS, TOEFL, ELA etc) which sometimes act as barriers rather than gateways, and finally, the issue of ESL instructors not being recognized as professionals able to sustain credibility in relation to other colleagues within the college system.
~Virginia Monk

Federation of Post-Secondary Educators'

2006 AGM and Convention

Mandatory Retirement

David Piasta, FPSE Staff Rep

Tom Friedman, FPSE Executive and President of TRUFA

The goal of the workshop was to begin debate regarding mandatory retirement. David Piasta reviewed a discussion paper he has prepared, see below. The overall theme of the workshop was that there are two opposing positions regarding mandatory retirement. One position supports the concept while the other opposes it. There are numerous justifications for both positions. However, throughout the workshop it became clear that the elimination of mandatory retirement, or the extension of the age of retirement, is inevitable, sooner or later. Another theme throughout the workshop was that of the many factors that need to be considered and discussed if we decide that this is the direction that we want to go in bargaining.

At this time FPSE does not have a position on mandatory retirement.

Colleges are deemed as public sector employers and universities are deemed as private sector employers. Currently, mandatory retirement has been upheld by the 1990 McKinney vs. the University of Guelph, Supreme Court ruling. At the workshop we received a summary of the rationale used by the court in its decision. The ten points given are somewhat limited in their application to colleges since universities are far enough away from government to be considered "private" employers by the courts while colleges still fall within the "public" employers sphere. Furthermore, in B.C., human rights legislation does not protect from age discrimination before the age of 19 years or after age 65 years.

Tom disagreed with the reasons set out in McKinney in that he states "in the academic world advanced age **does not** equal declining ability. He added that the employer has no incentives to change retirement policies. The position at Thompson Rivers University is that "mandatory retirement is age discrimination." In jurisdictions where there is mandatory retirement the stats show that between 4-4.5% of faculty remain at the job after age 60. The average age at retirement has remained unchanged across North America – at average age 62.

Positions & questions to ponder ...

- We must be ready for the end of mandatory retirement – it is inevitable
- We must (as unions) understand the members and their needs

In Ontario the goal is to negotiate a flexible retirement plan with

- Cash incentives
 - Reduced workload prior to retirement (i.e. phased retirement) but still with full salary
- Post retirement benefits such as guaranteed work post retirement

The worthy goal to strive for = flexible retirement options

THE BIG QUESTIONS:

What would be the consequences of mandatory retirement for

- Old Age Pension?
- Canada Pension Plan?
- College Pension Plan?
- Disability pensions?

Because certain types of age discrimination will probably remain legal in B.C. after age 65

- Must unions negotiate health & welfare plans, life insurance and sick leave plans on behalf of members over age 65?

Are the unions required to provide members over age 65 with the same benefits, working conditions, salaries etc as members under age 65?

The following documents from the workshop have been forwarded to the VCCFA office if anyone would like to see them ...

- Discussion Paper re Mandatory Retirement – by David Piasta (good overview of the issue)
 - McKinney – factors to consider regarding mandatory retirement in universities
- Document citing potential "Actions and /or Motions for FPSE in Response-Preparation of Elimination of Mandatory Retirement"

(Interesting info I learned– at Capilano College their collective agreement has retirement age set at 70.)
~ Pauline Barratt

Federation of Post-Secondary Educators' 2006 AGM and Convention

International Partnerships in Post Secondary Education: How Much Should We Worry?

Leo McGrady Q.C., often hired by FPSE

Leo discussed four different models that have been or are being used in International Partnerships. Case law examples were used to explain the four models: contracting out, common employer, joint venture/partnership, and franchise. The speaker cautioned us that we need to be aware of issues around workload, benefits and salary. These may differ from our own college contract and we need to consult with the union on the language that is being used around these issues. This is an extremely interesting and complex topic worthy of more study.

~ Leona Friesen

Making the Connections: Unions and International Solidarity

Barbara Wood, Executive Director of Co-Development Society of Canada, CoDev, a BC-based non-profit agency that works for social change and global education in South America.

Barbara replaced the original presenter, Rhonda Spence, National Representative of CUPE. The workshop focused on the projects that CUPE is involved with:

1 MEC (Maria Elena Cuadra Movement of Working and Unemployed Women) in Managua Nicaragua.

MEC is one of Central America's strongest women's organizations involved in the maquila (sweat shop factory) sector. MEC has helped to bring significant changes in working conditions, and improved the lives of women in the labour field and at home through fighting for labour rights, human rights, as well as responding to domestic violence and enhancing reproductive health care. CUPE BC and CoDev began supporting the MEC in 1996 and are developing a Mediation Centre to provide free legal advice for women who have grievances against their employers or problems with family violence. They have a training program in negotiation techniques, mediation, and conflict resolution. Over 1,000 women have accessed free legal services to date.

2 SNTAP, a public sector union in CUBA

SNTAP has (with the assistance of CUPE BC) created

a classroom in its union office in the capital region of Havana, where one-third of the union's 184,000 members work. The learning centre provides education and training to stewards on grievance procedures, collective agreements, international solidarity and other issues. SNTAP represents a broad range of government employees, including prosecutors, judges and bank workers. Outside city workers represent the largest component. Although the Cuban workforce is heavily organized, unions' finances are limited because of the country's economic crisis. "We don't have enough money to devote to things like health and safety," she says, adding CUPE B.C.'s shipment of gloves, overalls, and other safety supplies a few years ago was a boon to her members.

3 NOMADESC (Association for Research and Social Action) in Cali Columbia

NOMADESC co-ordinates a human rights training program for community members and unionists. It works to equip people with basic human rights training and the ability to educate their neighbours and co-workers. CUPE BC has supported the human rights training program since 2003.

The motions that arose from the workshop were that an international speaker be invited to the 2007 and that we have our international brothers and sisters at FPSE conventions in order that they educate us on their struggle and that we grow in our own solidarity.

~Linda Duarte

(fyi, This motion was combined and referred to Presidents' Council who committed to consider inviting international labour/education representatives to AGMs, but such invitations would have to depend on the situation at the time.)



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Making Teaching Count in BC Colleges and Universities

Gary Hunt, TRUFA and Donna Petrie, TRUFA
Thompson Rivers University Faculty Association

The workshop focused on the importance of teaching as a scholarly activity as opposed to its traditionally narrower definition of research and publication. Issues discussed included: the creation of two tiers of teachers and the implications for protecting and bargaining Collective Agreements in areas such as placement, salary and PD. This seems to be a big issue in university-transfer and university level work. In order to gain institutional support and for accountability, we need a proactive definition of scholarly activity that should be included in Vision Statements, Strategic Plans, and Policy Manuals.
~Cheryl Deyalsingh

Organizing and the Future of the Labour Movement in BC

John Weir, Director of Organizing,
BC Federation of Labour
Patrick Dickie, Labour Lawyer

Patrick started this challenging but interesting workshop with his paper (available from the VCCFA office) detailing the effect of 2001 amendments to the BC *Labour Relations Code* and in how that Code is administered. By every major indicator there has been a dramatic fall off in successful certifications and union density since 2001, which he lays primarily at the feet of this government.

He concludes his paper with a telling point about the historic compromise between the labour movement and the state wherein the state protects the fundamental right of employees to unionize, while the unions submit to state regulation upon their job action. He quotes Paul Weiler, the architect of the modern labour relations system in BC who wrote in 1980 :

There are two parts of a labour code which are central to the balance of power between union and employer. One is the use of the law to facilitate the growth of union representation of unorganized workers. The other is the use of the law to limit the exercise of union economic weapons (the strike and the picket line)...

In his view the current Liberal government is increasing its regulation and even prohibition while abdicating its protective role. The challenge for today's labour movement is to resist and reverse these trends.

John's part of the presentation was to look more broadly at recent sociological, technological, and cultural trends as presenting perhaps more fundamental challenges to union growth in BC. These include:

--fighting the negative perception of unions perpetuated by business-controlled media

--the difficulty of reaching out to the Chinese community

--the lack of visibility of our efforts to advocate for the non-unionized

--seeing modern technological communication as a barrier rather than an opportunity

--fighting "business" unions, which act as shells for employers

--creating new forms of unions, especially for sectors divided amongst small workplaces

--investing resources of time and money into organizing

--building support for labour code changes, such as the ones Patrick was discussing.

No easy answers, real challenges.

~Frank Cosco

2006 World Peace Forum, June 23 – 28



This dream of Vancouver peace activists is almost a reality. Initially proposed by the Advisory Committee on Peace and Justice to the City of Vancouver, the World Peace Forum has received the endorsement of the many governmental, educational and labour groups in Greater Vancouver.

The forum will bring together an international gathering of individuals, groups and civic governments to build networks that promote peaceful solutions to conflicts around the world. The conference will examine economics, social justice, the environment, culture, all as they relate to the creation of peace in the world.

The main site will be at UBC with several events occurring at other venues. The website www.worldpeaceforum.ca contains 65 pages of workshops information on programs, speakers and participants.

The VDLC has planned an exciting Labour Peace Forum, the BCTF are holding a series of workshops and presentations on peace education, women's groups are planning their presentations, as are coalitions of faith communities involved in peace and justice.

Registration for the conference or for a day gives the registrant access to all events. There are still opportunities for volunteer involvement including billeting delegates.

There will be a peace walk and festival on Saturday, June 24 beginning at noon. Activists from the VCCFA will be gathering at the Waterfront sky train station to join the march at 1:00. Hope to see you there.

~Lizz



Saturday, June 24

-Gather at 12 Noon at
Two starting points: Seaforth Peace Flame Park (south end of Burrard Bridge), or **Waterfront Skytrain Station*** in front of Canada Place.

-Walk at 1p.m.
-Rally and Festival 2 pm-5 pm at Sunset Beach on English Bay (at Bute and Beach Ave)

Featuring Cindy Sheehan and local and international speakers...

* VCCFA folks meeting here at 12 noon

CONGRATULATIONS!

VCCFA
Cheryl Draper Memorial
Scholarship Winners

Congratulations to the 2006 winners!

They received their awards at the
June General Meeting.



Molly Clarkson



Richard Mar

WHO SHOULDN'T GET THE BONUS?

Administrative Pay and the Bonus

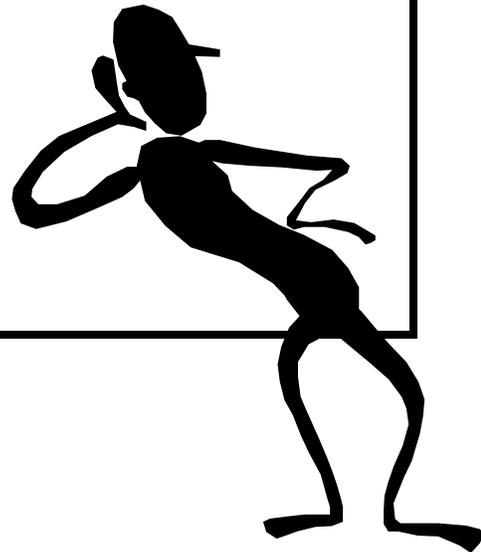
We have had it confirmed by the provincial employers group that all excluded staff except the President got the "signing" bonus.

There's an indication that administrative wage increases have also been set for the 06-10 period, at 2.1% a year we believe. We don't begrudge those getting the bonuses who are at, or below our salary levels, or even those who haven't gotten a raise for awhile, but is it appropriate for the VPs to get it too?

This year, the top step salary for Alan Davis' position was raised from \$122,000 to \$145,000. Linda Martin's salary also went to that amount, a 19% increase.

Wasn't part of the rationale for the bonus that it was a recognition that those whose salaries had been kept down for the past few years should now share in the general prosperity? Such a large increase is hardly being kept down.

Now, we learn that we have new VPs and other administrators, some promoted without competition; job reclassification becomes another name for salary increases.



STEWARD NOTES

As usual, it's been an interesting and busy three months since the last report. We managed to resolve a number of issues; new ones have appeared, while others are ongoing. Here's a brief summary of some of our steward activities.

Resolved Grievances and Semi-resolved Issues ***Workload for less than halftime people in departments with the "ninth" month***

We're happy to report that we have finally resolved the workload grievance. This has been a long haul. We were scheduled for arbitration a couple of times. In March, we attempted mediation with the college and the agreed-to mediator/arbitrator, Bob Blasina. After a number of detours and difficulties, we finally agreed to sign a settlement agreement that essentially recognizes the rights of term instructors to the same workload as regular instructors. A good result all around.

Step Placement

The grievance about step placement has been resolved for those instructors impacted.

Grievance Process

Our long-standing grievance about the grievance process itself is partially resolved. The College has agreed that informal pre-grievance meetings would be between the steward and the appropriate Dean and not involve other administrators.

Carrying-over of Holidays

As reported earlier, we have a difference of opinion on carrying-over of holidays; nonetheless, we have resolved our individual carry-over grievances. Our advice to members is to schedule and to take your holidays in the fiscal year they are earned. If this is not possible, you can request to carry them over to the next fiscal year.

Scheduling

Thankfully, the bulk of our issues are sorted out informally. Recently, these have included a number of scheduling issues for both department heads and instructors, especially concerning term contracts.

Hiring Criteria

We remind members that if there are any changes to hiring criteria, all regular and term instructors who

are half way to regularization are "grand-parented," so any changes to hiring criteria would only have an impact on new hires.

Student Complaints

There have been a number of issues involving student complaints. Some have been resolved or sorted out; others are ongoing.

Facilitation

College has hired an external facilitator to work with a department experiencing some communication challenges. We are working together with CUPE and with the Dean.

Meetings

With the College

We've had numerous meetings with the college, including our regular labour --management meetings aka "Three-Elevens," because that is the collective agreement article which sets out the process. Some of our many meetings include meeting with the Instructional Associates and Human Resources about Hiring and Recommendation Committees.

We participated in the joint IRA orientation and will be working with the college to plan the next one in the fall. We encourage all IRAs or those thinking of applying for IRA positions to attend. Watch for details.

With Members

We have met on a variety of issues, with IRAs, departments, and in small groups. We've represented members in meetings with administration to deal with issues such as student complaints, accommodations to the workplace, and scheduling. We try to be pro-active and deal with issues before they become grievances

Outstanding Issues

Jurisdictional

The college has brought in two "manager" positions that we have grieved. The Hospitality Management issue has gone to the Labor Relations Board, where we have submitted a report. We will be doing the same for the Service Manager in the Trades area.

STEWARD NOTES

FPSE is fully supporting us on these two jurisdictional grievances.

Term Instructors and Maternity Leave

One of the long standing issues we have been trying to resolve concerns the right to maternity leave for term instructors. We have filed a policy grievance on this as we have not been able to come to an agreement with the college. We believe strongly that maternity leave is a right for all our instructors. If you are a term instructor potentially impacted by this, please contact a steward. Of course, whenever we have a grievance, our hope is to be able to resolve it, and we remain open to that.

Layoffs

Unfortunately, currently two members are on lay-off notice. The college has told us that both these lay offs are due to low enrollment. We are working with the college to see what can be done to mitigate or minimize the impact of any layoff.

IRA Elections and IRA Selection Committees

June is the election/selection time for Assistant Department Heads and Co-coordinators, as well some Department Head positions where departments have chosen to change their cycle. The latter possibility was negotiated in our last round of bargaining. This spring we are chairing approximately a dozen elections.

Have a Great Summer, Thanks Lizz!

Stewards will hold their steward meeting and lunch next week before the summer break. We will have stewards on for the summer, so don't hesitate to call. Thanks to the stewards for their good work and commitment to our union.

June really does feel like the year's end, especially this year as Lizz is getting ready to retire. It has been absolutely wonderful to work with Lizz in all ways. On behalf of the stewards we want to acknowledge and thank Lizz for all her good work, commitment and dedication over the years. Lizz, you will be missed.

In solidarity and for the stewards
ing

SENIORITY

The new seniority list is out! It shows seniority as of March 31, 2006 and has been organized by area. Please be sure to check that you are in the right area or areas. If you have any questions, please give us a call. With the exception of those instructors who will become entitled to reappointment rights as 6 month terms or those who become regularized during the fiscal year, this is the seniority list that will be used.

DID YOU KNOW?

SICK LEAVE - If you need to be absent for more than 5 days of sick leave the College can request a doctor's note, (Article 8.5.4). The note does not have to provide a diagnosis but should indicate when you would be expected back at work. Of course depending on your health, this may change. Also, if you require some sort of accommodation, please contact a steward. The College has a responsibility to accommodate employees and this is usually worked out with the employee, College, and union. This is an area where we have been working well with the College to support our members.

LEAVES - Just a reminder that there are still Renewal Leaves and Retirement Prep leaves available for this fiscal year. Retirement Prep can be taken at half time or consideration can be given for

**Do you have questions?
Wondering about leaves?
Seniority?
Retirement?
PD?
Scheduling?
Workload?**

Call a steward!

PARTICIPATE

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

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The views found herein
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Karin Steichele	(associate steward)	871.7206

**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: _____