
GENERAL MEETING

Wednesday
April 21, 2004

2:30 pm

Room 240
City Centre

THE 2004/2005 EXECUTIVE

Lizz Lindsay
PRESIDENT (04)

Frank Cosco
VICE-PRESIDENT (04)

Perry Taylor
TREASURER (05)

Colleen van Winkel
SECRETARY (05)

Ingrid Kolsteren
CHIEF STEWARD (04)

George Rudolph (05)

Settimio Sicoli (05)

Robert Kunka (04)

Brenda Appleton (04)

Cheryl Draper (04)

Virginia Monk (05)

Vinit Khosla
NEGOTIATING COMMITTEE CHAIR

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MESSAGE FROM THE PRESIDENT



LIZZ LINDSAY
VCCFA PRESIDENT

THIS IS A particularly sad time as we have lost two members and one retiree this month. Cheryl Draper - colleague, friend, and longtime member of our Executive and past member of the College Board passed away February 29. She has left a huge hole on our Executive, her Division and Department. Our heart goes out to her sister, family and co-workers.

BARB TURNER, A nursing instructor, passed away on March 8 leaving her husband and two sons. We know that they will miss her very much as will the Department where she worked for 11 years. Scholarships have been set up through the VCC Education Foundation in both of their names.

JIM MITCHELL, my Health Division Chair in the early 70's, died early March after a long struggle with cancer. Jim was a good leader and a kind man. His articulate children are a tribute to his skills as a loving parent. His wife, children and grandchildren will miss him, as will those of us who knew Jim well.

There is a renewed sense of excitement in this office as members are calling about Voluntary Departure Incentive offers.

COMMON TABLE BARGAINING has started with the first tentative protocol meeting last week. These are the "shape of the table" discussions about who will bargain and what will be bargained. In our sector they tend to take awhile. VCC administration has indicated its willingness to be part of the Common Table process. The provincial faculty bargaining team consisting of CIEA and BCGEU reps will be meeting in April. Our local Committee is well prepared under the able leadership of Vinit Khosla and ready to go.

WE'VE BEEN IN arbitration four days this month. The case is the PD scheduling grievance. VCC wants it broken into handy one and two day pieces, which in the department concerned, ESL-International Ed, make it meaningless as instructor-initiated activity because course prep has to be done at that time. As always, these sessions are very interesting. The College initially attempted to keep our witnesses out of the room until their testimony had been given one by one. Arbitrator Moore ruled that as the witnesses are also the grievors, they could remain.

THE LAST TWO days were spent giving evidence to support the grievance. It is great to have interested Department members there to support their colleagues while they are giving evidence and being cross-examined. Congratulations to all of those involved for an outstanding job. We have more dates the end of June and early July. CIEA looks after our costs.

THERE IS A renewed sense of excitement in this office as members are calling about Voluntary Departure Incentive offers. We are pleased that the College has at long last responded to our repeated requests to offer them again this year.

WE WISH ALL those who leave the very best and those able to stay at VCC, the same. We continue to ask the College for the reinstatement of Early Retirement Incentives but have not been successful. We do have a grievance on the ERI issue and we are now

MESSAGE FROM THE PRESIDENT

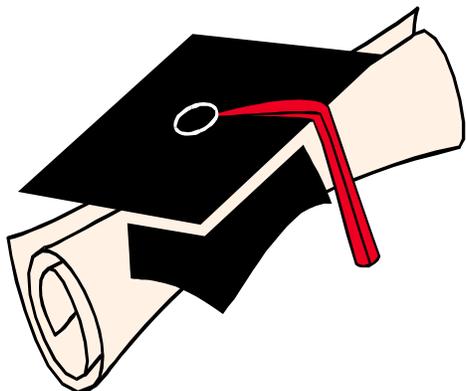
going to stage two as the College has said no at stage one.

WE ARE PLEASED to report that our Supreme Court Case on the issue of the Administration bypassing Education Council has been filed.

THE WHOLE EXECUTIVE is preparing for the upcoming CIEA Convention in Whistler in May. We have a list of Stewards wishing to attend, as either delegates or observers so we already have a full slate of attendees this year.

WE HAVE A number of applications for our VCCFA Scholarship. Laurie Gould, Wayne Avery, Michele McLeod and chair Colleen van Winkel will have a difficult job selecting a winner. The Executive decided to name this award The Cheryl Draper Memorial Scholarship for the next five years and have donated \$1,000 to the fund in Cheryl's name.

HOPE TO SEE many of you at our April 21 meeting. Enjoy this wonderful spring weather and longer days.



IN MEMORIAM CHERYL DRAPER

When we lost her, Cheryl was again a member of our Executive. She had been elected to serve for most of the last decade. Her presence and support always brought resonance and strength to our work.

She brought so much. Her biting wit, sharp analysis of the issues, and real commitment to all of our members always raised the quality of our work. She had a keen sense of when attempts were being made to mislead or misdirect and she was pretty well always right. During her last term she had the extra duties of being department head of one the largest departments in the College-- dealing with the stresses of layoffs in addition to the huge department head workload that passes for normal at VCC. And cake. On top of everything she enjoyed bringing us massive and delicious cakes (more than enough for ten or twelve, we often took home leftovers). Their delivery at our busy Pender and Homer corner where there was never any parking was always a logistical feat.

We trust and hope that she knew how much and how affectionately we appreciated her.

While she was not directly representing the union, we worked closely with her during the four years she served as faculty representative to the college board. Not many know how lonely that job can be nor how well she served us all.

One recent project she took on for the union with her usual gusto and efficiency was helping to award our first VCCFA Scholarship. In her honour and memory, the VCCFA Executive has donated \$1000 to the endowment of our scholarship and for the next five years it will be given in her name.

The Ministry of Covert Operations aka Advanced Education does something

Headed by --Agent 000, Bond—Shirley Bond



LAST YEAR'S EXERCISE in giving our input into the Ministry's Mandate, Roles and Responsibilities review seems to have been a waste of time as there's been no acknowledgement, no process, no announcements from Agent Bond. But.....

THROUGH HER SECRET cells in the Cariboo and Okanagan the Agent finally came out into the light. It happened during the same week in March, aka March Madness, when she fulfilled the prophecy of Mr. Campbell's Progress Board (which UBC happened to have been on) and gave Kelowna to UBC, or UBC to Kelowna. Since the sibling rival/city of Kamloops had to have a reasonable facsimile, not for political purposes mind, but just basic fairness, their very own university was delivered two days later.

NO FACULTY REPRESENTATIVES were in the loop at either city but that's just indicative of how these people do business. UBC-Okanagan will have the spiffier Kelowna campus. A re-formed Okanagan College will be made up of the older campus downtown and the many satellites throughout the region. The College will have what sounds like a traditional BC College profile: two-year university transfer, developmental, career and trade programs. For the time being it's being directly administered by the Ministry and their first act was to guarantee a \$1000 tuition cut in September. That's an unusually clear sign of leadership and the same day we were able to point out their fine example to our VCC Board. The well-advertised 5500 extra seats are not an annual amount but a cumulative total of the annual increases at both the college and the university between now and the glorious Olympics of 2010, which seems to be the new benchmark year.

UNIVERSITY-COLLEGE OF THE Cariboo will become a regional university, adding regionally-focused grad programs to its current wall-to-wall mix. It will also absorb the Open Learning Agency and its Open University, which had been recently spurned by BCIT.

ALL OF THIS creates expectations for increased funding and status elsewhere, of course. The so-called CEOs of Malaspina, Fraser Valley and Kwantlen probably feel they're next in line.....as the election draws nearer we can expect more announcements from Agent 000.



Financial News

At the February meeting of the Board ...

The draft College budget was presented for 2004-05. Approval has been put off till the Board's April meeting.

We have congratulated our Board on the open way they have dealt with the proposals around tuition fees. At the February meeting, the Board listened carefully to presentations from students in the "returning ABE" group. Board Chair Gordon Barefoot went round the table and had each Board member give their views on the proposals before them. At that time most members seemed to favour the zero basic fee increase (as opposed to the 2% option); they seemed open to a smaller "initiative" fee than the 2.9% annualized fee that had been proposed; and, they seemed to have an open mind about charging tuition for "returning ABE" students.

COLLEGE BOARD REPORTS

At the Board Forum on March 17th...

MANY STUDENTS AGAIN eloquently spoke directly to Board members on the negative impact of high tuition fees. Jim Funk, past Department Head of the Science department, spoke of the dramatic negative effect on registration previous ABE fees had had. On behalf of the VCCFA, we made many of the points we have been repeating.

- ◆ The College is doing too well financially, surpluses are too large.
- ◆ Tuition is too high and VCC should consider lowering it.
- ◆ Surpluses already earmarked for capital projects are a surtax, a form of double taxation on tuition fees.
- ◆ Surpluses that do exist should be reinvested in people before capital projects.
- ◆ Ways to invest in people include ERIs to help renew faculty.
- ◆ High application and testing fees act as barriers rather than gateways, they need to be lower, the College can afford it.

At the Board Forum of March 25th...



WE COPIED THE Board on our memo of March 9th to members wherein we analyzed the draft budget and pointed out that:

- ◆ VCC is actually planning on ending the 03-04 fiscal year with total surpluses of \$6 million.
- ◆ The College is projecting a \$2 million drop in government grants from 03-04. This is highly unlikely given that we are going into an election year and the budget speech emphasized that Victoria would maintain and where possible increase funding.
- ◆ Even with this "Paul Martin-style" underestimation of revenue, the College still wants a \$2.47 million surplus for the upcoming year.

What's next?

WE AWAIT THE funding letter from the Ministry and hope for revisions in the College's budget for the new fiscal year.

February and March Board Meetings

At the February meeting

ASIDE FROM FINANCIAL matters, the Board heard from the President on how well the **Strategic Plan** was doing. Consultants have been hired to develop benchmarks and key reporting items

THE BOARD APPROVED a new version of the **Selection of Administrators policy** which surprisingly went in the opposite direction from that the VCCFA had been advocating.

The new policy gives wider latitude to the President to appoint administrators. Although it states that normally the position will be posted and a recommendation committee struck, the composition of those committees is now left to the President to decide, as is the method of recruitment. At the meeting the VCCFA asked that the President respect what are the norms of the college system in BC and we are hopeful that he will, we believe they are being followed in the current postings for two Deans.

THE VCCFA ASKED to be included on any planning committee that is discussing **facilities expansion**.

At the March meeting

THE MEETING WAS preceded by an in-camera session with Donna Hooker, Director of International Education, giving an update/report on the **operation of the IE Centre** on Alberni.

ONE OF SEVERAL policies presented for approval was particularly defensively-minded. The Board Meeting policy reinforces that the Board, although saying it wants to be transparent, in fact is set up barriers to access to its meetings.

WE ALSO LAMENTED the dissolution of the Advocacy & External Relations Committee as we'd like to see the Board doing some of that work.

GORDON BAREFOOT GAVE a very warm and personal tribute to Cheryl Draper who served on the College Board with him.

REPORT ON THE ACCC SYMPOSIUM on PROGRAM REVIEW

TRENDS, SHIFTS, CLIFFS—PROGRAM RENEWAL IN COLLEGES AND INSTITUTES FEBRUARY 1—3, 2004

IN EARLY FEBRUARY, co-incidental with the important policy discussion VCC's Education Council was having regarding Program Review, the VCCFA Executive requested that I attend an ACCC (Association of Canadian Community Colleges) symposium on program renewal and cancellations.

I am so glad I did.

The program was separated into three half-day sessions, which reflected the trends, shifts, and cliffs of the title of the symposium (coined by our own Joan McArthur-Blair, a member of the planning committee for this symposium--by the way, VCC's proposal was withdrawn from EdCo's agenda soon after the conference).

Throughout the presentations one clear theme emerged.

It is absolutely imperative that for colleges going through or developing processes of program renewal or review and/or the cancellation of programs, have processes which must be:

- **Well communicated to the college community**
- **Done in close consultation with the college community**
- **A transparent process**

Again, and again, it was emphasized by all the presenters, that unless colleges are committed to these three principles, program renewal, development and cancellation models simply don't work.

1 - Trends

THE FIRST PRESENTATION on trends provided overviews of education research in the federal government and by the Aboriginal Human Resource Development Council of Canada. The second was a panel of speakers coming from Confederation College, Red Deer Colleges, and the Association of BC College Presidents.

Although each speaker came from different environments, they explored the issues that are driving change:

- External factors such as government policy and direction
- The changing post secondary environment
- Community needs.

Perhaps the most interesting for us was by Jim Reed, the President of the BC College Presidents Association. He noted that there are two ways to deal with shifts in governmental policy. The first is what has traditionally happened in BC, which is to react as tactically as possible. The second, which is rather new, and the reason that the College Presidents Association was formed, is to be proactive and strategic. This would allow governmental policy shifts to be done in conjunction with the educational institutions. This second strategy is characterized by being well informed, having a vision that is clear and focused, understood and supported, and by the institution and/or system being seen as a leader.

2 - Shifts

JUDY EIFERT, VP Academic, Mount Royal College, Calgary, provided an overview of the process used at Mount Royal for program renewal and new program development. Their process emphasizes collegial decision-making.

REPORT ON THE ACCC SYMPOSIUM on PROGRAM REVIEW...cont'd

Below is the Program Development Process Flow model used that has served them well.

LONG RANGE STRATEGIC PLAN

- | | | |
|--|--|---|
| 1. Traditions
Values & Aspirations | 2. Strengths
Weaknesses
Academic & financial | 3. Leadership
Ability &
Priorities |
|--|--|---|

ACADEMIC STRATEGY

- | | | |
|---|---|---|
| 4. Environmental
Trends, Threats
& Opportunities | 5. Market Preferences
Perceptions
& Directions | 6. Competitive situation: Threats
& Opportunities |
|---|---|---|

3 - Cliffs

GAIL HIGGINSON BEGAN by describing a program life cycle, and stressing that all programs do have a life cycle. She stressed the need for retraining and retention of affected faculty, and that most importantly, *academic planning must drive decisions, not just budget.*

Confederation uses a three-tier approach for their decisions to cut programs including:

- Why? These are the questions that can be answered with supporting data, such as measuring increased/decreased demand for programs, program mix, budget, etc.
- Effectiveness Criteria including Ontario KPI results, graduation rates, and Student Assistance default rates
- Efficiency Criteria including enrolment data, retention information, program costing and average section size

She also stressed the need to have separate processes for program renewal and program cancellation. She further stressed that

- it is absolutely necessary to involve faculty, PACs and students in the process as early as possible
- administration must be very clear about issues
- administration must publish an approved and objective practice (or policy) on how cancellations will be carried out
- academic planning must drive the budget, and not the reverse
- cancellation of programs cannot be seen as being driven by budget or ineffective reasons
- the entire process and decision making, must be transparent to all involved.

The need for open and full communication was strongly emphasized.

Closer to home, Paul Merner of Camosun spoke about their rationalization model, which is faculty driven to some extent. They use their process for program renewal, which takes into account quantitative and qualitative assessments to make recommendations about whether

- programs should be expanded and continued, or
- referred to the renewal process

For program cancellation, they use a statistical spread sheet point system that identifies programs in trouble. These programs can be referred to the program renewal process for changes in curriculum, etc, or identified for cancellation.

cont'd on page 8

REPORT ON THE ACCC SYMPOSIUM on PROGRAM REVIEW...cont'd

They use a process of checks and balances, and the rationalization model isn't the only factor used for decisions. He also emphasized that this entire process is very stressful to faculty and staff, and that it is imperative to communicate well.

~All speakers noted the same principles mentioned above regarding the need for policy, communication, strategic planning, and educational planning (not being driven by budget).

~Another thing that all of these institutions had in common was that they had a regular program review process in place that uses both quantitative and qualitative data. Therefore, they know what programs are doing well, and which are in trouble long before they move to assessing the need for termination.

Wrap Up

AFTER THE PRESENTATIONS, we broke into small groups to discuss what we learned and exchange best practices. My group asked a number of questions that I didn't have really good answers for:

In program cancellations

- What policies or practices are in place that VCC uses to make these decisions?
- What are the best practices in VCC and other organizations?
- How does VCC manage the risk factors of program cancellations?
- How does VCC manage succession planning?
- Does VCC plan for a transitional year to ease the cancellation process for both students and faculty/staff?
- Is VCC providing a transparent process?
- Are goals, planning, decisions, etc. communicated clearly at VCC?
- Does VCC maintain a trusting relationship with its union and faculty during this process?
- Does VCC deal with faculty displacement in a humane manner?
- Are the processes of review, course cancellation, and budget separate at VCC?
- Does VCC have a course/program cancellation policy and whose policy is it, the Board's or Education Council?

At the colleges who successfully manage program renewal, development and cancellation, these questions are clearly answered, and answered in a positive fashion. ***Our recent experiences at VCC, indicate that our institution has a lot of work ahead of us to deal with these issues effectively, efficiently, and humanely.***

At the end of the symposium, participants were requested to provide feedback and suggestions. One individual stood up, and suggested that at the next symposium on this topic, it would be helpful to invite faculty, staff and students to attend. Almost all participants of this year's symposium were senior administrators. The few faculty attending, were directly involved in the program development and program renewal processes at their colleges. Given the strong recommendation from every presenter that these processes must be clearly communicated, and that the involvement of faculty, staff and students, should be encouraged, it was strange that except for me, there was no other "regular" faculty, staff or students attending.

Brenda Appleton

CIEA's PD Committee – Report

The Professional Development Committee, representing every CIEA local, met on the evening of Friday, February 20th, 2004.

Meetings start with a roundtable of information sharing about PD at each local and the never-ending correction of a chart that has been put together outlining the PD conditions at each local. No matter how many times we do it, VCC remains at the bottom for the public post secondary institutions. We have the absolute lowest level of PD funds (even the private ESL schools in CIEA beat us ...they allow \$250.00 annually for P.D. activities). In addition, it is also clear that even with the relatively new \$50,000 adjudicated PD Fund, we still have much poorer contract language than any other local for enhanced support for PD-related activities. We also fare poorly in the areas of educational leave and sabbatical. Most colleges offer much better access to Education Leave with more leaves and more funding for those on leave. Many colleges also have provision for partially or fully paid sabbaticals--a far cry from VCC's renewal leaves, which have no salary, just a \$1200 stipend to cover off the cost of benefits.

Finally, many colleges have faculty or joint PD committees where all requests for PD or Education Leave activities are vetted.

Copyright and Intellectual Property

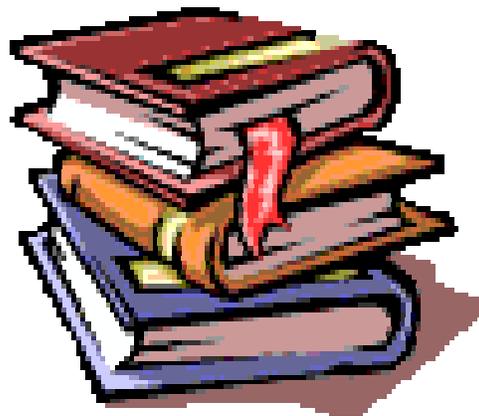
On Saturday, I attended a workshop on Copyright and Intellectual Property © presented by Paul Jones of CAUT (the Canadian Association of University Teachers--which we are a member of through CIEA). Paul is a lawyer, specializing in Intellectual Property, who works for CAUT.

In the workshop, he defined Intellectual property and spoke about the public policy direction of the commodification of knowledge. This has definitely been the agenda of most post secondary institutions.

Previously, there was little concern about copyright in universities and colleges. Now it has become a much larger issue, because institutions have realized that they have the ability to bring in revenue dollars. Many colleges and universities are demanding that faculty sign agreements waiving copyright, including moral rights, or licensing rights to the institution. Paul stressed that it is important to have language in our collective agreements about copyright, as well as workload, right of first refusal, etc. protecting faculty and job security as institutions move more and more into providing courses online.

Paul also stressed the failure of Canadian Copyright law and the differences between Canadian and American law. Copyright law was intended to balance the rights of the creator, the holder of copyright (which is often not the creator), and the user. Canadian law has shifted considerably to protecting the rights of the copyright holder, at the expense of the creator and user. American law, using a broader interpretation for Fair Use, as opposed to the more limited Canadian Fair Dealing, provides many more exemptions for educational institutions to use copyrighted materials.

Submitted by
Brenda Appleton



Discrimination Against Women and its Impact in the Workplace

I attended this well-received workshop at the CIEA Spring Conference. Co-sponsored by the Status of Women and Human Rights committees, the session was led by Shauna Butterwick, an Assistant Professor in the Adult Education Program at UBC and a former UBC Scholar at the Centre for Research in Women's Studies and Gender Relations.

After a round-robin of introductions, Ms. Butterwick reviewed key legislative changes by the BC Liberals in various policy areas, cuts which have limited access to education and training for low-income students, especially women.

We then broke into groups to discuss how recent cuts have affected students in our individual colleges. All groups reported a decrease in the numbers of low-skill-level students in their programs, which all participants agreed reflects the decreases in financial assistance for post-secondary education.

Some of the Liberal cuts include the following:

based upon Friends of Women & Children in B.C. "Report Card March 2003" (Vol 2, No 3),

- ◆ Women must go off social assistance in order to attend college or university, thereby increasing personal debt loads. This includes teen parents who are studying full-time and already struggling with financial insecurity.
- ◆ Government offices which process student loan requests have been cut by one third. Women and teens must go off welfare even during the application period for a loan, so that no money is forthcoming during the waiting period.
- ◆ The 1999 Skills for Employment program has been eliminated, reducing help for unemployed women wanting to re-enter the job market.
- ◆ The funding envelope, once used to provide direct educational costs for upgrading among Youth Works and Welfare to Works clients has been eliminated.
- ◆ Work Study, Student Summer Works and Youth Community Action programs have been eliminated.
- ◆ Institutional Based Training (IBT) for welfare students has been eliminated.
- ◆ Grants for first year students at colleges and universities have been eliminated.
- ◆ The freeze on tuition fee increases is gone, increasing student debt loads.
- ◆ Bridging Programs for Women wanting paid work are being eliminated.

The group agreed that the Liberal cuts have unduly increased debt loads for low-income women and have been aimed at transferring the cost of post-secondary education to individuals and households.

Respectfully submitted, Marg Nelson,
Status of Women & Human Rights
Committee Rep

March 9, 2004

PLEASE CONSIDER JOINING THIS PROTEST

Presidents

As I'm sure you all know Women's Centres around the province are losing their core provincial funding as of the 31st of March. I would appreciate it if you could encourage your members to find out more and to sign on to the protest at <http://www.savewomenscentres.ca/>

Thanks

Velma McKay

President, College of the Rockies Faculty Association
(Co-Chair Cranbrook Women's Resource Society-sponsoring agency
for the Cranbrook Women's Resource Centre)

REMINDERS

April 2004

VCCFA Beer & Video Night

Wednesday, April 14th Downtown Office — 4:00—5:30 pm

Feminism in the Middle East [BEHIND THE VEIL, STATE OF THE TALIB, BEYOND BORDERS]

Steward Drop-Ins

Wednesday, April 14 th	KEC Union Office	12 noon—1:30 pm 5:30 - 7:30 pm
Thursday, April 15 th	International Ed	1—2 pm
Tuesday, April 20 th	Downtown Union Office	12 noon—1:30 pm

VCCFA General Meeting (BY-ELECTIONS)

Wednesday, April 21st Room 240 City Centre Campus 2:30 pm

Pension Workshop

Friday, April 23rd Room 112 City Centre Campus 9 am—noon

Eugenie Wong, from VCC's Human Resources Department, has kindly agreed to help us host this workshop. If you're interested in attending, please contact Eugenie at 871-7136 or at ewong@vcc.ca.

May 2004

AIDS BC Roadshow

Thursday, May 6th Room 240 City Centre Campus 4—5:30 pm

VCCFA Beer & Video Night

Wednesday, May 12th Downtown Office—4:00—5:30 pm

Terrorism and Dissent [VOICES OF DISSENT AS AMERICA FIGHTS BACK, TERRORISM AIMS AND OBJECTIVES]

CIEA AGM & Convention

Monday, May 17—Thursday, May 20

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

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



We include Cindy's report to help give you some idea of what her "routine" work entails.

AS WE DRAW to the end of meeting season for this term, it is clear that the impact of government policies – on students, on our communities and on our members – are being heavily felt. It is also clear that our members and our community and labour allies are looking to the next provincial election, just over a year away, in the hopes of re-balancing the policy-making environment.

CIEA ISSUES AND EVENTS

Bargaining Conference and Bargaining

Protocol talks with PSEA begin on March 23rd. It is difficult to say at this point what the employers have in mind for a provincial table, but we are expecting to bargain all of our proposals there. As we see others in our sector across the country make gains in salaries, we are experiencing a government who appears to be intransigent in its 0-0-0 mandate. I believe we must still go to the table expecting to make gains for our members. I also believe we have the support of our members, our students and our communities.

Spring Joint Committee Conference

Members of CIEA's Status of Women, Human Rights and International Solidarity, Occupational Health and Safety, Professional Development and Education Policy Committees met separately on February 20th and jointly on February 21st for CIEA's annual Spring Conference. This year's theme was *Building Better Workplaces*. Keynote speaker Barb Byers, Vice-President of the CLC, spoke on work/life balance in the workplace and how important it is for workers to achieve that balance through collective agreements. The conference was well attended and workshop presentations were lively and informative. (see VCCFA reports on pages 9 and 10)

PROVINCIAL GOVERNMENT

The 2004 BC budget was tabled on February 17th and we continue to analyze its impact. Both the Throne Speech, which highlighted the need to increase student spaces, and the budget, which placed a high priority on creating new spaces, confirm that government knows it is vulnerable in the area of

We have an opportunity, particularly as we draw closer to an election, to make some positive changes in our institutions.

Since our last meeting, I have met with the new Deputy Minister, Philip Steenkamp. The meeting was very cordial and we continue to work to keep all lines of communication open. The Deputy Minister reported that the institutional budget letters will not be available until the end of March.

I have also met with Gloria Back, Director of Employment Initiatives in the Ministry of Human Resources, concerning skills training programs for income assistance recipients. The meeting with Back was sought to clarify new employment training initiatives and public institutions' role in providing that training, which has been very limited. She stressed that the government's goal for income assistance recipients is to have them secure full-time employment and leave the welfare system. She also said that those deemed disabled would be encouraged to volunteer their time in their communities.

Besides the budget, the major government action affecting our sector is the decision of the Minister of Finance to require the PSEA to become the accredited bargaining agent for the colleges, university colleges and institutes. We continue to monitor the implementation of this decision by the PSEA and to assess its impact on bargaining.

On the policy front, we await announcements on the future of the Okanagan University College and perhaps a broader announcement or piece of legislation affecting some or all institutions in our sector. The ministry review of mandates, roles and responsibilities in BC appears to be stalled and the next steps, if any, are not a government priority at this point.

We await the implementation of *Bill 52 – Private Career Training Institutions Act* and expect sometime in the next while to see the appointment of the agency board and regulations to govern the new system. We also await decisions based on applications that have been made to have the Minister of Advanced Education designate private degree programs.



Legislative Session

The Legislature reconvened on February 10th and is scheduled to sit until May 20th. There is no legislation outstanding from the last session. New legislative initiatives for our sector were not highlighted in the Throne Speech, and it was confirmed in our meeting with the Deputy Minister that no legislation is planned for post-secondary education during this sitting.

ALLIES

BC Federation of Labour

The officers of the BCFL approved a strategic action plan that will highlight an issues campaign throughout the province in the lead up to the next provincial election. The plan will take workplace and social issues into each constituency with the focus on helping good candidates embrace our values. Polling will begin soon and will continue at strategic times throughout the next 15 months. Staff will be recruited to work in various regions of the province to help local unions and community coalitions bring forward their issues and make them election issues.

The Education Committee of the BCFL co-sponsored the public education conference, *The Education We Need for the Future We Want*. It was very well attended from across the province, with representation from the K-12 and post-secondary education systems, unions, and educational governance bodies.

A sub-committee of the BCFL Trades and Apprenticeship Committee met with the Heavy Industry Training Advisory Council to give input into a new model of trades training they are proposing. The HITAC comprises pulp and solid wood industries, mining and smelting, and oil and gas industries. Over a period of 3 meetings, we were able to confirm that the HITAC plan includes the Red Seal designation for trades training. We will continue to work with them to ensure that trades training remains high quality.

BCFL President Jim Sinclair and I met with the new minister in charge of safety regulations, Murray Coell, to discuss the proposed deregulation of safety procedures.

We expressed our concerns for public safety and asked that these new policies not come into effect until public consultation takes place.

Canadian Association of University Teachers

CAUT offered tremendous support in our Local 5, Kwantlen Faculty Association and their recent fight against class size increases. Letters came from across the country in support of KFA's campaign and denouncing the plan to unilaterally increase class size without discussions with the faculty association. The increase is on hold currently, and we all deem the campaign a great success.

CIEA Past President Maureen Shaw has submitted a report from the CAUT Collective Bargaining and Economic Benefits Committee of which she is a member. She notes that faculty associations across the country are making gains in salaries and working toward improving conditions for non regular employees.

The next CAUT Council meeting will be held April 29th – May 2nd. I will attend the meeting, along with Secretary-Treasurer Dileep Athaide.

Coalition for Public Education

The Coalition for Public Education Access Campaign "Opening doors for every student" is moving forward. A communications and website design is near finalization and the project will be a very useful tool for our lobbying efforts provincially and locally. Locals will be called upon to implement the campaign in getting our issues out into the communities in the run-up to the next provincial election in May 2005.

BC Retired Teachers' Association

Another letter is being sent out via the college pension corporation to retired CIEA and BCGEU members, indicating that the BCRTA is accepting memberships into the retired college employee group. It is being distributed in conjunction with retirement planning seminars that the Pension Corporation will be holding around the province being March 11th. The BCRTA has amended its constitution to allow for retired college employees to join and ultimately form their own chapter. The dates for the retirement planning seminars are attached to this report (Attachment 3).



CIEA President's Report - March Presidents' Council Meeting:

RESEARCH

CIEA is working with Dr. Shauna Butterwick, faculty member (Adult Education) in the Department of Educational Studies at UBC, on a research project that looks at policies and programs for low income students in the BC post-secondary education system. In particular, Dr. Butterwick is looking at the Institutional Based Training (IBT) program in an attempt to assess the impact of its loss. Support grants for ABE students were lost with the removal of IBT and this project should indicate what impact this has had on those students.

ACTIVITIES

Since our last Presidents' Council meeting in January, I have engaged in the following activities on behalf of CIEA:

- Attended and spoke at DCFA Local 4 meeting
- Attended BCFL rally
- Was interviewed on CBC Almanac radio show re: ESL schools deregulation
- Attended several meetings on behalf of BCFL with Heavy Industry Trades and Apprenticeship Committee
- Spoke at KFA Local 5 rally
- Attended and spoke at KFA Local 5 general meetings
- Chaired BCFL Trades and Apprenticeship meetings
- Attended CFS Day of Action rally protesting high tuition fees
- Was a guest on CKNW Agenda radio call-in show re: apprenticeships
- Attended BCFL Officers' meeting
- Attended BCFL Officers' retreat and planning session in Harrison
- Attended and spoke at SCFA Local 10 meeting
- Attended and spoke at public education conference
- Attended provincial budget lock-up in Victoria
- Met with Minister Murray Coell re: safety deregulation
- Was interviewed on Fairchild radio re: ESL schools
- Attended Coalition for Public Education meeting
- Was interviewed by New VI TV Talk program re: budget
- Attended and spoke at CORFA Local 6 meeting
- Met with BCGEU President George Heyman re: bargaining
- Met with MAVED Deputy Minister Philip Steenkamp
- Met with MHR Director Gloria Back re: employment training programs
- Chaired BCFL Education Committee

- Cindy Oliver, President



TRANSPORTATION — Past, Present, Future ...

THE CENTRE OF TRANSPORTATION TRADES HOT BLUE VAN

You may have noticed the dark blue van with the College's logo and the flaming front end often parked down outside the Centre for Transportation Trades. Phil Johnston of Auto Tech and Mario Trettenero of Auto Collision/Refinishing tell us it's an '86 Ford Econoline that has been used in their area since the early 90s for transportation of equipment, parts pickup and general shop duties split between the three trades (Diesel/Heavy Duty is the other one).

Last year while Phil was overhauling mechanical components on the van he thought the tired and ugly green and white paint scheme had had it. The departments came up with the idea of painting the van blue, flaming the front end, updating the wheels with mags and designing and lettering the van for advertising, lettering which includes "since 1949" which is great. A great effort to help brighten the image of VCC.



And no, you can't borrow it. Phil says he has had numerous requests to borrow the van from other college departments, but it is only insured to the trades area.

STEWARDS UPDATE

AS ALWAYS THINGS are interesting, challenging and busy for the stewards.

PD Scheduling Arbitration

Four days of hearings around the scheduling of PD in the International Education department have been held in March. Preparing for the hearings takes up many more days. Things are going well, but slow. We have heard from only two of the Union witnesses. More days are scheduled for June 28, 29, 30 and July 6. This grievance is a righteous one and important for the instructors in International Education and for all of us. It's supported by our CIEA staff rep, Linda Sperling, and CIEA legal services in the person of Leo McGrady and his associate counsels.

Student Complaints

We are hearing increasingly more about student complaints and over the last while have represented a number of instructors at meetings with the College. One of these has led to a plan of action under Article 17.2 Performance Review.

Health Concerns

We are in discussion with the College to support instructors who are experiencing health concerns and require an accommodation. Continuing meetings with the College and Sun Life is providing us with a better understanding about STD and LTD. Please give us a call if you have any questions.

Voluntary Departure Incentives

The VDI Agreement resulted in about 20 instructors applying. As of this writing at least 6 (six) have accepted and will be leaving the College. This will result in either

rescinding of notice of layoff or full recall for at least 6 (six) FTE instructors. Bittersweet news indeed.

Continuing Layoff Issues

Of course this does not solve all the layoff issues. We are once again in the rather strange position of having many laid off instructors who are continuing to work on temporary recall. It is quite obvious to us that the College has laid off too many instructors and is now relying on the very people they laid off to provide the necessary instruction. These are the 'yo-yo' instructors. We continue to raise these concerns and will be meeting with the College to advocate for stability for our instructors.

Non-Regular Instructors

Another area of concern continues to be the rights of non-regular instructors. We remind all departments to be sure to establish area hiring and recommendation committees when hiring and to include the pro-rated preparation and marking time in term contracts.

That Ain't All

These are just a few of the issues stewards are working on. Thankfully most do get resolved informally. We try to provide information and support to prevent issues escalating and bring a problem solving approach to our work. However, this does not always succeed, and there are issues at a formal stage. Here is a summary of our current unresolved grievances. (Note some of these issues are on going from last year.)

Stage 1

- Sick Leave and Notice for an instructor.

Stage 2

- Recall and Entitlement to Sick Leave – meeting scheduled
- Recall and Entitlement to Maternity Leave- meeting scheduled
- Early Retirement Incentive- we have just filed a stage 2

Arbitrations

- International Ed PD Scheduling Grievance- ongoing
- ESL and CPE Pd Grievance- pending
- Term Instructor 'dismissed' – June 21 & 22
- Policy Grievance re Grievance Process
- Policy Grievance re Sick Leave and Notice

As well, our CIEA staff representative is still working on 2 maternity leave grievances from last year.

We are also active in upcoming election for IRAs and represent the Union on selection committees.

INFO DROP-IN SESSIONS

Wednesday, April 14 -
KEC Union office- 12 to 1:30 & 5:30 to 7

Thursday, April 15 -
International Ed 1 to 2

Tuesday, April 20 -
Downtown Union office 12 to 1:30

for the stewards—Ing

UPDATES AND INFO

DID YOU KNOW?

Compassionate or Family Illness

We have up to 5 days with pay per year of Compassionate or Family Illness leave under article 7.7 in our Common Agreement. This would include situations such as caring for a sick family member. The contract states, "Additional compassionate or family illness may be granted by the Employer."

Seniority and Non-Regular Instructors

We keep our seniority until the end of the fiscal year following the year we last worked. In other words, if you worked in March 04, your seniority will hold until the end of March 05. If you work in April 04, it will hold till the end of March 06. Article 10.2.3

PARTICIPATE

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

Email: vccfa@telus.net

Snail mail:
401-402 West Pender Street
Vancouver, B.C. V6B 1T6

Got a question? Call a steward.

Thanks so much to all the stewards for their hard work

Update on the new VCC Skytrain Station

Visit www.rapidtransit.bc.ca and the "what's new" link to get the latest on the construction of the new "end of the line" for the Millennium Line. The station will be called VCC, which is great for the profile of the College. There's a drawing of the station which will be just north of the Sixth and Keith intersection. The site says there'll be a pedestrian crosswalk signal for crossing Sixth, which is a bit of a come-down from the overpass which had been considered. Plans call for the rail guideway to be done by this August and the station by summer of '05, with operation to perhaps start late in '05.



**We're on the
web
www.vccfa.ca**

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Audrey Vickaryous

for the
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Lyn Lennig		on leave	

**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: _____