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### THE 2005/2006 EXECUTIVE

**Lizz Lindsay**  
PRESIDENT (06)

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

**Perry Taylor**  
TREASURER (05)

**Colleen van Winkel**  
SECRETARY (05)

**Ingrid Kolsteren**  
CHIEF STEWARD (06)

**Vinit Khosla**  
NEGOTIATING COMMITTEE CHAIR

**Brenda Appleton** (06)

**George Rudolph** (05)

**Lorna Downie** (06)

**Orest Semeniuk** (06)

**Settimio Sicoli** (05)

**Virginia Monk** (05)

## BCGEU & FPSE Split at the Eleventh Hour Page 5

Special General Meeting  
Thursday, March 31st

3 pm

Croatian Cultural Centre  
3250 Commercial Drive

Ratification Vote  
Vote on New Stipends

[because of printing problems we've had to keep this edition a little short, some reports will be posted on the website, [www.vccfa.ca](http://www.vccfa.ca)]

## MESSAGE FROM THE PRESIDENT

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**LIZZ LINDSAY**  
VCCFA PRESIDENT

**With the arrival of spring comes new hope that our Bargaining for this round is nearing a conclusion. It has been an extremely challenging round for everyone in the public sector and we have not been spared the pain.**

Vinit and the Negotiating team deserve special thanks for their good work on our behalf. Vinit and I were at the Multi Institutional Discussion (MID) table all last week, while Frank and the Negotiating Committee met in the background providing advice and guidance. It was a long, rough week with many late nights and early mornings.

We ended up with a framework agreement with options for our members and a method to conclude local bargaining. It was not what we wanted to achieve when we went into this process but the best that we could do under the circumstances.

We are looking forward to meeting with as many of you as possible at our **ratification meeting** scheduled for **March 31, 2005 at 3:00pm at the Croatian Cultural Centre**. Watch for more information and feel free to call with any questions you have.

We received a thank you card from **David Piasta**, FPSE Staff Rep involved in early MID table bargaining. He is making slow progress after his heart attack and will not be back at work for sometime. We are also pleased to announce that **Terri van Steinberg**, President, Kwantlen College Faculty Association is back home after a life-threatening illness.

There was unfortunately a lot of serious illness among our bargainers -- a clear message to look after ourselves and each other.

The highlight of a very busy February was our annual **Appreciation Dinner** held on February 28 (which co-incidentally was our first day of local bargaining. While we appreciated that too, it was not the reason for the party.) We sent out over 50 invitations and had 40 activists attend. **Cindy Oliver**, President of FPSE stopped in for appies but had to leave early for a conference call. The late arriving negotiating team missed her greetings but were able to join us for dinner.

The venue was great. We met at Cassis Bistro where Ben the owner and VCC graduate, dazzled us with his culinary treats. The evening was full of lively conversation, great door prizes and was a fun celebration of the contribution of our members active in our union. We passed an envelope at the dinner to collect money for the bronze plaque for Cheryl Draper's memorial bench installed at KEK and raised more than enough money to complete the project.

The Executive is working on a **Members' Handbook** and a **Policy and Procedure manual**. The project, headed by our Secretary **Colleen van Winkel** is going through yet another revision and should be available for distribution soon.

We formed a subcommittee to look at **faculty representation on Education Council**. With the College reorganization, some areas

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**"It's been an extremely challenging round for everyone in the public sector and we have not been spared the pain"**

# MESSAGE FROM THE PRESIDENT

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are under represented with our current model. We will bring a proposal for your consideration to our April General Meeting.

Frank gave our report at the **College Board Meeting in February**. He talked about our recent Supreme Court judgment and was sensitive to how embarrassing the judge's strong language must be to the Board members. He said that as an employee of the College, he too was embarrassed that we would have to go to Supreme Court to compel the College to follow the legislation and seek the advice of Education Council on matters under their jurisdiction. Consultation with constituents; students, staff and faculty is the norm in most post secondary institutions.

Kudos to the faculty involved in **Diversity Week**. We especially enjoyed the Crazy for Life monologue. We came away with a whole new appreciation for challenges people face dealing with bi-polar disorder. We contributed to Diversity Week by supplying the beautiful floral arrangements at each campus again this year.

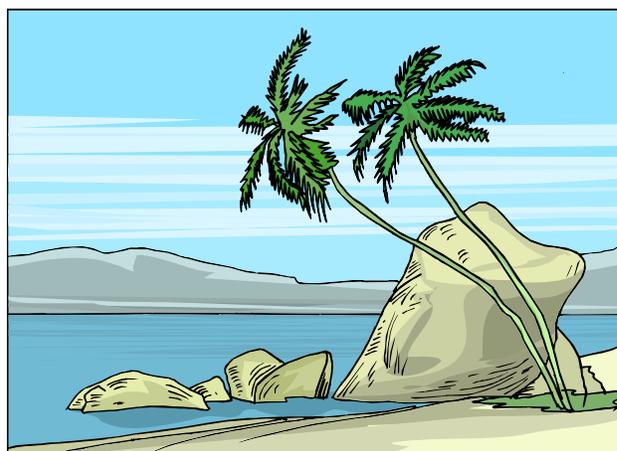
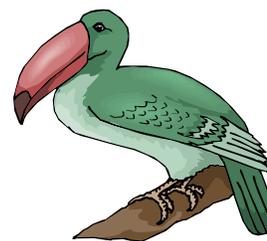
This month we have written the \$2,500 cheque for the five **VCCFA Spring Awards** presented to students in the various areas of the College. The generosity of our faculty through support of the College Foundation and the broader community through our Community Action Committee is a model in the post secondary system and something every

Mid-March we said goodbye and thank you to our **long time FPSE Staff Representative, Linda Sperling**. Linda had become a good friend of many of us in the VCCFA providing Steward and Executive training sessions as well as guiding us through many grievances and arbitrations (never easy), and several rounds of bargaining. We will miss her strong mentorship and support and wish her all the best in her retirement.

We look forward to seeing you at our **ratification meeting on March 31**. The following morning I leave for the Third International Solidarity Conference in Venezuela and will be returning to work April 19.

Frank will be covering for me and I know will be available, with Ingrid if you have any questions or concerns.

Salud, lizz



## College Refuses FPSE Money

**WARNING:** Do not look at the ad if your political sensibilities are easily offended!

FPSE has a information campaign plan for the remaining weeks leading up to the provincial election. We want to raise the profile of post-secondary education in the minds of the voting public. FPSE has members who are running for nominations in all major parties. As an organization FPSE is constitutionally prohibited from advocating for any party, so its advertising campaign is non-partisan. As part of its campaign it has a purple poster featuring a mannequin's arm and leg with a text that reads "An education shouldn't cost this much. On May 17th vote for Post-Secondary Education." Since most colleges rent advertising space, FPSE has tried paid have its posters placed in several colleges, with some success. Not at VCC though.

VCC's ad agency, NewAd, initially accepted FPSE's ads and up they went. An administrator must have seen or heard about one because we learned that VCC was alarmed enough about their content to have them taken down.

Advertising on college campuses is usually more strictly regulated than in other public locations. The VCCFA helped influence VCC's current a screening policy and process to guard against inappropriate or offensive advertising or placement of advertising.

The policy states in part:

- VCC will not accept the following:
  - advertising of tobacco or alcohol products
  - advertising from partisan, sectarian, or extremist organizations
  - advertising which perpetuates gender, cultural, or racist stereotypes, or which demeans any person or group

We wrote to the VP responsible, Trish Pেকেles, to ask why the ads were removed. She replied that they were deemed "political." That raises another issue because the policy's screening process does not seem to have been followed. It calls for a review by a subcommittee of the Sponsorship Committee. Here's what Vice-President Pেকেles had to say about that:

*"Our view of the guidelines is that any ad that is partisan is rejected.*

*This ad is clearly partisan.*

*Standard operation for ad review is for the Manager of Purchasing to review the ads and where they clearly do not meet the guidelines they are rejected. In this case the ad company put up the ad without it having been reviewed. In that case, the process, because of their error, was not followed. If the ad had been reviewed it never would have been accepted. The committee is convened only in cases where it is unclear as to whether the ad meets the guidelines.*

*In addition, you might wish to know that even had the Manager of Purchasing approved the ad for posting, it likely would have been taken down anyway. When we receive complaints about an ad approved for posting, we take it down. We did receive a number of complaints about the ad in question."*

Okay, you can look now.



# BARGAINING: GEU GETS THEIR DEAL FIRST

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As faithful readers of negotiating newsletters would know, a strike vote and strike notice at Malaspina and a strike vote at Capilano as well as an escalating series of strike votes planned at FPSE locals for the week before Easter brought bargaining to a "make-it or break-it" week from the 14th to the 18th of March. Ministry of Labour fact-finders/mediators joined college employer reps and the BCGEU/FPSE Bargaining Committee\* at a downtown hotel for several late night sessions. The memorandum of agreement that resulted was signed on Friday, the 18th and VCCFA members will be voting on it at our **Special Meeting, Thursday, March 31st at 3pm at the Croatian Cultural Centre.**

## GEU-FPSE Split

As the Committee has indicated in its newsletter, there are definite reasons not to be pleased with the agreement they are recommending; but, as they say, it was the best we could do under the circumstances. One of those circumstances will reverberate through future rounds of bargaining. The GEU-FPSE alliance was broken. This was our fourth round working together. In previous rounds in 95, 98 and 01, there were strains but at the end of the day we stayed together and achieved much that for the twenty years previous had not been possible. Highlights that we still have include the provincial common scale, union leave, outside harassment investigators, benefit improvements, the supplemental benefit for maternity and parental leave, and our status as pension trustees.

This time, however, the strain between GEU and the FPSE led to a break. The issues over which the GEU locals differed with the majority of FPSE locals and the VCCFA, included:

- > "mining"--the concept of creating a stipend considered as salary from current non-salary cost provisions and whether or not the mining should be compulsory
- > creating a new top step in year three, thus moving from ten to eleven steps
- > applying a yoked "X" amount—the amount other public sector unions may achieve in 06-07 that exceeds 1.5% - only to the top step in 06-07.

Under the rules of the Bargaining Council the majority of FPSE locals could have determined the outcome of the discussions around the scale. The GEU decided to avoid that possibility by splitting off from the Bargaining Council late Wednesday night, March 16th. Through Thursday, they negotiated a common scale more to their liking. It included three features the FPSE caucus had not wanted:

- compulsory self-funded transfers to "stipends" in year 2
- a new top step in year 3
- the "x" factor added only to the top step in year 3.

We do not know the amount of the "x" factor because it is a "yoked" amount--it is whatever the BCGEU master agreement may achieve in 2006 that comes in higher than 1.5%. The master agreement is the one between the GEU and its largest group of members who work for the provincial public service.

The negotiated scale was then presented to the FPSE caucus with one feature changed from the GEU settlement. Locals could choose whether or not to transfer costs to stipends. More importantly, there was the clear implication that the Ministry was not going to entertain more than one common scale, and so, here we are. We do not like the shape of scale but we do not feel we have a choice. You can find details in our Negotiating Committee's newsletter #13. Be sure to come to the meeting at the Croatian Cultural Centre on March 31st at 3 pm.

*\* BCGEU's seven faculty locals represent all instructors at Northern Lights College and primarily vocational instructors at Okanagan, Selkirk, BCIT, Malaspina, Camosun and Northwest. They were all part of the Bargaining Council. FPSE has 14 of its locals in the Bargaining Council: Capilano, Cariboo, CNC, Douglas, Kwantlen, Selkirk, Rockies, Camosun, North Island, Northwest, Malaspina, VCCFA, Emily Carr, and Nicola Valley Institute of Technology.*

# International Women's Day March 8

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## Herstory

Although Women's Day started in 1908. It was not till 1977 that the United Nations established this day as an international day.

On March 8, 1857, women garment workers in New York demonstrated against their inhumane working conditions. These included 12-hour days, low wages, (no union), no health care etc. The police countered their protests, but a few years later, the women organized their first union.

Then some 50 years later, March 8, 1908, 128 women died trapped in a fire at the Triangle Shirtwaist Factory in New York. They once again they took to the streets. More than 15,000 women demonstrated for more pay, shorter work hours, the right to vote, an end to child labour, and for better working conditions. Bread & Roses became the slogan, bread symbolizing basic needs and roses, quality of life.

## IWD Dinner

This theme of economic security, social justice, and quality of life were the themes for the second annual International Women's Day fundraising dinner sponsored by the Vancouver District Labour Council. A group of VCCFA women joined hundreds of other union women for a wonderful energetic evening of delicious food, (pakora, butter chicken) entertainment, and speeches. The entertainment included a traditional aboriginal women's drum group. Grandmother Harris from the group offered some cogent advice; we sat up and took notes.

"Respect and love your union president and teacher. Make no complaints. Stick with one mate" and my personal favourite, "Honk behind your leader."

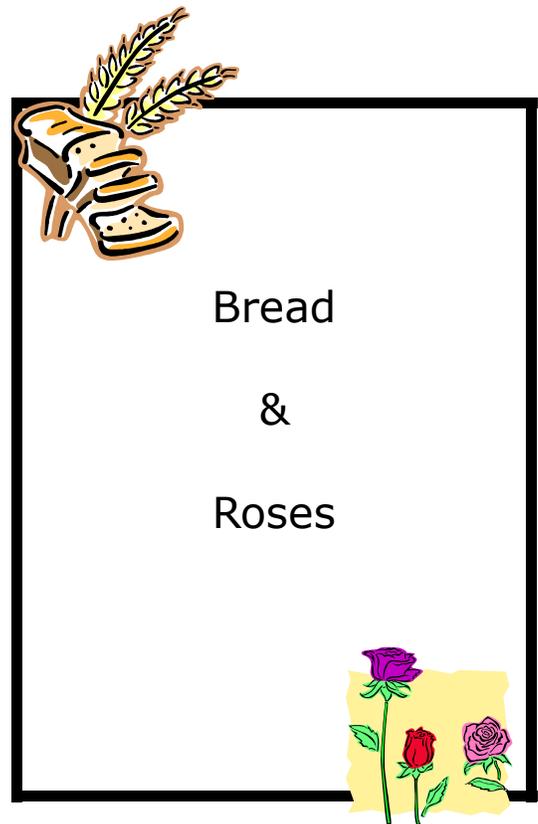
The wonderful swirling colours of belly dancing followed

The evening included some speeches encouraging us to vote, to get active, and ended with the Solidarity Sisters choir. It was great to be in room with so many union activists and have the opportunity to celebrate the many gains we have made.

But also to be reminded how our rights are under attack and how we must continue to work towards rights of women.

~ Ingrid Kolsteren

~see related release from FPSE on page 7



# **“Losing Ground” report on the Campbell Liberal record**

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## **Government has turned back the clock for BC women**

March 8, 2005

VANCOUVER – Federation of Post-Secondary Educators President Cindy Oliver joined with labour and community activists today at an event to celebrate International Women’s Day and see the release of a report on women in BC.

Commenting on the report entitled “Losing Ground: The Effects of Government Cutbacks on Women in British Columbia 2001 – 2005, Angela Schira, Secretary-Treasurer of the B.C. Federation of Labour said that the Campbell Liberals have abandoned BC women. Shira said that the Liberals’ mean-spirited cuts and policy decisions have turned back the clock for women in BC.

From the abolishment of the Ministry of Women’s Equality and Human Rights Commission to the handcuffing of women’s advocates, the BC Liberal government has not only abandoned BC women,” said Schira. “They’ve turned back the clock and attacked rights that women have struggled decades to build.”

The Report concludes: “On major policy fronts – caring work, health and safety, welfare, education and training, employment, access to justice and women’s advocacy – Liberals have tossed equality and justice overboard.”

“These report’s findings are no surprise,” said Debra Critchley, spokeswoman for the BC Coalition of Women’s Centres. “We’re on the front lines and we’ve seen the number of women who need our assistance grow and grow as basic supports to women have been cut by the BC Liberal government.”

“Instead of listening to our concerns and calls to restore services, the Campbell Liberals went even further and eliminated our funding outright,” Critchley said. “I guess they were hoping we would just disappear, but this Report documents why we’re needed now more than ever.”

Losing Ground was authored by Gillian Creese, Professor of Anthropology and Sociology Studies, University of British Columbia (UBC) and Veronica Strong-Boag, Professor of Educational Studies and Women, UBC. The report was prepared for the BC Coalition of Women’s Centres, the UBC Centre for Research in Women’s Studies and the BC Federation of Labour.

To view a copy of the Report, visit [www.bcfed.com](http://www.bcfed.com)

## ESL Story in the Vancouver Sun misrepresents the situation

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Recently and for the first time in memory, the main front page headline in the Vancouver Sun featured ESL for immigrants. Unfortunately, in our view the Sun did not do its homework for its February 22nd story and just reprinted claims made in a "study" done by a group with a potential conflict of interest. The lead headline read, "BC gets failing grade in services for immigrants." Sub headlines read, "ESL instruction results in 'mediocre' skills, SFU study says," and "System 'in crisis' SFU report says."

There are several problems with the study.

- 1 It purported to be referring to all immigrant language services but really only included about half, the half which receives funding through ELSA and ELSA-like programs, which offer tuition-free classes for newer immigrants.
- 2 Those behind the study were well aware that in BC the other half of federal funding goes to Ministries like Advanced Education to fund fee-paying ESL programs. At VCC alone, that amount totals more than \$8 million in funding.
- 3 They portrayed BC's system as a failure, giving it an F. By not including most of the good work of colleges like VCC, they have left an inaccurate impression in the minds of the general public. We all have criticisms of BC's system but, even through the criteria this "report" used, it does not deserve an "F."
- 4 Its researchers, while they may also work for SFU, are working for non-governmental organizations like the Immigrant Services Society of BC and their allied organizations, the members of which would want more ELSA funding.

### What we did...

The VCCFA immediately gathered ESL departmental representatives, and were joined by the Dean, Marta Goodwin.

We developed a plan of action wherein the Dean and the College would write to the Sun and also make sure that ministry officials are aware of the inaccuracies.

The VCCFA undertook to write to the federal Minister of Citizenship and Immigration and copied MPs in BC.

We have also written to local MLAs and have had one meeting with Vancouver-Mt Pleasant MLA, Jenny Kwan and have another scheduled with Vancouver-Kensington MLA, Patrick Wong's staff.

Our main point is that no decisions should be made without a broader set of information about the true state of ESL in BC.

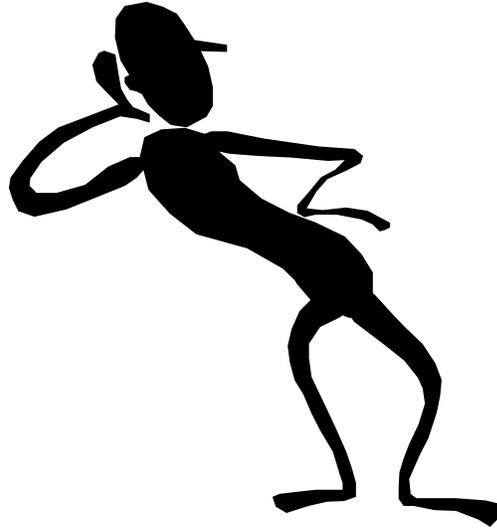


## You Can Get Free Space Here

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### Overheard in the Halls

isn't it odd that ...  
the lower one's salary, the more one's absences are  
noted; while the higher one's salary, the more  
one's appearances are noted



### OUR FIRST AD IN A WHILE

*if you'd like to use this service, email us*

### CABIN FOR RENT, SUMMER 2005

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

Available from Aug. 5 - Sept. 2.

Call Vicki at 604-734-4542

# STEWARD NOTES

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## STEWARD SPRING

Steward work is kind of like the weather--damp, downpours of rain, uplifting ups of sun, and eternal hope for a warm sunny tomorrow but prepared for the alternative. This spring the issues and activities have been particularly busy as three of us (Maggie, Rose Marie & I) are also on the local negotiating committee.

## GRIEVANCES

Unfortunately we still have almost a dozen outstanding grievances. However we continuing to make slow, slow progress on some of them. Here's a brief update on our grievances.

### \* Letter on File

We are optimistic that we will resolve this one. The college placed a disciplinary letter on an instructor's file way past the collective agreement timelines.

### \* Disability Benefits and Pension

This was denied at stage 1 and is now at stage 2. This concerns a member who is disabled but her LTD insurer is not Sun Life. The college is treating her as if she is on a personal leave . denying her benefits and pension rights.

### \* University-Transfer Programming Workload

We have met at stage 2 and hope this grievance will soon be resolved so that all our UT instructors will work under the same workload. The college wants to have a different workload for term and part-time instructors.

### \* Recall grievances (maternity and sick leave rights, plus rights to notice)

These are at Stage 3, arbitration. The College finally agreed on an arbitrator but unfortunately the hearing will not be till September. Once these are resolved, two other very long outstanding maternity / recall grievances should also fall into place.

### \* A fired instructor, No Early Retirement Incentives (an issue that is also on the bargaining table), and our eternal Instructional Associate Dean issue, plus others.

We continue to work on these.

### \* Arbitration on Scheduling of Professional Development in the ESL International Education Department

One of the peculiar lessons of steward work is patience. It is now more than a year since our first

day of arbitration on the International PD grievance. The arbitration ended September 10, 2004, and we have still not received a decision from the arbitrator. Over 6 months!! Can you imagine if we took this long to mark student assignments?

## ONGOING ISSUES

### \*Instructors still on Recall from 2002

Pleased to report another full recall was offered in the ESL area as a result of a leave. As you know, we asked for another round of Voluntary Departure Incentives as a way of recalling as many of our laid off people as possible. We've also put this forth as one of our demands at the local bargaining table. The last 2 rounds of VDIs helped recall a number of laid-off instructors & we hope this will be the case once more. There are still 17 instructors on the recall list. Many of them have been working at the college as temporary recall. Our VDI demand really is as they say 'win-win'.

### \*Ongoing interpersonal issues

Our union & college have a responsibility in these situations. Article 2 in the Common Agreement states. "Unions & employers are committed to providing a working and learning environment that allows for the full and free participation of all members of the institutional community...." We take this responsibility very seriously and work with the college for these common goals. Although our instructor work is often stressful, challenging and intense, we are all entitled to a positive harassment-free work place. If you find yourself in this kind of situation, please do contact a steward or the Human Rights officer.

### \*Hold the send button on INAPPROPRIATE EMAILS!!

We've had another couple of issues about inappropriate emails and memos.. We want to remind you again that anything you put in writing is literally a black and white broadcast. We advise you to be very careful to not send any emails or letters when you are upset. Please wait, reread, and rethink. Hold the send button.

### \* Disciplinary Meetings

Stewards have represented members at disciplinary meetings. In a couple of cases, the

# STEWARD NOTES

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members received a verbal warning . In one case, a disciplinary letter. As a union we cannot make these things go away, but stewards make sure that process is followed, that the instructor has an opportunity to discuss the issue. to explain the issues, and, if there is any discipline, to ensure that it is warranted and fair.

## **\* Meetings with departments & IRAs**

We have met with a number of IRAs and attended department meetings to answer questions about hiring criteria, hiring committees, work load, scheduling, department meeting processes and more. IRAs have an important role in administering the Collective Agreement; we are very willing to offer any information we can.

## **\* Meetings with Members**

Much of steward work is answering individual questions, providing information on a variety of topics including regularization, scheduling, step placement, recall, and leaves.. We work to resolve things before they develop to bigger issues. If you have any questions, just give us a call. We can meet you or talk over the phone, often done in the evenings. We look forward to hearing from you.

In solidarity for the stewards  
ing

## DID YOU KNOW?

### **Term & Part Time Instructors**

Under our contract, part time regular and term instructors are covered by the work load language. This means that they will have the same amount of non-contact time for marking, prep and meetings as full time regular instructors.

### **Personnel Files**

Did you know that each employee has a personnel file kept in Human Resources? If you want to look at your file, just let HR know. When a letter or document is placed in your file, you will be given a copy. There should be no surprises; you should know what is in your file. Union reps can only look in your file if you have given written permission.

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

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

## **PARTICIPATE**

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

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**We're on the  
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The views found herein  
are those of the  
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VCCFA or its  
Executive

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**Ingrid Kolsteren  
(Chief Steward)**

**688-6210**

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Cecily May (associate)	International Education	628-5918	
Jim Davies (associate)	King Edward Campus	871-7312	

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

Notice of Address Change

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