

**INSIDE THIS
ISSUE:**

Message from the President	2/3
FPSE Activities	8/9
Cheryl Draper Scholarship	9
Cabin for Rent	11
Union Management	12
Admin Postings	12 & 21
Governance Elections	13
Instructional Associates	17
Steward Update	20/21

THE 2009/2010 EXECUTIVE

Frank Cosco
PRESIDENT (10)

Brenda Appleton
VICE-PRESIDENT (10)

Brock Elliott
TREASURER (10)

Dianna Morgan (resigned)
SECRETARY (10)

Ingrid Kolsteren
CHIEF STEWARD (10)

John Demeulemeester (10)

Wayne Avery (09)

Heather Chan (09)

Settimio Sicoli (09)

Maggi Trebble (09)

Alison Woods (09)

	Page
College Pension Plan Issues	4—8
Blueprint for Change	9 & 16
VCC Budget & Education Plan	10
Bargaining Values	11
BC Votes: May 12 th	12
Education in the News	14/15
Grand March to End Homelessness	18
Ride for Dad	19

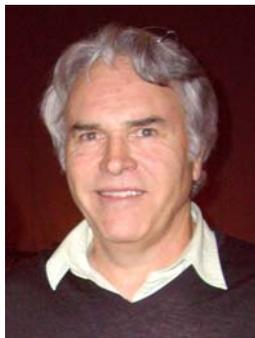
VCCFA GENERAL MEETING

THURSDAY, APRIL 23, 2009

2:30 PM

**ROOM 112 (THEATRE)
DOWNTOWN CAMPUS**

MESSAGE FROM THE PRESIDENT



FRANK COSCO
VCCFA PRESIDENT

Executive Changes: By-elections April 23rd

For a variety of reasons, unhappy and happy, three of our current executive Wayne Avery, Dianna Morgan, and Alison Woods will not be able to complete their terms. All have contributed to our work and will be missed. Dianna's department is being shut down so it's a sad departure. Wayne and Alison will be going on happy leaves so hopefully they will be back in the future. They will not all be leaving at the same time but we plan to have by-elections to replace them all at the April 23rd General Meeting. One position will run till the Annual Meeting in 2010, the other two till this year's Annual Meeting.

If you are interested in running please contact either Alison (7218 Learning Centres) or Wayne (7283 Humanities) for a nomination form. Call the office if you'd like more information about what the work entails.

Business Management Department and the February Board Meeting

This successful department was put on termination notice last spring by College management. We are still not clear why. The teach-out has been a difficult process for all concerned. In our view the Interim Dean concerned, Donna Hooker, has not been as supportive as she could have been and has made a difficult situation worse.

Nevertheless, no one expected what happened at the February EdCo meeting when she and Interim VP Sandi Bailey placed the early closure of the department on the agenda. They had, in secret, negotiated with Douglas to move the students there. Despite a unanimous EdCo vote (the admin members abstained) advising the Board not to approve this move, the VP and Dean took it to the Board in February. What a scene that was.

About every student in the department must have been there and their very persuasive spokesperson made it clear that none of them wanted to move. He had a good line, "How could you send us away from BC's #1 College?" Arsineh Garabedian, the Department Head, spoke eloquently against the move and on behalf of her students and faculty. The Board took an unprecedented break for a caucus (under the guise of a bio-break) and soon afterwards Interim VP Bailey deferred the motion. In our view, administrators responsible, especially the Interim Dean, should have suffered some consequences for this unfortunate gambit.

FPSE Governance Conference

The first provincial meeting on post-secondary governance in over ten years was held at the end of February. (The VCCFA proposed the meeting at the 08 FPSE AGM.) It was a good opportunity for faculty on Education Councils, Senates and Boards to talk about their concerns with their faculty union leaders. We hope it will lead to improved practice around the province. I was asked to present about our way of working with governance faculty at VCC. There was much interest in the VCCFA vs. VCC court case of 2005 (just type BCSC 2005 119 into an advanced search).



VCCFA members attending the conference
From left to right: Brenda Appleton,
Karen Shortt, Sally Gibson, Janet Zlotnik,
Frank Cosco

MESSAGE FROM THE PRESIDENT

The Budget Process

Although it's a bit of a return to "normality" since we thankfully do not have to deal with program and department terminations this year, the opportunity to look at the budget closely has revealed a lot of gaps and shortcomings. There's an article on page 10 that expands upon the topic.

The Pension Article

There's a really long article on the issues swirling around the College Pension plan on pages 4 to 8. VCCFA readers should note that some of it is intended for FPSE members at other colleges and universities. We are working through a real time-consuming struggle in various FPSE forums and it is not easy, there are strongly held positions on both sides. The focus has become the Presidents' Council decision in March (with the same vote taken twice, 8-6 and 9-8) not to reappoint trustee Dominique Roelants. There is the possibility that the issue will be brought to the floor of the AGM so I have tried to lay out the VCCFA position in some detail.

American Advocacy

Despite being a single-site union we have a rather large profile amongst those advocating for improved rights and conditions for non-regulars in the United States. It is mostly because of two Seattle community college instructors and activists, Jack Longmate and Keith Hoeller. Their names are known nationally in what they call "contingent, adjunct or part-time" advocacy circles. They have generously praised the way the VCCFA has approached non-regular rights and its achievements. The latest development is the formation of a national advocacy group called New Faculty Majority: The National Coalition for Adjunct and Contingent Equity. Through Jack and Keith I was asked to join in with the initial planning group.

~Frank

VCCFA General Meeting
VCCFA General Meeting

Thursday,
Thursday,

April 23, 2009
April 23, 2009

2:30 pm

Room 112 (Theatre)
Room 112 (Theatre)

Downtown Campus
Downtown Campus

COLLEGE PENSION PLAN

A Split

Developments in the College Pension world took up parts of our last two general meetings.

They have also taken up an inordinate number of meetings of the Federation of Post Secondary Educators' Presidents' Council since January. Unfortunately, there has been a lot of understandable tension; but more unfortunately it continues to fester. There's a split between a large minority of presidents who support the reinstatement of one of the current pension trustees and the majority who do not. It's clear that the non-voting FPSE President and Secretary-Treasurer also do not support reinstatement. Because of the tensions, I have decided to write about them at some length.

We will also be talking about these developments at our April 23rd general meeting because we have drafted a motion about how to prepare for anticipated talks on the Pension Plan in 2010. That motion will go to our FPSE AGM in May.

Trustee Decision re Inflation Protection and Medical and Dental Benefits for Retirees

The Pension Board (made up of 5 union-appointed trustees* and 5 government/employer-appointed trustees) announced in January that:

~ Plan-paid medical/dental benefits for retirees would end in September of this year and the premium flow that had funded those plans would be allocated to the inflation account

~ The 0.5% increase in premiums (0.25 from faculty members, 0.25 from employers) would take effect in September and also go to the inflation account

~ After the 09/10 pension fiscal year adjustment (which will take effect in January 2011,) there would be no further annual adjustments for inflation protection above a level of 2%.

**Current FPSE-appointed trustees are John Wilson (Capilano), Dominique Roelants (Vancouver Island), Weldon Cowan (FPSE staff). The jointly appointed retired trustee is Dennis Anderson (Camosun and CCTT). The GEU-appointed trustee is Danny Bradford (Selkirk).*

In our VCCFA commentary, we outlined three problems with the board's decisions:

1. These changes conflict with long-established FPSE policy.
2. FPSE's Presidents' Council (PC) was aware on the long-standing concern around the sustainability of both benefits and inflation protection. It had thought it had a strategy to focus the power and influence of the federated unions on these issues during bargaining in 2010. Seeking the pre-bargaining 0.5% increase for inflation funding was part of that strategy as was getting a prior commitment from government that it would come to a pension-related bargaining table. The Pension Board decision ran counter to that strategy and may have weakened our position.
3. Presidents' Council only became aware of the announcement in early January, exactly one week prior to publication.

Trustee Appointments

FPSE appoints three trustees and the BCGEU appoints one. A trustee to represent the interests of retired faculty is appointed jointly with the BCGEU. The VCCFA Executive has informed membership of its decision not to support the reappointment of the current FPSE pension trustees as they come due. It happened that the first of them, Dominique Roelants, due for reappointment as of August 2009, came before Presidents' Council in March. A majority voted not to reappoint. A reconsideration was sought and again PC voted not to reappoint. A process is now underway with the assistance of the Pension Advisory Committee* to find a new trustee to take on the position this summer.

During PC discussions we tried to convey the following reasons for voting not to reappoint:

~ There was no compelling explanation given as to why this decision had to be made when it was; nor as to why it could not have waited until after our best attempts to address the situation during 2010 bargaining. (From our local executive's point of view if we had tried during bargaining but failed to make any progress, a similar move by the trustees would have been entirely understandable and grudgingly accepted.)

** PAC is one of FPSE's Standing Committees. It is made up of a rep from each local and a liaison to the Executive. Our rep is Brian Haugen.*

COLLEGE PENSION PLAN

~ The trustee's decision marks a serious setback towards achieving a very important goal of FPSE to adequately fund inflation protection and is not a decision that we want FPSE's leadership and the VCCFA leadership be associated with because we were not responsible for it. The pension trustees should be held accountable for their actions. The only trustees we can hold accountable are those appointed by FPSE.

~ There was a serious breakdown in communication between the trustees on the one hand and FPSE's Presidents' Council and Executive** on the other. The trustees must accept, if not all, at least a measure of responsibility for this breakdown.

~ We have to continue to address these pension issues in the short and mid-term. Our only mechanism for doing so is through FPSE. Pensions are one of the few issues where FPSE has greater formal power and agency than our local does. It would be detrimental to our efforts to attempt to go forward with the current split continuing between trustees and FPSE leadership. It is clear there's too much tension in the current relationship.

The VCCFA Executive worries that this tension will continue to cause serious distractions that will not be conducive to moving the agenda and work of the organization. For some it is a difficult choice between supporting the trustees and supporting the FPSE leadership group. For the VCCFA Executive, however, even if we supported the actions of the trustees, we nonetheless would support our elected leadership group. All else being equal, our elected officers have to trump our appointed representatives. Through their election the FPSE leadership group are and continue to be ultimately accountable to the federation's membership as a whole.

** *The FPSE Executive is made up of Cindy Oliver, President; Dileep Athaide, Secretary-Treasurer; George Davison, First VP; Dominique Roelants, Second VP; and Members at Large from PC, Terry van Steinberg and Bill McConnell. Only the President and Secretary-Treasurer are fully released for FPSE work.*

Time to Move Past This Split

Given the closeness of the two votes at PC and the depth of feeling involved, we would not be surprised if there was an effort at the AGM to revisit the trustee reappointment. At PC, it is one local one vote; at the AGM, there is a weighted ballot according to the size of the various locals. The VCCFA Executive would ask its fellow locals who may be considering such an effort to consider what they might win if they do succeed.

Is it better for the organization to continue with a split that that eats up time and energy?

In our view it would be better if those supporting trustee reappointment would attempt to make the leadership of FPSE accountable for a decision they disagree with. They should run candidates for Executive positions and those candidates should have pension trustee reinstatement as part of their platform. That way if they are successful, the split would end. The VCCFA is of course committed to working with whomever is elected.

Regrets

All of our pension trustees have always shown themselves to be tremendously competent, engaged and energetic on pension issues.

Because of their engagement and competence, we do not accept the rationale that they were simply the "messengers" for a decision that "had to be taken." In our judgment, these trustees would have been leading the decision-making. Their votes and actions were taken in camera so we have no way of knowing who voted for what or who said what. We have to therefore treat the four FPSE-connected trustees as a group and currently are not supporting any of their reappointments as they come due in whatever order they come due. I sincerely regret the pain this first vote must have caused the trustee concerned, Dominique Roelants of Vancouver Island University FA. I have often worked well with Dominique on many issues at the PC table, on special sub-committees of PC, and especially during bargaining preparation and strategy discussions. He has a very keen strategic mind, and is a tremendous asset to his own membership and to the whole provincial membership. We are very lucky he devotes so much time and energy to our shared issues. Unfortunately however, we have had to conclude that in the best interests of the whole organization moving forward with as much unity as possible on the many challenges it faces, that it's best at this time for there to be a renewal of our pension trustees.

Cont'd on page 6

COLLEGE PENSION PLAN

The Problem with Inflation Protection

One of the trustees, Weldon Cowan, who is also our local's staff representative, and came to our February meeting to discuss the inflation account and options ahead for our union's membership and the whole provincial membership. He reviewed the basic problem: if nothing had been done, the thirty years of full inflation protection would come to an end within fifteen years – there would be zero protection left in about 2022. This is primarily because of changing demographics and unique characteristics of faculty employment. The ratio of retired to active members is going nowhere but towards the retired side. Faculty generally start work later in life than the average worker; and they, happily, live longer than average. This is all bad news for inflation protection.

The Importance of Inflation Protection

It's interesting to note that people seem to immediately react to the loss of medical and dental benefits while the limiting of inflation protection may not produce an immediate response. It's probably because the former is an immediate lump-sum cost that's definable, while the latter isn't predictable and the losses come in over a longer time period.

We have estimated that if inflation ran at 4% for seven years, and we were only covered for inflation up to 2% then one would lose 15% of one's purchasing power; or put another way a \$25,000 pension would only be worth \$22,000.

The table below illustrates in another way the importance of the full indexing we have had, by looking at real examples over recent 10, 15, and 20-year periods.

Increasing Premiums and the FPSE Motion

Last fall Presidents' Council approved a motion from the Pension Advisory Committee calling for a "partner commitment to increased funding over five years" in order to provide for a more "sustainable model" of inflation protection. (The VCC abstained on the motion.) Translated, it means that in order to provide more inflation protection the union partners in the plan would have their members pay more through premiums; of course, the employer and government partners would also pay more.

This motion will come to the AGM in May and the VCCFA Executive has attempted to make members aware of it. (It and other motions coming to the floor will be up

The following table from the Pension Plan illustrates the importance of the indexing we have had to date:

Value of Indexing

Indexing adds considerable value to the 'basic' pension benefit

Pension Date	Original Pension	Indexing Added	2005 Pension	Increase in original pension as a result of indexing
January 1985	\$18,000	\$12,446	\$30,446	69.1%
January 1990	\$18,000	\$ 6,553	\$24,553	36.4%
January 1996	\$18,000	\$ 3,614	\$21,614	20.0%

Starting annual pension of \$18,000

Source: The College Pension Plan

COLLEGE PENSION PLAN

for endorsement at the April 23rd General Meeting.)

The Executive asked Weldon show the members at the February General Meeting what the motion might mean. As usual, it depends:

If we are willing to accept a non-guaranteed form of inflation protection, which has worked for the life of the plan to date, then the news isn't too grim. Weldon projected that something like 2 or 3% from each side would probably protect us *in practice*.

If we use 2.5% for an example of a full time member at top step that would mean:

2009 Monthly Premium	2014 Monthly Premium
9.46% \$627.20	11.96 % \$829.54

Members may be more amenable to premium increases in this range in order to have a realistic hope of substantial inflation protection.

If we want our "sustainable model" to be a guarantee of inflation protection— this is something we have never had— we have a guarantee of our basic pension* amount but no guarantee of inflation protection nor of medical/dental benefits—if we want a guarantee then to do it in five years we'd have to raise premiums on our side alone by 5% -- 1% a year for five years. Each one percent increase would cost almost \$70 a month (\$832.31 a year). (All examples are taken at the April 2009 top step.) After five years we'd be paying almost \$350 a month more. That's just under \$4162 a year more and the premium rate would have risen from 9.46% to 14.46%.

2009 Monthly Premium	2014 Monthly Premium
9.46% \$627.20	14.46% \$974

Employer premiums would have to increase by a like amount, which is difficult to imagine not having a huge effect on any pay increase we might want to negotiate. We are also now in 2009 at the maximum amount allowable for a premium tax credit under federal legislation so none of the increase would Increase one's tax credit.

**Members are reminded that in order to fund the guaranteed basic amount the board of trustees may from time-to-time have to raise premiums to cover cost projections. Occasionally, it may lower premiums. This is separate from the whole discussion of inflation protection*

What about Medical and Dental Benefits?

None of this addresses the medical and dental benefit issue. It's becoming generally accepted in the professional pension world that maintaining this type of ever-increasing cost is too much of a liability for any pension plan. One option could be to fund partial subsidization of those with low pension levels.

We had hoped to have a more thorough exploration of this and other possibilities during bargaining but the pension board has removed all medical and dental subsidies as of September so it will be difficult to resurrect something.

Bargaining in 2010

We suspect that the decision around a "more sustainable model of inflation protection" will help guide our negotiators when we do get to a pension table. (By the way, it should go without saying that we need to be as strong and united as possible going into those discussions. Politely asking for more from the province won't cut it.) It will be important to develop as much consensus as possible before going into those talks.

The VCCFA executive feels that much more needs to be done to help inform active members of their options and to gather input from as extensive a group as possible

Ways to Gather Opinion

In past rounds we have relied on the somewhat idiosyncratic surveys of local unions as our primary device for gathering input. We do not think that's adequate or appropriate for pension related issues.

In the fall at a Vancouver conference on Pensions I bumped into a presentation by the Ontario Teachers' Plan which shared some of the results of their extensive, professionally-done surveying. Anyone can check it out at www.otpp.com. If you go to the Plan Funding button there's a pull-down menu that includes the survey results and report. There's also a description of their inflation protection under the Member Info button.

The VCCFA Executive feels the GEU and FPSE as partners should commission a similar poll for active BC college

Cont'd on page 8

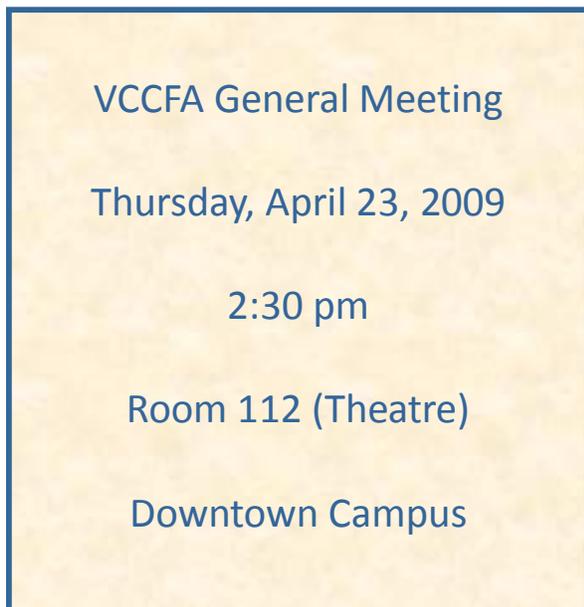
COLLEGE PENSION PLAN

plan members and we are drafting a motion for the AGM to help initiate it. We feel it will help us better know what our members really want and that it is absolutely necessary before entering into any bargaining session next year.

We have invited and continue to invite members to forward ideas for what questions should be asked. We got some input at our last General Meeting; one comment pointed out that one reason people in industry choose to work at a college is the good pension plan; another said limiting inflation protection will cause people to work longer.

We will continue to pursue these issues and will have an update at the April 23rd General Meeting.

- Frank Cosco for the VCCFA Executive



FPSE ACTIVITIES

AGM

This year's AGM will be hosted by Camosun in Victoria. We will have 14 delegates. We usually can afford to take along about a few observers. Our sequence for assigning delegate and then observer spots is: executive, stewards, committee members/activists, other members. Travel and costs are covered, union release is provided for delegates, observers must use holiday or PD. All of our executives are expected to go as delegates and the few remaining delegate and observer spots have been spoken for.

As is our practice we will be submitting motions to influence the work plan of FPSE. Currently we are developing motions around commissioning a history of FPSE and its locals, commissioning a profession survey of pension plan concerns and on various options open to the plan, and on the process leading up to 2010 Bargaining.

Presidents' Council is proposing FPSE dues be set at 0.9% of payroll up from 0.85%, where they've been since the inception of CIEA. Our Executive has recommended approval and at the last General Meeting this change was endorsed by the membership.

The immediate cause is the propensity of various college and university administrations to "lawyer up" instead of sincerely trying to solve issues. Another cause is that the organization is incredibly more engaged and active than it was when it started.

This does not mean a change to our 2% dues. It's a shift within that amount, now 1.15% goes to the VCCFA and 0.85% goes to FPSE; if this passes at the AGM, 1.1% will go to the VCCFA and 0.9% to FPSE.

Program Reviews of Heavy Duty, Diesel and Commercial Transport Mechanic Programs

In an unusual move for it, the Industry Training Authority has asked the BC Federation of Labour to nominate "Subject Matter Experts" for these reviews. We put forward Brian Haugen, Department Head of Diesel, and FPSE has agreed to put his name forward to the BC Fed.

FPSE ACTIVITIES

International Solidarity Fund

FPSE budgets \$15,000 a year (0.5% of dues) for this Fund. At the end of March, proposals for spending the fund are considered by a joint committee made up of members from the FPSE Executive, Presidents' Council, and the Standing Committee on Human Rights and International Solidarity. Last year a proposal from us to support an NGO in East Timor (Ba Futura, which works primarily with youth to end the cycle of violence in that country) was one of the successful ones. This year we have submitted two proposals: Work for Widows in Sri Lanka and Adopt an Organizer in the Philippines.

Local 21: The ETEA, Education and Training Employees' Association

This is the private sector local of FPSE, and the largest such faculty union in BC. They represent teachers at the International Language Schools of Canada and at Language Studies Canada. They are a feisty group of mostly ESL instructors who have organizing on the mind. The VCCFA has done what it can to support their vital organizing work.

They have just announced their latest success, bargaining a five year agreement. They had to take a strike vote and file strike notice to get it done but they brought it home last weekend without a strike. Some of the highlights of their agreement:

- 3% signing bonus paid out within 90 days after ratification
- Wage increases: 0% 1st year, followed by 2% - 2.5% - 2.5% - 3%
- Tax-sheltered retirement savings plans: employer will match up to 1% of gross wages to \$500 max annually. \$500 is 1% of a FT teacher's gross wages. (They don't have a pension plan.)
- In the fifth year, the \$500 maximum is removed and it is a straight 1% thereafter. Adding wages and RRSPs

- = approximately 0% - 3% - 3.5% - 3.5% - 4%
- Parental/Pregnancy Leave Top Up: employees will continue to be paid as if at work for the first 2 weeks of leave to cover waiting period before federal support kicks in
- Parental Leaves: teachers on parental leave may now extend the leave for a third year.
- PD Pool: 10 days will be provided annually for teachers to apply to take PD opportunities. Teachers apply and are chosen based on seniority. Preference given to anyone who has not applied before. PD expenses: the employer will pay 50% of costs for approved education or upgrading. Education or upgrading taken as the result of the employer's request will be covered at 100% with no loss of pay
- Copyright: new language providing protection for materials produced by teachers
- Shop stewards will now attend all discipline meetings (currently employee's choice)
- Improved bereavement leave: 5 days for spouse, child parent, sibling (up from 3)
- Employer has ability to increase classes from 14 to 15 in low season or 16 in high summer season if necessary for classes in the regular program.

FPSE provides them with professional staff support (Jeff McKeil) as it does all of its locals.

Great work! Congratulations!

Blueprint for Change

In anticipation of the May provincial election, FPSE has prepared a comprehensive document setting out what needs to be done to improve post-secondary education in BC.

Have a look at it on the FPSE website: www.fpse.ca. Go to the Library button and then click "Publications".

Check out the highlights on page 15.

VCCFA Cheryl Draper Memorial Scholarship

Applications came in fast and furiously on the 31st and we ended up with fifteen! All identifying information will be blocked or removed and the selection committee headed by Wayne Avery will get to work.

We plan on announcing the winners at our June General Meeting.

VCC BUDGET AND EDUCATION PLAN

The government has been so cynical with their handling of post-secondary budgets. First of all, it is funding the college in 2009 at inflation-adjusted levels below where funding was when they came into office in 2001. The college's only source of new money has come through user taxes, tuition and other fees. Secondly, last year at the last moment they cut funding to levels below what they had themselves previously indicated it would be. At VCC it meant a decrease of \$1.8 million. Now, and of course it has nothing whatsoever to do with the provincial election next month, they have bumped up their previous estimate for 2009/10. Thankfully, it is enough (\$1.2 m) to allow VCC to balance it's 2009/10 budget, but it's an approach just dripping with cynicism.

Through March there have been a number of opportunities to speak on the budget and education plan. We have taken advantage of every one of them and we appreciate that management did make some effort to address some of the issues we raised. At the March Board meeting we concluded by making six recommendations:

1. Review budgeting principles with a view to re-prioritizing education. We noted in the College's documents that education had shrunk from 64 to 62% of the budget. No rationale is given and in our view that should not be happening. On a \$90 million that's close to a \$2 million difference.
2. Review the budgeting and human resources timelines. We have already had more than seven '09 layoffs caused by the plan and the budget when we were still a month from final approval. There should be a decent interval after approval and before action is taken, this way of operating breeds cynicism about this "consultation" process.
3. Establish an open review of FTE utilization and suspend the practice of cutting allotments based solely on the previous year's performance. There is far too quick a rush to cut without examination and exploration of alternatives.
4. Make major changes to the budget and education plan statements so that a real comparison between instructional and non-instructional costs can be made. We identified fourteen areas which were not included at all in draft one. Trends over the past five years should also be included. The documents should be designed to encourage meaningful comment, not prevent it.
5. Review the effects of tuition and tuition increases including year-over-year analysis of the last five years and decade-over-decade analysis of 1988, 1998 and 2008. The Board is probably not even aware of the array of types of fees that are being charged and people have lost track of

why certain fees are what they are. We're afraid the fees are really preventing access.

6. That for 2009/10 all budgeted FTE be restored to at least the budgeted level of 2008/09. Following from number 3, proposed cuts to FTE may not be justified and may end up actually harming program flexibility and effectiveness.

Some Responses

We asked for actual dollar amounts for 2009/10 and for former years for seven educational-related areas and for seven non-instructional areas. Draft 2 of the budget included a response on six of the non-instructional areas and there was a verbal response from the president on one of the educational-related areas:

Education Related	2009/10
Centre for Instructional Development	no response
Library	no response*
Learning Centre	no response*
Counselling	no response*
Curriculum Development (verbal)	\$ 0 (zero)
Support for Depts. supporting Disabled Students	no response
Support/Release for IRAs	no response

**on these three we were told verbally and in writing that there were at least no reductions*

Non-Education Related	2009/10	2008/09
Senior Administration	30*	25*
Foundation	no response	
International Education	\$1.33 m**	\$570k**
Marketing	\$1.27m	\$1.22m
Facilities	\$6.84m	\$6.04m
Financial Services	\$1.72m	\$1.64m
Information Technology	\$4.14m	\$3.74m

**This is the number of people in positions earning more than faculty, (a different definition than we use in our newsletter.) Draft two of the budget says they anticipate filling five vacant positions so we have used the figure 30.*

***These numbers are given as positive "gross margins;" fortunately, they leave off the \$1.3 m cost of the continuing Alberni lease of the empty space, otherwise they'd be negative.*

Approval Stage

At its meeting of April 7th, EdCo advised the Board to approve the Education Plan. On April 14th, OpsCo voted to recommend the budget to the Board. The two VCCFA votes were the only negative votes. The Board will give its final consideration of the Plan and Budget on April 30th.

BARGAINING 2010: VALUES FOR BARGAINING

I've been asked to be part of a joint Presidents' Council and Bargaining Coordination Committee group working on developing models for the next round of bargaining. I've worked with counterparts from Langara (Lynn Carter) and Douglas (Peter Wilkins) on a new model which we will continue to pursue.

Part of the thinking for that new model is framed by the VCCFA Statement of Values or Principles for Bargaining. It came out of our preparation for last fall's Bargaining Forum and it was ratified at the March General Meeting.

~fc

Values or Principles for Bargaining

~ Bargaining provides the most powerful way to meet the aspirations of members.

Bargaining is the result of the twentieth century truce between unions and employers. They get peaceful, stable periods. We get regular opportunities for continuance of the legalized and regulated power struggle

~ As an authentic and democratic process, bargaining both empowers individual members and enhances union solidarity.

To be authentic the bargaining process must be transparent and democratic, with positions clear and mandated by memberships and with member control of who their representatives are and of settlement ratifications.

It must be authentic in that members can trust that their mandated aspirations are fully explored with management and reasons for success or failure are explained.

These qualities demonstrate to members that they have power through the collective and that the collective spirit and approach works best for each of them.

~ Leadership entrusted with the bargaining aspirations of members must do everything possible to ensure the most effective and efficient bargaining outcomes.

Leaders must seek guidance and training as to how best to pursue bargaining goals so that the long term security and strength of their members is protected while at the same time their strength and solidarity is enhanced so that it can be brought to bear for achieving as many bargaining goals as possible.

~ Leadership must do everything possible to ensure the highest possible degree of equity in bargaining outcomes

Given a limited possibility of success for a particular set of bargaining goals what goals are achievable should be distributed in ways that are as equitable as possible. To the extent that this is not possible, the burden of explanation falls upon the leadership group.

Reminder:

We will be electing our six-person bargaining committee at our June General Meeting. Call the office if you'd like more information, any member is eligible.



Cabin in the Woods on Gulf Island (Mayne Island)

Sleeps 4-6

Deck

Minutes from sandy beach

\$375/wk

Available July

Call: Marlene 604-251-4231

UNION-MANAGEMENT DISCUSSIONS

Once a month we meet senior management as per Article 3.11 of our Collective Agreement. A couple of topics from the latest meetings:

Job Search Workshops / New Employee Orientation

Similar theme, different ends of the employment experience, those being laid-off and those coming in. In both cases we have been trying to get better interaction and support for our members and some small advancements have been made.

Terms and the Olympic Closure

A seemingly tough nut to crack is what will happen to term instructors during the Olympic closure next year. We have stated repeatedly that they should not suffer loss of accruals for rights and benefits just because the college has decided to close. Many will lose pay and that should be enough of a consequence.

VCC ADMINISTRATION POSTINGS

Pete Legg, VP Finance has been confirmed as Interim President for the May to October period before Stephanie Forsyth takes over. We wish him well.

The VP Education spot has been posted and a recommendation committee formed. The FA reps on the committee are Ingrid Kolsteren and Brenda Appleton. Please contact them to discuss any concerns and input you may have.

The Dean of Language Studies spot has also been posted. Three faculty reps are being chosen from the School, Nora Ready (7248) is the FA rep on the committee.

Clarification

In our Jan/Feb issue we used the total of 49 administrators who make about or above faculty's top step as of August 08. We don't use their actual salaries but their top steps as a cut-off. We feel this is fair because with a scale with half the steps we have and with not always being initially placed on the bottom, they get to the top pretty quick. The clarification is that about five of the high-end positions (above \$95k) are currently vacant, though still listed. Draft two of the budget indicates that the College intends to fill those positions.

BC Votes on May 12

The election will come and be done before we know it.

The VCCFA is non-partisan so we do not recommend any party. We do however encourage you to become aware of provincial post-secondary issues. A good place to start is the "Blueprint for Change" document on the fpse.ca website.* You'll find a summary version on page 16.

Of course, one's political decision is the result of a complex of issues and history but since members work in the public post-secondary system it is perhaps sensible to throw that issue-cluster into the mix.

Remember to vote.

*** Go to "library" and click "publications"**

REMI NDER



Reminder!

Governance Elections in the Fall

Just an early reminder that this fall there will be elections for five Education Council positions.

Each year five two-year EdCo positions are up and once every three-years the faculty position on the Board is up.

For the 09-11 term the following positions are up (incumbent):

- ◆ College-wide at-large position (Sally Gibson)
- ◆ School of Health (Leona Friesen)
- ◆ Library, Learning Centres (Brenda Appleton)
- ◆ Centre for Transportation Trades, Centre for Technology (Keith Lillyman)
- ◆ A combined position for the School of Music, the Centre for Design, the Centre for Instructional Development, and the School of Instructor Education (Ginny Cathcart)

No Changes This Year

The VCCFA is on the advisory committee for the elections and we usually set the terms for the various constituencies. Because of the cuts imposed by the College it might make sense to re-jig some of the above positions. ***However, because there is the probability of further changes with a different set of senior administrators, the Executive has decided not to propose any changes this year.***

EDUCATION IN THE NEWS

What's in a name? When it's college vs. university – lots

A controversy is brewing in Alberta, where Mount Royal College has been the coveted status of membership in the Association of Universities and Colleges of Canada, but the province, has steadfastly refused to allow a name change to Mount Royal University. So the question is why is it so important to change the name from college to university? According to the Calgary Herald, "...changing Mount Royal's name would cost the province absolutely nothing, but it would represent significant monetary value for Mount Royal and its graduating students." Having university in its name would allow it to establish itself as a teaching university, attract and recruit faculty and students. "But most importantly, the name change would add about \$25 million in fundraising capacity..."

Calgary Herald, January 22, 2009

Lobbyists stretch case for schools

The Times Colonist takes issue with much of the lobbying efforts of the B.C. Coalition for Public Education asking for a major cash infusion for K-12 and post secondary education in B.C. However, we would agree with one of their assessments as to where all the money has gone. They say, "Compensation packages for senior administrators have gone through the roof."

Times Colonist, February 15, 2009

B.C. College Enrolment Rising in a Bad Economy; Applications are up 97% over 2008 at One Institution

"British Columbia's colleges stand to be big winners as the economy worsens and individuals shut out of the job market opt to upgrade their skills." Vancouver Island University has seen a significant increase in applications, especially from the Victoria area which are up by 97% over last year. "Demand for career-related programs is up this year at British Columbia Institute of Technology, said Pat Mathieu, Director of Enrolment Planning."

It would seem from this article that BC institutions are planning for more student demand....not VCC though.

Vancouver Sun, February 17, 2009

88,000 New Jobs over 3 Years; Projects Include Schools, Hospitals, Roads, Bridges

Colin Hansen, Finance Minister, reports that the government will spend:

\$1.3 billion for K-12 school construction and earthquake-related upgrades.

\$1.7 billion for post-secondary education, including University of B.C. student residences and expansion at Vancouver Community College.....

[Wait a minute... is that our VCC? Has anyone heard about this? Wait a minute, it's a pre-election re-announcement!]

The Province, February 18, 2009



New Rules give Duped Students Right to Refunds

Expected to become law in June, international students attending private post secondary schools in B.C. that have closed, or whose degrees/diplomas do not meet basic educational standards, will be eligible for tuition refunds.

Vancouver Sun, March 5, 2009

B.C. Revamping Efforts to Recruit Foreign Students; More Coordinated, Far-Flung Effort Needed to Attract All Age Groups

"Randall Martin, executive director at the B.C. Council for International Education, has unveiled what he says will be a more coordinated, far-flung effort to attract overseas students of all ages to B.C." These efforts will promote both public and private institutions.

Vancouver Sun, March 30, 2009

EDUCATION IN THE NEWS

Hospitality Industry Opens up for its Own; Magazine Holds its Big Night

Dean Jonathan Rouse attended the 2nd annual British Columbia Hospitality Foundation dinner supporting those in the hospitality community who are coping with extraordinary costs due to serious illness.

National Post, February 7, 2009

VCC Students: TransLink Prices Unfair

“Students on the same Broadway bus pay about \$35 a month if they’re at UBC and \$73 if they’re at VCC,” said Tiffany Kalanj VCC Student Union staff. Maggie Murray, student rep to the Board said it makes a huge difference in a student’s “poverty-line” budget. They and students at Emily Carr and Douglas have filed a complaint with the Ombudsman’s Office saying their exclusion from the U-Pass program which students at Capilano, UBC, SFU, and Langara enjoy is discriminatory.

We wish them all the best in their struggle.

*Vancouver Sun,
April 13, 2009 (front page)*



Family-income Gap Expands

Centre for Policy Alternatives economist Iglia Ivanova’s recent study points out that 60 percent of families with children in BC earned less in 2006 than they did thirty years earlier in the late seventies. And, on the other hand the income of the top 10 percent rose sharply. Those in the middle have been squeezed more than in any other province. In her opinion this puts the nail in the coffin of the old Reganesque “trickle down” theory. “Economic growth alone doesn’t guarantee that people are going to benefit—especially those at the lower end of the income spectrum.” The article says thirty years ago the bottom half of families with children took home close to a third of total after-tax income (31.8%); now, the same bottom half takes home closer to a quarter

(26.9%). It also quotes the Organization of Economic Co-operation in Paris as saying Canada is experiencing a growth in “inequality and poverty” because the gap between the well-off and the poorly-off has been growing in the last fifteen years. The gap had been consistently shrinking from the seventies to the nineties. Increased consumer debt is going to make the situation worse.

Georgia Straight, March 12, 2009

Life after Death of Mandatory Retirement

Kwantlen psychology instructor Larry Anderson was featured in a story that outlined some of the factors around working past 65. Mr. Anderson had been forced to retire, the KFA grieved it but couldn’t win under the old law. The new law has allowed him to come back and he’s a regular instructor again. The nature of post-secondary work is mentioned as a factor that will probably see a higher proportion of faculty choosing to continue working. Numerous factors are canvassed in the article including the continuation of benefits, collecting and investing CPP and OAS at 65, reducing workload, and the “new 65,” the fact that everyone has to collect their pension at 71. The article mentions that it is still too early to tell whether the Business Council’s prediction of higher employer benefit costs will come to pass.

Vancouver Sun, April 11, 2009

Court Strikes Down B.C.’s Gag Law; Unions Jubilant as Pre-Election Advertising Ban is Found Unconstitutional

B.C. labour, including FPSE, joined forces challenging the “gag law” limiting third party political advertising. The B.C. Supreme Court struck down Bill 42, allowing newspaper, television and website advertising by third parties prior to the May provincial election.

Vancouver Sun, March 28, 2009

SUMMARY OF FPSE'S BLUEPRINT FOR CHANGE

MEMO

Date: May 12, 2009
To: BC Political Parties
From: FPSE

Here are seven ways to improve BC's Post-Secondary Education system:

1. **Improve Funding, Affordability and Access by:**
 - * Committing to real per-student funding increases in post-secondary operating grants.
2. **Strengthen BC's Commitment to Developmental Education by:**
 - * Creating policy and funding options that support adult learners returning to post-secondary education.
3. **Expand Opportunities for English Language Training at our public institutions by:**
 - * Ensuring that new ELT programs, services and funding target public post-secondary Institutions.
4. **Change BC's system of trades training and apprenticeships by:**
 - * Reforming the Industry Training Authority (ITA) to ensure that all stakeholders, not just Employers, are given a voice in the running of BC's trades training system.
5. **Effectively Regulate BC's Private Post-Secondary institutions by:**
 - * Holding private post-secondary institutions fully accountable and ensure that they meet the high standards of BC's public institutions.
6. **Establish Better Policies for Recruitment & Retention by:**
 - * Guaranteeing free collective bargaining throughout BC's public sector.
7. **Make all BC Post-Secondary Institutions Leaders in Technology, Research and Scholarly Activity by:**
 - * Ensuring all post-secondary institutions have equal access to research funding and supports.

INSTRUCTIONAL ASSOCIATES ASSIGNMENTS

The morphing of Division Chairs into Associate Deans and now Instructional Associates is a long, complicated story. Part of their current status agreement provides that they can “organize themselves ... to support IRAs by mentoring and coaching”. So, as announced, here’s how they have divvied up the IRAs, who are free to call an IA up.

Lyn Lennig 443-8372 // 871-7111

Language Studies	Arts and Science
ASL & Deaf Studies Deaf & Hard of Hearing ESL-CPE ESL-ELS ESL-ELSA ESL-Outreach ESL - International ESL-PACE TESOL	Basic Education CCA CF-Humanities CF-Math CF-Science CACE Visually Impaired UT SIE

Ginny Cathcart 443-8505

School of Health Sciences	Library & Learning Resources	School of Music
Nursing Continuing Care Dental Hygiene Dental Assisting/Reception Dental Laboratory/Technology/ Denturist Health Care Communications Management Practical Nursing Allied Health	Library Circulation Library Technical Services Library Public Services Library Systems Learning Centres Media Services	Music

Robin Popow 443-8326

Centre for Business Studies	Centre for Design/Technology/ Trades	School of Hospitality
Business Management Office & Legal Administration	Digital Graphic Design Hair Design/Esthetics Jewelry Art & Design Computer Technology Drafting Electronics Automotive Collision Repair Automotive Service Technician Diesel Technician	Culinary Arts Asian Culinary Arts Baking & Pastry Arts Hospitality Management

GRAND MARCH TO END HOMELESSNESS



**Grand March to End Homelessness
Saturday, April 4, 2009**

On April 4, 2009, thousands of people from communities across BC marched to demand immediate government action to end homelessness, build social housing, protect rental housing and mobile home pads and raise welfare and minimum wage rates.

Homelessness—a crisis in our province:

- ◆ More than 10,000 homeless people in our province
- ◆ Affordable rental housing disappears while land prices soar and land speculation increases in every community in BC
- ◆ There has been no federal social housing program since 1993



- ◆ Welfare rates do not meet basic needs: single rental accommodation for \$375 in non-existent in Vancouver
- ◆ Minimum wages does not pay rent

UPCOMING EVENTS

Solidarity Notes Labour Choir & Friends Spring Concert



*Benefit for
Downtown
East Side
Neighbourhood House*

*With special guest
Bud Osborn*

*Hosted by
CBC Broadcaster
Erica Johnson*

Friday May 29th 7:30 pm

Japanese Language School
497 Alexander Street

Advance tickets available at

VDLC office 1880 Triumph Street
or
People's Co-op Bookstore 1391 Commercial

Tickets \$15
Nobody turned away

Fighting Prostate Cancer: The Ride for Dad

The annual Motorcycle Ride for Dad is coming up at the end of May. Members are encouraged to check out the website [motorcycleridefordad.org/van] for more information about participating or making pledges. For more information on this good cause, call Keith Lillyman (7395).



STEWARD UPDATE

Most of steward time is taken up with the layoffs; meeting with members, answering questions, issues around transfer, recall, scheduling, not to mention meetings and conversations with the College.

Layoff Stress and Distress Continues

Transfers are taking time to work their way through into other departments and unfortunately, third generation layoffs are now starting. That's when an original layoff in 2008 has caused a bump, a second layoff, another bump, and now a third layoff. It remains to be seen if the chain will continue. We are also dealing with the teach outs from 2008.

Computer Technology is in the very final stages and will close its doors May 5; Electronics mid June; Business Management, which the College tried to close even earlier, will be here till the end of December.

Along with the loss of programs and jobs in those departments, other areas are affected. ESL is once again experiencing notice of layoffs caused by the 2009 Education Plan. Although the Education Plan has not completed the necessary governance steps, the College has been busy issuing layoff notices. Up to now 10 instructors are on either advanced or actual notice. Of course there is already a significant loss of work for term instructors. We have grieved all the ESL layoffs.

We are very alarmed about these layoffs. In our view the College is too harsh and too quick to issue layoffs with seemingly limited consideration of the distress they cause to instructors and the departments. The human cost to our members is significant. At last count since last year, over 40 layoffs have been issued; only 11 were withdrawn. Sad times especially given the state of our economy.

Resolved Grievances

We are happy to report that the day we were to start a formal arbitration on our grievance against the firing of an instructor turned into a mediation session. We were able to come to a satisfactory agreement with the College that resolved the grievance.

Grievances still outstanding

The layoffs have a further impact on our steward work in that they have given rise to their own set of grievances.

They are on their way to arbitration with FPSE support; issues include transfer processes, the layoff process itself, and the continuity of the department head position in a teach out department.

Meetings

We've attended a number of department meetings. They provide a good opportunity to ask and answer questions, and learn about the issues in the different areas. We are always happy to come by and meet with departments either during your regularly scheduled meetings or for a special meeting; just give us a call.

There have also been lots of meetings with individual members and administration on numerous issues.

Other Issues

The Stewards and I have been working with members around a wide variety of issues; here is a sampling:

- ~ interpersonal issues between people in departments
- ~ scheduling of teaching assignments, vacation, and PD
- ~ leaves
- ~ hiring criteria and Area Hiring Recommendation Committees
- ~ IRA elections
- ~ regularization

Working with Administration

We have regular meetings with the College to be proactive on issues and concerns. We raise a variety of issues and try to resolve as much as possible without formal grievance procedures. We are, for example, in discussion on how terms will be treated during the Olympic break. We are concerned that terms not be disadvantaged by the College closure.

VCCFA Members Called to a Meeting

If you are called in for a meeting with your Dean or Human Resources for a matter related to the collective agreement, that is potentially disciplinary, or dealing with your employment relations, you have the right to have a steward present. The usual practice is for the College to let the Union know that they want to meet with a member and we make sure there is a steward available. If you have any questions, just call the Union office.

IRA Orientation

The next one is April 29. This is promising to be a useful day with emphasis on practical issues that face department heads. The sessions are open to all IRAs or any one thinking of being an IRA in the future. Sign up now.

STEWARD UPDATE

Non Regular Committee

The next meeting is April 16 at the Broadway Union Office, 3:30 to 5:30. Come by for coffee, cookies and chat, especially on collective agreement rights for terms and auxiliaries. We will be presenting information on what non regular instructors need to know about the pension.

Ing, for the Stewards

Administrative Selection Committees

VP of Education Posting

Brenda Appleton and **Ingrid Kolsteren** are on the selection committee for the VP Education.

Please let them know your concerns, issues, priorities and the qualities that you feel are important for anyone in this position. They are available by phone, email or can meet in person. Contact them through the union office, 688-6210 or email ikolsteren@vccfa.ca or bappleton@vccfa.ca

Dean of Language Studies Posting

The VCCFA rep on the committee is
Nora Ready 871-7248

The rep for ASL & Deaf Studies and for Deaf and Hard of Hearing Departments:
Shannon Hougham 871-7341

The reps for the five ESL Departments and TESOL:
Tanis Sawkins 443-8608
and
Colleen van Winkel 871-7275

If you are in the School of Language Studies, give any of them or all of them a call and let them know your thoughts about this position.

DID YOU KNOW?

Leaves that provide a Stipend

There are still Retirement Preparation Leaves and Renewal Leaves available.

Both these leaves provide a monthly stipend - \$1200 for Renewal and \$1000 for Retirement Prep. You need to be on top step or have 10 years of service to apply. For Retirement Prep you also need to be at least 50 years old, but you do not have to retire after your leave. There are a few other differences between the leaves.

Interested? Want to know more?

See Articles 8.11 and 8.12 in the Collective Agreement and call a steward.

Moved? Moving?



Remember to notify the VCCFA office of your

New address
Telephone number
Email address

Call Audrey at 604-688-6210 or email info@vccfa.ca

PARTICIPATE

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

Email: info@vccfa.ca

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

Phone: 604.688.6210

We're on the web
www.vccfa.ca

Newsletter Editors:

Brenda Appleton
Frank Cosco
and
Audrey Vickaryous

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

VCCFA STEWARDS

Ingrid Kolsteren (Chief Steward)	(604) 688-6210	ikolsteren@vccfa.ca
Pauline Barratt	Broadway Campus	443.8560
Elli Cox	Downtown Campus	443.8494
Leona Friesen	Broadway Campus	443.8715
Tracy Johnson	Broadway Campus	871.7251
Wayne McNiven	Downtown Campus	443.8438
Rene Merkel	Broadway Campus	871.7370
Nora Ready	Broadway Campus	871-7248
Michele Rosko	Downtown Campus	443.8492
Karen Shortt	Downtown Campus	443.8525
Taryn Thomson	Broadway Campus	871-7359
Maggi Trebble	Broadway Campus	871.7254
Judith Wallace	Broadway Campus	871-7292
Chantal D'Argence	(associate steward)	726.3637

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: _____
Email Address: _____