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**THE 2007/2008 EXECUTIVE**

**Frank Cosco**  
PRESIDENT (08)

**Brenda Appleton**  
VICE-PRESIDENT (08)

**George Rudolph**  
TREASURER (07)

**Virginia Monk**  
SECRETARY (07)

**Ingrid Kolsteren**  
CHIEF STEWARD (08)

**Cheryl Deyalsingh** (07)

**Linda Duarte** (08)

**Brock Elliott** (08)

**Dianna Morgan** (08)

**Maggi Trebble** (07)

**Settimio Sicoli** (07)

**Lizz Lindsay**  
PAST PRESIDENT

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**\* deadlines involved - don't miss out**

**NEXT VCCFA GENERAL MEETING**

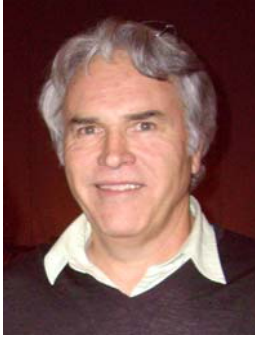
**WEDNESDAY, JUNE 13, 2007**

**2:30 PM**

**ROOM 420  
DOWNTOWN CAMPUS**

## MESSAGE FROM THE PRESIDENT

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FRANK COSCO  
VCCFA PRESIDENT

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### ***Bargaining ends for a while***

Maggi has prepared a detailed summing up which you can find on pages 4—6. April finds the VCCFA shifting gears after a rather intense year of preparation for bargaining and about five months of two-level bargaining itself. It's been a bit of a let-down as we had a great team with a new chair and new members and energy, a pared down provincial agenda to help focus, and a commitment to working together with our allies as efficiently as possible. While the last part worked out, the limited results were nothing to get excited about. The one real breakthrough is the revised step placement formula that will allow new hires to have their experience and credentials evaluated in a fairer way and which will allow VCC to be more competitive. VCC management deserves credit for bringing this forward. However, we do feel it has the potential to be divisive in that current members will not have their placements reassessed except for extra credentials. See Ingrid's piece on the new language on page 25.

On behalf of the members I want to once again thank Maggi, Malcolm, Mark, Ingrid, Karen, and Rose-Marie for their excellent work in preparing for bargaining, especially in really finding out what our membership felt was important, and in conducting the bargaining itself in a spirited and professional manner despite the limitations this round placed upon our capacity.

### ***FPSE Annual General Meeting***

We are in the midst of preparations for the AGM in Cranbrook, you will find details on page 7-8. It's the most important FPSE meeting of the year,

a great chance for over 150 activists to get together on the issues affecting post-secondary education in BC.

### ***Appreciation Dinner***

In February we had a warm appreciation dinner to thank all those who have served the union either in an elected or volunteer capacity. We do this annually to highlight their commitment to the work of the union.

### ***Executive Work***

The Executive have met six times since the last newsletter at the end of January. Amongst the ongoing administrative items, we have supported the students' Day of Action in February, supported the work of our stewards and bargainers, including the consideration of a possible strike vote. We are framing our responses to the College's budget and to the ongoing cleanliness issue. The computer reliability crisis at City Centre has been on many agendas as we seek to support appropriate basic working conditions for several departments. We have endorsed the Positive Space Campaign on Campuses. A new manual will be available soon.

We were heartened to see the Minority report of the Legislature's Standing Committee on Education call for more support for ABE and ESL students. It can be found on our website under News and Media Releases. To support their views, they cited Ingrid and Laurie Gould's comments from our presentation last June. The Executive endorsed the positions of the Inner City Housing Table which is lobbying for some real action on homelessness in Vancouver. We see it around us every

# MESSAGE FROM THE PRESIDENT

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day and the government's latest initiative to do something about current housing capacity is laudable, but there absolutely has to be more done.

## ***Conferences***

It's conference season. Our reps to FPSE attended the Spring Conference, see reports on pages 10-11. I represented the VCCFA for part of the international TESOL conference in Seattle. They had several sessions sponsored by their caucus on working conditions where I was invited to speak on what we have achieved in terms of job security and rights for new and probationary instructors. The primarily American audience was actually incredulous to hear of our system. Although I always say we still have work to do, in American faculty union activist circles we and our FPSE sister unions have an unsurpassed reputation for fairness and equity.

The Executive has asked Ingrid to be our rep at the CAUT Conference on Contingent Faculty in Edmonton in May, and it's asked Brenda and Diane Morgan to be our reps at ACCC in Montreal in May. The college partially supports one rep, for which we thank them.

Several Executive attended the recent, really first rate Jobs and Justice Conference in Vancouver, see that report on page 23.

## ***Members Only Website***

VP Brenda Appleton and Office Administrator Audrey Vickaryous have had their hands full working with our Internet support contractor to get our Members Only part of our website up and running without the bugs that have popped up. If you are having difficulty getting on it, please give us a call.

## ***Presidents' Council***

PC is made up of the FPSE Executive and the 18 presidents of member locals. There was one face to face meeting in March and two conference calls on bargaining. The proposed 07/08 Action Plan, preparations and policy motions for AGM, and a discussion of pensions and inflation took up a large portion of the meeting. It was heartening to see good support for a more active and co-coordinated organizing campaign, which will go to the AGM.

Two of our smallest locals, at Emily Carr and at Nicola Valley, were facing intransigent managements who insisted on further concessions while both have the majority of their members working on contingent, insecure conditions we were able to deal with in the 1980s. Because of this, our executive passed a motion to ask FPSE to add to any strike pay these locals would get from FPSE so that it would compensate for the after tax amount of the signing bonus. Such a motion was made and passed by FPSE Presidents with some modifications. The two locals report that removing the threat of the lost signing bonus really shook up their managements causing them to "blink". The locals were able to make some very small gains, stave off the concessions, and to settle in time to get the bonus.

## ***Distributed Learning Committee***

The College, through VP Alan Davis, responded positively to our request to have standing without vote on this committee. The Executive has asked Brenda to represent us.

## ***General Meetings***

We have had two general meetings so far this year. One in mid February just as provincial bargaining was coming to a close and then in late March to ratify our new collective agreement. In February, the new guidelines and weighting criteria for common pd fund awards were endorsed.

## ***Cut Admin First Policy***

Members also unanimously endorsed a motion on any future layoffs that may be due to financial shortfalls. The structural changes to budgeting at VCC in the last five years have reduced the size of the student and faculty complement, nevertheless the number of administrators who make more than top step faculty has increased by 50%, from about 30 to about 45. To pay for those 15 people requires about \$1.5 million every year. Our motion says that should the college face a future financial shortfall, it should not cut education or education support programs until admin at these higher rates of pay are drastically reduced.

~Frank

# COLLECTIVE AGREEMENT RENEWED TO MARCH 2010

Members and the employer have ratified the new agreement with its provincial and local components. Our bargaining committee recommended it, and our executive endorsed it. However, as was made clear at the general meeting, it was not because we were happy, or even satisfied with it. It was because there was no realistic alternative. With members ratifying, all that remains is the editing process and a few implementation issues\*. It's been a round where we had to limit our goals as to what was achievable since we were not able to bargain a way around the \$4000 signing incentive. Nevertheless, as your VCCFA reps at the provincial table, both Maggi and I felt we could have continued past mid-February to attempt a somewhat better settlement. We felt it was not a great risk to continue longer in order to see if that would have put some pressure on management as well. Maggi has prepared a more detailed summary of the provincial and local rounds.

~fc

*\* Those who have achieved a credential beyond that required for employment should be sure to apply for a step advancement as soon as possible and no later than September 30th. And, as stated, the signing bonus amounts should be included in our May 31 pay.*

## A. The Provincial Agreement

Bargaining is an opportunity to improve our working conditions, let the college know about our concerns, and engage in a process of creating a more congenial and effective work environment. It is also a union building and educational opportunity. We canvass our members to hear what issues are important and we try to resolve outstanding grievances, or left over issues from last time, as well as addressing system wide issues of importance.

As we have done three times before, the VCCFA voted to join together with 14 FPSE locals and 7 BCGEU locals to bargain collectively at the provincial table for a number of demands that we approved and held in

common. This process is always a mix of positives and negatives. We have to weigh the positive outcomes – stronger when we are together – and the negatives – possibility of not getting our issues resolved, pressure to drop items or settle too soon.

### **Financial Incentive and Deadlines**

In addition to these "normal" pressures, this round had a couple of significant strings attached to it that hampered our ability from the outset to address our issues strongly.

Primarily, there was the financial incentive – bonus or bribe – offered to all unions in the public sector as an incentive to complete bargaining by the end of collective agreements and to ensure labour peace until after the Olympics in 2010. By going along with the parameters set by government, the whole public sector could only bargain from a weakened position. For college instructors, this incentive was not helpful either provincially or locally in ensuring the best possible collective agreement. Secondly, it created additional pressure to encourage us to put in place our own artificial deadlines (Feb 16th for provincial bargaining) in order to insure meeting the externally imposed one. These time pressures also set the tone for a pared down list of demands in response to a view that this round was only about money and not a time to try to make any real gains in other areas. The VCCFA had earlier voted against the mid-February date but was in the minority.



**VCCFA 2007 Bargaining Team**  
from left to right: Malcolm Cant, Rose Marie Watson, Mark Goertz, Maggi Trebble (Chair), Ingrid Kolsteren and Karen Shortt

At the provincial table each college management is represented through its association, the Post-Secondary Employers' Association, PSEA. It brought

concessionary demands, one of which would have prevented the ability to regularize through leave replacement. The good news was that this and other serious concessions were finally dropped. However, we did not make any progress on our important issues either;

### **The Pressure of the Mid-February Deadline**

As we approached the February 16th deadline, things

# COLLECTIVE AGREEMENT RENEWED, continued

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began to heat up. There was much discussion and some pressure internally to begin the process of shortening our already short list of demands – otherwise known as dropping stuff. As you can imagine, this process is not easy in a group made up of different locals. It is also a strategic question as to the timing and resultant pressure. One thing we do know it takes no time to drop issues, but it is impossible to resurrect them later.

Our local was reluctant to be forced into a position of dropping most demands too soon and being left with virtually nothing on the table to bargain with. We felt that it was at least extending bargaining into March in an attempt to also put some pressure on PSEA. In the end after much discussion, the list was pared down.

The final days of bargaining were intense and mostly involved the 4 union spokespeople and the employers' spokespeople. The rest of the union committee was really not involved during the final stages of the deal. When the tentative deal was presented to our committee by our spokespeople, it was on a take it or leave it basis with no real ability to suggest changes to the package. This process resulted in everyone being forced to take a position either in favour of accepting the package or not.

For our local, we could see that the things that we had wanted to accomplish during this round were not part of the deal: no increase to Department Head/Coordinator duty time, no improved dental coverage, no funding to address local issues, and a financial package that did not have an equitable distribution across the salary grid and that was in total compensation below the K – 12 teacher's deal and the university faculty deal. We also supported other locals who would not have basic needs addressed in this deal.

Finally, we were being asked to accept this package in the middle of February when the real deadline for bargaining was March 31. In the end, on Friday, February 16th, I had no choice but to vote no to the deal which was unacceptable to our local for all the above reasons.

## **Voting**

The initial discussion of whether or not the package was acceptable quickly revealed differences in our FPSE group and it became clear that we were divided. After further discussion, a vote was taken on a recommendation to the FPSE Bargaining Council.

.\* The provincial FPSE bargaining committee voted to reject the offer. \*\* We were a divided group. Those opposed to the deal were challenged to put forward alternative strategies for pursuing a new deal. We engaged in that process the following day, Saturday.

This was a difficult discussion as some were focused on the “what next” and others were focused on a defense of the current deal. Immediately following, when the presidents on the Bargaining Council met, it became clear that the Friday majority vote to reject the deal had by Saturday afternoon shifted to a vote in favour of accepting the deal. We were in the minority. We believe we settled for too little, too early which removed our ability to put pressure on the employer to meet more of our demands. The provincial deal was done, but we were still a divided group.

*\*This consists of each local's President and Bargaining Rep, but with only one vote per local.*

*\*\*There was unanimous support of the deal in the GEU caucus.*

## **Next Time**

Our local, along with others, worked hard prior to the commencement of provincial bargaining, to put in place more effective processes and procedures for the provincial bargaining structure. While this helped to address some concerns from previous rounds, we see this review process as unfinished. We will continue to press for more effective bargaining mechanisms in the next round of bargaining. There is a need to look at alternative structures which could better serve us in the future. (*Ed: see related comments, Jobs & Justice, page 23*)

We will also advocate that there be no more across-the-board acceptance of similar signing bonuses in the future.

## **Provincial Deal Highlights**

- ◆ 2.1% salary increase to steps 11 through 2 in each of three years. 6.4% cumulative increase.
- ◆ 2.1% plus additional lift to the top step in each of three years, 8.8% cumulative increase.
- ◆ Financial incentive: \$4000 per FTE regular instructor, pro-rata amount to part-time regulars and any terms who worked between April 1, 2006 and March 31, 2007, .pro-rata amount to auxiliaries who worked during March, 2007.

Cont'd on page 6

# COLLECTIVE AGREEMENT RENEWED, continued

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- ◆ Carryover of any unused common PD funds.
- ◆ Vision care maximum claim increase to \$500 every 2 years (was \$300).
- ◆ PSEA agreement to join with faculty unions in approaching government for a policy table on current issues. Government has subsequently agreed. (*fyi: VCCFA brought this initiative to the 2006 FPSE AGM and subsequently to the 2007 bargaining conferences.*)

## ***B. Local Bargaining***

We never get everything we would like in bargaining, and this round was no exception.

There were many issues that we were unable to make any headway on such as: curriculum development, early retirement incentives, an increase to the stipends for renewal and retirement preparation leaves, conditions for instructional associates and paying auxiliaries at step once they are placed. However, you can rest assured we represented your issues to the college and we heard back from them.

### ***We filled the room***

One of our more memorable moments was when several IRAs were able to join us for one of our bargaining sessions with the college and present their views on that issue. While we didn't get the outcome we would have liked, we believe it was very helpful in providing a fuller understanding of the issue to the college and we thank them for being there to support our work.

The tone at the table was respectful and cordial and we were able to accomplish some useful improvements to the collective agreement. The college did not expect or get a roll over after provincial bargaining ended. The college had an even longer list than us and they were on the whole not successful. Many of these included the usual suspects: hiring, the status of auxiliary work, scheduling, and the scope of Joint Steering committee work.

Where we had disagreements we stated our position clearly and we did not back down.

As I have mentioned before, this round was challenging in that the signing bonus reduced our ability to bring pressure to the table. However, we worked hard, we pushed back and we feel that the local deal was

the best we could get in this round. It is an acceptable outcome to us in this bargaining context.

### ***Thanks***

It has been a learning experience for me to be the chair of the local committee and the VCCFA representative at the provincial table. I would like to thank the Negotiating committee; Ingrid, Karen, Mark, Malcolm and Rose Marie for being a very committed and effective group to work with. Thanks also to Frank, our president, for his dedicated support and interest in the work of bargaining, and to the Executive of the union.

Finally, thanks to the members for all of your input. None of this would be possible without such a high level of support from our members.

Bargaining is a life long activity and as educators we know what that means!

We are now in the process of implementing the new 2007-2010 collective agreement. Of particular importance to members are the Advanced Step Placement language and the details of the bonus and salary increase. Please see further details on these in the newsletter or call the union office if you have any questions.

### ***Local Bargaining Highlights***

- ◆ Advanced Step Placement language for current instructors
- ◆ Joint Union / College Committee to look at Dept. Head and Co-coordinator workload issues
- ◆ Improved Letter of Understanding to support instructors with students with disabilities
- ◆ Emergency procedures notice posted in classrooms
- ◆ Long term Education leave eligibility after 3 years of permanent regular status
- ◆ A mutually agreed process for establishing or revising areas
- ◆ Improvements in language and procedures on hiring and vacation scheduling
- ◆ Shorter posting period for IRA positions
- ◆ Continued phase out of the hiring cap
- ◆ Step Placement language for new hires that better recognizes credentials and experience

~Maggi Trebble

# FPSE ANNUAL GENERAL MEETING

THIS YEAR'S MEETING is hosted by the College of the Rockies Faculty Association in Cranbrook, May 16-17.

The next newsletter will report on the initiatives and actions of the AGM.

Each local has delegated votes based on their size, the total number of delegates is 155. The smallest -- Nicola Valley, AWU at Northwest, and Open Learning have 2 delegates each, the largest -- Kwantlen, 17. VCCFA and Douglas have 14 delegates. Thompson Rivers has 16, Fraser Valley and Malaspina have 13, Capilano has 12, Langara and Camosun have 11, New Caledonia is next at 7, Selkirk and North Island have 5, Emily Carr and the Rockies have 4, and our private sector local has 3.

Our policy is to expect Executive members to attend as voting delegates, any other delegate spots are then offered in the following order to stewards, active bargainers, and to those who have served the VCCFA in some capacity over the past year. Depending on the capacity of the host site and our own resources we also support those who wish to go as observers; they, however, do not receive union release for attending. Since many important policy decisions are made at AGM and since almost half of our dues are being allocated through the FPSE budget, we feel it is incumbent upon our current Executive to attend if possible as they have been elected by our members to develop and implement policy and supervise finances. All delegates should have some experience with union work and priorities.

Our 2007 delegation is comprised of Frank Cosco, George Rudolph, Ingrid Kolsteren, Cheryl Deyalsingh, Maggi Trebble, Settimio Sicoli, Linda Duarte, Brock Elliott, Dianna Morgan, Lizz Lindsay, Rose Marie Watson, Wayne McNiven, Bonita Eberl, and Malcolm Cant. We have two observers, Wayne Avery and Nora Ready.

## **Motions from VCCFA**

Two motions for AGM from our executive have been endorsed by the membership and are being distributed to all locals.

## **1 Cap on Terms**

This is a bylaw change that will require 75% approval to pass. It would take effect at the 2008 AGM and limit the two fully-released Executive positions, President and Secretary-Treasurer, to three, two-year terms. There would be no retroactivity to its effect. Currently both positions are elected annually, with no limit on the number of elections. We feel the nature of our federation requires that skills and knowledge be spread and developed throughout the relatively small activist group in a planned, future-oriented way. Having term caps would mandate incumbents to plan for succession and to devise ways to mentor potential successors Those interested in taking on executive positions would know that openings will occur and be able to plan and prepare themselves for such office and importantly in a provincial federation, make arrangements in their home lives to support their commitments and decisions.

Another secondary part of the motion would establish the 2nd VP position as one that is elected annually. Currently, it is not filled if there is an immediate Past-President. FPSE is involved on so many fronts that not having this position during the odd year when there happens to be an immediate Past President seems to unnecessarily reduce our executive capacity.

For your information the current executive is

- President ~ Cindy Oliver, College of the Rockies FA
- Secretary-Treasurer ~ Dileep Athaide, Capilano College FA
- First VP ~ George Davison, FA of College of New Caledonia
- Second VP ~ Dominique Roelants, Malaspina FA
- Members-at-Large ~ Tom Friedman, Thompson Rivers University FA and Terri Van Steinberg, Kwantlen FA



### **Cabin for Rent**



**Mayne Island cabin available for one or two weeks, June 29—July 13. Sleeps up to five people, with deck, close to great beach. \$400 per week. Call Marlene at 604.251.4231**



# FPSE ANNUAL GENERAL MEETING

## 2 Skills Training & Apprenticeship Policy

FPSE locals represent many faculty involved in Skills Training and Apprenticeship programs. Recent governance changes and government policy has had a mostly negative and very direct impact upon them. A recent example is the unilateral Industry Training Authority (which is 90% business controlled) decision to shorten Entry Level Trades Training.

FPSE has been doing a good job of representing their interests and advocating for real reform and better policy. The VCCFA wants to ensure that every local with an interest has a mechanism for direct input into the policy development and lobbying process in the years ahead. There will also be an immediate focus on policy in that Campus 2020 will be reporting out soon and in that the policy table achieved through bargaining will start up soon.

Although FPSE and our President has been well-served through Presidents' Council input and the input of an ad-hoc advisory group, our motion would formalize that process and create policy has an ongoing guide for FPSE work in this area. To pass it will require a simple majority. This is the text of the motion.

## 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

### *Whereas*

1 Skills Training and Apprenticeship Instruction is an important part of FPSE members' work at several locals.

2 This work has been under constant pressure from the de-skilling and privatizing agendas of the current provincial government.

3 Informed faculty input on policy-making and on governance for this work has been devalued and silenced through the private sector focus of the Industry Training Authority.

4 In view of continuing attacks on the integrity of this work and to prepare for potential opportunities for input, FPSE needs to develop comprehensive policy positions.

### *Therefore, be it resolved that*

1 The President immediately strike an Advisory Committee on Apprenticeship and Skills Training Issues with representation from any interested local.

2 The Committee be charged with advising the President and PC during any upcoming Policy Table discussions involving the provincial government.

3 The Committee be charged with developing a comprehensive statement of FPSE policy on Apprenticeship and Skills Training issues.

4 The Committee report regularly to Presidents' Council on its work.

~VCCFA  
03/07



## Where Have All the Students Gone?

*The University of Northern British Columbia recently announced that 50 positions (25 faculty and 25 staff) will be eliminated because their enrolment is flat. It is hoped that the job cuts will be dealt with through attrition. Throughout the B.C. post-secondary system, colleges are reporting declining enrolments especially in university transfer and adult upgrading courses – including VCC. We have experienced a waning in student numbers in our ABE courses.*

### Why is this happening?

Some blame the excellent job market in B.C. We have the lowest levels in unemployment in many, many years. Between the years of 2003 to 2013, it is expected that 425,000 new jobs will be created in B.C.; about 70% of these positions will require post-secondary education either in academic streams or skills training.

Higher tuition fees may be another reason for declining enrolments. A recent Vancouver Sun article reported on a study regarding the looming shortage of students in Canada's colleges and universities. The study said, "To maintain Canada's current post-secondary education enrolment of 1.9 million students as we approach the 2020s, it is clear that participation rates for those in the lower income groups will have to increase significantly – and quickly." Currently a much higher percentage of students from middle and upper income families enroll in post-secondary education programs than students coming from families with lower annual incomes. Students whose parents did not study beyond high school are far less likely to pursue a post-secondary education. The recent FPSE report, "Opening Doors" as well as Shauna Butterwick's "A Path Out of Poverty", suggest that lower income students don't attend college because of the limited financial support received from the government to assist them with such things as child care costs, bus passes and living expenses.

The Confederation of University Faculty Associations of B.C. is placing the blame on the provincial government's decision in 2004 to create 25,000 new post-secondary spaces by 2010 (a large portion of these new spaces are in the universities) for flat

enrollments at UNBC and other college university transfer programs. Robert Clift, executive director of CUFT BC said, "The infusion of money helped the University of B.C., Simon Fraser University and the University of Victoria open up more spaces and reduce admission requirements."



It seems that many students, who would not have been accepted at UBC, SFU or UVic in the recent past, are now able to choose to go to these universities because admission standards have fallen.

A decline in post-secondary population may also be a culprit. During the past several years, the echo boomers (children of the baby boom generation) have filled our institutions. By 2026, it is estimated that there will be 300,000 fewer

young adults between 18 and 24 within Canada. We are seeing the result of fewer children now by frequent announcements by school districts of school closures due to declining enrolments. In B.C., only a few school districts are experiencing population growth. It is expected that there will be an echo, echo boomer generation ready to start school in a few years, and then move through the K-12 system, and then on to the post-secondary system in another 20 – 25 years.

Universities throughout Canada are increasing their student recruitment budgets in an effort to attract students, many of whom would have attended colleges just a few years ago. It looks like colleges and the government will have to provide new incentives to keep our enrolment numbers up too.

# FPSE SPRING CONFERENCE—February, 2007

## *FPSE Education Policy Committee*

It has been a busy time for this committee which discusses and reports on issues and initiatives that affect BC post secondary institutions. Some of the areas discussed at our February meeting were:

- Increased competition, privatization, workload and delivery issues for domestic and international ESL programs;
- Campus 2020 campaign;
- FTE counting methodology;
- Declining enrollment throughout the system;
- Competition from continuing education throughout the system;
- Online delivery/BCcampus issues;
- Copyright of BCcampus courses;
- Degree Authorization Assessment Board and for-profit institutions;
- Scholarly teaching

**Respectfully submitted by  
Brenda Appleton**

## *FPSE PD Committee*

The main points of discussion were Individual and Common PD issues.

- Administration wanting to control eligibility and what activities should be undertaken
- Carry over of Common PD Fund to the following fiscal year
- Faculty vs. Administration control over the committee

I was astounded to learn that there is no dollar limit to applications for money from the Common PD Fund at some colleges. There was a request for \$50,000 from one individual. In another case an instructor got \$12,500. We are still the lowest (\$240.00) in individual PD money disbursed. The highest is \$2,000. The next to lowest is \$500.

### Scholarly Teaching:

This has become an issue with the change of mandate of colleges from pure teaching to an added research component in keeping with their expansion to degree-granting status. We revised sub-sections of the FPSE Handbook to present to Presidents' Council. I thoroughly enjoyed exchanging information with colleagues.

## *FPSE Occupational Health & Safety Committee*

Representatives to FPSE's OH&S Committee come from varied teaching fields although a number of the members are in science or health. The Chair of this committee is Carolynne Fardy from Thompson Rivers University. For this meeting each local was asked to provide information about "working alone or in isolation" procedures. (VCC's procedures can be found on the "I" drive, Common, Health & Safety, Working Alone or In Isolation.) Other topics of discussion at this meeting were release time for OH&S committee members, the use of floor wardens for emergency procedures, mercury and formaldehyde contamination and routine inspections.

We now receive information from CAUT's OH&S staff person who forwards information from such organizations as The Trade Union Congress in England and the Canadian Health Network.



At AGM we are hoping to change the mandate of this committee to include environmental issues and thus become the Health, Safety and Environment Committee.

Our guest speaker was Mae Burrows of the Labour Environmental Alliance Society. She talked about the work being done to decrease the number of toxins in our workplaces and in our life in general. Information about this organization and the work they are doing is available at [www.leas.ca](http://www.leas.ca).

**Respectfully submitted by  
Colleen van Winkel**

## *FPSE Human Rights and International Solidarity Committee*

I reported to the committee on activities at VCC:

- We started a Social Action committee at our local.
- World Aids Day Dec 1<sup>st</sup> and Day of Remembrance Dec 6<sup>th</sup> were commemorated
- Student Day of Action—VCCFA members came out to support our students on February 7<sup>th</sup>

## FPSE SPRING CONFERENCE — continued

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- We supported VCC's Diversity Week- Feb 19-23rd  
Writing Contest  
Art Show  
Diversity games for example (you can see your name in Braille)  
Plain language human rights policy translated into many languages
- International Women's Day March 8<sup>th</sup> dinner through Vancouver District Labor Council
- VCC has a student Activist (Raul Gatica), who is a teacher and refugee from Oaxaca Mexico. He spoke at COCAL and he is keen to speak to our members. He might make a very good speaker with possibly the BCTF movie,
- Inconvenient Truth was shown by one of our new executive members Brock Elliot to the College community
- World Community Film Festival at Langara was advertised on campus among faculty and students

### Personally

I am off to Ghana April 7<sup>th</sup> in order to see how I can assist with the Queen Mothers. This association of 371 queen mothers has been making incredible achievements in HIV/AIDS prevention, awareness, care and support activities in the Manya Krobo Traditional Area in Ghana's Eastern Region. These women have taken over 1,000 orphans in their own homes. The Queen Mothers have worked in gender equality, orphan and vulnerable children care and support is truly a model of a successful, mobilized and devoted group of grassroots women fighting against poverty, inequality, disease, and illiteracy. They are receiving support from the UN Universalists. They have worked with International Family Health to create a very important educational video

**Respectively submitted  
by Linda Duarte**



### ***FPSE Status of Women Committee***

The emphasis of discussion focused on the International Women's Day events which were being organized by the various colleges as well as BCGEU. Some of the events included the BC Federation of Labour organizing a breakfast at the Hyatt and Simon Fraser University hosting a United Nations Association – Women and Peacekeeping.

The BC Federation of Labour will be holding their annual summer school July 4 – 8 in Victoria. More information pertaining to the workshops can be found on the BC Federation of Labour's website [www.bcfed.com](http://www.bcfed.com).

**Respectfully submitted by  
Dianna Morgan**

### ***FPSE Non-Regular Faculty Committee***

Locals reported on a wide variety of non-regular issues where changes in course lengths, seniority or qualifications impede regularization, and their concerns related to local bargaining. On the Saturday morning, Philip Legg, FPSE staff, gave a run down on the "Better Funding, Better Futures" campaign, the polling, research and facts behind the focus of the campaign, and sited high public support for putting more money towards post-secondary education. Philip said there were low returns for the postcard campaign and we discussed ways of improving faculty participation. There was also discussion about whether or not faculty were informed enough about the campaign, or were on side. (*VCCFA did quite well with about 100 cards put in.*)

As I was the NRFC provincial rep to bargaining, I facilitated a survey and discussion to ascertain the bargaining priorities locally and provincially. While the usual top priorities of elimination of secondary scales and allocation of work, benefits proved to be a top issue as well.

Workshop ideas for the AGM were discussed and motions were passed to send the FPSE president and NRFC chair to the CAUT Contract Academic Staff Conference in Edmonton in May, and in recognition of her work to support sending our FPSE President to the Education International World Conference in Berlin in the summer.

**Respectfully submitted by  
Bonita Eberl**

# COMMON AND ADJUDICATED PD FUNDS

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## ***2006/2007 Common and Adjudicated PD***

The approximately \$150,000 in the 2006/2007 Common and Adjudicated PD funds has been entirely allocated and spent.

## ***2007/2008 Adjudicated PD***

### ***Up to \$1,000 for PD activities***

Adjudicated PD funds, totaling \$50,000 annually, are allocated on a first come first serve basis for activities costing up to \$1,000.00. Applications are accepted throughout the fiscal year and final approval of funding is at the Committee level. In mid-February the Committee reviewed nine applications for 2007/2008 and allocated \$3,350 supporting these activities. There have been additional applications totaling another \$6,900 that have been received since that meeting, and they will be reviewed shortly.

## ***2007/2008 Common PD***

### ***Up to \$5,000 for PD activities***

Common PD in 2007/2008 will have over \$200,000 to allocate to PD activities such as out of town conferences, university tuition, workshops, etc.

Differences exist between the application process of Adjudicated PD and Common PD. Common PD uses a VCCFA membership approved weighting system. We also have two distinct calls for applications.

The first call deadline was February 1, 2007. A second call will occur in June, 2007. Applications can be submitted at any time, but the committee will review applications after those call out dates.

At a mid-February meeting, the Committee recommended to the VP Education, over \$68,000 in activities be funded to 28 applicants. Another \$18,000 worth of requests have been submitted and are waiting for review.

## ***There is More Money This Year***

Because all of the provincially negotiated Common PD funds are being allocated to Common PD (last year \$100,000 was allocated to Education Leaves), there is substantially more money this year in support of PD activities. At this year's provincial negotiations it was agreed that any money left in Common PD funds at the end of a fiscal year can be moved into the next year. This is good news, and ensures that faculty will retain the entire allocation even if we are not able to commit it all prior to the end of a fiscal year.

VCC spends less on supporting PD than all other B.C. post-secondary institutions.

Please submit your applications. It is up to all of us, to ensure that these funds are well used each year so that VCC understands both the need and the importance of supporting the PD activities of its instructors.

### ***VCCFA Representatives:***

***Brenda Appleton***

***604.688.6210 Ext. 226***

***Wayne McNiven***

***604.443.8438***

<b>2006/2007</b>	<b>Common PD</b>	<b>\$100,000 committed out of \$100,000 allocated</b>
<b>2006/2007</b>	<b>Adjudicated PD</b>	<b>\$50,000 committed out of \$50,000 allocated</b>
<b>2007/2008</b>	<b>Common PD</b>	<b>\$68,225 committed to date out of approximately \$200,000 allocated</b>
<b>2007/2008</b>	<b>Adjudicated PD</b>	<b>\$3,600 committed to date out of \$50,000 allocated</b>

## SECOND CALL FOR EDUCATION LEAVE 2007/2008

*There are 19 months of Educational Leave still to be allocated in the 2007-07 fiscal year.*

Here's how it works. You can apply for long term or short term leave.

Long term leave is for more than 4 months up to 12 months. Now, under the new Collective Agreement, you need 3 years (not 5) as a permanent regular instructor to qualify. For 6 years after completion of your long term leave, any further applications would only be considered if all first-timers had been served. After long term leave, you also agree to stay at the College for at least 3 years.

Short term leave is for 1 to 4 months. You need 2 years as a permanent regular instructor to qualify. After completion of your leave you would be eligible for further leaves for 2 years unless all first time applicants have been served and there is leave left over. You also agree to stay at the College for at least a year after the leave.

Educational leave is not counted as part of the eight months required for professional development entitlement. So, when applying for short term leave you may want to think about how much leave you need, and take its effect on your PD into account.

If you are a half-time permanent instructor, you can still apply for Ed Leave. The same conditions apply, but applied to your half time permanent position. You would get 70% of your half time permanent regular salary.

While you are on Education Leave you do accrue entitlement to vacation, which is paid at your usual rate of pay and time-status (i.e. vacation periods will be paid at 100% of the faculty members usual salary, not at the 70% educational leave rate).

Please contact Melissa Grover at 604-871-7006 or by email at [mgrover@vcc.ca](mailto:mgrover@vcc.ca) to receive the request form and a set of guidelines created by the Education Leave Committee.

Please look at section 8.3 Education Leave in the Collective Agreement and note that 8.3.6.2 has changed from 5 years to 3 years.

For more information contact your Ed Leave Committee reps:

Wayne Avery	local 7283
Lorna Downie	local 8434
Virginia Monk	local 7438

### **Reminder Second call for Education Leave 2007- 08 Deadline for Applications May 15, 2007**

There is a total of 19 months of Education Leave remaining in the 2007/08 fiscal year.

Letters of application should be submitted to Alan Davis, VP Education. Applications should include a description of long-range educational plans, the relationship of the proposed study to work at VCC, and the potential benefits to the College and applicants. The following information is also necessary:

- For Conventional Study:
  1. Name of institution
  2. Course name/number
  3. Program
  4. Registration date
  5. Duration
  6. Course description
- For Non-conventional Study
  1. Formal or self-directed
  2. Detailed description of activities
  3. Time lines
  4. Proposed outcome

For information, contact the VCCFA members on the Committee:

# PENSION NEWS

The college pension plan has over 10,500 active members, 3,200 retirees and 3,100 inactive individuals. The inactive group has terminated employment but may still be eligible for a pension in the future. Many members took advantage of the purchase of service option this year. It is worth noting that from April 01 2007 onward you will only be able to purchase past service within 5 years of the date that the service gap occurred. The BC Pension Corporation is very helpful in working out the added benefit you may receive by taking advantage of this opportunity.

Every three years, an independent actuary assesses the financial health of the plan's basic account and determines whether contribution rates are adequate for funding the plan. The next actuarial valuation report will be received by the College Pension Board of Trustees in a month or so. Preliminary analysis of the valuation data indicates that a contribution rate increase will likely be required, but it is expected to be smaller than the 2004 rate increase.

The investment numbers as of August 2006 are indicating a market value of the plan as being \$1.820 billion with the inflation account at 267 million. The 2006 annual rates of return were 9.5% which is down from the 14.6% in 2005, while the inflation account returned 10%.

The current projections for the Inflation account have it running out of funding in about 20 years. The trustees are working on a plan to extent this valuable benefit. One option that has been floated is to cap the inflation protection so that all members can get at least partial coverage.

Retiring Pension Plan members are reminded that they must to provide proof that there is no existing agreement for them to return to work with their current employer, by completing and signing a *Retirement Declaration*. If you do happen to go back to work, you should contact the BC Pension Corporation and find out if your retirement benefits will be impacted or not

As your Pension Advisory Committee member, I am always happy to take your questions or listen to your concerns on pension issues.

I can be reached at 604 871 7393 or [bhaugen@vccfa.ca](mailto:bhaugen@vccfa.ca)

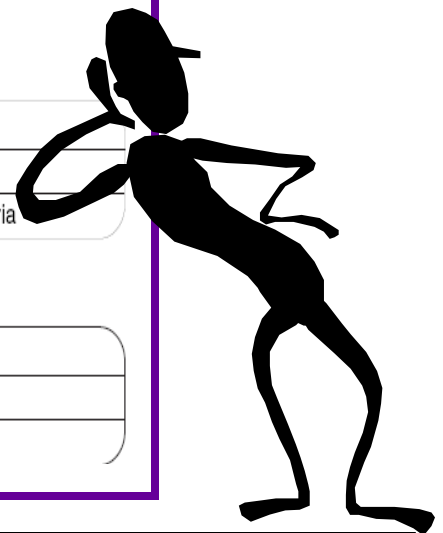
Fraternally yours,  
Brian Haugen  
VCCFA Rep to the FPSE  
Pension Advisory Committee

For those with a few years to go, or who want to plan way ahead, there are a few pension seminars coming up. They are open to all VCCFA members and their significant others to attend.

APRIL		
Date	Time	Location
25	6:00 p.m. to 8:30 p.m.	BCIT, Burnaby
27	1:00 p.m. to 3:30 p.m.	Camosun College (Lansdowne), Victoria

MAY		
Date	Time	Location
8	6:00 p.m. to 8:30 p.m.	UC of the Fraser Valley, Abbotsford
9	6:00 p.m. to 8:30 p.m.	Douglas College, New Westminister



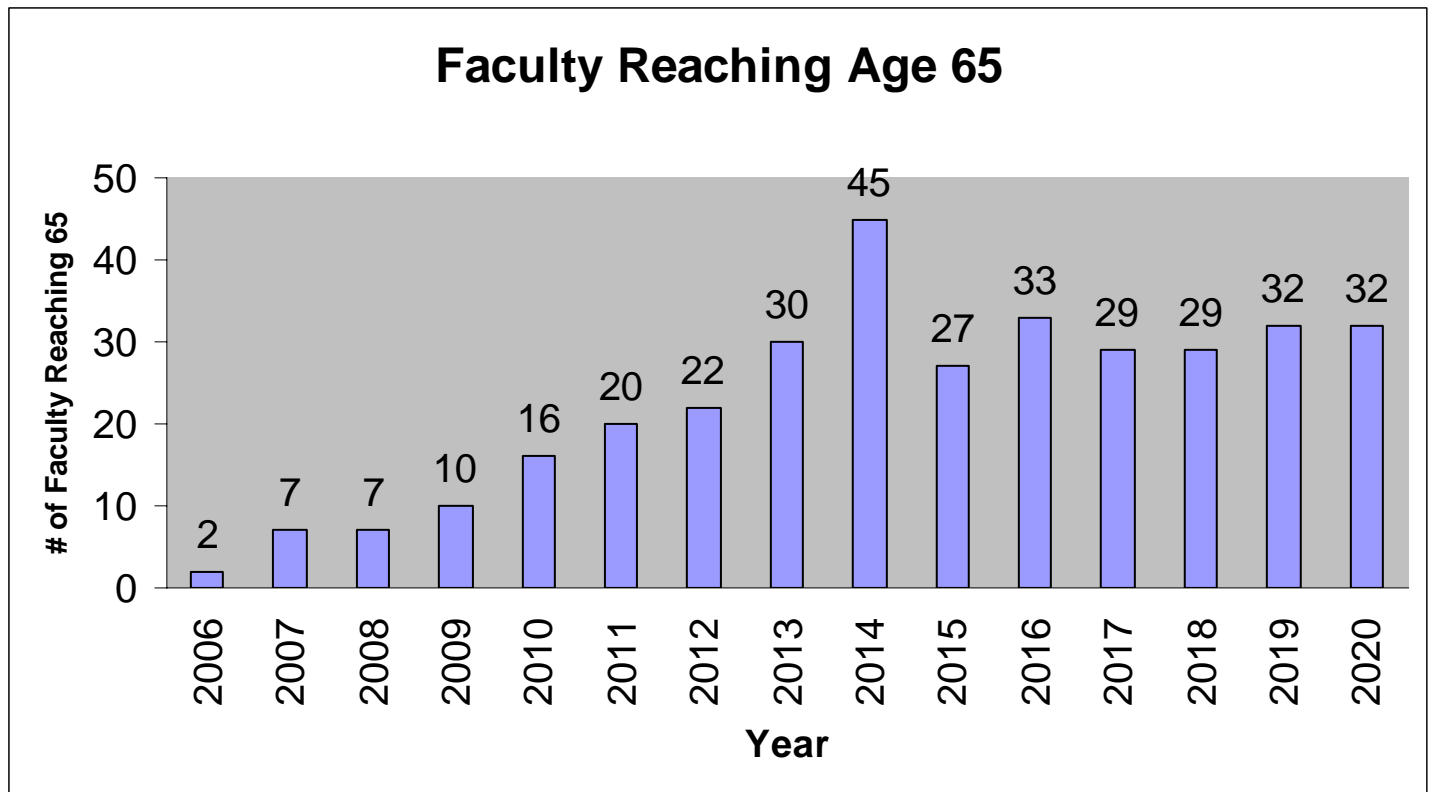
# RETIREMENT? RENEWAL? RECRUITMENT? 341 POSITIONS!

Demography is a discipline which usually gets the numbers right when it comes to aging, we're all so predictable.

Even under mandatory retirement, sixty-five has never been "it" for retirement, most retire before that age. With the government proposing (when will they get around to tabling legislation anyway?) to remove mandatory retirement some no doubt will elect to continue working past that age. Nevertheless, the numbers reaching sixty-five over the next few years, do give a good idea of the degree of change that will overtake VCC over the next few years.

As one can see from the chart below, we are in for a decade and a half of real change. Forty-two reach 65 by 2010, 144 in the following five years, and another 155 by 2020. That's 341 in fifteen years!

We have been raising this point with management, saying that they should start being more active recruiters. Given its size, this College probably has the lowest profile of any when it comes to having an active personnel renewal strategy.



# VCC PRESIDENT AND VCC BOARD FORUMS

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*The last couple of weeks has seen these forums come and go. They are set up as part of the draft budget review process but any topic can be raised and neither the President nor the Board do too much to inform or focus discussion on the budget.*

## ***The President's, March 28<sup>th</sup>***

At the President's two forums\* he started by highlighting the Budget, the Building, and the end of Bargaining.

Questions were raised by faculty on why doesn't VCC take up the Home Ec programming that UBC is canceling and the status of a proposed new Centre of Instructional Development. The response was that the former would have to be considered by VP Alan Davis under new initiatives, and on the latter, that VP Davis has moved quite far on the new Centre and it is actively part of the new budget

There was a point raised about the potential conflict between school systems and the college system competing for the same adult ESL and ABE students, the President said the college was very aware of the issue and monitoring it closely. Karen Shortt, Diana Morgan and Marlena Vanderwal pressed the President on the computer reliability crisis, that there had to be adequate funding in the budget to attend to it appropriately.

One department head raised the unfortunate incident of a student having fainted in a washroom and there not being an emergency phone available.

On behalf of the VCCFA, points were also raised on tuition increases not helping enrollment, there not being anything identifiable in the budget for faculty or program development for all and what the shortfall in building costs actually were.

Ingrid gave a very strong presentation on the need to send a clear message on ABE fees by eliminating them across the board. She mentioned that Okanagan College had that day frozen its fees and that it should be considered as a matter of social responsibility for this college. The President's response mentioned "equity" and the perception of equity by those who would still be paying fees.

He added that while the principle wasn't such a problem, the economics of it were.

Despite it being a "forum," the President refused to discuss the budget in terms of faculty or program development. Along the same line, there was no clear answer to how "short" the college is in trying to make up the costs of the building. We estimate it at about \$10 million.

*\*These are usually held at noon downtown, then at about 3 at Broadway. Usually they are best attended by senior administration who know the issues and often help the president with responses. The Douglas College FA president, Susan Briggs, noted the same phenomenon at Douglas and being in English Lit had a handy bit of TS Eliot's "Love Song of J. Alfred Prufrock" ready to describe it. They are there "To swell a progress, ...Advise the prince..."*

## ***The Board's, April 10<sup>th</sup>***

The Board did not have an intro, as they allowed the VCCFA, the Students and then any audience member to present to question them. There was quite a bit of discussion, follow-up and back-and-forth.

For us Ingrid presented strongly again on sending a clear message on ABE tuition by making it free from wall-to-wall. She said that the board should be thinking about who's not at VCC right now, those who should be able to attend, but cannot.

Frank set out the reasons why the VCCFA had voted against the draft budget at the OpsCo meeting: unrealistic enrollment numbers, rising tuition, no clear across the board money for program or faculty development, and the seemingly same pattern of high structural surpluses--which are then dedicated to the building shortfall.

On non-budget points, he added that the board members should make more contact with the college community and that the College should do more to



# VCC PRESIDENT AND VCC BOARD FORUMS

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to raise its profile in the city--had they ever considered meeting with the editorial board of the Vancouver Sun, for example?

He repeated for this audience points made before regarding the board's over-reliance on in-camera meetings, campus cleanliness-- and that the Board ensure that those cleaning workers were getting a living wage, the evaluation of the President, and that they could not drop the ball on the computer reliability crisis.

Several students presented on the tuition problem in an effective manner that drew out the Board's difficulty in dealing with tuition. About ABESAP and other grants, they said that getting cash back after forking out so much up front for high fees was not sustainable for many. Many who were dropping out because of their inability to keep working and studying.

These points seemed to hit home with at least some Board members but we'll have to wait and see. Students also highlighted infrastructure and cleanliness problems.

In answer to a direct question it came out that across-the-board free ABE might make a \$300,000 difference in the revenue side.

Brock Elliot brought the Board up-to-date on the continuing nature of the computer crisis, that very day there had been further problems, and his grave worry that students are going to just stop coming. Board Chair Mark Stock assured him that the Board was aware of it, and a plan was in place to deal with it.



**Taking cover out of the rain. One of Vancouver's homeless making use of the heating duct at the Baking & Pastry Arts side of the downtown campus.**

## VCC BOARD

The Board has met in February and March, its next meeting is April 26th, when the new budget will be voted on. Their primary focus has been on the 2007-08 budget process. We have a chance for input towards the end of the public meetings and we have used those to comment on bargaining and to raise such points as:

- Our policy statement on cutting admin first since \$1.5 million a year is spent on 15 new high-ranking administrators hired since the massive cuts in 2002/03
- The newsletter article about an American college president who takes the average employee salary as her salary
- The Board's over-reliance on in-camera meetings, both in committees and for full meetings
- The incomplete process around the President's evaluation, it should include input from constituency groups
- Campus 2020, we congratulated the College's input statement and noted that it is also on our website
- The BC Auditor's Report on the shortfalls in the government's "25,000 new seats" and the auditor's listing of high tuition as one of the causes of the problem
- The continuing high surplus, low enrollment figures at VCC
- The new budget drafts which perpetuate the status quo
- Our gathering of information around the cleanliness issue
- The computer reliability crisis
- Raising tuition again and not doing much about clarifying tuition for ABE students

There was an ironically funny moment when I tried to joke that if students' tuition isn't cut, if they don't get a rebate when there's such a large surplus, then at least they should get a good size monument to their involuntary contributions to the new Broadway building, something to acknowledge their status as "special taxpayers."

That was the only comment that was taken up rather enthusiastically by a Board member.

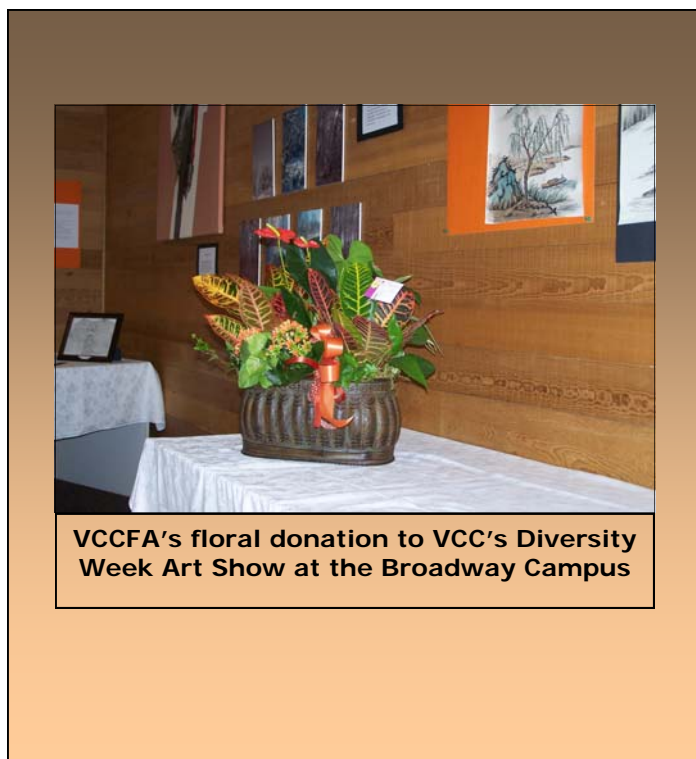
~ Frank

## EDUCATION COUNCIL

Betty Nobel's election as the Arts and Sciences rep marks her welcome return to a more active profile in the College. Congratulations.

The union is part of and supports the election process. We also try to provide policy and procedural information to faculty reps whenever it seems helpful.

Lately, we have provided information about the College budget, the new FTE system, and articulation agreements. The latter came up when, on no notice, the College asked EdCo to approve an affiliation with a university in Dalian, China. Which begs the question, how many such affiliation agreements already exist?



# UNION—MANAGEMENT MEETINGS

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The Union President and Chief Steward meet regularly with college administrators to discuss or consult on matters of interest. Here's a short outline of what we have talked about in our meeting with Associate VP Rob Henderson and Associate Director of Human Resources, Gail Schmalz for March and April

## ***Cleaning***

We told the College we are doing our own survey of cleaning problems during the month of March and will be compiling and sharing what we learn.

The College told us that they are very aware of concerns around cleaning especially Downtown and are attempting to improve the situation. They committed to keeping us informed of any progress in the situation.

## ***Computer Reliability***

We again raised this issue, which has been causing major disruptions of instruction especially Downtown, and asked that they view it as in part a Human Resources problem. If instruction includes a reliance on computers and computer networks and the college isn't able to provide the necessary level of reliability then we would reject any action or negative consequences falling on the shoulders of faculty because of that situation.

We were assured that administration is taking the problem seriously.

## ***Communication with Members around the Olympics***

We raised concern that Deans were having conversations with departments and department heads around what might happen three years from now without emphasizing that anything that would affect members collective agreement rights would first have to be discussed with the union.

The College said that they understood that obligation and would reinforce that message with Deans. They stated that everything around the Olympics and VCC is currently hypothetical and nothing should be regarded as having been decided.

## ***Centre for Business Studies***

We enquired about the status of the position of Acting Dean of the Centre, as it has been "acting" for more than a year. This question is still under consideration we were told. The college anticipates that the position will stay "acting" for a bit longer, subsequently we have learned that the incumbent has been reappointed but only for another year.

## ***Translink Annual Employers' Pass***

Yes, the college is part of this program. By buying an annual transit pass through it, one can save money. For more information contact Jeff Browne at Facilities, Downtown:  
8319 or [jbrowne@vcc.ca](mailto:jbrowne@vcc.ca)

## ***Recruitment of Instructors***

We stated that the college needs to do a better job of more aggressively and positively advertising for new people. We were pleased to hear of some of the college's new plans in this regard and share some ideas for where to place such ads. However, we have not seen much evidence of progress.

## ***Processes for Creating and Revising New Hiring Criteria and Areas***

We jointly worked on a couple of statements that will hopefully clarify these processes.

## ***New PD Form***

We jointly worked on a new, more accurate form

## ***Special Assignments***

We have passed on concerns regarding the need for more transparency regarding the filling of any special assignments and will be following up on this issue.

~If you have any items you would like taken forward please let us know.

## DID YOU KNOW? ... EDUCATION IN THE NEWS

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### ***Schools Ignore Order to Shut Down***

– ***Vancouver Sun, April 5, 2007***

Several schools which had been ordered to stop offering career training are still advertising for students. They had been ordered closed for violating provincial rules. The Private Career Training Institutions Agency (the regulatory body for private trade schools) Registrar admitted to the Vancouver Sun that he was unaware that his orders for closure were not being obeyed. Seven schools have been ordered closed, and seven schools are currently suspended. For the first time, a list naming these schools appeared in the paper. The PCTIA now publishes names of suspended colleges on their website at [http://pctia.be.ca/suspension\\_list.htm](http://pctia.bc.ca/suspension_list.htm)

### ***Langara Dismisses Manager in Fraud Scheme***

– ***Vancouver Sun, April 3, 2007***

The Manager of Administrative Services within Langara College's Continuing Studies has been fired after being accused of embezzling \$426,102 over a two year period. Langara has filed a lawsuit against its former employer in an attempt to recover the funds. It is expected that charges will be laid by the crown

### ***Fraud Case Highlights Problems with Contracting Out***

– ***FPSE President's Comment, April 3, 2007***

Responding to the Langara fraud announcement, FPSE suggests that this case provides lessons about the difficulty in tracking contracts for instructor services. This practice of contracting out instructor services is common in continuing studies programs.

### ***Victoria Targets Private University***

– ***Vancouver Sun, March 17, 2007***

B.C. Supreme Court has been asked to grant an injunction forcing Vancouver University Worldwide to cease operations preventing them from granting any degrees or provide or advertise programs leading to degrees.

### ***B.C. Must Ensure Quality of Schools for Foreigners***

– ***Vancouver Sun, March 23, 2007***

The topic of the quality provided by BC's private post secondary schools has now hit the business section of the Vancouver Sun. Only after China and

India highlighted the lax standards and poor protections for international students by issuing warnings against attending private language and career training institutions in Vancouver and Toronto has the BC provincial government taken the problem seriously. The market share for international students has been jeopardized, not only from China and India, but also from other Asian countries like Japan and South Korea.

### ***On the Burner***

– ***Vancouver Sun, February 21, 2007***

....and VCC is the winner! A competition sponsored by BC's culinary industry and the Chefs' Table Society, between Vancouver's leading culinary schools called Food Fight was won by VCC's Culinary Arts Department. Defeated in the competition were teams from Pacific Institute of Culinary Arts, the Northwest Culinary Academy of Vancouver, and Dubrulle Culinary Arts Institute. Judges included John Bishop. VCC's team earned \$5,000 by preparing three dishes including kushi oyster, smoked with star anise, and garnished with gingered watermelon. Congratulations to our winning team!

### ***VCC Works with Industry to Ease Skills Shortage in Engineering and Technology***

– ***Business Journal, January, 2007***

In February, VCC began offering an 11 week training program to certify process piping drafting personnel in partnership with a local company, Ubique Mechanical Design. Ubique will send foreign trained engineers and technologists to the College for this specialized training. Ubique and VCC are cooperating to integrate new government funding which provides immigrant engineers a tax refund up to two thirds of the cost of tuition.

### ***Employer of Choice, Fairmont Hotels & Resorts***

– ***The Province, February 18, 2007***

The article profiles Mary Francis Bahun, a graduate of VCC's Baking and Pastry Arts program who has chosen to work at Fairmont Hotels and Resorts, named one of Canada's Top 100 employers, because of its reputation in providing employees with education, mentorship and global opportunities.

# OPERATIONS COUNCIL—WHAT'S NEW

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This is the governance group, made up of mostly Deans and Directors and chaired by VP Pete Legg, which advises the Board on issues and policy which is not directly related to education or does not fall under the purview of EdCo. CUPE and the VCCFA have representation and vote on OpsCo.

OpsCo has passed new College policies during the course of the past few months. If you have any questions or would like a copy of these policies, please call the VCCFA office. These new policies can also be found on the VCC web site.

The new **Tuition and Fee Waivers for Employees**, Policy D.3.3, allows VCC employees to have tuition and some course fees waived rather than following the old procedure where tuitions would be paid by the employee and then reimbursed by the College. Continuing Studies and SIE courses such as the Instructor Diploma Program would now be eligible for fee waivers under this new policy.

We now have a new **Records Management**, Policy A.3.9. The purpose is stated as, "To establish a framework of accountability for records management and retention that complies with Provincial and Federal regulatory and privacy related legislation."

Maggie Ross, the VCC Human Rights Coordinator, brought forward for approval policies regarding disabilities for both employees and students. The **Employees with Disabilities**, Policy B.2.18, ensures "... that all VCC employees and applicants with disabilities are afforded access to accommodation in accordance with the BC Human Rights Code".

VCC "...is committed to ensuring fair and consistent treatment of all employees, including employees with a disability....and recognizes its legal duty under the BC Human Rights Code to provide accommodation to facilitate employment and access to

employment opportunities..." It is important to note that "...this policy will not interfere with the rights and obligations specified in the current collective agreements..."

The new **Students with Disabilities**, Policy D.4.1, "...ensures that academically qualified students with disabilities are afforded full, fair and equal access to all College services, programs and facilities" and provides "...procedural guidelines for the implementation of accommodation to students with disabilities in accordance with the BC Human Rights Code. The policy outlines the time frames necessary for accommodation requests and how those requests shall be acted upon.

## **Issues:**

We have also used this forum to raise issues of campus cleanliness, the computer reliability crisis at City Centre, and faculty concerns around signage from the new Skytrain station. These issues have prompted good discussion.

## **Budget**

OpsCo advises the Board on the College Budget. On April 10th, we voted against the 2007-08 budget for several reasons.

With an unrealistic student capacity plan of 102% (the College has been running in the 80-90% range for the past few years), it again anticipates a very large surplus which no doubt will again be put to filling the gap in financing created by the government's short-funding of the new Broadway building. In 06/07 \$3.5m was used this way.

It calls for a 2% across-the-board rise in tuition fees, which will not help our capacity problem.

While it mentions the fee waiver instead of fee reimbursement, it has no across-the-board increase for faculty or program development, no investment in all its people.

CUPE reps and management reps voted for the budget.

Brenda Appleton & Frank Cosco  
VCCFA Reps to Operations Council



# PROBLEMS: COMPUTER RELIABILITY CAMPUS CLEANLINESS

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## *Computer Reliability, Not*

We have taken to calling it the Valentine's Day Memo. Six City Centre Department Heads in departments where students are actually learning on computers for much of the day finally decided enough is enough and in a memo to Des Dougan, Director of ICS named the crisis for what it is and called for some real action. They since followed up with presentations at Education Council, at the President's Forum and at the Board's Forum. The college has heard them, the board appreciates their difficulties and management has put a plan in place to review the situation, and for fixing what needs to be fixed.

The VCCFA has supported them in their campaign and made its own presentations at a Labour-Management meeting and at Operations Council. The College cannot drop the ball on this one, it's too important. Some examples of the crisis: daily crashes, sometimes during exams, frequent whole system, day-long crashes, students preferring to work on their home computers for fear of losing their work.

One can imagine the damage such a situation could have on VCC's reputation.

## *Campus Cleanliness, Not*

Thanks to those who took the time to compile some of the cleanliness problems in their areas. Thanks also, we think, for the thankfully few photos.

We'll be reporting out on that compilation in the near future.



From the union office window — looks even better on the website

The quite thick insert in the March CAUT \* bulletin, the 2007 Almanac of Post-Secondary Education, contained some interesting stats.

For universities the share of funding that comes from tuition fees has doubled as a Canadian average from about 15% in 1975 to over 30% in 2005. When colleges and universities are mixed together the percentage in 2005-06 for Canada is close to 21%. In Quebec the comparable figure is 8.8%, in Newfoundland, it's 15.4%. In VCC's 2007/08 budget it's 21.6 %, in 2000/01 it was 16.5%

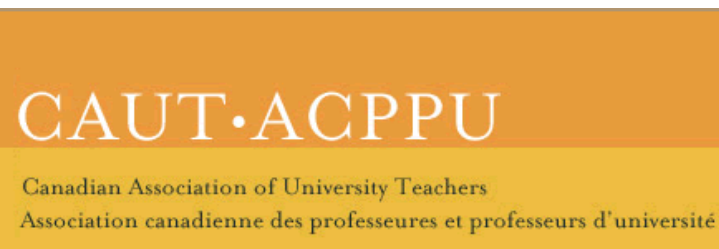
Canada continues to reduce its investment as post-secondary transfer payments have reduced from 0.56% of GDP in 83/84 to 0.19% in 04/05.

The Canadian cumulative share of university and college funding from all governments has decreased from a high of 82% in 1984 to 57% in 2004 to 54.2% in 2005.

In VCC's 2007/08 budget provincial government funding is 63% of estimated revenues.

The overall Canadian average salary of Assistant Professors in 2005-06 was \$75594. At undergraduate universities it was \$70,299. The average in B.C. is \$79,669.

By the way, the \$164k salary they have for President Dorn on page 43 was for 2004-05, in 2005-06 he received \$195,345 with expenses of \$25,824



*\*Canadian Association of University Teachers: we are members through FPSE's membership as we are in the National Union of CAUT, which gives us our Canadian Labour Congress membership.*

This was an excellent international conference at the end of March at the Maritime Labour Centre, sponsored by the Canadian Centre for Policy Alternatives and Simon Fraser University. There were speakers from England, Europe, Australia, the US and across Canada. There were excellent plenaries on broadening the potential of labour through working partnerships with like-minded groups such as environmentalists and faith-based communities; on what a living wage should mean; on how unions should really work; on some cutting edge campaigns in Ontario and California; and an ominous report from Australia, where the Howard (friend of Harper) government is getting away with union evisceration. Some of the very good workshops included sessions on immigrant integration and accreditation and BC post-secondary shortfalls, especially on helping internationally trained professionals and in supporting skills training for women.

I found the report from Australia quite troubling. The way I heard international labour academic Carla Lipsig-Mumme, now based there, the Australian labour movement thought it had it pretty good for a couple of decades under successive Labour governments. They got to the point where they did not have to do as much as Canadian unions do to win and spread bargaining gains. The system became bureaucratized, where something like a commission would "bargain," and it sounded more like consult, with labour and then set the sectoral wages and working conditions which would then apply to everyone in the sector. There was little incentive for unions to organize, to do grass roots connecting and education with their memberships, nor to struggle for an alternative. After all, their guys were running the show. Then with the Conservative Howard government essentially and quite suddenly de-unionizing the country, they were not able to mobilize an effective opposition.

It might seem too much of a leap for some and I know we aren't the same as Australia, but I see a faint echo of that bureaucratization in how the BC NDP and Liberal governments have set up bargaining in our sector and in how we have not struggled against that structure. We need to consider this in our ongoing bargaining review.

~Frank

## STEWARD NOTES

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Now that bargaining is complete, our focus is back on steward issues and informal and formal activities. We have our meetings with members and departments, providing information, and answering questions. Here is a brief report of some of our activities.

### ***New Instructors- Evaluations***

As the College is hiring more new instructors, we are encountering more questions and issues about evaluations. We advise all new instructors to make sure they are aware of and understand the evaluation process; ask questions and get things clarified before the evaluation. Article 16 and Appendix VII in our collective agreement cover the evaluation process. For more information you can call a steward.

### ***Layoffs & Recall***

Currently we have one instructor on notice and one instructor on the recall list. We are happy to be able to report that two formerly laid off instructors have been fully recalled to their home areas. Whenever there is the potential for layoffs we advocate on behalf of our members and work to find other options. We use Article 6.4.2 in the Common Agreement to find ways to minimize the impact of layoffs.

### ***Workload Profiles***

We're receiving lots of questions about this and have met with a number of departments to provide information. All areas should have a work load profile, see Article 6.2. A workload profile lists the type of work instructors do for their assigned duty. The majority of it is normally student contact. The profile is determined by the majority of the instructors in a department and then submitted for approval to the Vice President or delegate. Our agreement states that such approval shall not be unreasonably withheld.

### ***Interpersonal Issues***

We've encountered a few of these situations in the last while. We remind members that all have a right to a positive work place. If you encounter difficulties working with others, there is help and support available. This type of stuff does not go away on its own, so please call if you need some assistance.

### ***Labour Relations Board***

We had a one day hearing on our Service Manager grievance. The Vice- chair of the Labour Board ruled that the Service Manager is an excluded position, so not in our bargaining unit. We had hoped for a different outcome; this issue is now closed. A special thank you for their help goes out to the two members who were witnesses at the arbitration and to their department. We are still waiting for the LRB decision on the College's appeal against the LRB's previous decision in our Hospitality Manager grievance; ie, that this manager is in our bargaining unit.

### ***Summer Arbitration Scheduled ~ Maternity Leave and Term Instructors***

We finally have dates for this arbitration, July 9-11. If you are a term instructor who is pregnant or know of someone who is, please contact the union office.

### ***Grievance Update***

Our grievance for the instructor who took bereavement leave while on PD and was subsequently not allowed to reschedule her PD time was denied at stage 2. We have advanced this case to the next stage.

### ***IRA Orientation***

We work jointly with the college to develop and present this program. The next session is May 11. It will be on Reflecting on Leadership and looks like it will be very interesting and helpful. The IRA orientation sessions are open to all IRAs whether newly appointed or more experienced and to any one thinking of becoming an IRA or who is interested. Watch for more information and sign up.

### ***Stewards***

We welcome Karen Shortt who has joined the group as an associate steward. Stewards have an important role in our union. They represent, support, provide information, help resolve problems, and accompany members at meetings. Stewards can meet with you individually or your department. Just call. See the list on the back page.

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# ADVANCED STEP PLACEMENT

## Important New Language in Collective Agreement: Have you obtained a degree, diploma, certificate or other credential since you started with the College?

*If so, read on. You may be eligible to apply for an additional step on the salary scale.*

Starting April 1, 2007, instructors can apply for an additional step on the salary scale, in addition to their annual increment if they have obtained an additional credential relevant to their subject area.

The clause states the credential must be,

*Based on relevant academic, professional, trades or technical credentials from a recognized institution, credential equivalency will be based on at least one year or more of full time equivalent study resulting in a Diploma or Certificate(s), a Journeyman Certificate, or a Bachelor or Masters or Doctorate Degree.*

What could be considered a credential?

- Professional, trades, or technical credentials from a recognized institution
- Diploma, Journeyman's Certificate, Bachelor, Masters or Doctorate
- Combination of courses that are equivalent to at least one year of full time study
- Instructor's Diploma if not already used to become unfrozen (see Article 9.5)

***The deadline for applying is September 28, 2007.***

The sooner you apply, the sooner you would be able to receive the extra step placement. Watch for application forms coming out soon.

For more information, call the union office.  
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## DID YOU KNOW?

### *What's an AHRC?*

All instructors need to be recommended by an Area Hiring Recommendation Committee (AHRC) including auxiliaries, terms and probationary regular instructors. The AHRC committee is made up of the department head, coordinator or delegate and at least one other instructor from the area. An Instructional Associate is part of the committee for regular instructors and optional for others.

For more information see Article 4 or call a steward.

### *Right to Work by Seniority for Term Instructors*

Term instructors who have 6 months of contract work in the area are entitled to other term work by seniority. This is in Article 4.7.4.

Not sure how this works? Call a steward.

**If you are having any difficulty logging into the VCCFA members only site**

**Call Audrey at 604.688.6210**

## PARTICIPATE

VCCFA welcomes your input.

Send your letter, comments and pictures to the editor.

Email: [info@vccfa.ca](mailto:info@vccfa.ca)

Mail: 401-402 West Pender Street  
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Executive

**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: \_\_\_\_\_