

INSIDE THIS ISSUE:

Message from the President	page 2
Some Candidates Meeting FPSE Ads	page 3
Comments & Presentation to the Board	page 4/5
Ed Leaves	page 5
College Board Meeting	page 6
Work of the Executive	page 8/9
College Budget	Page 12
Steward Notes	page 14/15

THE 2005/2006 EXECUTIVE

Lizz Lindsay
PRESIDENT (06)

Frank Cosco
VICE-PRESIDENT (06)

Perry Taylor
TREASURER (05)

Colleen van Winkel
SECRETARY (05)

Ingrid Kolsteren
CHIEF STEWARD (06)

Vinit Khosla
NEGOTIATING COMMITTEE CHAIR

Brenda Appleton (06)

George Rudolph (05)

Lorna Downie (06)

Orest Semeniuk (06)

Settimio Sicoli (05)

Virginia Monk (05)

Cheryl Draper Memorial Scholarship Winner Keith Lennig Congratulations!

Most Vote No on Stipend (p 4)

The Provincial Election (pp 10–11)

We're Not #1 (p 7)

MESSAGE FROM THE PRESIDENT



LIZZ LINDSAY
VCCFA PRESIDENT

~ General Meeting ~
~ June 15th ~

2:30 pm
Room 112 (Theatre)
at City Centre.

While I was away....

Lots can happen in two weeks. (Let me know if you need any info on the state of the workers' struggle in Venezuela.) I managed to be away for two state funerals, a royal wedding and many bargaining sessions. At least, the bargaining impasse with the College waited until my return. We are waiting for dates with the mediator/arbitrator so that we can get the local part of our Collective Agreement done.

I heard about the 2% stipend vote through an e-mail I opened in Caracas. It sounded like a well-attended meeting with ample opportunity for discussion and debate. Good for you members, your vote was decisive. Your support and engagement is crucial to the work we do on your behalf.

Thanks Frank for carrying the ball while I was away. Thanks too to the Negotiating Committee under Vinit's leadership for all their efforts this difficult bargaining round. We expect things to move quickly once mediation begins.

We have a scholarship winner!

Congratulations to **Keith Lennig**, the Cheryl Draper Memorial Scholarship recipient this year. Keith will be attending the June 15 meeting so that we can meet him in person and wish him the best. There were many excellent applicants but unfortunately we had to pick only one. We will continue to seek donations to this fund so that we are able to offer more scholarships in the future.

The Committee; Wayne Avery, Michele McLeod and Conrad Leung deserve thanks for their service and for selecting this year's recipient. The Committee doesn't know the identity of the winner till they report the number of the successful application to our office. Lyn Lennig will be asked to join the Scholarship Committee next year.

Federation of Post-Secondary Educators Meet

The FPSE AGM and Convention will be held in Kamloops from May 24-27. Several stewards will join the executive to round out our VCCFA delegation. It is exciting to meet together with our fellow faculty from around the province and to elect our leaders for the upcoming year.

It is sad to see that we are tied with Douglas College for third place in the number of convention delegates followed closely by Capilano, Camosun and Langara. We were the largest faculty association in FPSE until the College downsized and now have been overtaken by Kwantlen and Thompson Rivers University Faculty Associations.

Department Visits

Thank you Jim Hutton and the Culinary Arts faculty for your warm welcome and for allowing me the privilege of attending your department meeting. Meeting with members is the most rewarding part of our work. That's a not too subtle hint that I would welcome more invites.

General Meeting ~ June 15th

We are looking forward to seeing many of you at our meeting on June 15, 2:30, Room 112 at City Centre. In the meantime, we'd be happy to meet with members and/or Departments to share information or address concerns. We enjoy the opportunity to have coffee on either campus. Just give us a call.

In Solidarity,

lizz

Thanks to the Students' Association for being so quick off the mark with not one but two all-candidate meetings. One was held on Thursday, April 21st at City Centre for Vancouver Burrard and the other, for Vancouver-Mount Pleasant, was held the previous day at KEC.

The Vancouver-Mt Pleasant meeting was very low-key with about a dozen students present. The Vancouver-Burrard meeting, probably because of the location in the cafeteria and free cake had about 50. Only the Liberals, Greens and NDP candidates were invited. The Liberals didn't show up at either venue. For Vancouver-Mt Pleasant, there was Jenny Kwan for the NDP and Raven Bowen for the Greens; for Vancouver-Burrard, there was Janek Kuchmistrz for the Greens and Tim Stevenson for the NDP.

At each meeting the Students' Association and the VCCFA started with prepared questions. For the VCCFA, I attended the KEC meeting and Virginia Monk attended City Centre. We both felt the Greens and NDP had a lot of similarities in their platforms around post-secondary education, which both meetings focused almost entirely on.

It was perhaps to be expected that the NDP candidates had more detailed information.

Both were concerned to try to reverse Liberal policies such as continued tuition increases, with the Greens being a little more specific in pledging continued decreases down to zero. The Mount Pleasant Green candidate did not make a clear enough distinction between programming being offered by community groups and those being offered by community colleges.

~Frank Cosco

In the last newsletter, March 05, we had a page poking fun at the College's removal of poster ads paid for by FPSE, which I think had gone up in a few washrooms. They are the purple ones you can see around the campus and on a few bus shelters. As the writer of that piece, I made an error which was pointed out by VP Finance and Administration, Trish Pekeles.

I had used an electronic version of the poster, which did not include the following text

The Campbell Liberal Record:
- tuition fees doubled
- student aid grants eliminated
- per student funding cut
- privatizing post-secondary education

I did not see the printed version of the poster that includes this text till after the newsletter was out.

This content does make the ad more partisan, in the sense of criticizing the government; however, it does not, I believe, become "sufficiently partisan" to justify removal. It does not promote any other party. Indeed, some colleges have accepted the ads. Furthermore, the concerns regarding the process used to remove the ads remain.

Nevertheless, I have written VP Pekeles to acknowledge my error.

~Frank Cosco



Bargaining Comment

As you know from Negotiations Newsletter #16, the College and the union have both agreed to ask for the assistance of a mediator/arbitrator under the terms of the ratified Common Agreement. Hopefully, the outstanding issues around the local agreement can be resolved through the mediation phase. If they are not, there will be binding arbitration.

FPSE Votes on the Stipend Question

The April 12th meeting at the Croatian Cultural Centre resulted in a 75% rejection of the stipend idea for VCCFA members.

To date, May 2nd,

Three FPSE locals have voted for the stipend: Capilano, Kwantlen and Douglas.

Seven locals have voted against the idea: the VCCFA, Selkirk, Nicola Valley, New Caledonia, Malaspina, North Island, and College of the Rockies.

Emily Carr, Langara and Camosun are still engaged with their employers who had not joined the provincial table.

The 7 units of the GEU faculty sector: BCIT, Malaspina, Camosun, Northwest, Selkirk, Okanagan, and Northern Lights, had the stipend as part of their agreement. They had no choice. Once they ratified the agreement, they had to find something to transfer to the stipend.

Spending Authority

At the April 12th General Meeting, the notice of motion regarding the Executive's spending authority passed. Outside of its annual budget mandated, it can now spend up to \$2000 without going to the membership. The previous level for many years had been \$1000.

New Dean

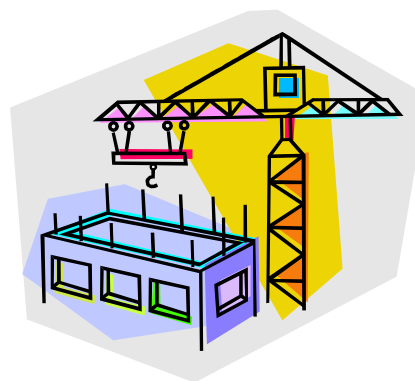
Congratulations to Alison Norman, former department head of ESL-Vocational, and long-time VCCFA member, for being appointed Dean of Language Studies. She takes over from retiring Dean Marta Gardiner

The 'Niche' Programs Now Have Homes

It was almost a secret but we found out through bargaining that all the departments that we find in the phone book under "Career Design, Trades, and Technology" now have "homes" in Centres such as their colleagues in the Centre for Transportation Trades. They are the new **Centre for Design** with Jewellery, Digital Multimedia, Hairstyling and Esthetics, and the new **Centre for Technology** with Electronics, Information Technology Specialist, and Drafting. Congratulations.

KEC Building Announcement

Another puzzling secret was the low-key announcement on April 15th of the long awaited funding finally coming through for the new building at KEC. Why wasn't there more of a splash? Minister Ida Chong said a few gracious words et voila; the money (\$33 million) was ours. Construction won't start till next summer and will take a couple of years to complete. It'll be primarily for health programming. Oh, and there's the matter of VCC having to come up with another \$7.5 million to complete it and another \$7.5 million after that to do the renovations at City Centre. Anyway, it's great news, long overdue. The administration deserves credit for the perseverance and professionalism, but not for keeping it a secret.



PRESENTATION TO THE BOARD

The College Board had its now traditional open forum as part of its pre-budget consultation on April 11th. The VCCFA presented on four points.

The New Building at KEC

The VCCFA and other constituency groups have been excluded from the consultative processes around the new building at KEC. At the April College Board meeting our exclusion was made even more explicit when the composition of the Board's Facilities Development Committee was altered to include four Board members, the President, VPs as required, the Director of Facilities, the Executive Assistant to the President (Sarah Lucas), other administrators as appropriate, and external invitees.

No internal constituency group representatives, no internal reps as appropriate, no internal reps as invitees. One Board member even asked if internal reps could be considered external invitees. "No" was the answer. Talk about skunks at a picnic. Oh, by the way, faculty are considered part of the "VCC" family when it comes to the fundraising part of the project.

The Need for support of Faculty

VCC is not #1 when it comes to supporting faculty and curriculum development, far from it. It's clear that capital projects and replacement have a higher priority.

The Troubling Rates of Underutilization

The utilization levels (about 85% overall) have probably never been lower at VCC. Something should be done about it. We suggested lowering or eliminating all barriers to access such as application fees, testing fees etc. Why do we need them anymore? We heard again that it's because the economy is booming. Well, the economy (believe it or not) has boomed before and our rates have never been so low, something else must be happening

The Strategic Plan

The Strategic Plan of 2002, being the top-down instrument it is, still has some flaws regarding its way of organizing programs. We found out indirectly that all programs were now at least included in Centres or Schools, which is good. Schools and Centres are to be the organizing vehicles for college programming and programs should at least formally belong to one. However, two schools still have identity problems, which should be addressed. The School of Hospitality and Business isn't a good fit for Business programs, why shouldn't they have their own? And the School of Arts, Sciences, and Language Studies contains about 40% of overall programming; it's 10 times bigger than some of the smaller schools. It doesn't have a coherent identity within itself, let alone within the College or within the community.

Education Leaves

Congratulations to the following members who were successful in receiving Education Leaves for 2005-06. As another article in this issue points out, VCC allows for 33 months of leave to be taken at 70% of salary. Members must apply by the end of February. Applications are vetted by a joint management-union committee. Our representatives are Colleen van Winkel and Perry Taylor.

John Bartanus, ESL-International Education, 5 months
Susan Bates, ESL - International Education, 6 months
Heather Chan, Counselling, 3 months at part time
Carrie Leggatt, Learning Centre, 10 months
Linda Maschak, Dental Hygiene, 2 months
Gwendolyn McKitterick, ESL - Outreach, 3 months
Sylvia Patey, Employment and Education Access for Women, 4 months
Dennie Rothschild, ESL - College Preparatory English, 1 month

All of these leaves are pursuant to Article 8.3 of the collective agreement. Leaves of up to 4 months are considered short term, over four months are long term

COLLEGE BOARD MEETINGS

At the February Meeting ~

No Private-Public Partnership

We were saved from the possibility of our new building being a 3P (a private and public partnership) when the board decided not to go with former member Linda Nutter's recommendation. She did the right thing and resigned. Had she been successful the mind wonders what company would have gotten their name on our building? Home Depot, Ford, Wal-Mart, how about Costco?

Board Chair gives Minister an Earful

Gordon Barefoot reported on the meeting he and Dale Dorn had with Ida Chong, the new Minister of Advanced Education. In the light of the Court decision against VCC in the Education Council matter, the Chair took it upon himself to tell the Minister that the Act should be reviewed, presumably so College administrations would have the power to change the length of programs as they see fit without the messy and potentially troublesome input of Education Councils and without lawsuits. After all, there are not that many educational impacts from such decisions, just little things like curriculum changes and student success rates. We all know that administrators know best in these matters. It seems our President agrees.

At the April Meeting

Some of the other items, besides the 2005 budget, which Lizz commented on.

Offending Policy Deleted

She welcomed the Board's deletion of the Change in Length of Programs Policy which had given rise to the VCCFA's lawsuit and noted the College's commitment to consult with Education Council on such matters in the future.

College is Correct to Continue Lobbying on Funding Inequities

The VCCFA also decries the long-standing inequities in formerly line-by-line and now block funding that continues to deliver less per-fte funding to VCC, especially when compared to other technical

and vocationally based institutions like BCIT. We don't agree that students should have to bear more and more of this burden as fees continue to increase. The Board Chair replied that fees will be increased within the mandate allowed, i.e. the rate of inflation.

VCC is not #1 when it comes to Supporting the Development of its Faculty

The 05-06 Budget confirmed no increases to support faculty development. In fact within the \$80 million, we could only find an insignificant \$5000 which is not for people but "reporting systems."

The Noted Absence of a "Succession Planning"

A quote from the Board package: "VCC's employees are aging. About half ...older than 50 (ed: not that there's anything wrong with that)... A skills shortage for faculty...is anticipated....recruitment competition will intensify....VCC requires a human resource strategy to attract, develop and retain.... employees." FYI: It doesn't have one now.

Okay, we'll go with that. Believe it or not, the Early Retirement Incentive program addressed many of these points, creating the opportunity for renewal of personnel **before** the competition intensifies. Now, we have no strategy and no ERIs.

Why no Cake? No balloons? No Major Media?

Lizz commented on the surprisingly low-key nature of the recent announcement of the building funding and the super low-key creation of two new Centres. No balloons, no cake.



FEDERATION OF POST-SECONDARY EDUCATORS' LEVELS OF PROFESSIONAL DEVELOPMENT

~ WE'RE NOT #1!!

During the recent discussion of the stipend question it was often mentioned that we have the lowest level of PD funding amongst FPSE locals. Going for the stipend would have meant gutting our current PD Fund and Education Leave funding and many members spoke out specifically against that possibility. The 0.6% of salary which will increase PD funds is great for us but it doesn't do anything to change our relative standing since every local gets it.

Our rep to the provincial FPSE PD Committee, Brenda Appleton, always comes back from her meetings shaking her head. Just to give you a clearer picture, here's some data from the latest comparative chart. Percentages are based on a rounded VCC faculty payroll of \$32,000,000. We don't have comparative data on every aspect but the picture this gives is clear enough, **we're at the bottom of any measure used in the system.**

Faculty controlled PD Funds

VCC: \$240 per FTE faculty
Douglas \$500
Kwantlen \$650
CNC \$1000 to \$2000
Malaspina \$650
Langara \$300
Northwest \$875

All PD Funds

VCC: \$100 k plus \$50 k adjudicated fund = \$150 k, 0.47% of faculty salary
OLA 1.5%
Langara 0.9%
Cariboo 1.25% plus another \$250 / person
Camosun 1.5%
Rockies 0.64%

Education Leaves

VCC: \$125 k = 0.4% of total faculty salary, 2.75 FTEs or 33 months of leave available, 70% of individual salary
CNC 54 months available
Douglas and Kwantlen leave at 80% of salary
Malaspina 6 fte leaves available
Langara 0.6% of total salary for leaves at 80% of salary

Total of PD Funds plus Leave Funding

VCC: 0.86% of total faculty salary
Capilano 3%

Development Support

VCC: \$5k for PD Funds Committee to get some release
Douglas and Langara both have formal development offices headed by faculty, who are seconded from their teaching departments

WORK OF THE EXECUTIVE UP TO THE END OF APRIL, 2005

For your information

BARGAINING ~ The Committee, The Executive and the Membership

The VCCFA bylaws reflect a long-standing tradition of ours. It sets up the Negotiating Committee independently of the Executive. It is elected directly by the membership, receives its mandate from them and, as happened on March 31st, has its work ratified by them. Many other unions have their Negotiating Committees set up as a subcommittee of their Executive. One of the advantages of our system is that it does not put an extra layer between the members and their spokespersons. One thing it makes us work at is ensuring that the Committee also reports regularly to the Executive; and as much as possible, having the Executive endorse the work of the Committee.

To that end, Vinit, as Chair of the Committee, becomes a full member of the Executive during the Committee's term. Another feature of our bylaws is that our President is an ex-officio member of every committee. Lizz played her part with the negotiating committee, attending local bargaining sessions and attending provincial sessions with Vinit. Our experience is that this structure, working at communicating, and keeping folks on the same page has brought value to the work of the Committee, the work of the Executive, and the service the members receive.

All this is by way of introducing the comment that when bargaining went through its traditional crunch recently, and the Executive had to take the decision of tentatively setting up a strike vote, the Executive and Committee did work well together, with three joint meetings and much, much debate. We then got the stipend question put to us which caused its own round of discussion and which was also dealt with in a collaborative way.

Policy on Interpreters

As a matter of course we hire sign language interpreters for our general and special general meetings. However, we do not provide interpreters for drop-ins or small group meetings such as

those we have for IRAs unless we are advised in advance that they will be needed.

Report of the FPSE Presidents' Council Meeting

Among the many business items Lizz reported on.....

The North American Conference on "non-regular" faculty will be held in Vancouver in the summer of 2006. FPSE will be a co-host.

Secretary-Treasurer Dileep Athaide reported that the BC Council on Admissions and Transfers is feeling huge pressure from the government to process the flood of private trainers in the province. He used the example of 21 private Licensed Practical Nursing operations where students can pay \$20,000 for tuition. There is a huge concern regarding the difficulty of failing students who are paying that level of tuition. Confederation of University Faculty Associations (CUFA) of BC leaders regularly report to our Presidents Council. They also commented on the push to authorize private trainer degrees using Sprott-Shaw College and Canada West as examples.

Motion for the FPSE AGM

There will be reviews of the just ending bargaining round at both the May AGM and at the scheduled fall meeting of bargaining reps. The VCCFA has put forward a motion for the AGM's consideration that a significant preparatory conference be planned for the fall of 2006 so that we can better prepare for the next round of bargaining which can begin as early as January 2007.

Website Usage

We asked our webmaster for a report on how many hits www.vccfa.ca has been getting. From New Years' Day to April 13th there were 4212, which we think is quite respectable. That's a daily average of 41. Problem is now we have to work harder at keeping it up to snuff. Thanks for the support.

WORK OF THE EXECUTIVE UP TO THE END OF APRIL, 2005

Examination of the Disability Plan Option

One feature of the ratified common agreement was a renewed option to join the sick leave and disability plans of provincial consortium of benefit plans, to which most other colleges belong. Langara and VCC are major exceptions..

A positive feature of this plan is that the short term disability premiums (roughly \$35 a month) would be paid by the college, as the long term premiums currently are.

What most would regard as a negative feature of the plan is that we would move from our current sick leave accrual system, 1.5 days for every month to a maximum of 261, to a plan which would provide 30 days of sick leave for each illness.

As a transition feature all those currently with VCC sick leave banks would keep them and be allowed to draw them down. There's no pay out of unused sick leave at VCC.

The Executive has asked members Lorna Downie and Vinit Khosla to examine the option and make a report to the Executive, which will be shared with the membership.

Conference Funding Gone

The VCCFA \$3000 Conference and Seminar Funding line has been exhausted for the VCCFA's 2005/06 fiscal year.

Members should apply for Adjudicated PD Funds (contact Brenda Appleton or Wayne McNiven).

REMINDER

VCC is hosting a
College Pension Plan
Retirement Seminar

Friday, May 27, 2005

City Centre Campus
Room 112 (Theatre)

9—11:30 am

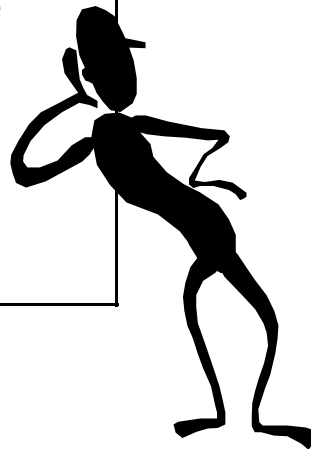
If you are interested in attending you'll
need to register as soon as possible.

For more information call the office.

604.688.6210

Our overseas correspondent in
North Vancouver noted a picture
of John Cruickshank in the
North Shore News identifying
him as board member of North
Vancouver Neighbourhood
House.

Hope he's doing well.



The provincial election will be upon us very soon. People make their voting decisions based on multidimensional groupings of issues such as health care, the economy, K-12 education, the environment, ethical conduct, etc, etc. We are involved in post-secondary education which often ranks near the top of voter concerns. The VCCFA is not advocating support for any party. However, there is an objective reality around post secondary education about which we do have some detailed knowledge.

We offer up four points for your consideration.

Accountability

In the last three years the government has brought about massive structural shifts in the way colleges can be run. Perhaps no other board and administration has moved with the zeal of VCC's to take advantage of their new powers. New power and authority is one thing but where's the accountability? These boards aren't made up of people with any prior knowledge or connection to VCC or the college system. They view it as a business and they've used that term many times in the past three or four years. Frankly, the NDP had a similar approach to board appointments (Gordon Barefoot was an NDP appointee), the difference was that it would not go so heavily with legal and business folks but also include reps from identifiable sectors such as the disabled community, aboriginals, youth organizations, local community activists etc. The other key difference is that with Social Credit and NDP administrations, we had also had activist Ministries.

When this Board decided it was tired of struggling to break even, that VCC was doing too much of stuff it did not value, it came up with a business plan that would put the College in the black by a few million every year. They have been so "successful" that there's been over \$11 million in surplus or allocated surplus in the past two fiscal years.

Now they have come up with ways to disguise the \$3 million they're projecting for 05-06.

That's one way to measure "success" but at what cost? We know the cost. Some healthy programs gone. Others still struggling to get over the damage. Others moved to cost recovery. Over 100 faculty affected by layoffs or bought out. A big cut in size so we're no where near number 1 any longer.

This government, in the name of local autonomy, stood aside and let the Board and administration do what they wanted to. When those powerless students found their programs cut for no educational reason, there was no one listening in Victoria

Funding and Underutilization

This newsletter has pointed out that the government has maintained and increased funding over its term. For 2005/06 the increase is \$3 million a year after adjusting for inflation. But students have had to pay almost \$9M a year more when the same inflation adjustment is made. We think that contributes to the unprecedented current underutilization rates in the 85% range. Is it better to have a profitable college running at 85% or a full college that's breaking even?

A Lack of Vision for Community Colleges

The Social Credit governments in the sixties deserves more credit than they have gotten for the quite noble, democratizing innovation of setting in place a unique provincial community college system wherein students would have access to vocational, technical and the first half of a university education in affordable, close to home facilities. These colleges featured smaller class sizes, much lower tuition, and instructors who were there primarily to facilitate learning and not just lecture and publish their research.

This vision has gone off the rails to put it mildly, starting with the university-college innovation of the NDP and continuing with the degree bias and private sector bias of the current government. When university-colleges came in, there were interesting innovations which temporarily satisfied some political yearnings, but they had no valued identity.

They have over the years sought the valued identity of being a university. If they had to drag along their

vocational and developmental programming the way Thompson Rivers has done, so be it. If they'd have none of that a la UBC-Okanagan, then so be it. University status has been their holy grail.

So, we're left with Kwantlen, Malaspina and Fraser Valley as the surviving University-Colleges, still without a valued identity as such. The rest of the "system" is fractured into locally autonomous entities with little to unite them and the struggle for status to divide them. Since the demise of the Advanced Education Council of BC, there is no encompassing vehicle for BC colleges to make common cause on anything.

Status that has become increasingly defined as the ability to offer degrees, a la universities. There has been no leadership from the government. It still does not have the apprenticeship system ticking. It did a huge canvas of opinion from stakeholders two years ago, which the VCCFA took part in but which might as well have been sent to a black hole. There has been nothing back from government since. It has sought to empower private businesses in the degree-granting game, it has forced students and their families to be funders of the "system." It has empowered activist board chairs such as our Gordon Barefoot, without, in our view, a sufficient level of accountability.



Labour Relations

It must be remembered that in 2002 this government brought in Bill 28, the Public Education Flexibility and Choice Act (PEFCA) and it is still the law.

It would allow college administration to override any collective agreement and

- Establish different class sizes
- Assign people to online instruction
- Schedule PD/vacation however they want
- Establish shifts and term lengths as they wish
- Force faculty to take on/use assistants, contractors, senior students or support staff

Only the threat of censure by CAUT has prevented the act being used.

These types of issues are unlikely to be decisive in your vote, but they should be considered by those who care about post-secondary education.

FPSE has pieces posted on its homepage which we recommend members check out. That's at www.fpse.ca (A year ago we were the local that made the spending motion for FPSE to develop an active non-partisan campaign around post secondary issues, which we hope you have noticed.)



COLLEGE BUDGET (or the budgeting of surpluses)

The 2005-06 budget was passed at the April 25th meeting. Earlier versions of the budget that we'd seen in March called for another \$3 million surplus at the end of March, 2006.

The College must have gotten tired of these large amounts, so in the version presented at the Board meeting, lo and behold, two funds appeared which together will eat up the \$3m. One is a structural 3% of operating fund revenues (targeted at \$2.5m) and is to be called the Cumulative Operating Fund Surplus. The other is to be 10% of estimated equipment value (targeted at a \$0.7m increase to equipment replacement) and to be called the Capital and Infrastructure Investment.

Now both will no doubt be used for good purposes but they hide the fact that these structural surpluses are in different ways as damaging as structural deficits might be. They hide the fact that the government and general taxpayer, the main beneficiary of our programs and graduates, are getting off the hook for funding the college appropriately and those on the hook, our students, are getting taxed twice. Their tuition fees should perhaps be called tuition, operating and capital fees, or perhaps tuition plus taxes.

Summary of Number of FTEs of VCCFA Members at each Step

Effective Date January 31, 2005

SUMMARY—# OF VCCFA MEMBERS BY STEP			2006-07	
STEP	FTE	2005-06 ANNUAL SALARY	1	75,674
STEP 1	221.99	73,257	2	
STEP 2	26.28	68,238	3	
STEP 3	19.43	65,445	4	
STEP 4	42.46	63,048	5	
STEP 5	39.46	60,651	6	
STEP 6	50.11	58,254	7	
STEP 7	49.58	55,857	8	
STEP 8	19.36	53,460	9	
STEP 9	6.04	51,063	10	
STEP 10	17.30	48,666	11	
GRAND TOTAL	492.01			

In 2005-06, there will be no change to salaries. On April 1, 2006 those who've been at Step One for 12 months will move to the new top step which will become Step One. The current steps 1 through 10 will remain at the same values but will be renumbered 2 through 11.

You Can Get Free Space Here

Last week the Vancouver Sun had a four-part series on "Post-Secondary Education".

It was "university this" and "university that". The only mention of colleges was in relation to universities.

Linda Holmes and Greg Lee, presidents of Langara and Capilano were at least quoted on some points.

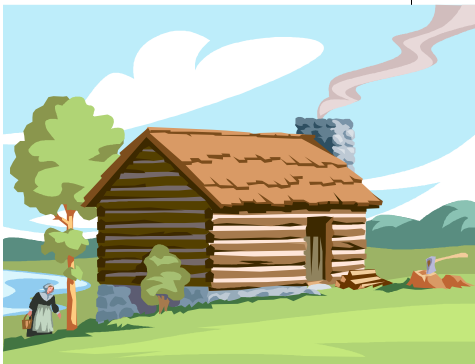
The Vancouver Sun just doesn't get it.

There's more to post-secondary education than universities.

Sure would be nice if someone would set them straight.



CABIN FOR RENT, SUMMER 2005



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

Available from Aug. 5 - Sept. 2.

Call Vicki at 604-734-4542

STEWARD NOTES

Good News on Recall Front!

For the first time in 3 years, the end of the ESL layoffs are in sight! The remaining ESL recallees are being offered 50% ongoing recall. This translates to full recall for all ESL people except for two instructors who will remain at 22% and 25%.

Still on the recall list are three ABE instructors. We continue to advocate for them and remain optimistic that they too will be offered recall. Our demand for VDIs remains on the local bargaining table as a way to potentially resolve the layoff issue. Unfortunately for others on the list, the 24 month recall time has run out or is close to running out.

Resolved Grievances

Yes, this report really does have some good news!

Letter on File Grievance-

Finally, this concerned a disciplinary letter placed on an instructor file a year after the incident. The letter has been removed & the grievance is resolved.

Instructional Associate-

We have had an longstanding dispute about the Instructional Associate's role in chairing Program Review Committees. The College has now agreed that this is their role. They did add the rider that they will review their position next year; so, in response we've stated we will keep the grievance in abeyance in case it needs to be restarted..

Although the above issues took much more time and many more meetings than we believe necessary, we are pleased they are resolved and hope it's the beginning of a trend.

Department Meetings

We have met with a number of departments lately. One was a joint meeting with the Dean and an Instructional Associate to provide information and support to a department experiencing change. We also met with a department where the instructors are feeling much distress and discomfort. On a lighter note, we have met with departments to welcome new members, provide information, answer questions, and, most importantly, listen to members' concerns. We are available to meet with your department; just give us a call.

IRA Orientation

This is organized through a joint committee with the College. Wayne Avery and I are on it for the union, along with Instructional Associate Ted Hougham and two administrators. The collective agreement provides a minimum of 2 days of paid leave for IRA orientation for all IRAs. The next one is scheduled June 3. Everyone is welcome; you don't have to be an IRA to attend. Watch for more details.

Members Meeting with College

There have been a number of meetings between the College and members which have the potential for discipline. Please remember that members have a right to have stewards to be at these meetings (Article 3.4.4). Indeed, if a meeting becomes disciplinary without any notice, a member can adjourn it until a steward can be present (Article 18.1.1).

Stewards represent members and make sure process is followed. They ensure that the member concerned understands the issue and has the opportunity to discuss, explain and question. Some of these types of meetings result in clarification, some with a verbal warning. Some result in more serious discipline such as a disciplinary letter.

Ongoing Grievances

Things do not always move quickly at any stage, but especially once a grievance reaches the arbitration stage.

We finally have dates to an arbitrator for our Recall Maternity and Sick Leave arbitration, September 21 and 22.

We are advancing our University Transfer workload grievance to arbitration and have expanded it to include other areas where non-regular instructors do not have the same workload as the regular instructors in the area. This is an important equity issue for non-regular & part time instructors.

Believe it or not, we have still not heard from the arbitrator who finished hearing our International Education PD scheduling grievance way back in September. Both the Union and College lawyers

STEWARD NOTES

have written to ask when we will receive it.

Give us a Call

Stewards continue to support members around interpersonal issues, answer a myriad of questions- about step placement, scheduling, leaves, assigned duty, top up, sick leave, regularization etc. If you have any questions or concerns, call a steward. Our stewards are there —over the phone or in person-- to answer your questions, or to problem solve. See back for list of phone numbers.

Member Drop Ins

These have been on hold for a while as a result of bargaining. We have some scheduled for May as follows:

KEC Union Office

Wed, May 11, 12—1:30 pm; 5:00—6:30 pm

If a sign language interpreter is required please call the office (604) 688-6210 or email us at vccfa@telus.net

CC—Downtown Union Office

Mon, May 9, 12—1:30 pm

International Ed Centre

Thursday, May 12, 1—2 pm

We look forward to seeing you!

in solidarity for
the stewards
ing

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

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

PARTICIPATE

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

Email: vccfa@telus.net

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

DID YOU KNOW?

Sick Leave

If you are way for more than 5 days, the College may request a doctor's note. Our contract does not differentiate between mental health or other illness, nor does the doctor's note need to disclose the nature of your illness. No diagnoses are required. The note does need to indicate an estimate of how long you will need to be away on sick leave. This can be changed or updated as needed.

If you have run out of sick leave and need to apply for Short Term Disability, there are different requirements. You do need to provide a diagnosis. If you need to apply or think you might need to apply for STD in the future, call a steward and the College for more information.

If upon your return to work, you need some sort of accommodation, call a steward. We can work with you and the College on whatever type of accommodation is required. Accommodations vary in each situation.

Professional Development

Within a fiscal year, if you are on assigned duty for 7 months or more at 50%, you are entitled to 15 days of PD. If you are on assigned duty for 8 months at 50%, you are entitled to 20 days of PD. The level of PD is pro-rated to your time-status. This includes all work done as a regular instructor (including recall) and work on contract. This is a new fiscal year, so do keep track and make sure you apply for and schedule your PD within the coming fiscal year. It is the college's responsibility to grant the PD time, so it is its responsibility to replace you if that is required.

Compassionate or Family Illness Leave-

Again, as we enter the new fiscal year, we have up to 5 days of paid leave per year for family illness or compassionate leave. This is covered by Article 7.7 in the common agreement. Please keep this in mind. Many of us are in the sandwich generation and dealing with elderly parents and other family members; and may need some family illness time.

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

Newsletter Editors:

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
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VCCFA or its
Executive

VCCFA STEWARDS

**Ingrid Kolsteren
(Chief Steward)**

688-6210

ikolsteren@telus.net

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Rene Merkel	King Edward Campus	871-7370
Rose Marie Watson	King Edward Campus	443-8495
Wayne Avery	King Edward Campus	871-7283
Wayne McNiven	City Centre Campus	443-8438
Cecily May (associate)	International Education	628-5918
Jim Davies (associate)	King Edward Campus	871-7312

**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: _____