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THE 2009/2010 EXECUTIVE

Frank Cosco
PRESIDENT (10)

Brenda Appleton
VICE-PRESIDENT (10)

Brock Elliott
TREASURER (10)

Ingrid Kolsteren
CHIEF STEWARD (10)

Hassan Khayambashi (10)

John Demeulemeester (10)

Wayne Avery (09)

Heather Chan (09)

Settimio Sicoli (09)

Maggi Trebble (09)

Alison Woods (09)

Karen Brooke (09)

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VCCFA GENERAL MEETING

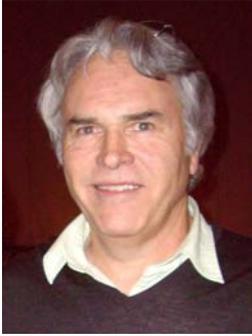
WEDNESDAY, JUNE 10, 2009

2:30 PM

**ROOM 1227 (BUILDING B)
BROADWAY CAMPUS**

***ELECTION OF NEGOTIATING COMMITTEE**

MESSAGE FROM THE PRESIDENT



FRANK COSCO
VCCFA PRESIDENT

*Correction
to*

*Page 17
March/April
Newsletter*

*Instructional Associate
Assignments*

*Correct telephone
number for
Ginny Cathcart is
604.443. 8308*

*Sorry for any
inconvenience*

Karl Brown

Karl is the “last man standing” in the Electronics department after over a sixty year history that even predates the establishment of the Vancouver Vocational Institute in 1948. At the May College Board meeting he asked for and got the opportunity to set the record straight about the quality and innovation of this department throughout its history. It is regrettable that no administrator or government official took up the challenge Karl and his colleagues had presented wherein the department proposed a transformation to a “telephony-centred” approach that would have continued to see the department and the College in a leadership position. Karl’s eulogy was, as is Karl, quiet and dignified and to the point.

Dale Dorn

Dale’s last working day as President coincided with the April College Board meeting. At the conclusion of our normal report to the Board, I made a few comments about Dale’s tenure as Vice-President from 1996 and as President since late 1999. There had to be an acknowledgement that they were extremely difficult times for college-union dealings; we might wish they had been better, but they were not. We wished him well in retirement and gave him a memento of his days as a union member; a framed enlargement of a photo of him and his dog doing picket duty during our 1990 strike.

Stephanie Forsyth

Just realizing that the last newsletter was written when we thought Stephanie was going to drop in on our April 23rd General Meeting. Instead we had Don Fairbairn, the Board Chair, and Rob Henderson, Interim VP, confirming that she was not coming to VCC as its new President. We do not know what happened. The discussion at the meeting was that we should not take a position but wait and see what,

if anything, develops, sharing as much information as possible. So, that is our stance right now. We have heard several contradictory rumours as might be expected but nothing has been confirmed so there is no real news to report.

Pete Legg

The VCCFA supported Pete’s appointment as the interim President and have congratulated him. We have already been able to have a couple of in-depth discussions with him which bodes well for this transitional period.

New Presidential Search Committee

The College has indicated that it wishes to restart the process as soon as possible with hopefully the same committee that worked on the last process. We welcomed that news and Ingrid and I are ready to get it going again.

Other Administrative Positions

At every opportunity we have advised the College not to fill all current administrative vacancies until a new President is in place.

We have certainly said that newly configured positions should not be created.

We have endorsed the replacement and posting of other positions such as the Registrar, the Dean of Language Studies and the VP Education. The first is required under the College and Institute Act, the second is an upcoming vacancy and the latter started when it was thought Stephanie Forsyth was coming and it was acknowledged that she would have a lot of involvement in the process.

~fc

Union-Management Meeting in May: the "Three-Eleven"

The union and management have a formal monthly meeting where either side can bring up any issue of concern as per Article 3.11 of the Collective Agreement. Items from the May meeting included:

Online Directory

We were surprised to learn that the print version of the college directory was being discontinued without any consultation. We think it has many advantages a purely online one does not have. We're continuing to pursue this issue.

Email for Retirees

The College reps said they will provide email for retirees and that people should contact HR if there's a problem.

PD Funds from the Common Agreement

While the VCCFA has ratified proposed changes recommended by the Joint Administration/Faculty Committee re criteria and eligibility, the College now feels it wants to review those changes.

Joint Steering Committee Update: On-line Evaluations not ready yet

We just gave them an update that this issue was taking awhile and that we do not want anyone evaluated under any ad hoc procedures.

Freedom of Information Bill

Freedom of Information requests are not free. Last year we requested data on the use of consultants by the college. The bill has gone up 3.5 times from +\$700 range we were quoted in February, and we were not warned that that was happening. We asked for them to review the amount.



VCCFA General Meeting
VCCFA General Meeting

Wednesday,
Wednesday,

June 10, 2009
June 10, 2009

2:30 pm

**Room 1227
(Building B)**
(Building B)

Broadway Campus
Broadway Campus

*** Election of
Negotiating Committee**

APRIL COLLEGE BOARD MEETING

Budget and Ed Plan Approval

The budget and education plan for 2009/10 were approved at this meeting. The student union made a comprehensive presentation on the continuing burden of high tuition fees and later student members of the board proposed amendments to the budget that would have eliminated the 2% fee increase. The amendments were respectfully defeated without receiving any non-student support. There was a hopefully helpful discussion of Financial Aid and how that department might work better with the Students' Union. During the VCCFA report of the budget and education plan, we made the following points:

~ Acknowledged that there had been improvement in the processing of the plan and budget but that we needed better analysis and more open discussion

~ Appreciated that we have heard from the President and from the VP Education that there will be ways to move resources where needs and opportunities may arise.

~ Submitted again that the FTE cuts that are causing to the 09 layoffs should be reversed and the application of the former guiding budgeting principle that education is the last item to be cut should return

~ Noted the decrease in overall education spending from 64% to 62% as indicative of the need for prioritizing education.

~ Advocated against the filling of all vacant senior administration spots

We made the following recommendations to the Board for the 10/11 Budget and Planning Process:

1 Review its budgeting principles in time for next year's budgeting cycle with a view to re-prioritizing education

2 Review the budgeting and human resources timelines so it's clear that negative action will not ensue until after the board's final approval of the plan and budget.

3 Establish an open comprehensive review of FTE utilization that involves all constituent groups; so that year-over-year analysis can be available to all, suspending the practice of cutting allotments based solely on the previous year's performance.

4 Request that administration make major changes and additions to the budget and education plan statements so that a real comparison between instructional and non-instructional costs can be made. Trends over the past five years should also be included. The documents should be designed to encourage meaningful comment, not prevent it.

5 Establish an open comprehensive review involving all constituent groups of the effects of tuition and tuition increases including year-over-year analysis of the last five years and decade-over-decade analysis of 1988, 1998 and 2008.

6 Request that for 2009/10 all budgeted FTE be restored to at least the level of 2008/09.

The Presidential Search

We relayed the VCCFA general meeting discussion and welcomed the quick resumption of this process.

ACCC Support

We thanked the college for its annual support for a member to attend the Conference, in PEI this year. (The Executive have since chosen Alison Woods and Heather Chan as faculty delegates.)

Provincial Funding of Postsecondary Education mentioned in the Election Campaign

Because they were so outrageous we commented on the misleading Liberal campaign website implication that the government had over its tenure increased funding to the college system by 76%, when in fact actual funding to VCC in the same period had gone down 4%, after adjustment for inflation. As government appointees they had to be aware of this discrepancy; that its so-called "increase" must be including every bit of tuition and related fees they can think of and then calling these user-fees "funding."

Layoffs

We pointed out the continuing ramifications of the college's cuts in 2008 and of the 2009 cuts which were still before the Board that evening. The extremely inconsistent administrative handling of the process make these consequences worse.

Surplus Again!

As we suspected the layoffs and cuts have quickly got the College back into surplus-- more quickly than even they imagined. The fiscal 08/09 year end statements were in the Board package and they show a +\$1.6 million surplus in operating accounts as of March 31st, when capital funds are taken into account, the total is a \$2.48 million surplus.

Stop the Layoffs!

The surplus confirms that cuts to programming that led to faculty layoffs were overdone at best. That because education and instruction were not prioritized, successful programming was let go because in part it was deemed important to create a comfortable operating surplus. And, for some reason it was deemed appropriate not to reduce the size of administration, nor to limit the size of ongoing projects. In the 09/10 college budget passed in April board members ensured that the contingency amount stayed at \$2 million.

It now appears that the college has a \$3.6 million amount in hand that is unspoken for when the surplus is added in to the contingency.

Given this financial flexibility, we asked that all current layoffs in continuing departments stop; that funds be re-invested in programming and faculty. Allocations to long-needed curriculum development projects would be a good example.



Requests for PD Funds may be submitted at any time throughout the fiscal year.

Don't wait until the end of the fiscal year to submit your PD Funds request and receipts if you have the necessary information to do so earlier in the year. Both campus PD Funds Committees are inundated with applications for funding in February.....so get yours in earlier if possible.

There is a mailbox at both campuses for PD Funds.....just drop your forms off or address to your campus PD Funds Committee.

Application forms are available on the J drive or the VCCFA website www.vccfa.ca

If you have any questions about PD Funds or Common/Adjudicated PD, please give any of us a call or better yet, invite a member of our PD committees to your departmental meeting for more information.

Your committee members are:

Broadway:

- ◆ Moreah Hamend
- ◆ Wayne Avery
- ◆ Michele McKenzie
- ◆ Jacquie Harrison

Downtown:

- ◆ Wayne McNiven
- ◆ Michele Rosko
- ◆ Michelle Strenkowski
- ◆ Alison Woods

Common/Adjudicated PD:

Wayne McNiven and Brenda Appleton

PRIVATE MEETING WITH BOARD MEMBERS, MAY 13

Private semi-annual discussions between the constituency groups and the President and Board Chair have gone on for quite awhile. New Chair Don Fairbairn has expanded the format both in frequency and in opening it up to the full board and for us our full executive. This was our second such session this year. Not all of our executive, nor all of the board could attend. Topics we raised included those made previously at the board about limiting the size of the interim administration, the mishandling of layoffs, the new presidential posting, board operations, and Pete Legg's approach to the presidency. We learned that a temporary VP Finance has been hired on a contract basis to take over Pete's job.

Other highlights:

Two Requests for Major Reviews

We discussed two of our review ideas, one on tuition and one on FTEs. It's been at least five years since there's been a major discussion of tuition. The board has simply done cross-the-board increases for those years. There are several categories which these board members are probably not even aware of. We raised questions about the rationales for the various categories and how a program could possibly move from one to the other.

FTE reporting, calculation and allocation remains a bit of a mystery for many involved in governance and we feel the more light that can be shed on this area the better. So far, no one has said "no" to the proposals so we are hopeful.

Planning

There should not be a return to a full-blown strategic planning process in our opinion. At least not until a new president can be engaged on it. We pointed out that we have already sparked a useful discussion on marketing and recruiting and the college website, a good example of what can be done during this transition period. Another useful discussion we thought might be on space utilization—right now it's a bit of puzzle isn't it?

Don Fairbairn challenged us to engage on some more broadly focused discussions, perhaps on the scope of planning. We said that might be a possibility but we were certainly not interested if it somehow got intertwined with the "cut, cut" mantra we have heard in the past. We suggested that the first statement from senior management should be, "There's no reason from our point of view that your programs should not be here in X years."

In a follow-up discussion with Pete Legg we suggested that a good way to stimulate such discussions might be to bring in real outsiders, such as the mayor or a senior

city planner and see what they think the role of the College should have in the community.

The Transition between Presidents

While this period is certainly not what anyone expected, it does present some opportunities. We followed up what Chair Fairbairn had said at our general meeting about the need to consult and deliberate within a wider circle, about moving to a more consultative culture, with two concrete proposals.

An expanded role for Operations Council

That the current Operations Council be expanded and meet more often, perhaps twice a month. It should have additional faculty members representing schools and centres (numbers to be worked out later but not threatening the administrative voting majority). Staff and administrators may wish to have more representation as well. We mentioned that this would signal a formal reaching out to all constituency groups, including all administrators, in a much more frequent and transparent way than has been practice at VCC.

An expanded role for the Human Rights Coordinator

That to get a better handle on morale issues, that the Human Rights Coordinator, who is probably the one VCC employee best able to report on all constituency groups, be asked to report at each Board meeting; both in-camera and in public sessions. This would not be a new practice at VCC as it was regularly done when the position first began.

A Challenge to the VCCFA

Don Fairbairn challenged VCCFA leadership on the need for respectful dialogue. That history is history and that if we are to move forward it has to be a mutual moving forward. We did not reply at the time. Reflecting upon his comment later at the May Board meeting I commented

that we always try and will try to be “soft on the people, and hard on the issues.” When we fail that standard and responsibility, we welcome it being pointed out and we will always attempt to acknowledge our failure and to correct and improve our practice.

However, given the extraordinary recent history at VCC in the last few years, we cannot but continue to be very hard on the issues. Even in the May meeting package the unexpected size of 08/09 surplus had to be brought up in relation to the layoffs. Our members have suffered more layoffs than at any other post-secondary institution in BC.

We closed by pointing out that the spirit of the following provision in our shared Collective Agreement has not yet been met:

3.11.1 The effective conduct of the College’s operation requires the active and continuing participation of the Association

3.11.2 Where not specified in the Agreement, the management of significant matters affecting the development and implementation of the College’s operation shall be carried on through consultative processes. “Significant” shall mean matters in any area identified by either party as being significant to it. “Consultative” shall mean processes that involve the serious exchange of information and ideas before action is taken.

3.11.3 The Association shall have representation, with vote, on the Operations Council and any similar council established by the College concerning significant instructional or administrative policy matters.

-fc

VCC-Langara Joint Benefits Committee

As the last vestige of the pre-1992 VCC, the two colleges continue to market and administer their unique employee health benefit plans together. A joint committee made up of reps from all the employee groups at both colleges meets at least once a year. It hears an annual report from the firm that manages the plans for us, Western Consulting, and arrives at conclusions regarding premium rate changes, etc.

There were no surprises this year. All plans will stay with their current carriers. We will look at marketing them again next year.

The colleges pay most of the premiums. The two significant increases the colleges’ share will be the 8.2% increases in the costs of the extended health plans (\$233,700) and the 7.5% increase for the dental plans (\$127, 700).

For the LTD plan because of a decrease in usage over the past five years there will be a decrease for the part of the plan covering VCCFA members. It will go down about \$105,000 (-16%) for VCC. The other five employee groups pay their own premiums and have a higher usage record so their premiums will be going up 17%.

For the STD plan which all employee groups except Langara faculty pay for, premiums will go down 9%. Langara College’s premium will go down more, 29%, for its faculty plan.

If members have specific questions, please let us know.



Cabin in the Woods on Gulf Island (Mayne Island)

Sleeps 4-6
 Deck
 Minutes from sandy beach
 \$375/wk — Available July
 Call: Marlene 604-251-4231

This was the meeting where the Education Plan for 09/10 received its final consideration and a motion to recommend that the Board approve the plan was passed.

There was much good discussion regarding the frustration at being restricted to only FTE-driven items. It was clear that many wanted there to be other items in the plan which may not be denominated in FTEs; the need for curriculum development (budgeted at zero dollars) and support for IRAs are two examples.

Acting VP-Education Sandra Bailey did commit to ensuring some flexibility regarding possibilities to move FTE during the upcoming year. That commitment should be called upon whenever necessary.

The VCCFA is committed to trying to get into the conversation about the 10/11 budget and plan much earlier than in recent years. There should be a full discussion of where the dividing line between “education” and “non-education” gets drawn. The 9/10 budget moved the line from 64% to 62% allocated to education without any discussion at all and it was not shy about saying it wanted to fill vacant administrative spots which will cost at least half a million. It is long past time when education should be once again be the prime budgeting priority.

OpsCo is composed of the heads of about nine administrative sections, along with representations from students, CUPE 4627, and the VCCFA. Each group has voice and vote. It is an advisory group, reporting to the Board on matters not within the jurisdiction of Education Council

The 2009/10 Budget

VCCFA voted against recommending the budget as it does not sufficiently prioritize education and education-related operations.

\$10 Million Success

We congratulated the college and saluted the efforts of those in college administration who have successfully obtained most of \$10 million in one-time infrastructure funding from the provincial and federal governments.. Apparently we can now try to stem the flow of the original China Creek through the Broadway campus and Dave Crowe can eventually eliminate his “bucket budget” for the leaky atrium Downtown.

Emergency Preparedness Guide

Through the Emergency Preparedness Group we were able to provide our input into the new guide that Director Surinder Aulakh is having processed.

Great Organizing Victory: Pacific Language Institute faculty now within FPSE

Back in 1990 when the VCCFA first joined CIEA it supported the setting up of a private sector local whose goal would be to organize adult educators in the BC private school sector. That local has gone through transitions. For awhile it contained the faculty at the Richmond International School, Royal Oak College in Burnaby, and the Kootenay School of the Arts. Lately, the leadership of the local has come through the ETEA, the Education and Training Employees’ Association, which has about 150 members at the International Language School of Canada in downtown Vancouver.

Last year ETEA successfully certified its second local at Language Studies Canada, which has now achieved its first collective agreement. Just this week, a new success as a result of ETEA’s organizing drive: it just received the certification as the bargaining agent for faculty at the Pacific Language Institute. Congratulations.

This success is due primarily to the drive and skill of the ETEA volunteer organizing group. They are assisted financially by a special organizing fund that FPSE set up in 2007. (The VCCFA has a small organizing budget allocation as well and we have contributed part of it to supporting ETEA’s work.)

Federation of Post-Secondary Educators AGM

At our April general meeting we took members through many of the motions and initiatives that were on this year's agenda. It certainly proved to be an intense week as there were many personal political engagements and several issues to deal with.

We think that the VCCFA delegation* was able to successfully achieve most of what it had planned and had been mandated to do by the membership. Despite the intensity and controversies, the VCCFA delegation had a great time, the setting was great, and we enjoyed the comradeship and energy. There was a really nice send-off for Dileep, thanking him for his great service as our provincial Secretary-Treasurer.

Elections

While Cindy Oliver (Rockies) was acclaimed as President for a one-year term, the other three executive spots up for election were contested, one with three candidates, so that added a political edge to proceedings. Long-serving Secretary-Treasurer Dileep Athaide (Capilano) is stepping down this summer. Secretary-Treasurer, not First VP, is the other full-time, head office position in FPSE's executive.

For Secretary-Treasurer, former VP George Davison (CNC) was elected over former VP Dominique Roelants (VIU). For First Vice-President, Nanci Lucas (Capilano) was elected over Terri van Steinberg (Kwantlen). For Second Vice-President, Rocque Berthiaume (Northwest) was elected on the second ballot over Darryl Ainsley (Camosun), Susan Briggs (Douglas) was the third candidate. (I nominated Rocque.) All elections were close with no candidate achieving 60% of the vote.

The VCCFA delegation was able to arrange ad hoc private sessions to hear from and question all candidates. That helped us reach a consensus about where our 14 votes would go. There were 156 delegate votes in total.

**The VCCFA Executive (sans Hassan) plus stewards Karen Shortt, Leona Friesen, Elli Cox, and Nora Ready made up our 14 delegates. We also had three observers who were full members of our caucus: Brian Haugen, Karen Brooke, and Judith Wallace.*

After the AGM, the Presidents' Council meets to elect two of its members to fill out the executive as Members-at-Large. Frank Cosco and Terri van Steinberg won that contested election.

Pension Trustee Appointment

As we have reported the controversy over what the Pension Board decided to do with the retiree benefits and the inflation account and how it occurred has caused this normally routine appointment to become a major issue at Presidents' Council. The controversy continued throughout the AGM week. In March PC voted and then re-voted with the same result not to approve the reappointment of trustee Dominique Roelants. His own local and two others took the issue to the AGM with a combined motion directing PC to reverse its decision. (At AGM, it is not one local, one vote but a weighted vote depending on the size of each local. PC had also taken a subsequent decision to appoint Candace Fertile of Camosun, initially nominated by the VCCFA, as a new trustee.)

In a secret ballot, the motion to reappoint Dominique passed with about a 58% majority, so he has another three year term as a trustee. The VCCFA delegation voted against the motion. We

have tried to make our rationale clear in the previous newsletter, which can be accessed through our website.

There was a high degree of emotion and a very highly charged atmosphere around the vote with several severe accusations and counter-accusations of who said what, when, and why. It's clear there has been a major disagreement between this trustee and the two senior officers of the federation. It will not be easy but we trust that all parties will now turn their attention to the immediate future and the need to consult and work together as much as possible.

The various pension issues remain contentious and important. We plan on having major discussions around them over the next year especially connected to our 2010 round of bargaining. Knowing the professionalism of all concerned, I am confident that past disputes can be put aside for the good of our collective, at least to the greatest extent possible.

Cont'd on page 10



Frank Cosco and Ingrid Kolsteren

Federation of Post-Secondary Educators AGM (cont'd)

Summary of Other Motions and VCCFA Initiatives

2009/10 Budget (Presidents' Council)

The budget included the increase in FPSE dues from 0.85 to 0.9 percent of income. It passed. This will not affect VCCFA members' dues which stay at 2 percent.

Six-year Cap on Terms for President and Secretary-Treasurer (Capilano)

The VCCFA spoke in favour of this change. It achieved a majority but as a by-law change, not the required $\frac{3}{4}$ majority.

Gaza-Israeli Conflict (Human Rights & International Solidarity)

As directed by our April General Meeting, we spoke to the wisdom of bringing such fully-developed positional motions to the floor and will monitor that situation through the HRIS committee sessions in the upcoming year. We spoke to the committee focusing on its educational mandate rather than position-taking.

We met with the chair of the committee and discussed the amendments our general meeting wanted and he was able to report to the AGM that his committee supported them. With one exception ("illegal" was not removed from the phrase "an end to the illegal occupation of the West Bank and Gaza"), our amendments passed. The whole thrust of our amendments were to make the motion more balanced and in keeping with previous FPSE resolutions on this issue.

Change to the Terms of Reference of Standing Committees (Capilano)

This motion was referred for review by Presidents' Council, which usually then refers it to a sub-committee/working group. We did inform delegates of the drastic nature of the changes proposed and that they would be unwise to pursue.

History Project (VCCFA)

This motion passed so PC will investigate commissioning and funding a comprehensive history of FPSE.

FPSE-only Bargaining Conference (VCCFA)

This motion passed so up to three delegates from each local will meet in the fall to discuss the bargaining process and how the bargaining agenda should be set.

Workshop on Bargaining Models

As a continuation of the work started with the series of newsletter articles on VCCFA bargaining, last year's initiative to have an open provincial forum on Bargaining, and the joint subcommittee from PC and the Bargaining Coordination Committee, I presented on the bargaining model the VCCFA executive is currently favouring. It would see us moving away from how we have approached bargaining over the last four rounds.

Washington State Reps

The President and VP of the faculty association at Olympic College in Bremerton, Nat Hong and Jack Longmate, were able to attend and bring greetings. Both found the experience enlightening.

Jack is a long-time friend of the VCCFA and has a national profile in the US as an advocate and writer on non-regular issues. Nat is currently chairing the post-secondary wing of the National Education Association affiliates in Washington. Unfortunately, they are going through a huge budget crisis where even though they did their utmost to elect a Democratic-dominated state legislature, that hasn't protected them from being targeted for massive cuts. Nat cautioned delegates against putting too many eggs in the "electoral basket."
~fc



From left to right: Elli Cox, Maggi Trebble, Nora Ready

WORKSHOP REPORTS

(more to come in our next newsletter)

Member to Member Conflict Workshop

Lesley Burke-O'Flynn and David Piasta (FPSE Staff Representatives).

This workshop helped the participants to identify different types of conflict in the workplace. We were divided into small groups to review four work related scenarios. This was an interactive workshop where the group members participated in assessing the situation, identifying the problem, exploring possible actions to be implemented and determining supporting policies that were pertinent to the situation.

It was a valuable learning experience to see the many varied approaches, depending on the personal level of experience. The facilitators provided feedback and shared their experience with each scenario. They reminded us that everyone has the right to be heard and that we have a duty to provide fair representation for all members. Key communication skills that were emphasized were reflective listening, validating, clarifying and summarizing. As a steward I found this workshop to be very relevant and helpful.

~ Judith Wallace

Retirement planning – there's more to it than money

Facilitators from the BC Retired Teachers Association

A discussion of a variety of retirement issues from two retired teachers. They urged people to maintain a balance in retired life in: relationships, recreation, learning, work and other areas. Retirement from VCC does not mean we have to stop working - many people work part-time or consult or start small businesses or.....There was a discussion of the recommended BC Property Tax Deferment Program. Even before retirement all people should do Estate Planning, arrange Power of Attorney and Representative Agreement, and do a personal inventory of all financial and physical assets. A variety of worksheets were provided. They recommended BC Retired Teachers Association and its information and services.

~ Brock Elliott

Crime and perceptions of crime in British Columbia

Presenter: Dr. Darryl Plecas (Criminology, University of the Fraser Valley)

Key points/comments included:

- "Judicial system is entrenched in stupidity", he calls for a complete overhaul of the judicial system
- Significant responsibility for why people continue their criminal behaviour falls on Canada's judicial system and its "inconsistent treatment of offenders"
- Crime rates are high: 7 times higher than 1980, stretches police capacity, hurts public confidence. One in 4 will be a victim of crime
- There are now more than 50 highly organized crime groups, fighting over profit-share, with an out of control drug problem and a proliferation of marijuana grow ops
- Dr. Plecas commends the police for their diligent work in their war on gangs
- "Sociologists say a child's future depends on their parents." A high school grad in an affluent neighbourhood has a 95% chance of earning a degree, as opposed to an overall drop out rate of 25% across Canada
- Criminals inevitably have a combination of negative influences in their lives, unless they learn new behaviours, they will likely re-offend
- "If you want to turn someone around, you had better have a few years to do it in"
- He believes Canada's federal corrections system is a leader in rehabilitation because of longer sentences, during which new skills and behaviours are learned. Once they are released, parole system helps them to succeed in continuing in their new ways, and not return to a life of crime
- At the provincial level, any possibility of rehabilitation is precluded by plea bargains, half-sentences for "time served" before a trial, and fleeting sentences. Provincial sentences, max out at 2 years less a day, but are an average of 3 months, often as little as 2 weeks. Dr. Plecas is a believer in "Restorative Justice", a concept that brings the offender, the victim and community together, including initiatives like the "Community Court" in the Downtown Eastside. His presentation was informative and interesting, delivered with strong and controversial opinions.

~Elli Cox

Instructional Associates What Do They Do????

Our three Instructional Associates have informally organized themselves to work with Schools, Centres, Departments, and Educational Support areas as follows:

Ginny Cathcart

local 8308

gcathcart@vcc.ca

Library and Learning Resources ~ School of Music ~ School of Health Sciences ~ School of Arts & Sciences – University Transfer Programs

Robin Popow

local 8326

rpopow@vcc.ca

School of Hospitality ~ Centre for Design ~ School of Arts and Sciences – ABE Programs ~ Centre for Transportation Trades

Lyn Lennig

local 7111

llennig@vcc.ca

School of Language Studies ~ School of Hospitality – Business Programs ~ Counselling Department

What do they do? According to their job description and a VCC/VCCFA Letter of Agreement, they (the IAs) are charged with the following responsibilities:

- ◆ Working with Department Heads, Deans and Directors, they are expected to assume duties in the following areas of responsibility:
- ◆ Program, curriculum and instruction and related projects initiated by the Education Schools and Centres and the Educational Service Areas.
- ◆ Planning, development and implementation of the Centre's short and long term plans
- ◆ Responsibilities as set out in the Collective Agreement for IA's

They also will, in consultation with the Dean of CID, organize themselves to do the following:

1. Chair Dept. Head, Assistant Dept. Head and Coordinator Selection Committees and facilitate the process
2. Participate in the Area Hiring Recommendation Committees for the appointment of regular instructors and term or auxiliary instructors when requested.
3. Support Department Heads, Assistant Department Heads and Coordinators by mentoring and coaching
4. Participate in ongoing IRA orientation, including the delivery of orientation workshops
5. Organize and conduct program reviews in accordance with College Policy

Additionally, as assigned by the Dean of CID, the IAs will

6. Undertake specific activities related to the development and implementation of the College's and Centre's Annual and long term plans in support of teaching and learning at the College
7. Facilitate the development of curriculum for existing offerings and additional programs or courses within the Education Schools and Centres and the Educational Service Areas and/or College-wide
8. Help determine and meet the professional development needs of instructors of an area, Department, School, Centre or College-wide basis
9. Facilitate the implementation of program review recommendations
10. Attend and participate in Education, School and Centre meetings, Program Advisory Committee meetings, Educational Service areas and College-wide meetings
11. Conduct research and other projects related to teaching and learning at the College on a School, Centre or Educational Service area or College-wide basis
12. Enhance relationships with business, industry and other external partners
13. Undertake other related responsibilities.

The Winners—Cheryl Draper Memorial Scholarship

Every year, the VCCFA awards two \$1000 scholarships to deserving children and/or spouses of VCCFA members. Winners are chosen by a committee consisting of past parents or spouses of successful applicants and appointees of the VCCFA Executive.

This year the committee was chaired by VCCFA Executive member, Wayne Avery along with Michele McLeod and Carrie Leggatt. The committee looks at both volunteer activities as well as academic records. The scholarship may only be used in a public Canadian post-secondary institution.

Fifteen applications were reviewed by the committee (any information which may identify an applicant is removed from the application before the committee sees them) and two winners were chosen.

Our congratulations go to our two amazing winners.

Chloe Clarkson (daughter of Alan Clarkson)

Chloe will graduate from the Langley Fine Arts School in June and plans to attend the University of Victoria in the fall.

Some of her many volunteer activities include:

- ◆ Choir (grades 1 – 12),
- ◆ Restorative Action Program for Conflict,
- ◆ Participation in two leadership conferences,
- ◆ Fund-raising for their sister school in Kenya
- ◆ Member of student council (grades 9 – 12)
- ◆ Member of Grad Council, 2009
- ◆ Volunteer mediator at special Bowen Island Camp bringing together Palestinian and Israeli teenagers.
- ◆ Volunteer Math tutor

Dawnrose (Ross) Hamilton (daughter of John Hamilton)

Ross graduated from Richmond Secondary School, attended Kwantlen for one semester and now attends Douglas College's Theatre Arts - Stagecraft program.

Among her many volunteer activities:

- ◆ Stage crew for theatre arts
- ◆ IB theatre arts program
- ◆ Girl Guides (awarded the Chief Commissioners Gold Award 2008)
- ◆ Canadian Government Volunteer Program, Katimavik where she tutored math and English in Val-d'Or, Quebec
- ◆ Provided assistance to kindergarten children with behavioural difficulties.
- ◆ Assisted in Nelson, BC's West Kootenay Women's Centre with IT projects
- ◆ Produced an 87 page volunteer training manual
- ◆ College Cultural Connections Program
- ◆ Vancouver Fringe Festival

EDUCATION IN THE NEWS

Responding to Economic Catastrophe, Iceland Looks to its Universities

Iceland has experienced almost a complete collapse of its banking system which brought down their government. Yet, while public colleges and universities in North America are facing budget cuts, Iceland's seven universities and colleges are experiencing enrollment growth of more than 10%. They expect "...higher education to play a big role in responding to the effects of the crisis....We want the higher-education sector to be able to provide alternatives to people who have lost their jobs, and to use it to increase their skills while they are looking for a job."

Chronicle of Higher Education
March 6, 2009

2009 Stars of Vancouver Readers' Choice Awards

Under the Best College/University section, VCC came in at 2nd place. UBC was first, and Langara College placed 3rd.

Vancouver Courier
April 17, 2009

Aboriginal Cuisine Preps for the World Stage

Aboriginal Cuisine Heats Up

In these two articles about aboriginal cooking at the 2010 Olympics, VCC's new Aboriginal Culinary Arts program and new restaurant, the Wild Salmon Café, were highlighted.

"The 12-month certificate chef's course launched last September, partly at the behest of the Four Host First Nations Society, which will need a small army of food-service professional to operate the reception hall at the 2010 Aboriginal Pavilion during the Olympic Games.

The VCC program, which provides full training in classic Western cooking techniques in addition to specialized classes in hot smoking, pit cooking and traditional methods of hunting, gathering and preserving, already has a waiting list for its fall intake."

Globe and Mail, April 29, 2009
The Georgia Straight, April 9 – 16, 2009

U-Pass Fare Unfair

The student unions of VCC, Emily Carr and Douglas College have launched complaints about the discriminatory practices of Translink in charging students at these institutions higher u-pass fares than at other institutions in metro Vancouver. This story was front page news in April in the Vancouver Sun....and has now been picked up by university papers. The Martlet story highlights the difficulties and higher costs especially for VCC students.

UVic Martlet
May 14, 2009

"This Teen Cook's One Rapid Riser"

The success story of VCC Culinary Arts Ace IT student, Matt Woodthorpe. Matt, at age 17, has finished Level 2 chef training, and is doing his apprenticeship at the Sheraton Wall Centre. Although Matt has a mild form of Asperger's syndrome, he has managed to maintain averages between 80 – 90 percent. He also won silver at this year's regional Skills Canada competition.

The Province
May 17, 2009



A Romanian Rhapsody

Congratulations to Cecilia Burcescu of our ESL – College Preparatory English Department upon the publication of her "...epic biography of former Vancouver Symphony Orchestra musical director Sergiu Comissiona..."

The book, *A Romanian Rhapsody: The Life of Conductor Sergiu Comissiona*, has received favourable reviews. When he was appointed musical director of the VSO in 1990, the symphony was in debt. When he left 10 years later, the symphony was debt free and playing to full houses.

Congratulations, Cecilia!

The Georgia Straight
May 21, 2009

EDUCATION IN THE NEWS

Ted –Ideas Worth Spreading

For any of you who haven't heard of Ted Talks, take a few moments to look at their website www.ted.com. This site provides streaming video and audio of many presentations. "TED stands for **Technology, Entertainment, Design**. It started out (in 1984) as a conference bringing together people from those three worlds. Since then its scope has become ever broader." Materials on the site are covered by a Creative Commons license, so it can be freely used for educational purposes. "This site makes **the best talks and performances from TED and partners available to the world, for free**. More than 400 TEDTalks are now available, with more added each week. All of the talks feature closed captions in English, and many feature subtitles in various languages." Themes of these talks cover technology, entertainment, design, business, science, culture, arts and global issues.

<http://www.ted.com/>

No Job, No Loan Money. No Way Out?

Statistics Canada reported in April that in 2005 50% of post-secondary graduates are in debt, taking both government and bank loans to help fund their education. During the same year, more than 30% of graduates had difficulty repaying their loans two years after graduation. The economic downturn threatens to make students more indebted for their education, while also making it even more difficult to find jobs and repay those loans after graduation.

Globe and Mail
May 4, 2009

Graduation obligation\$; In Seven Years, the Average Debt of Graduating University Students in B.C. has Gone from the Lowest in Canada to one of the Highest. How did this Happen and how are Students coping?

BC post secondary students graduating owe an average of \$27,000, although 50% of BC students are not in debt. This high debt load is happening at a time when BC's jobless rate is forecast to hit 9%, and we are in the midst of a financial meltdown. BC student debt rates are now among the highest in Canada with only the Maritimes ahead of us. According to NDP advanced education critic, Rob Fleming, students from disadvantaged backgrounds are especially affected.

Times – Colonist
May 3, 2009

More Enrolment in High-Tech Field Must be Priority

The federal budget includes projects essential to Canada's high tech infrastructure....and we need a workforce that is trained in technology related fields. As reported by the Conference Board of Canada, there will be more than 90,000 jobs in the information technology sector over the next five years. *Of course, here at VCC, we assume this isn't so and that we don't need to be part of the solution. Other institutions can be responsible for training technology workers.*

Star Phoenix (Saskatoon)
May 15, 2009



These Lectures are Gone in 60 Seconds

San Juan College in Farmington, NM has gone to micro lectures in their online programs. A micro lecture may be as short as 60 seconds with all excess verbiage and details removed. Leaving only key concepts and themes. They believe that students learn better this way. The article provides a short, five step process for creating the one-minute lecture. The steps are simple:

1. List key concepts
2. Write a 15 – 30 second introduction and conclusion
3. Record elements using microphone and web camera. Finished product should be between 60 seconds to three minutes long.
4. Design an assignment to follow the lecture
5. Upload the video and assignment to Moodle.

Chronicle of Higher Education
March 6, 2009

SIZE OF ADMINISTRATION VIS A VIS THE COLLEGE'S OPERATIONS

We regularly update running statistics on the size of senior administration both in terms of salary and numbers of positions with top step salaries at or above those of top-step faculty. A member asked, "How does that compare with the college income?"

We added the top step salaries of the 13 positions above the faculty rate which are listed in April 2000 and compared them to the same salaries for the 30 positions listed in May of 2008. The total of the three operating funds (money from government grants, tuition, ancillary services and contracts etc) for 2000/01 was \$74.14million. The total of the same three funds in 2008/09 was \$91.88million, about 24 percent more. Total senior admin top step salaries grew over eight times faster, from \$1.18m to \$3.54m, up 200 percent. (It should be noted that not all senior administrators are at top step, but their scales have only five steps and it does not take long to reach the top.)

In 2000/01 total senior admin salaries amounted to 1.6% of the operating funds, in 2008/09 they amounted to more than double, 3.85% of the funds.

| | 2000/01 | | 2008/09 | | % increase |
|---|------------|---|-------------|----|------------|
| | | # | | # | |
| <i>Faculty top salary</i> | \$ 66,500 | | \$ 83,200 | | + 25.1 % |
| <i>Administrative top salaries:</i> | | | | | |
| President | \$ 137,500 | | \$ 220,680 | | + 60.5 % |
| Vice President | \$ 99,440 | 3 | \$ 154,3330 | 4 | + 55.2 % |
| Deans | \$ 88,970 | 3 | \$ 110,910 | 10 | + 24.7 % |
| Directors | \$ 80,600 | 6 | \$ 110,910 | 10 | + 37.6% |
| Associate Directors | n/a | | \$ 96,590 | 5 | |
| | | | | | |
| <i>Total Senior Admin top payroll</i> | \$ 1.18 m | | \$ 3.54 m | | + 200% |
| <i>Operating Funds</i> | \$ 74.14 m | | \$ 91.88 m | | + 23.9 % |
| <i>Percentage of Operating Expenses to Senior Admin</i> | 1.6% | | 3.85% | | + 140.6 % |

SIZE OF ADMINISTRATION VIS A VIS THE COLLEGE'S OPERATIONS

To add another telling comparison, 2000/01 total faculty salary payroll was \$31.42m in 2008/09 it was \$35.72 m. This chart compares the changes in size of the share of money going to senior admin to that going to faculty.

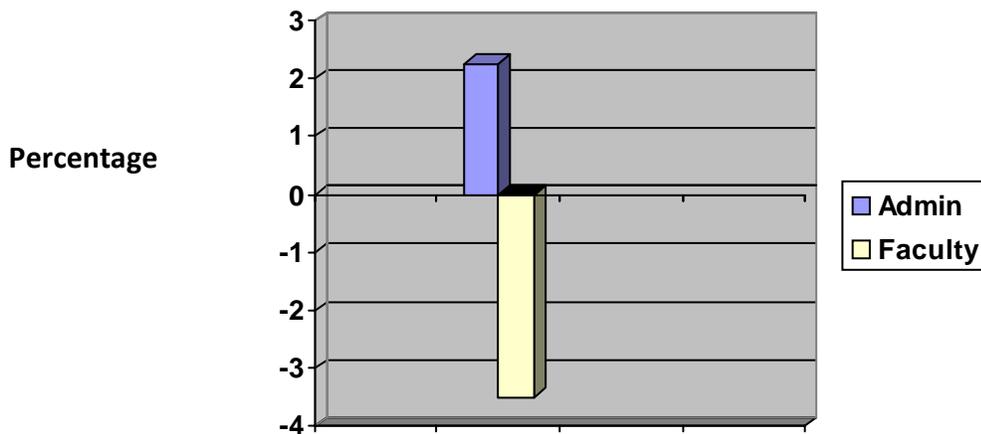
This chart compares the changes in the size of the share of money going to senior admin as opposed to the size of the share going to faculty.

| | 00/01 | | 08/09 | Difference |
|--------------------------------------|------------|--|------------|------------|
| <i>Operating Funds</i> | \$ 74.14 m | | \$ 91.88 m | |
| <i>Total faculty payroll</i> | \$ 31.42 m | | \$ 35.72 m | |
| <i>Percentage to faculty payroll</i> | 42.4 % | | 38.9 % | - 3.5% |
| <i>Total Senior Admin payroll</i> | \$ 1.18 m | | \$ 3.54 m | |
| <i>Percentage to senior admin</i> | 1.6 % | | 3.85 % | + 2.25% |

Because the great majority of the cost of delivering educational services is faculty salary, it is fair to say that VCC is spending significantly less of its annual operating budget on educational services in Dale Dorn's last year than it did in his first year. If the proportion had stayed the same over the eight years about \$3.24 million more would have gone to faculty pay in 08/09, almost 40 more full-time people at top step, or about 46 more full-timers at step 4. They would have been delivering services to students.

Shown graphically, the percentage share of funding increase for senior administrative salaries and decrease for total faculty salaries over the last eight years looks like this:

Change in Share from 2000—2009



Sources: VCC Administrative Salary Grids. Audited Financial Statements of VCC 2000-2001 and 2008-2009. VCCFA & FPSE financial records for the same years.

The Question of Health Benefits for Post 65 Faculty

As of January 2008 mandatory retirement at age 65 ended. Although we still do not have a significant number of members in the post-65 category, there are developments that may affect their benefits.

Currently for post-65 members at VCC, there is no change to sick leave entitlement or further accrual of sick leave benefits. Coverage and the college's premium payments will also continue for basic medical, dental and extended health coverage.

However, coverage ends for both voluntary and group life insurance, for AD&D, and for short and long-term disability. This is the situation at most colleges, especially for STD and LTD. There are some exceptions regarding life insurance such as a reduced or same amount continuing to age 71 at some institutions.

Some faculty unions, have more members in this age category and have grieved this situation as being age discrimination. The case at Camosun FA has gone the farthest and is close to being heard by an arbitrator.

In an attempt to reach a negotiated settlement, Camosun management and the PSEA have made a proposal to the Camosun faculty union that would see continuance of some life insurance coverage up to age 70. It would also see continuance of STD up to age 70. There would still be no LTD and no AD&D in this proposal. There are as well some "linkage" clauses in the proposal to have it apply at other colleges.

We on the FPSE side have had a first discussion of the matter and several questions have arisen. Most importantly for the VCCFA and the Langara FA is what connection this might have on our situation as we have quite a different sick leave and STD situation than the other colleges do. They are in a system under the Common Agreement that sees sick leave ending after only thirty days and then one goes on to STD at its reduced salary rate. At this point we do not feel any "linkage" clauses can bind us. We will keep members informed of developments.

New User-pay Health Benefits for Retirees

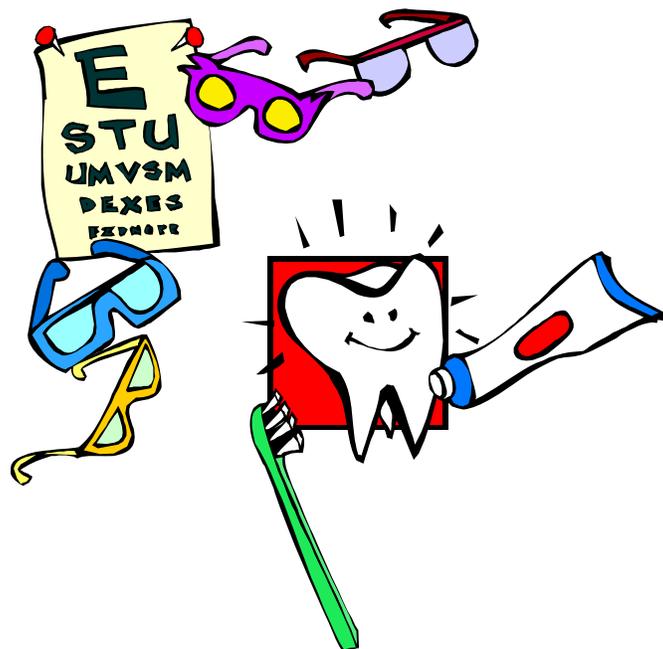
The pension board has released details about the new voluntary health benefits plan which comes into effect in September. Premiums will no longer be subsidized by the Plan and coverage levels are significantly different.

If members know retirees, they should check that they are aware of the changes.

More detailed information can be found at the College Pension website. [www.college.pensionsbc.ca]

We reported on some of the changes at our April General Meeting. Here are some approximate projected monthly premiums:

| | Single | Couple | Family |
|------------------|--------|--------|--------|
| Extended Health | \$ 63 | \$125 | \$244 |
| Dental Essential | \$21 | \$40 | \$57 |
| Dental Enhanced | \$47 | \$89 | \$126 |



UPCOMING EVENTS & ANNOUNCEMENTS



IRA Lunch Meeting

All IRAs are invited to have lunch with the VCCFA on Wednesday, June 24 at noon in room 1228 Building B, Broadway Campus.



New VCCFA Office

The VCCFA has a new office at the Broadway Campus. We are now located in Room 2654, Building A (across from CCA – in the former daycare space)

Telephone: Local 7372

Split Shift Lounge

The split shift lounge has also moved.

It is now next door to the new VCCFA office near CCA, Room 2652.

The door on the lounge is controlled by a combination lock.....code: 2-4-6-8

STEWARD UPDATE

Layoffs

As the teaching year is winding down, we are still in the midst of dealing with the many issues that accompany notices, layoffs and cuts. Currently there are 15 people laid-off who are on the recall list and 18 people on notice of layoff. Amongst the laid-off, 8 people were able to transfer to different areas, but 2 of them are now on notice again.

Computer Technology is gone, Electronics is literally in its last days, and Business Management, much reduced, will continue till December. The impact on the instructors who have been laid off, are on notice, and term instructors not working is enormous. By our count, over 50 notices have been issued and only a small number have been withdrawn. These cuts take their toll in many ways. Scheduling in many areas is tighter. Even when instructors are able to transfer into new areas, it is not easy for the new instructor nor the receiving department and instructors. We hear from many instructors worried and distressed about the impact of the cuts. We continue to be concerned that our college does not really seem to recognize or understand the degree of distress of the cuts. We have raised this issue with the College Board more than once and have been assured that attention to the care of the people will be a priority in the College's dealing with any layoffs.

Meetings

As always steward work means lots of meeting and lots of phone conversations. This last while has been no different. Stewards are involved in answering questions, facilitating interpersonal meetings, sorting through scheduling issues and of course assisting and supporting those dealing with layoffs. This June we will be doing about half a dozen elections and one selection for IRA positions.

Working with Administration

One area that we work together with administration is on the IRA orientation sessions. Our last one, April 29th focused on practical issues and questions facing Department Heads and Coordinators. Judging from the engagement and reports it was a good day; watch for the next one coming. We also meet regularly with the College for 3.11 meetings and ongoing discussions on issues and concerns.

Carry Over Vacation

The College tried to take away instructors' carry over vacation if the requests to carry over had not been received on time. We objected and this issue has now been resolved.

We would like to be clear, the College does not have the right to take away an instructors' vacation time; it is an earned benefit. If you are in this situation, please call the union asap. We would encourage everyone to schedule and take their vacation time during the fiscal. Time off from work is a good, important benefit.

Resolved

We were able to resolve the grievance we had about the College not continuing to have department head position in a teach-out department. This was on its way to arbitration, so it is good that it was settled.

Grievances

The transfer/recall grievance is scheduled for arbitration in the fall. Unfortunately, this is not an isolated issue around how the College makes decisions around rights to transfer and/or recall. We've had to file another grievance around the transfer/recall issue. The College decided that the decision to deem an instructor qualified was an error; this means the instructor does not have access to the recall work she had been told she would have.

Fortunately, we continue to be able to resolve most issues informally and early on. That is our aim. If you have any concerns or questions, please do not hesitate to contact a steward. Although, some of our stewards will be away on holidays over July and August, there will be stewards around, so just give us a call.

ing
for the stewards

STEWARD UPDATE

CAUT—Canadian Association of University Teachers— Contract Academic Staff Conference

On May 30th, I had the opportunity to attend this conference in Ottawa. The theme was “Making Gains at the Table: Bargaining toward a Pro-Rata Model”. University and College teachers from across Canada attended and discussed the needs and working conditions of Contract Academic Staff, or term instructors as they are known at VCC.

I had the privilege of presenting on the conditions of term instructors under our contract, our issues and grievances with a specific focus on our maternity leave grievance for term instructors.

The various workshops and discussions, pointed out the difference between a teaching post secondary institution like a community college and a university. It also highlighted how much we have in common as educational workers and how much work there is to do to reach a true pro rata model and equity for all instructors.

~ Ingrid Kolsteren

DID YOU KNOW?

Seniority List

The new seniority list is out. It is available on the J drive.

Our seniority list comes out once a year and it states seniority as of April 1 of the fiscal year.

All regular instructors earn 261 full days per fiscal year whether they are full-time or not.

Term instructors’ seniority is calculated on a time-worked, FTE basis as per Article 10. If you regularized during the 08/09 fiscal, both methods of seniority accrual would have been used to calculate your seniority, the regular portion would have been pro-rated.

Please check the list and if you have any questions, please give us a call.



Moved? Moving?

Remember to notify the VCCFA office of your

New address
Telephone number
Email address

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

PARTICIPATE

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

Email: info@vccfa.ca

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

Phone: 604.688.6210

We're on the web
www.vccfa.ca

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

VCCFA STEWARDS

| | | |
|---|-----------------------|---------------------|
| Ingrid Kolsteren (Chief Steward) | (604) 688-6210 | ikolsteren@vccfa.ca |
| Pauline Barratt | Broadway Campus | 778.783.5121 |
| Elli Cox | Downtown Campus | 443.8494 |
| Leona Friesen | Broadway Campus | 778.783.5094 |
| Tracy Johnson | Broadway Campus | 871.7251 |
| Wayne McNiven | Downtown Campus | 443.8438 |
| Rene Merkel | Broadway Campus | 871.7370 |
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| Michele Rosko | Downtown Campus | 443.8492 |
| Karen Shortt | Downtown Campus | 443.8525 |
| Taryn Thomson | Broadway Campus | 871-7359 |
| Maggi Trebble | Broadway Campus | 871.7254 |
| Judith Wallace | Broadway Campus | 871-7292 |
| Chantal D'Argence | (associate steward) | 726.3637 |

To all VCCFA members:

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

Notice of Address Change

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