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THE 2007/2008 EXECUTIVE

Frank Cosco
PRESIDENT (08)
Brenda Appleton
VICE-PRESIDENT (08)
George Rudolph
TREASURER (07)
Dianna Morgan
SECRETARY (08)
Ingrid Kolsteren
CHIEF STEWARD (08)
Cheryl Deyalsingh (07)
Linda Duarte (08)
Brock Elliott (08)
Wayne Avery (07)
Maggi Trebble (07)
Settimio Sicoli (07)
Lizz Lindsay
PAST PRESIDENT

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College Pension Plan page 4

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- ◇ **Benefits ??**
- ◇ **Inflation Protection ??**

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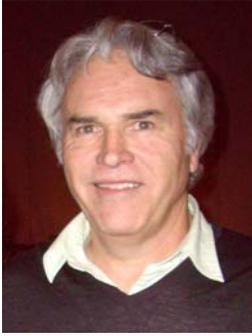
NEXT VCCFA GENERAL MEETING

WEDNESDAY, SEPTEMBER 26, 2007

3:00 PM

**ROOM 3570
BROADWAY CAMPUS**

MESSAGE FROM THE PRESIDENT



FRANK COSCO
VCCFA PRESIDENT

After the wrap up of bargaining in March and early April the last couple of months have featured a steady stream of our "normal" business, big government reports, provincial meetings, the payment of the Fiscal Incentive (bureaucrat's bribe) and much more, reports on which you can find in this edition of the newsletter.

Campus 2020

The release of former cabinet minister Geoff Plant's personal view of the future of the post-secondary system in BC has caused much joy in some quarters and some angst in others. We've prepared a detailed discussion paper on the report and raised it with members, IRAs, the College President and the board. Check out the article on page 3 for more details.

FPSE Annual General Meeting

We had a full delegation plus a couple of observers at this year's meeting in Cranbrook, very amiably hosted by the members of CORFA, the College of the Rockies Faculty Association. Our federation is in good shape. Our delegation played a prominent role in raising issues and shaping the agenda of the coming year. A report on decisions taken is on page 10. Workshop reports will be in the next newsletter. All incumbent officers were acclaimed for one year terms: Cindy Oliver (CORFA) as President, Dileep Athaide (Capilano) as Secretary-Treasurer, George Davison (New Caledonia) 1st VP, and Dominique Roelants (Malaspina) 2nd VP. The Executive is filled out by two members at large elected from the members of Presidents' Council: incumbent Terri van Steinberg (Kwantlen) and Bill McConnell (North Island) for his first term on the Executive, replacing Tom Friedman from Thompson Rivers who is taking a sabbatical leave.

Mandatory Retirement

The removal of age discrimination at 65 will come into effect next year. We have broached the topic with management of what consequential changes will occur for VCCFA members. They have these issues under consideration and will be responding. Discrimination will continue regarding one's ability to access certain benefit plans. If you have any questions or comments please let us know.

Pensions and Inflation

Although a premium increase is set for the fall, the basic pension plan is in good shape. However, all indications are that there will be changes in how the issues of medical benefits and inflation protection are addressed. We discussed the issues in some detail at the June 13th General Meeting, you can find a summary on page 4.

Correction re salary numbers

In our last newsletter we had the wrong percentages for the cumulative effect of the 2007-10 salary increases. At the end of the three years the top step will have gone up 8.83%, not 7.8% and the other steps will have gone up 6.43%, not 6.9%. (The top step will go from \$76,480 to \$83,231).

Cheryl Draper Memorial Scholarships

Our committee picked two winners this year: Lori Leung and Kathryn Marshall. Thanks to our committee of Wayne Avery, Brenda Appleton, Allan Clarkson and Kelvin Mar. See our article on page 12.

Summer

Have a safe summer, full of rest and the good things in life if you're away. And if you're at work, have a safe summer, full of one of the good things in life.

~Frank

VCCFA GENERAL MEETING—JUNE 13, 2007

We had a well-attended meeting on June 13th.

Executive by-election to Dec 2007

Appreciation to Wayne Avery who was acclaimed in a by-election to complete Virginia Monk's term on the Executive. During her last term Virginia was elected by the Executive as Secretary, one of our table officer positions. As she enjoys her pre-retirement leave, we extend many thanks for her terms of service on the Executive. She has made many contributions, especially through representing us at provincial sessions on ESL issues, at many FPSE activities, and through joining in formal lobbying sessions with MLAs, not the most sought-after task. Over the years she also took on the "grunt" work of ensuring that our phone tree functioned as it should. She will be missed and we wish her all the best.

Common & Adjudicated PD Funds Report

Common PD provides up to \$5,000 for PD activities and/or tuition.

How many instructors have applied? As of June 5th, 54 applications, with 48 approvals. Four applications were returned for additional information, and are expected to be recommended. A few additional applications have been received since June 5th and are being reviewed.

How much money has been spent? As of June 5th, \$139,559 has been committed. With the additional applications, approximately \$150,000.

How much money is left to spend? Approximately \$50,000 still available.

Adjudicated PD provides up to \$1,000 for P.D. activities and/or tuition.

How many instructors have applied? As of June 5th, 23 applications with 17 approvals (a few are being held until end of year). Some applications have been received since June 5th and are being reviewed.

How much money has been spent? \$11,300 as of June 5th

How much money is left to spend? Approximately \$35,000

Application Process

There is a joint application form for these two PD funds (Common & Adjudicated) on the J drive. Submit all necessary documentation and a copy of a signed PD leave form with your application. Contact Wayne McNiven, local 8438 wmcniven@vcc.ca or Brenda Appleton local 8641 or 604-688-6210 bappleton@vccfa.ca with any questions.

VCC PD Funds Committee

We thank Millie Yuen for her work on the Downtown committee as she's asked to step aside from that. We may also need another person on the Broadway committee. A call is out for interested volunteers. Contact the office.

Campus 2020

The VCCFA discussion paper was distributed and discussed; it's available through our homepage. We have a fundamental disagreement with how Mr. Plant has viewed and treated the colleges' part of the BC post-secondary world. He's recommended that the large universities become top of the line research institutes, that university-colleges become regional universities--presumably a better thing, that the status of private sector trainers be enhanced so that they can be equal players, and he's said next to nothing about colleges leaving one to conclude that they'll now have even more competition for a fair share of resources. If his main recommendations go through, then we're wondering if perhaps VCC should also try to enhance its status and explore the possibility of becoming a provincial institute like BCIT, Emily Carr, or the Justice Institute. Presumably, that status and a better funding formula could improve an institution's chances of surviving the competition. To that end, the Executive proposed the following resolution, which was adopted by the membership. ***To authorize the VCCFA Executive, in consultation with interested members, to***

- 1. prepare and deliver a VCCFA response to the Campus 2020 Report, and***
- 2. explore with VCC Administration and the VCC Board the possibility of advocating for "provincial institute" status should that be found to be advantageous to VCCFA members and VCC programs***

We will also be working on a comprehensive response to the whole report and welcome your input. Let us know what you think in the traditional ways or through our "members only" website.

Other points raised at the meeting are commented on throughout the Newsletter, our next meeting is September 26th, 3pm, Room 3570 at Broadway (near the southeast corner of the building, level 3)

THE COLLEGE PENSION PLAN AND HOW TO PROTECT IT FROM INFLATION

We had a full discussion of these issues at the recent June General Meeting. An April discussion paper prepared for FPSE Presidents' Council was distributed and updated with the latest information.

Premiums to Rise

It was reported that the recent triennial valuation of the Plan has shown a need to make up \$54 million in funding for the guaranteed basic pension. *The Pension Board has announced an increase for both faculty and employer premiums of 0.51%, an increase of between perhaps \$8 to \$14 every pay period depending on one's step. The increase will take effect September 1st.*

Medical Benefits

It is still expected that the current plan provided for retirees will have to be reduced further in 2009.

Inflation Protection

There are constraints on what the Plan can do about inflation. While inflation protection is ***not guaranteed***, everyone wants to provide as much protection as possible.

Up to now, the Plan has successfully been able to maintain indexing to CPI levels. However, projections are that despite having about \$300 million in its inflation adjustment account, indexing to CPI levels cannot be maintained much past 2022. This has prompted many discussions amongst the four Plan Partners: the government, the employers' association (PSEA), the GEU (who represent primarily non-UT instructors at seven campuses), and ourselves (FPSE). If they can reach consensus, the partners can make a recommendation to the Pension Board for its consideration.

The Board -- made up of 5 members from the employer and government sectors and 5 members from the unionized faculty sector (3 FPSE, 1 GEU, and one retiree) -- is obligated under the Pension Act to keep the best interests of the Plan as its highest priority. It seriously considers advice from the Partners but it is not obligated to follow it. It requires a majority of 8 out of 10 to carry a Board resolution.

For FPSE's part, the Presidents' Council (PC) can appoint and direct its representatives to the Partners' group. A joint decision made during the last round of bargaining was to reopen a Partners' Table to discuss current issues such as inflation protection. On June 12th, Presidents' Council reconsidered a resolution on

inflation protection that had been referred to it by the May AGM.

A somewhat revised motion was passed which calls upon our reps at the Partners' Table to advocate for a switch from the current system to at least a partially guaranteed amount of pension protection. *(As VCCFA's rep on PC, I abstained because I had been directed to get membership direction before casting a vote. For a complicated set of reasons, it was felt by the majority that there was not enough time before the summer to allow for that type of consultation.)*

The concern around this direction is that it is not likely that we can achieve much of a guarantee beyond 1.5% and that if it came in it would take effect soon, probably in January 2008. Furthermore, it would be unlikely that this would be enough to cover current and projected inflation levels and it would affect everyone on pensions now.

The points in favour of this direction are that at least it starts to implement the concept of some guaranteed indexing, a concept that can be built upon in future years to try to reach higher levels of indexing guarantees. It is thought that the longer we wait to switch the more difficulty we will have. Furthermore, there seems to be enough money available now to pay for it without causing further premium increases.

By coincidence the Pension Board was also meeting the week of June 12th. At any meeting it could change the system of non-guaranteed inflation protection on its own; for example, limiting the amount for 2008 to 1.75% or 2% instead of matching the CPI. It could or would do this because it has a policy of maintaining at least 20 years of funded inflation protection.

We will do what we can to keep members informed on these issues.

Update, June 18:

Reports from the June Pension Board meeting indicate that no decision was made regarding inflation protection. They are allowing the partners to attempt to reach a consensus and will return to the topic in September. The Partners are scheduled to meet June 29th.

Administrators received an across the board 2.1% increase April 1st. They had already received the fiscal incentive in 2006. The President's salary is \$180,000 per year, the VPs \$151,000.

The annual remuneration reports for 2006-07 were included in the last Board Meeting package. There now seems to be 48 administrators whose salaries match (10) and exceed (38) faculty's. That's 55% more than the 31 administrators in these categories in 2004.

Some of the numbers were surprising in that several administrators received more than even the top steps of their salary scales would indicate. Upon enquiring we learned that they had donated "gratuity days" to the Capital Campaign. When that happens the donation is reported as income. In the case of the VPs and the President there are also bonuses. The VPs got a bonus of 10%, the President, 15%. The President also got a \$750 a month car allowance.

So, although their 06-07 salaries were set as \$148,000 for top step VPs and \$180,000 for the President, their actual remuneration amounts were \$164,000 for the VP-Education, \$165,800 for the VP-Advancement and Services, and \$210,500 for the President.

We made an enquiry regarding the President's 07-08 work plan and Dale Dorn replied,

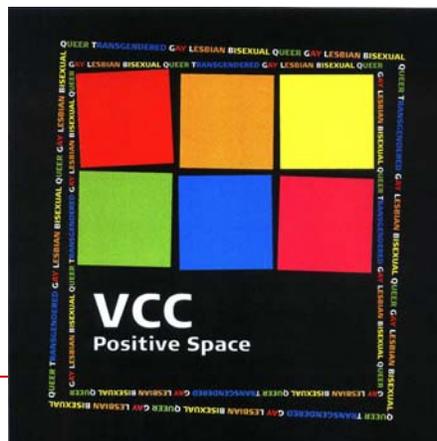
"My work plan is basically characterized as the Board's in that I lead the team that develops the materials and recommendations for Board consideration and then puts into place their direction." He continues, "I do have a set of objectives for the Board's use as part of my personal evaluation process but these are dealt with in camera and are not made public."

Note: the VCCFA has often requested a return to "normalcy" by including constituency groups in the President's evaluation. The Board's Governance Committee has indicated that it is considering recommending changes.

Positive Space Campaign

With the assistance of steward Wayne McNiven, the college has re-launched the Positive Space Campaign with the aim of increasing the visibility and number of respectful, supportive spaces for lesbian, gay, bisexual and transgendered faculty staff and students.

The union supports this campaign, for more information call Wayne at 443-8438.



THE NEW COLLECTIVE AGREEMENT & CONSIDERATION FOR STEP PLACEMENT

THE FISCAL INCENTIVE

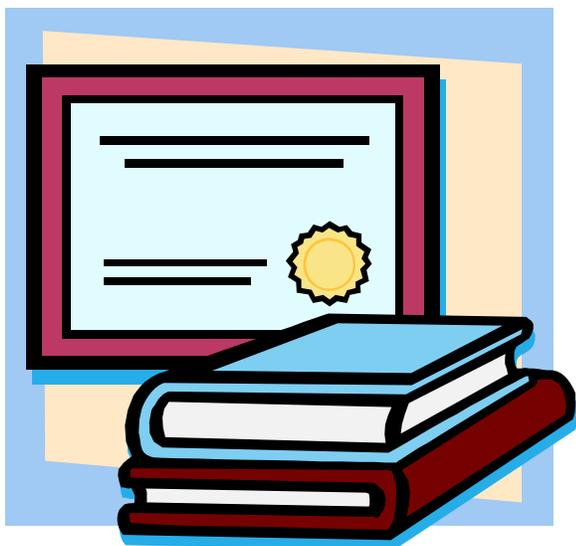
The editing process is in its final stages and we are hopeful of getting the 2007-2010 Agreement out as soon as possible.

To date over thirty five people have had their step placements advanced because of the new provision in the agreement that allows for some advancement if one already has a degree or equivalent (or "bundled credentials" that can be considered equivalent) and if the degree or equivalent is beyond that required for hiring and has not been used for step placement.

For those hired before April 1st, the window for such consideration closes September 28th. Thereafter, similar, new credentials can be used to advance one's step but not anything obtained prior to September 30th.

Since April 1st, new hires are being placed under the new step placement language which is far more generous than our former language.

As we achieved in the 2004-07 agreement, the cap on placement is moving up a step a year. For this year it's at step four, next year it will be three.



So at the end of May it finally arrived, "Is that all there is?" was heard in some circles, while others were pleased just to be getting something. VCC administration was fair in working out who would be eligible and for how much so we don't have any grievable issues to date. If you have any questions about why you got what you got, please let us know.

It's net value for many was about \$2200. However, there will be a delayed effect because in May it drove higher Canada Pension and Employment Insurance deductions. That will mean that in the fall we will reach our annual caps on those premiums a little sooner than we would have, so we could add \$185 in take home pay then, so let's say the total FI take home is really \$2400. It's not pensionable service and is not added to our base.

We have worked out a "FII* ~a Fiscal Incentive Index ~ to help put it in some perspective. To calculate this we had to factor in that this was one time money meant to buy three years of labour peace, so we feel it's fair to say the FI has to be spread over 1095 days (since 2008 is a leap year, that's 1096 days). What will that buy on a daily basis?

- If, like some Chief Stewards, one is into lattes, that's only 762 of the straight no frills \$3.15 variety, leaving one short of a caffeine fix for almost a year.
- If one enjoys taking divots out of public courses at say \$60 a round, that's 40 rounds, just over one round a month.
- Some like a sushi box lunch at say \$7.50, that's 320 lunches, maybe a year and a half of work days.
- Other hobbies can plow through the money quicker but for a \$15 bottle of wine, that's 160, about one a week.

Trouble is, the Incentive had hidden costs in curtailing collective bargaining options this year, a loss that cannot be made up for at least three years. We supported a motion from the Prince George local which calls for FPSE locals to oppose such bonuses in the future.

*En Francais: IIF



BENEFIT RENEWALS—STD PREMIUM INCREASE

In late April, we took part in the annual benefit renewal session for the set of Langara-VCC Group Insurance Plans renewal. There was agreement on an overall increase of 13% in premium costs from \$6.2 million to \$7 million. This includes Basic Life Insurance, STD, LTD, Extended Health Benefits and the Dental Plan. The colleges bear most of these costs except at VCC for STD where all employees pay the premium and LTD where staff and administrative employees pay the premium.

At Langara, all employees pay for LTD, while only staff and administrators pay STD premiums.

For VCCFA members the increase in STD premiums has taken effect already with a jump of 22.4% starting in June. From \$37.56 a month to \$45.96.

The review includes this interesting chart of all Extended Health Benefit Claims for Langara and VCC employees during 2006.

Vancouver Community College/Langara College Analysis of Extended Health Benefit Claims for the period January 1, 2006 to December 31, 2006

Type of Service Provided	Claims Paid in Period		Number of Claims Paid	
	Dollars	%	Number	%
Prescription Drugs	864,682	49.15	16,215	54.82
Massage Therapy	254,188	14.45	4,582	15.49
Vision Care	208,221	11.84	1,014	3.43
Physiotherapy Treatments	101,958	5.8	2,905	9.82
Clinical Psychologist	90,810	5.16	784	2.65
Pharmacy Dispensing Fee/ Seniors Non-Pharmacare Drugs	38,299	2.18	582	1.97
Out-of-Province Emergency	36,337	2.07	100	0.34
Chiropractic Treatments	35,920	2.04	1,795	6.07
Medical Exams/Eye Exams	27,210	1.55	450	1.52
Orthopedic Shoes/Orthotics	17,725	1.01	114	0.39
Medical Equipment	13,702	0.78	38	0.13
Podiatrist Treatments	11,680	0.66	212	0.72
Medical Aids	10,614	0.6	199	0.67
Acupuncture Treatments	10,217	0.58	255	0.86
Naturopath	8,741	0.5	201	0.68
Wheelchairs	8,021	0.46	5	0.02
Pharmacare Items/Prosthetics	7,336	0.42	60	0.2
Semi-Private/Private Hospital Room Charges	4,296	0.24	19	0.06
Hearing Aids	3,829	0.22	6	0.02
Wigs/Miscellaneous Items	2,559	0.15	2	0.01
Local Ambulance	1,564	0.09	33	0.11
Medex Service Fee	1,221	0.07	3	0.01
Speech Therapy	100	0.01	6	0.02
Total Paid	1,759,229	100	29,580	100

EDUCATION COUNCIL

Affiliation Agreements and Partnerships – This issue will be coming to the EdCo Policy Committee and is a concern to the faculty representatives who want the integrity of our programs protected.

Education Plan and FTE Counts– Faculty representatives complained that they are not provided with enough information and input into the College's education plan. There was considerable unhappiness especially with how the College handled and reported lower enrollment targets within some Arts & Sciences and ESL programs. Concerns were raised about what and how the College was counting FTE's. Deanna Rexe reported on the changes to FTE counting resulting from a Ministry review. A committee has been struck (with 3 faculty representatives on it) to examine the current process and provision of information to see how it can be improved. The plea to the College to offer free tuition and ABE (which could solve some of the enrollment problems) was not considered for this fiscal year.

Continuing Studies – On several occasions, faculty representatives requested administration to provide information about why programs are assigned to Continuing Studies. Students also raised concerns, since CS students are not members of the Student Federation. Our V.P. Education provided EdCo with a rationale at a recent meeting, but neglected to specify how a program could be moved from Continuing Studies to our base programming. This issue is becoming a real concern since VCC has so many credit programs falling under the Continuing Studies umbrella.

Campus 2020 – Faculty representatives requested that Education Council review Geoff Plant's Campus 2020 report since if its recommendations are enacted, there are many ramifications for VCC and as well, the profile of private providers will be significantly raised. Discussion at EdCo was effectively shut down by administration who indicated that the College was preparing a response. Of course, the College response will have no input from faculty or staff! To date, there have been responses to this report from several other colleges and from the BC College Presidents', but so far, VCC has been silent.

OPERATIONS COUNCIL

Cleaning contract – Frank presented our cleaning survey and received support from administrators on OpsCo who also want to see improvements. New cleaning contract standards are being discussed for a new contract to begin in November. Continuing concerns have been raised about specifications required in the kitchens and bathrooms, especially at the Downtown Campus.

ICS problems – The VCCFA reported on the concerns about computer network problems to OpsCo as well as EdCo and the College Board. These concerns have been taken quite seriously by the College evidenced by the hiring of a consultant and the disappearance of Des Dougan.

Human Rights Policy – Maggie Ross is revising the policy. Ingrid and Frank have worked quite closely with her to ensure that union representation is available to our instructors in this process.

New Building – We hear the new building is on target; both in time and budget. Fundraising target success has not been reported to OpsCo, though.



Education Council Elections will be coming in the fall.

The five spots for 2007-09 and their incumbents are:

- College at Large (Ted Hougham)
- Health Sciences (Ginny Cathcart)
- Library and Learning Centres (Brenda Appleton)
- Combined Centre for Transportation Trades & Centre for Technology (Marlena Vanderwal)
- Combined Centre for Design, the School of Music, & the School of Instructor Education (Doug Mauger)

COLLEGE BOARD

The College Board met in both April and May and has a retreat planned for late June.

2007-08 Budget and Tuition

At its April meeting the 2007-08 budget was the main item of business. It calls for an across the board 2% increase in tuition. Student reps moved an amendment to the budget which would have eliminated ABE tuition, as was called for in the recent Campus 2020 report. Appointed members and the representative of support staff voted against it. The faculty rep, Norm Dooley, then moved an amendment to freeze the fees as they are, which was also defeated.

President Dorn and various Board members said they would consider carefully what to do about fees at their June retreat. The President said he wanted the increase on the books as he advocated with the Ministry for more support. It was generally felt by all that at a cost of about \$300,000, it is more of a burden for VCC to eliminate ABE tuition than it is for other colleges where their ABE programs are a smaller portion of their operation, so the Ministry should be backfilling that money. The President also said he wanted to explore a wider application of such a fee reduction to help all developmental students.

Cleanliness Report

We gave each board member the tabulated results of our cleanliness survey, as we had at Operations Council. The board members were obviously not impressed at the descriptions members had provided and seemed to take a new interest in the issue.

Computer Reliability

At every opportunity we reminded the Board that the problem remains and that the level of concern has not gone down. The sudden departure of the Director of Information Computing Services did little to raise confidence in the system; neither did the financial

reports of excessive amounts of overtime in ICS throughout 2006-07. In April, Marlana Vanderwal presented an excellent summary paper on the concerns to the Board.

Campus 2020

At both meetings we raised the possibility of working together with the Board and administration on responding to 2020, as has happened at other colleges. We copied Board members with our discussion paper but so far they have not invited us to their June retreat, as we had requested. See part of the Board's response below.

Emergency Preparedness

We complimented administration on their open and comprehensive responses to the bomb scare downtown. The executive has appointed Brock Elliot to the working committee and also suggested that a OH&S rep have standing on the committee as well.

President's Evaluation and In-Camera Meetings

Our consistent raising of these issues seems to have had some measured result. At the May meeting the Governance committee reported that the Board would be making a conscious effort to do less of its work in its in-camera sessions. However, it wants to maintain the in-camera status of its committee meetings. It also hinted that they would have an interesting recommendation to make about the President's evaluation, where we have advocated for constituency group involvement. We will see.

Mark Stock in a letter, June 7th

"After careful consideration, the (Board's Governance) Committee agreed that it would be helpful to inform Board decision-making to receive a written report from the Faculty Association in advance of the Board Retreat. Please send it by June 21st.

The Board appreciates your perspective ..."

FPSE ANNUAL GENERAL MEETING—CRANBROOK

We'll report out on the workshops at the convention in the fall.

The whole experience of going to Cranbrook, where it was hot, and being hosted by our great colleagues from the College of the Rockies was really enjoyable, again another thank you for their hospitality.

This year's AGM was relatively lively and it's probably safe to say that our delegation was amongst the most active ones at the mike.

Although our specific motions on changing to two year terms for the president and secretary-treasurer and to set a cap of six years on their consecutive service failed, we think it sparked a good discussion which may continue.

Our successful motions included:

- Establishing the second VP as an ongoing Executive position
- Creating an advisory committee on ITA and skills training issues
- Adding a significant monetary amount to the Campus 2020 campaign of up to \$400,000
- Ensuring that there is adequate consultation with the members on pension issues.

We played important roles developing and speaking to resolutions on :

- Improving ESL delivery
- Opposing further Financial Incentives
- Developing a significant FPSE organizing campaign
- Supporting the rights of Non-Regulars

We will post a full list of passed resolutions on our members only site.



St. Eugene Mission Resort—Cranbrook, B.C.
where half the delegates stayed



Our caucus worked well and developed consensus on supporting most issues before us. We spoke against motions that would limit our use of the Defence Fund to strike/lockout situations. We allowed for a free vote on the question of Canada's role in the war in Afghanistan.

FPSE Video of Better Funding, Better Futures Campaign

Links to a short video of faculty in support of the campaign are available from the FPSE website [www.fpse.ca], scroll down the page to find them.

UNION MANAGEMENT MEETINGS

We have monthly regular meetings and lately, several special topic meetings as well.

Regular meetings:

We usually meet with Rob Henderson, Associate VP of Human Resources and Gail Schmalz, Associate Director of Labour Relations.

Recent topics not mentioned elsewhere have included:

the Olympics

There will be a significant impact on VCC from this two week, three weekend party. Although possibilities are many, specific details have not come into focus yet.

Recruitment

We do not think the college is doing enough to address the ever increasing competition for faculty. The recent changes to step placement language were a good start but there should be more.

Parking Downtown

The college has signaled that there will be a change here. We will stay involved on this one.

VCC Day

We raised the lack of consistency in how different Deans were treating the day for workload purposes.

Special Topic Meetings:

The mix of administrators changes, recent topics have included:

Campus 2020

We met with the President to discuss our concerns.

Instructional Associates

We have had a series of meetings attempting to "normalize" their status within the administrative structures.

ESL Division and the ELSA Contract

The size of the new ELSA contract may necessitate a major move by the English Language Skills department to the IEC on Alberni and has raised concerns around the ability to keep fee paying students who are familiar with the Broadway campus. It potentially affects every department in the division and along with other recent structural changes has greatly increased the workload of IRAs. We have intervened with the Dean and VP and have called for more comprehensive support.

The End of Mandatory Retirement

On the last day of May the new law made it through the legislature, marking the official removal of mandatory retirement as of January 1, 2008.

If any member is facing mandatory retirement this year and has concerns, please contact the office.

The Act will not eliminate age discrimination in all labour related matters. For example, it specifically allows different benefit coverage for those continuing past 65. We flagged the topic for further discussion with management; they do not now have any details on what it might mean for VCCFA members.

CHERYL DRAPER MEMORIAL SCHOLARSHIP WINNERS

Congratulations to our two very qualified winners of our Cheryl Draper Memorial Scholarships, Lori Leung and Kathryn Marshall. We were delighted to have Kathryn receive her certificate of scholarship at the June 13th General Meeting. Both winners will receive a \$1000.00 cheque to apply toward their educational costs. Applicants for the scholarship are judged on community involvement and volunteer work, educational goals and academic standing.

Congratulations to both Lori and Kathryn and to their proud parents.

Lori Leung, daughter of Conrad Leung, Dept. Head of Asian Culinary Cuisine, has recently graduated from UBC with a double major in political science and sociology. She has applied to graduate school and Law School for next year, and plans to use her scholarship to help cover next year's tuition. Lori has been involved with Big Brothers and Sisters of Greater Vancouver, UBC's Youth Outreach Club, and the B.C. Netball Association.

Kathryn Marshall, daughter of John Marshall (Business Management Dept.) and Ethel Goh (ESL – ELS Dept.) is graduating from Alpha Secondary School in Burnaby in June. She will be attending

either SFU or UBC in the fall, applying her scholarship toward tuition. Kathryn has been involved in many activities at her secondary school including the basketball and netball teams, creating Alpha's Survival Guide, and a school enhancement program called Illuminations.

In addition, Kathryn has volunteered for a number of community groups including the Greater Vancouver Food Bank, Eireann Riding School and the Burnaby SPCA Shelter.



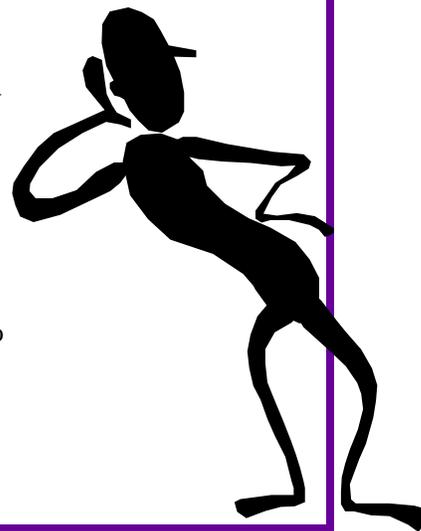
Kathryn Marshall and
Committee Chair, Wayne Avery

ITA - The Industry Training Authority

Unfortunately, it seems apprenticeship and entry-level trades training (ELTT) too often become political footballs. Students, potential students and our work ends up getting kicked around too. The latest rounds of punts result from the current ITA insistence that everything has to be run by business. There are many reports and examples of how it's not working as well as it should.

We were successful in highlighting the issue at the recent FPSE AGM. A cross union working group has been formed and Frank Cosco will be on it for VCCFA.

Kevin Evans, the new Chief Operating Officer at ITA, who seems to have been brought in to fix things up, attended the most recent Presidents' Council meeting and had an open presentation and certainly heard that our voices as educators need to be sought out and listened to. The VCCFA will be inviting interested members to discuss how matters can be improved, watch for it.



EDUCATION LEAVES

The Collective Agreement mandates 33 full-time months worth of Education Leave to be allocated each fiscal year. Article 8.3 breaks it into long and short-term leave, where long term is between 4 months and one year but normally because of the large number of applicants the joint committee tends not to allocate many long term leaves.

The committee made two calls for applications, watch for the 2008-09 call which should come out late this year.

The 2007-08 joint allocation committee members for administration are Alan Davis, Lila Heilbrunn and Jonathan Rouse; for the VCCFA they are Wayne Avery, Lorna Downie, and Virginia Monk.

For 2007-08 the 13 successful applicants and the length of their leaves in months are:

1. Tene Barber, 3
2. Chantal D'Argence, 2
3. Barbara Foster-Rickard, 1
4. Zeporah Horodesky Richards, 1
5. Lyn Lennig, 3
6. Klara Macskasy, 1
7. Doug Mauger, 3
8. Mandana Rastan, 2
9. Bonnie Reimer, 3
10. Larry Perras, 6
11. Dennie Rothschild, 4
12. Karin Steichele, 2
13. Carol Tulpar, 2

This leave is a paid leave at 70% of salary level, all other entitlements and benefits are maintained.

Success in their studies to the recipients and thanks to the committee members for their work.



ENVIRONMENTAL COMMITTEE

Executive member Brock Elliot has raised a good challenge. Why doesn't the College do more to reduce its environmental footprint? We applaud recent initiatives at the downtown cafeteria such as the sugar cane plates and the composting of wastes, but surely there's more the whole College could get involved in. We have raised the possibility of a joint working group to get the ball moving and hope management responds positively. Brock will probably get things going on his own so give him 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



Cabin for Rent



Mayne Island cabin available for one or two weeks, June 29—July 13. Sleeps up to five people, with deck, close to great beach.

\$400 per week.
Call Marlene at 604.251.4231



ACCC CONFERENCE REPORT—MAY 2007

Dianna Morgan and Brenda Appleton attended The Association of Canadian Community Colleges conference in Montreal from May 26 to May 30, 2007 on behalf of the VCCFA. The conference was hosted by 12 Montreal colleges and CEGEPS and the theme was “Vive La Difference” trying to capture the essence of all that is Quebec and Montreal. Keynote speakers were almost entirely from the business sector talking about the skills shortage, and what community colleges could do to solve that problem. Notable exceptions were Tomson Highway, one of Canada’s most recognized aboriginal authors and Governor General Michaëlle Jean. There were many hour long workshops throughout the three days, of which a few are highlighted for this report.

Dianna attended a workshop about **Adapted Services in the Province of Quebec**. Recent changes to the laws in Quebec obligate the CEGEPS & colleges to provide services for all students with functional limitations. One CEGEP services all others. Funding is provided by the Province but is inadequate to meet the needs of the program.

The process starts prior to the student attending college. The student, often with parents, meets with the counselors, visits the college and contacts instructors. Adjustments to facilities may have to be made at this point. The next step is to put the necessary services in place such as contracting with a fellow student to act as a scribe. All the services have to be in place before the student actually starts class. Constant monitoring of the student’s progress with adjustments being made is required. At the end of the session there is an assessment prepared and a determination of what changes might have to be made for future sessions.

Adapted Services in Quebec has been around for a number of years but up until 1980 there were only 2 CEGEPS accepting handicapped students.

By 1990 all accepted handicapped students but it wasn’t until this year that students with mental health issues were accepted into the programs.

Brenda attended a few of interest. **Surviving a Capital Campaign and the Consultant** was presented by our own Linda Martin and Rose Terzariot, Associate Vice-President of KCI (our consultant). This workshop was about the VCC story of fundraising. Linda began the presentation by stating that she was a “fundraising virgin”. She talked about how difficult it is to raise capital money and how tough it is to ask for money. VCC began with a family campaign, with 100% participation by our College Board, 80% of administrators, 20% of staff (in individual donations, and 8% of faculty. They mentioned standard participation rates, and our faculty donations are well below the usual rates of 10 – 15%. It was also interesting to hear how most administrators and staff gave to the fund....they gave

gratuity or service days (which translate into dollars) rather than actual dollars coming off their pay-cheques. There is no such option for faculty. Linda also noted that so far they have \$4,000,000 committed (\$1,300,000 through levied student fees) and another \$9,000,000 of “asks” still out there, but not committed.

What Role can the Program Review Process Play in Ensuring Quality Assurance? This session was jointly presented by Kwantlen University College, Nova Scotia Community College (where Joan MacArthur-Blair is now President), Okanagan College and Seneca College. Kwantlen has the newest process which is managed by a Program Review Committee made up entirely of faculty including two members of their Institutional Analysis and Planning Committee who are faculty facilitators. They provide time release for the chair of the committee, the faculty facilitators, and have a budget for \$250,000 annually to conduct 7 reviews. Their Education Council has policy authority over the process and monitors the



Cont’d on page 15

ACCC CONFERENCE REPORT—MAY 2007

program reviews, with all recommendations, etc. coming back to Education Council where they review implementation of the action plans. The final report comes to Education Council.

Okanagan College and Seneca College use a 3 tier process, where they review all programs within Tier 1. If any issues arise, then a program may be moved to a Tier II review.

This is for issues that they believe at the outset are fixable and need to be monitored. Tier III programs are in need of real help. They have two streams for Tier III: 1) problem programs and 2) it has been 7 years since the last review. Tier III outcomes will be to find solutions to rejuvenate the program or a decision to cut the program. Okanagan has also found that it is critical to collaborate with all the internal and external stakeholders during the Tier III review process. It is also important that the program have an administrator who champions the program and that if solutions are found, the necessary budget must be available to make those changes.

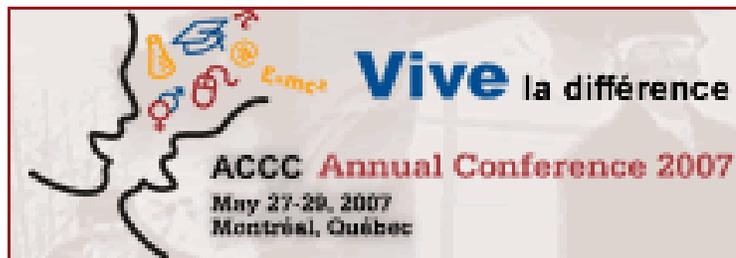
Seneca has found that it is important to provide support to the review process including library research, data collection, staff training and supports, project management and institutional data.

Nova Scotia's experience was different. They hired a consultant to develop a program review policy but it was too expensive, labour intensive and complicated to implement. So they developed a new framework themselves, which they call the NSCC Program Review and Renewal Framework. Each year, each program participates in a "program reflection" led by the program chairs. The department also reviews student questionnaires and other input from faculty, student and management groups. Every five years, programs are reviewed based upon information from entry and exit data, program report cards, program reflections, advisory committees, deans committees and identification checklists.

The reviews will result in one of three recommendations: 1) no further renewal necessary, 2) specific remediation necessary and 3) full renewal necessary.

They have found that it is necessary to keep the reviews simple, consultative & collaborative and that a system for process development is necessary and they need to research best practices and utilize these best practices.

What is interesting is that the review process is used at these institutions to make decisions about program cuts and to find ways to improve programs. At VCC, we have a program review policy, but decisions regarding suspension or elimination of programs seem to be at the Deans' and V.P.'s discretion, and does not relate back to program reviews.



The VCCFA has thanked the College for its continued support that assists us in sending representatives.



VCCers at the ACCC Conference
Montreal, Quebec

THE AGONY AND ECSTASY OF THE IRA

Robert "Frost Burns" Oliver

Please, will you be the Department Head?
Everyone wants you to be the one on which to **depend**;
Please, will you be the Department Head?
Think of all the perks and the large, large **stipend!**

Please be the role model, we so desperately need,
You have the experience and you have the **manner**,
You know the students, faculty and deans,
And you're not afraid of the Big Bad **Banner!**

Well I fell for all this, hook, line and sinker,
And took the job as Head of the **Department**;
My biggest surprise was that my classroom world,
Now became an isolated office **compartment**.

No longer could I wander around the campus,
Talking to colleagues and calling out student **greetings**;
I found myself wandering around the campus,
But head down and determined to get to the next round of **meetings**.

Where is your training plan, your budget and schedule?
When will you know the amount owing to faculty **PD**?
Where is your strategic plan and your SWOT analysis?
When is the soonest you can get enrollment numbers to **me**?

Are you going to the trade show and setting up the booth?
Don't forget Information Night a week from **today**,
Remember HR needs your four faculty evaluations tomorrow,
You're \$50,000.00 over budget, now what do you have to **say**?

Did you do the student evaluations, on the right form this time?
Have you done the reference checks and copied the **documentation**?
No, you can't take holidays and you can't carry them over,
You need to attend this month's PAC, and be a **sensation!**

Is the exam schedule done yet and who is your union rep?
When was the last time your Department had a fire **drill**?
Are the finals marks entered yet, Banner is ready to roll,
No you can't go to the Pharmacy Department to get a big **pill**.

These are your typical days as a Department Head,
And so we ask ourselves, why do we do **it**?
We do it because we have the power and ability,
To lead faculty and students to a near perfect **fit**.

We are educators, referees and actors,
We are accountants, counselors and **more**;
We are pulled daily in countless directions,
But always mindful, the student is our **Core**.

The success of our students is everyone's mission,
Their success validates why we are **here**;
When they walk across that stage and thank us,
They have the skills and ethics that we all hold **dear**.

Yes, the hours are long and the meetings unending,
But along the way our faculty, students and programs **shine**;
So on the days when the job just seems too much,
Please remember it is our responsibility, yours and **mine**.

VCCFA MEMBERS ONLY WEBSITE



In March, all VCCFA members received information about signing onto our new Members Only intranet portion of our website. This password protected intranet site has information of importance to our members as well as discussion forums. Many of you have not yet taken advantage of this wonderful tool.

We currently want your input and ideas about Geoff Plant's Campus 2020 report which if all the recommendations are adopted, would have a significant negative impact upon VCC. The report itself is available on the VCCFA website www.vccfa.ca, and you can provide your insights through our members' discussion forum.

If you would like a hard copy of the report, please let Audrey (our office administrator) know.

To sign on to the Members Only section and discussion forums, please contact Audrey who can assist you in setting up an account and password.

Audrey can be contacted at info@vccfa.ca or avickaryous@vccfa.ca or at 604-688-6210.

EDUCATION IN THE NEWS

Georgia Straight April 26 – May 3, 2007

This special education issue had articles about Campus 2020 (more on this elsewhere in this newsletter issue), and the high cost of education. Colleges, both public and private, were invited to advertise in this issue. VCC was alone in not taking advantage of the audience of potential students. All other lower mainland colleges and universities had ads as well as TRU, UVic, and UNBC. Multiple ads were run by some colleges. Competitors within the private sector were also represented such as the London School (Hair Design and Esthetics), Pacific Institute of Culinary Arts, and Vancouver Premier College's Hospitality Administration program. But where was VCC? VCC alone among all the local public colleges had no presence in the Georgia Straight spring education issue.

Vancouver Province, April 29, 2007

A local boy makes good in Hollywood. Seth Rogen stars in a new movie called "Knocked Up". He also had a strong supporting role in the "40-Year Old Virgin" as well as a contributing voice in "Shrek the Third". By now you may be wondering what this has to do with education or VCC. However, if you've been at the Downtown Campus for a long time, you'll recognize the last name. Mark Rogen, Seth's proud dad, was the first City Centre Student Society Ombudsperson back in the early 1980's.

The Vancouver Sun, April 26 & 27, 2007 and The Globe and Mail, April 27, 2007

The headline in the Vancouver Sun on April 26 shouted: "Beauty Industry Complaints Up 10-Fold. On the 27th, both the Sun and the Globe & Mail ran articles about the need to regulate the beauty industry and the risks that customers now run when getting their hair coloured or permed, leg/eyebrow waxing, etc. In addition, there are horror stories about the poor sanitation practices at some day spas and salons which have led to the risk of infection, injury and even the possibility of death. Prior to legislation in 2003, the industry was regulated in B.C., but those regulations and licensing requirements were eliminated by our present Liberal government. The Vancouver

Coastal Health authority has now called for a province wide review of the industry and mandatory safety training for its workers. This must be music to our Hair Design and Esthetics instructors.

The Province, April 22, 2007

Kwantlen University College's new Trades and Technology Centre has opened in Cloverdale. It is expected that more than 900 students will learn trades such as automotive, electrical, carpentry, building, welding, millwright, farrier and appliance repair. In addition, mechanical and engineering technology will be taught at the new facility.

The Vancouver Courier, April 11, 2007

VCC has postponed the graduation ceremony for dental students. Although students in the Denturist, Dental Hygiene and Dental Assisting Programs traditionally graduate in June, they were notified by faculty that their graduation will take place in October this year. Students were disappointed that they were not advised of the change by college officials.



Only after a petition was sent to the college asking for reconsideration of the change, did the College reply with rationale for the change. Many students feel they will not be able to attend the ceremony now planned in October, more than 3 months after their programs are completed.

The Province, April 29th, 2007

Our own Terry Mills, Acting Department Head, Business Management Department, wrote an article called "Transportation Logistics: Making the Right Moves!" in a special transportation section of the paper. Terry described the business of transportation logistics, career possibilities and provided a great description of VCC's 20 year old Transportation Logistics Program.

EDUCATION IN THE NEWS



The Vancouver Sun, June 18, 2007

This most recent article about bogus private college/university degrees made the front page. This time the ministry is investigating Rutherford College suspected of offering degrees from Rutherford University in violation of provincial law. The newspapers have been covered with stories over the past several months about the impropriety of private colleges. It is ironic that Geoff Plant's Campus 2020 report recommends elevating private colleges to equal status to public institutions within this province. By the way, a recent issue of Business in Vancouver noted that former students have filed two lawsuits against private schools (EJ Canada College and MTI Community College) in an attempt to get tuition refunds and damages.



The Tyee, May 2, 2007

Crawford Killian's article "How BC Libs Aim to Reinvent Higher Ed; Campus 2020 report promises upheaval without progress" is in this issue of Tyee. Killian is a well-known local author and Capilano College instructor. His is one of the few articles seen that is highly critical of Geoff Plant's Campus 2020 report. Killian notes that he agrees with many of Plant's key points, but doesn't draw the same conclusions. For instance, he says "...it's baffling why he <Plant> should want to promote some colleges to regional universities while stripping others of their existing degree programs. In effect, Plant would consign Douglas College, Langara, VCC, and my own Capilano College to permanent third-class status".



The Vancouver Sun, June 18, 2007

Talking about the Campus 2020 report, there have been numerous articles about this topic. (The report is available on the VCCFA website www.vccfa.ca). Among the most recent is the June 18th editorial suggesting the province quickly adopt recommendations from Campus 2020. The editorial singles out as very important the recommendation calling "...for better coordination between the K-12 schools and post-secondary institutions to increase the number of students pursuing graduate education."

STEWARD NOTES

It's been an interesting and busy times for steward work the last few months. We've been able to work with the college & resolve a number of concerns, but at the same time we have new and continuing issues.

Meetings, Meetings, & More Meetings

Stewards have been meeting with members to assist in scheduling issues, interpersonal communications, provide information and to answer questions. We've met with a number of departments about hiring qualifications, workload profiles, establishing new areas, and scheduling. And of course, we've had a variety of meetings with the college on specific concerns. Aside from issue specific meetings with the college, we have monthly ongoing labour management committee meetings under Article 3.11.

Layoffs

Using Article 6.4.2 from the Common Agreement, some of the threatened half dozen lay offs in CCA have been mitigated. A combination of leaves and voluntary departure incentives (VDIs), and the transfer of an instructor to an area where there was growth has resulted in some of the layoffs being avoided in one area and delayed in another. Unfortunately the College has issued advanced notice of lay-off to 2 other instructors; we continue to work with the College to look at alternatives to these impending layoffs.

New

We have filed a policy grievance against the College's use of auxiliary instructors for work that should be offered as term work. We are very concerned about the amount of auxiliary work some of our members are doing.

Grievances- Outstanding

Arbitration: Maternity Leave for Term Instructors

We'll be at arbitration July 9, 10 and 11 with our maternity leave for term instructors grievance. We have a group of current term instructors who are impacted by this grievance as well as future instructors. Our position is that maternity leave is a basic right.. If you know of a term instructor that is in this situation, please give us a call.

FPSE is giving its full support to this arbitration and has assigned lawyer Carolyn Askew to work with us on this very important rights issue.

Arbitration: Rescheduling PD because of Bereavement

FPSE is giving its full support to this arbitration and has assigned lawyer Carolyn Askew to work with us on this very important rights issue.

Stage Two: Offering Work to Six-Month Terms

We filed a grievance concerning the offering of work to term instructors who have 6 months of term appointments. Under our collective agreement, once instructors have 6 months of term work, they are entitled to be offered all available term work by seniority. The term work does not have to be consecutive nor at a particular time status. We've advanced this to stage 2 and hope to resolve this issue.

Grievances—Resolved

379/380 Days

This grievance was about an instructor who was just short of the 380 days normally required for regularization. We are happy to report that it has been resolved at Stage 2 and the instructor will regularize.

Call a Steward

The stewards' role is to work with the members individually and in groups, provide information, assistance, support and work to ensure the collective agreement is followed. We take a problem solving approach. As we are starting to wind down for the summer, many of us will be on vacation, unplugged from VCC, but there will be stewards available. So if you have any questions, concerns, need some help, call the union office. We are here to help you.

Ing

STEWARD NOTES

Advanced Step Placement

This is the new language in our agreement where instructors can apply for an additional step on the salary scale in addition to the annual increment if they have obtained an additional credential related to their work.

Since this language came into effect on April 1, over 35 instructors have been granted an additional step, some more than one. If you have achieved an additional step since you were hired, you have up to September 28, 2007 to apply for the additional step for past credentials.

This new language is ongoing. Any one who obtains an additional credential in the future can apply as soon as the credential is achieved.

For more information, call the union office.

CAUT Conference - Edmonton

Life as a Sessional in the University System

At the end of May, along with many FPSE colleagues, I had the opportunity to attend the Canadian Association of University Teachers (CAUT) conference on what is termed Contract Academic Staff (CAS), what we would call term instructors.

Speakers, workshops, and panels all told a similar tale.

Life as a sessional or as a non-tenured track professor is rather grim. I talked to quite a few instructors from across the country who were employed as casual academic staff for many years with very limited opportunity to move into a tenure track position. CAUT is working to change this practice of hiring university teachers and they are looking at our pro rata system as a model. This was an interesting conference and provided a broader picture of the post secondary system.

Ingrid

DID YOU KNOW?

We earn our vacation and PD on an annual fiscal basis. This means that starting April 1, we started accruing holidays for the 07/08 fiscal year. Many of us actually take our holidays before we have earned them. If you are planning on taking a leave in this fiscal, that may impact on your holiday time, we advise you to keep this in mind so that you do not inadvertently take more vacation days than you will earn.

SENIORITY LIST

The new seniority list is now out. The list identifies your start date, seniority as of March 31, 2007, status, department and area. Please check it carefully to make sure it is correct. ***Under our collective agreement the seniority is calculated once a year, but an instructor's status affects how seniority is accrued.*** All regular instructors earn 261 days per year; seniority for term work is also potentially 261 days a year, but it is prorated according to the instructor's actual workload.

If you have any questions, please call the union office.

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

Call Audrey at 604.688.6210

PARTICIPATE

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

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We're on the web
www.vccfa.ca

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 and
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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)**

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Rose Marie Watson	Broadway Campus	443.8495
Karen Shortt	(associate steward)	443.8525
Leona Friesen	(associate steward)	443.8715

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: _____