

**INSIDE THIS
ISSUE:**

Message from the President	2
FPSE Activities	4-5
Executive Work United Way	6
Travel Insurance	7
Evaluating the President	8
December 6 Memorial Non-Regulars	9 10
Campus 2020	12-14
Steward Notes	18-19

Funerals & Passings page 3
Christine Miller
Ted Anderson

Lizz's Event pages 2,11,15

We're Number 1 page 9

Student Building Tax page 16

New Consensus on Term and Auxiliary Work page 19

THE 2006/2007 EXECUTIVE

Frank Cosco
PRESIDENT (06)

Brenda Appleton
VICE-PRESIDENT (06)

George Rudolph
TREASURER (07)

Virginia Monk
SECRETARY (07)

Ingrid Kolsteren
CHIEF STEWARD (06)

Cheryl Deyalsingh (07)

Linda Duarte (06)

Lorna Downie (06)

Maggi Trebble (07)

Settimio Sicoli (07)

Lizz Lindsay
PAST PRESIDENT

VCCFA ANNUAL GENERAL MEETING

THURSDAY, NOVEMBER 30TH

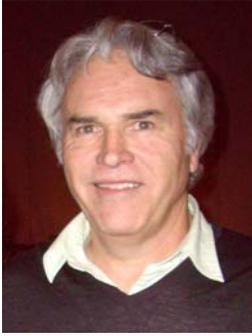
2:30 PM

CROATIAN CULTURAL CENTRE
3250 COMMERCIAL DRIVE
(16TH & COMMERCIAL)

FOLLOWED BY OUR ANNUAL DINNER

HOPE TO SEE YOU THERE

MESSAGE FROM THE PRESIDENT



FRANK COSCO
VCCFA PRESIDENT

Lizz's Event

Thanks to all those who attended our November 2nd event honoring Lizz's many contributions. Kudos to Ingrid and Audrey, who did the bulk of the organizing and to many who took on individual tasks. The evening came off very well and was a very fitting celebration of Lizz and her contributions.

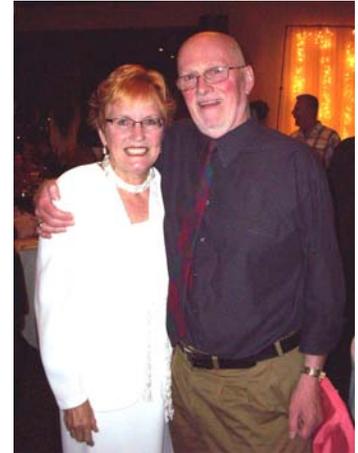
Lizz is moving on with new challenges. You'll be seeing her as a culinary arts student early next year (and we keep hearing those rumours about her running to be on the College Board). If you missed her on the second, she'll be at our annual meeting on Nov 30th and is bringing the liquor license for the party/dinner afterwards.

It was great to see folks from so many parts of the college and especially from her Dental Assisting and Reception department. Many spoke of how she had changed their lives and what became the spontaneous theme of what we had learned from Lizz.

Many guests who have worked with Lizz also attended. We welcomed FPSE President and Secretary-Treasurer, Cindy Oliver and Dileep Athaide; former CIEA/FPSE staff representatives Bonnie Pearson and Linda Sperling; and from other FPSE locals, Langara Faculty Association president Alan Cooper and Kwantlen Faculty Association president Terri van Steinberg. We also welcomed Maureen Shaw from Kwantlen FA, their current bargaining chair and former CIEA president.

VCC Students' Union staff Christa Peters and Tiffany Kalanj made their own presentation to Lizz in appreciation of her help and support.

It was also great to see Carolyn Askew who has acted as our union lawyer and Sharon Lee, our auditor, and last, but certainly not least, Ken, Lizz's husband.



Annual General Meeting and Members' Dinner, November 30th

Trust you have got this marked on your calendars. It's at the Croatian Cultural Centre. We have the meeting starting at 2:30 and then move into the dinner event as we wrap up. We'll be having elections for 3 stewards, 3 executive members and the president and vice-president. If you are interested in nominating someone, or being nominated, please call the office or contact executive members Linda Duarte, Ingrid Kolsteren, or Brenda Appleton.

This Edition of the Newsletter

Welcome to our new VP, Brenda Appleton. She's taking on some of the task of putting this together. It's a busy time of year so there's lots to report on. As always, please share any comments or opinions you may have. While you'll have to send your name in to us, we can withhold from printing if you wish.

Frank

FUNERALS AND PASSINGS

It was sad but inspiring to attend funerals for Christine Miller of Electronics and Ted Anderson, retired, of CCA over the past few weeks.

Both made impacts that will last on those around them and they will be missed.

Christine, first as a female student and then as an instructor in a male-dominated field, was a pioneer at VCC.

Ted was also a pioneer, being one of the founding faculty at 12th and Oak through CCA's predecessor,

the BTSD (Basic Training and Skill Development) program, one of the founding programs for SPD (the Special Programs Division) which became KEC.

The mementoes at Ted's funeral included the following statement, which his widow, Megumi (Amy) and his sister Gwen have given us permission to reprint.

My Philosophy of Helping Someone Learn

I believe that learning in its broadest sense is one of man's most sacred activities. It is the fulfillment of oneself as an intelligent being. It is the means by which one is able to continually rediscover one's place in the world and one's reason for being. It is the enlightenment of one's inner self in preparation for the hereafter.

I believe that it is a great privilege and a great responsibility to be accepted as the teacher/mentor/guide/companion of another person in his learning. It is a relationship to be entered into with sensitivity, respect and dedication.

I believe that one of the most important requirements of me as an instructor is humility. I must remember that although I may know more about a particular thing than does my student I still know very little. I must also stay in touch with the great amount that I can always learn from my student.

I believe that I must be very careful in drawing conclusions about what my student is perceiving and about how his brain may choose to learn. I quickly forget what it was like to learn a thing for the first time. I easily overlook the uniqueness of each individual learner.

~Ted Anderson

FPSE ACTIVITIES

Lobbying

Making the provincial government and opposition aware of our views is an immensely valuable role that FPSE plays on our behalf. Most of this work falls upon our effective president Cindy Oliver, supported mainly by the Secretary-Treasurer Dileep Athaide and staff Phil Legg. Occasionally, Presidents' Council gets directly involved.

In 2005 Lizz was part of a lobby day in Victoria, where presidents conducted a coordinated blitz of MLAs. This year, with the Legislature not sitting, we found an alternative wherein all presidents attended a session of the Standing Committee on Finance. Some of us presented our views in a coordinated presentation that took up most of an hour. That was the final day of hearings for the committee, made up of Liberal and NDP MLAs. Their report will go to the Finance Minister as part of her budget 2007 preparations and, perhaps naively, we hope some of our recommendations on funding and student tuition influence the next budget in a positive way.

In my turn, I highlighted the common points on the need for free ABE, for a return to 2001 level funding, and for a reduction in tuition. I also added the VCC twist that ironically, this college uses surpluses coming from tuition for capital and building projects.

What should be paid for through taxes as a common good for all is being subsidized by "special taxes" called tuition for a relatively small group of "special tax payers" called the current students of VCC.

To check out what was said go to the Hansard record at [www.leg.bc.ca]. Click parliamentary committees on the left. Then click current committees. Choose Finance and Government Services. Then pick October 16th. Scroll down the transcript to pages 1420 to 1525.

Media Campaign

Using the summer Ipsos-Reid poll (see September newsletter) as a base, Presidents' Council voted to extend our print media ad campaign up until budget time. The focus is on smaller newspapers around BC. The ad features instructors. VCCFA "models" have been Malcolm Cant and Brian Haugen.

Presidents' Council, Bargaining and Standing Committees

Presidents' Council has met more often than usual this fall to deal with ongoing business such as arbitration support., lobbying, bargaining preparation, our media campaign and various reporting functions.

Bargaining

FPSE supports and enables our inter-union attempt to formulate an effective common bargaining mechanism. Without that support the effort would be much, much more difficult. To that end there have been an unprecedented four bargaining councils with reps from local unions around the province coming together. The last one was on October 20th in Burnaby. Reps from the seven GEU college instructor units joined in that conference as full participants. Observers from the BCIT and the "new" Okanagan College faculty union also attended. Of special note was that our own Bonita Eberl was chosen by the provincial non-regular committee to be their non-voting representative at the proposed 2007 Bargaining Committee. Congratulations Bonita.

The bargaining package and mechanism approved at that conference is before faculty unions around the province. We approved it at our November 9th meeting.

Standing Committees

In addition to all the above, the "normal" work of FPSE standing committees continues with their fall meeting schedule being well underway. Look for reports on the next page.

Education Policy ~ Brenda Appleton
Non Regular Faculty ~ Bonita Eberl
Status of Women ~ Virginia Monk
Human Rights and International Solidarity ~ Linda Duarte
Professional Development ~ Cheryl Deyalsingh
Occupational Health and Safety ~ Colleen van Winkel
Pension Advisory ~ Brian Haugen

FPSE COMMITTEES

EDUCATION POLICY

I joined this committee on your behalf last year and attend the twice annual meetings. The Committee has concerned itself with information regarding the Degree Quality Assessment Board, Campus 2020, and concerns about college enrollment throughout the province. We are also in the process of researching information about distributed learning programs and statistics at all B.C. colleges.

~ Brenda Appleton

HUMAN RIGHTS & INTERNATIONAL SOLIDARITY

Here is a synopsis of HRISC work flowing from resolutions that have gone forward to Presidents' Council and to the AGM over the 2005-06 year. From the AGM:

International Solidarity Fund: This resolution was integrated into the 2006/06 Action Plan,

International Outreach: "work with locals to identify the resources necessary to establish an International Solidarity Fund within FPSE that provides meaningful and effective support for progressive initiatives outside of Canada."

Letter of commendation to President of Northwest Community College: passed at AGM. Letter to recognize and commend the actions of the institution in integrating human rights into the values and operating principles of the college's strategic plan

Letter to PM Stephen Harper urging the government to restore governance funding to Palestine so that teachers, doctors, nurses, etc. can be paid.

~ Linda Duarte

NON-REGULAR FACULTY

At the fall meeting FSPE Non-regular Faculty Committee, we shared information, problems, ideas, etc. Emily Carr unfortunately stood out because they have no access to extended health benefits or regularization language. Ideas for Fair Employment week were discussed. Here, The VCCFA held a wine and cheese open house saluting the contributions of non-regular instructors. In August, several Non-Regular Committee members attended the COCAL conference for contingent North American labour in Vancouver. We also held elections for committee liaisons and chair. Our new chair is Debbie Hlady from Camosun College. Motions were passed regarding signing bonus pro-rata and encouraging locals to keep up-to-date lists of non-regulars.

~ Bonita Eberl

Bonita modestly omitted to add that she was chosen as the committee's rep on the provincial bargaining committee where she will be a non-voting member. Congratulations.

PENSION ADVISORY

I am the representative from VCCFA local 15 on the FPSE Pension Advisory Committee. Its mandate is to provide advice and information to the FPSE Presidents' Council and locals on pension-related issues. Most members of the Federation of Post-Secondary Educators are members of the College Pension Plan. The PAC members are a local college faculty resource and bring local issues and perspectives to the committee. If you have any questions, concerns, information or problems feel free to contact me at bhaugen@vcc.ca

~ Brian Haugen

PROFESSIONAL DEVELOPMENT

I have served as the V.C.C.F.A representative on the P.D sub committee. We have discussed the Common P.D. Fund, guidelines, committee composition, process, and problems. As you would expect, there is great variation in how each college allocates the money and how much money goes into each pot. Interestingly, while we have had no shortage of applications, other colleges have trouble spending theirs! We also discussed P.D. access for non-regulars, and I am happy to report that V.C.C.F.A. access is more equitable than some other colleges.

~ Cheryl Deyalsingh

STATUS OF WOMEN

Like other locals, VCCFA does not have a Status of Women Committee, but sends a representative from the Executive to the FPSE meetings. Here's a summary of FPSE SWC doings:

- **Maternity leave and term instructors**: This is about the right of term instructors to maternity leave. This is an important issue for the VCCFA.
- **December 6 Memorial**: Again this year, all locals including the VCCFA will participate in setting up memorial tables at all campuses
- **Union Representation**: Women are well represented in the VCCFA executive, as stewards, on bargaining and other committees. Our Past President is a woman. Currently, our VP, bargaining chair and chief steward positions are held by women.
- **Women and Trades**: It is of concern that women are not represented in teaching in "traditional male areas" such as auto tech, diesel, etc. Conversely, there are few men in the "traditional female areas" such as nursing, literacy, etc.

~ Virginia Monk

The elected executive meets for a couple of hours most Monday afternoons. For September and October they often been discussing the progress of the provincial and local bargaining initiatives and have been fully supportive of positions and stances that our representatives have taken.

The split between Common PD Funds and Education Leaves.

With the heavy demand for the money that comes through the Common PD Fund -- approximately \$200,000 -- VCCFA committee members, Brenda Appleton and Wayne McNiven, are proposing some changes to application procedures and perhaps a reallocation of the money in the fund. Currently that amount is divided equally between common PD and Education Leave. The \$100,000 in the Common PD Fund has been heavily subscribed. A like amount has allowed an increase in the amount of Ed Leave from the former 2.75 FTE. The Executive's recommendation will be coming out to members prior to the Annual Meeting on November 30th.

Making the Website interactive

The VCCFA budget approved at the General Meeting in September included a line for enhancements to our website. We want to include a secure interactive feature that will allow members to use the site for discussion groups, questions and perhaps, in the future, surveys and some voting. Brenda is our lead on this, we are engaging our consultants, Raised Eyebrow, to handle the technical side.

New Officer~ Brenda Appleton, VP

Brenda, who was already an Executive member, was acclaimed in September as VP. Congratulations.

Her term runs till the Annual Meeting at the end of November.



The Campaign will run for two weeks November 8th. to November 22nd. The College decided to take a low key approach for a variety of reasons.

One of these reasons is that the United Way (UW) has decided to apply a \$12.00 processing fee for every donation designated to a charity or organization. Since 1986 the UW "swallowed the cost" of admin fees allowing the donor to designate their charity at no cost. It allowed VCC faculty, staff, and administrators to support VCC scholarships through donations to UW. VCCFA wants you to be aware of this administrative fee in order for you to make an informed decision.

If you are designating your donation to VCC scholarships you may choose to give directly to the VCC Foundation. Your UW package includes a list of scholarships with a separate pledge form (which includes the possibility of payroll deductions). Or you may want to give directly to the UW to support the charities that they are partnered with in order to avoid the \$12.00 fee (you can also do this through payroll deductions).

The UW committee includes VCCFA's representatives Brenda Appleton and Linda Duarte.

The VCCFA Community Action Committee

needs new members

Interested?

**Please call the office at 604.688.6210
to find out what this committee is all
about.**

MEDICAL COVERAGE WHILE OUT OF COUNTRY

Lorna Downie recently enquired about what medical coverage we have while traveling. For your information, this is the response she received from Pacific Blue Cross. We thank her for sharing it with fellow members. Please note the information about the Medi-Assist program. Eugenie Wong of Human Resources asked us to add that if members do not have an up-to-date Extended Health Booklet or Medi-Assist card, they can contact the HR Coordinator for their school to receive one.

Thank you for your enquiry. According to the terms, conditions and benefits of the Pacific Blue Cross (PBC) Extended Health Care contract...(with VCC).... PBC does not reimburse any expenses normally covered under the British Columbia (BC) Medical Services Plan (MSP).

Emergency expenses incurred while traveling outside BC are covered under MSP. Contact MSP directly for their claiming procedures. Claims must be submitted to MSP within 90 days from the date the services were rendered. Please note PBC does not reimburse any claims denied by MSP due to missing their claiming deadline.

Eligible outstanding expenses not covered by MSP will be considered under your Extended Health Care (EHC) plan, reimbursable at 100%. A per family deductible of \$25.00 must be satisfied each calendar year.

Your EHC plan includes coverage for:

- * Local emergency ambulance service to a hospital
- * Emergency hospital stay
- * Physician charges
- * Prescription drugs
- * Nursing services
- * Air ambulance/evacuation - only when medically required and pre-approved by PBC

Please note that this coverage is specifically for emergency expenses only. Our definition of emergency is a sudden, unplanned occurrence of an acute condition demanding immediate medical attention.

Your EHC plan does not allow for any continuous or routine medical care that is required for a pre-existing condition. Non-emergent doctor's charges and diagnostic procedures, follow-up visits, repatriation of a deceased individual, continuing or routine care, elective or pre-arranged treatments, therapeutic abortion, childbirth or complications of pregnancy occurring within 2 months of the expected delivery date are not eligible.

Your coverage also includes Medi-Assist, a worldwide emergency medical assistance program provided by CanAssistance. Medi-Assist emergency access numbers are listed on the reverse side of the card, which enables members to call in an emergency, 24 hours a day, everyday. Medi-Assist can assist travel companions, contact relatives and personal physicians and assist in facilitating claims payment. When medically required and pre-approved by PBC, Medi-Assist may also arrange emergency medical transportation. If emergency hospitalization is required, it is important that you contact Medi-Assist within 48 hours of being admitted or require air evacuation in order to obtain approval of coverage and treatment confirmation.

If you do not already have a Medi-Assist card, contact your Plan Administrator through your place of employment. For a list of Medi-Assist Travel Emergency numbers or to download the Medi-Assist brochure, please visit our website at www.pac.bluecross.ca, click on "Group Plans" followed by "Extended Health Care".

According to your Extended Health Care plan you have unlimited coverage for in province, out of province and out of country eligible expenses.

If you feel the need to purchase extra travel insurance based on the items not eligible on your plan (example: repatriation, trip cancellation, follow-up appointments) this is a decision solely made by the member.

Customer Services
Pacific Blue Cross

EVALUATING THE PRESIDENT?/COLLEGE GOVERNANCE

Meeting with President Dorn and Board Chair Mark Stock

New Board Chair Mark Stock is continuing his predecessor's practice of having a face-to-face meetings with reps from the various constituency groups within the college. Ingrid and Frank took up their invitation to meet early in October.

We gave them the results of the summer polling FPSE had done on tuition fees and discussed our provincial campaign ~ Better Funding, Better Futures. They did not seem convinced that the fees were making any difference. They feel that the shortfall in student numbers was to be accounted for by the hot economy.

We discussed current lobbies for better funding and input to the Campus 2020 project and offered to work together where we can.

A return to more interaction

We also discussed what might be called a return to a more positive, open way of interacting. Since we have lifted our 2003 vote of non-confidence in the appointed Board members from that time (Mark Stock is the only one remaining) and in the College president, we hoped we could return to features of how the board used to do business.

Such things as allowing observers at Board committee meetings (every meeting is now in-camera), or having more opportunities for non-Board member input at public Board meetings. We used the example of Board members saying they wanted to discuss issues that we raise during our limited VCCFA reports to the Board, but that current structures limit that opportunity.

President's Evaluation

We noted that while it had been mentioned at Board meetings that the President was being evaluated, it was somewhat unusual in public colleges not to have any input at all from employee groups or students.

This had been the practice at VCC and we advocated for its return.

They committed to take these points back to the full Board, and while we're not too hopeful we'll be watching.

September College Board Meeting

The highlight of the evening was the presentation given by two dental hygiene students just back from a stay at a dental sciences training school in Sendai, Japan. They put on a very informative and entertaining presentation.

Money Up ~ Student Numbers Down

The now typical financial report dynamic continued with the first quarter (April - June) report from VP Finance, Peter Legg. To quote: "As of the end of the first quarter, the College recorded a net surplus from the operating accounts of \$539,000," and "Overall FTE utilization as at Q1 was 79% of planned capacity." That last number is the lowest we have ever heard. It once again confirms the failure of the various provincial and college policy decisions that we are working under

Three Faculty Elections for Education Council

Congratulations to Hilary Pearson, who was elected as rep for Student Services; to Lorna Downie who was re-elected as a member-at-large; and, to new member Doug Mauger, representing SIE, Music, Trades and Transportation. Doug's term is for the remaining year for this position, which had been vacant. Hilary and Lorna were elected for 2 years.

Many thanks to Heather Luk Chan, who filled multiple terms as Student Services rep and who chose not to run again.

Next year five positions will be up for two year terms: Health Sciences, Library, Arts and Sciences, the combined SIE/Music/Trades and Transportation, and the second member-at-large.

DECEMBER 6TH MEMORIAL

DECEMBER 6

NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN

December 6, 1989, at the l'Ecole Polytechnique in Montreal, a gunman walked into a classroom of engineering students and began to gun down 27 women, murdering 14 women engineering students. They were murdered because they were women.

In response to this horrible act of violence, 1991, December 6 was established as a National Day of Remembrance and Action on Violence Against Women by the Parliament of Canada. Each year across Canada there are commemorative events to remember the women and to continue action to end the violence in all its forms.

At VCC, this year as we have every year since 1989, a group of women, staff and faculty will make a Memorial table in memory of the 14 young women and others who have been victims of violence. The VCCFA provides modest financial support.

The tables are outside the library at the Downtown and Broadway campus. Please take a few moments to stop by and remember the women who died and who have been victims of violence.

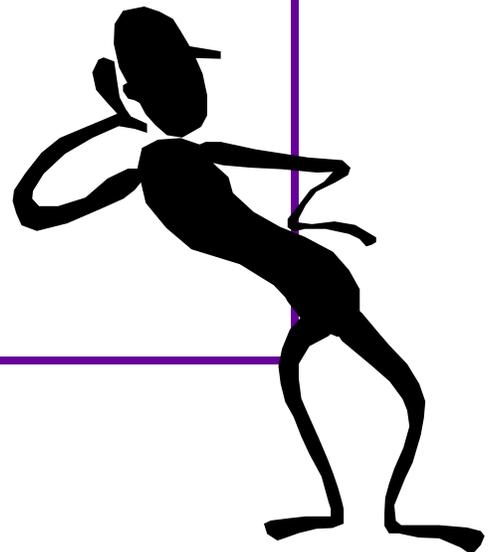


A NEW TWIST ON "BC'S NUMBER 1 COLLEGE"

You may have seen this phrase somewhere.

FPSE locals have been sharing information on the 2005-06 remuneration of their corresponding college or university-college presidents.

Guess who's number one, and at \$195,000.



WHAT CAN NON-REGULARS EXPECT THROUGH THE VCC-VCCFA COLLECTIVE AGREEMENT?

Here, the term "non-regulars" is meant to include term, auxiliary, part-time regular and probationary regular instructors

- ◆ Immediate placement on the same scale as everyone else
- ◆ Pro-rata pay that includes vacation
- ◆ Access to pro-rata Professional Development Time and Funds if half time status is achieved
- ◆ Clear evaluation procedures
- ◆ Right to automatic regularization of the person, not the position
- ◆ Access to benefits if half-time status is achieved
- ◆ Access to provincial pension if salary level is achieved
- ◆ Right by seniority to further appointments after six months of contract work
- ◆ Right by seniority for part-time regulars to accrue up to full-time workload
- ◆ No overtime rights
- ◆ Pro-rata seniority accrual while working as a term
- ◆ For part-time regulars, same seniority accrual as a full-time regular
- ◆ Pro-rated College-wide seniority, not departmental seniority
- ◆ Pro-rated workload
- ◆ Full participation in departmental decision-making such as eligibility for election, department head election, and workload profile creation
- ◆ Full participation in faculty union meetings, committees and votes
- ◆ Full inclusion in grievance procedures
- ◆ Protection of human rights and anti-harassment provisions
- ◆ Term appointments for all planned work including assignments of a few days

LIZZ'S EVENT

Celebrating and honouring **LIZZ LINDSAY**

Congratulations!

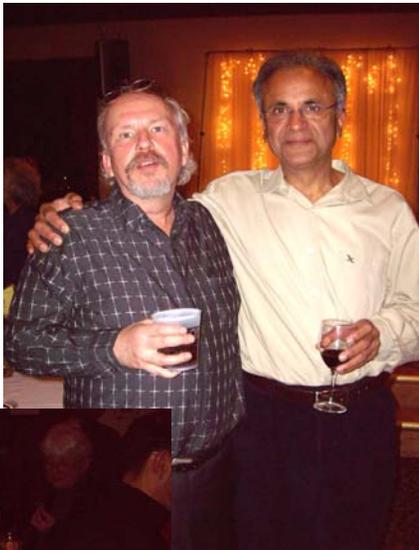
**upon her
RETIREMENT &
for her
INCREDIBLE
CONTRIBUTIONS**



33 roses



Accepting her door prizes



Mark Goertz with
Vinit



Wayne McNiven and Lorna Downie



Marg Nelson and Perry Taylor



Dental Assisting Colleagues
Kathy Campbell, Patty Ricketts, Trudy Holmes.
Margaret Dennett, Elli Cox and Laurette Mogridge
were also there...

CAMPUS 2020: THINKING AHEAD

What is Campus 2020?

Quoting from the Campus 2020 website, www.campus2020.bc.ca, “Campus 2020 is a planning process that will shape the vision, mission, goals and objectives of B.C.’s post-secondary system for the next 10 to 20 years.” It is hoped that this initiative, by bringing together educators, Aboriginal and multi-cultural organizations, labour, business and the public, will make the province’s investment in post secondary education cost efficient and innovative. According to the website the focus points for this initiative are:

- 1. Understanding the future:** How will the British Columbia of 2020 be different than today? How will these differences affect the way people live and the way people learn? What will those differences mean for our post-secondary education system?
- 2. Creating opportunity:** In 2020, what are the barriers people face in getting the education or training they want or need? Are those barriers geographic? Financial? Technological? Other? What strategies do we have – or need to have – to reduce them?
- 3. Understanding the purpose:** As we move toward 2020, what are we educating people for – jobs? intellectual achievement? informed citizenship? personal interest? all of these and others? Can our institutions, programs and services be better designed and governed to support these goals? Should they be?
- 4. Defining quality and measuring success:** How we will define terms like “student”, “teacher”, “program”, “institution” in 2020? How will we measure their success? How will we define excellence and quality? Do we have the appropriate mechanisms to measure our progress?
- 5. Supporting innovation:** As we move toward the future, how, and to what degree, should our post-secondary system define BC’s position on the national and world stage? How should we support individuals and institutions to be innovative and responsive to change and opportunity?

A series of public sessions regarding post secondary education are all attended by **Geoff Plant**, former B.C. Attorney General and currently a partner in the

law firm of Heenan Blaikie (VCC’s law firm!) who is a “special advisor” to this initiative. Submissions to the public sessions can be made in person, or online through the Campus 2020 website www.campus2020.bc.ca.

We encourage VCCFA members to check out the site, and provide input either through the site or through written submissions.

Four “expert advisors” were also named by the government; none seem tremendously familiar with the B.C. post secondary system:
Sara Diamond - president of the Ontario College of Art and Design.
Dr. Harold Shapiro - former president of Princeton University
Dr. Graham Smith - prominent Maori education activist.
Thomas L. Wood - former president of Calgary’s Mount Royal and currently Senior Advisor to the President of Quest University (the new private university opening in 2007 in Squamish).

Some FPSE local presidents have had the opportunity to participate with Mr Plant in three-hour long small group discussions. Frank Cosco had this chance in mid-November on our behalf. There have also been a dozen or so public evening sessions where registered speakers have prepared seven-minute talks, members of our College administration participated in the Vancouver session. Frank has a report on the following pages.

We are very interested in hearing the opinions of VCCFA members, and can meet with any group of faculty or individual member. We also appreciate members sending us your thoughts about Campus 2020 directly to our e-mail vccfa@telus.net.

The logo for Campus 2020 features the word "CAMPUS" in a bold, yellow, sans-serif font, followed by "2020" in a bold, blue, sans-serif font. The numbers "2020" are significantly larger than the word "CAMPUS".

CAMPUS 2020: IN VANCOUVER

To paraphrase Frank's October discussion paper about Campus 2020, there are many potential discussion points: health sciences, student services, libraries & learning commons, hospitality, business, apprenticeship, ESL, ABE, tuition, governance, technology, private education providers, university transfer, etc.

The VCCFA will also be preparing a written submission.

My day with the Campus 2020 road show

I registered for the afternoon discussion group session and attended the evening speakers' session. It was an interesting time. The afternoon started with a short video of high school students expressing their hopes and qualms about post-secondary education that was well done and came across as quite authentic.

Many students in the video clearly were saying they were scared of the monetary implications of going to post-secondary. Mr Plant then let the discussion go where it wanted to go without too many interjections. At other sessions some faculty union presidents had heard him extol the benefits of on-line learning but there was no hard-sell during our session and, in fact, there was a high degree of consensus that it was a supportive function, not the be-all-to-end-all.

Our group only had Plant, his assistant and 7 of us (there were 3 no-shows). They were the president of the Institute of Indigenous Government, an education grad student, the head of UBC's Learning Exchange (an effective proponent of community service learning), a prof with SFU's Centre for Dialogue who's keen on sustainability, a rep from the Ismaili community, the director of Applied Sciences, Technologies, and Technicians of BC, and a fellow who said he was an independent consultant--and who didn't say much.

There was much philosophical discussion of what is education for and the need for more on sustainability and social consciousness in education and even in the very structures of our buildings and modes of education, all of which was interesting.

(One of the "think pieces" on the 2020 website by Pacquet goes into part of this.) We also had focused points on current realities and by the end of the session had become quite a critical group vis-à-vis the government's experiments in block funding, inter-college competition, deregulation, governance structures, funding and tuition, and their not replacing key system functions like the CCTT etc. We said in some ways they should go back to the future to recreate some of those lost levers on change, that the government -which at least has some accountability - had lost too much influence.

Mr Plant mentioned that when he was part of the government it had subsidiarity, the idea that decision-making should be as close to the action as possible, as one of its guiding principles. I think that's partly how we ended up with block funding, for example. I tried to point out that the concept may work but only if the decision-makers are the appropriate group and are accountable. I said our current college boards are often neither the appropriate group nor accountable enough.

Plant made it clear in response to a question about how our input gets used, that whatever input he received, whether from us or international advisors, that the report would be his to write.

Later that day...

The evening session was quite full with over a hundred there and over 25 speakers. Ten were students, mostly from Emily Carr, who focused on tuition and student debt and doing something now, not just thinking ahead. Jim Sinclair was great, he challenged Plant to challenge society to pay for a great system. Such a telling stat that he used: the top economic quarter of society is more than twice as likely to get into post-secondary as the bottom quarter. Carrying that forward will lead to a screwed up society by 2020.

The President of SFU, Michael Stevenson, was very clear in telling Plant to back off if he's thinking of going after the big universities. He said the identity crisis of colleges and u/colleges should be addressed as long as it doesn't affect the research universities. Cont'd on page 14

CAMPUS 2020: IN VANCOUVER cont'd

He was very critical of several government initiatives like the 25,000 seats, the "incoherence" around institutional changes in Kamloops and Kelowna and the axing of Tech BC and the Open U.

The BC Chamber of Commerce were predictably unpleasant with their line of education serving all business, all the time. Amongst non-university administrators, there were only three. Judith McGillivray, VP from Kwantlen spoke about their work of devising equivalencies between trades education and academic learning which was interesting. It was also interesting in that she couched the project as uniquely coming out of a university-college mission and mandate and didn't say a word about becoming a university.

Dale Dorn and Alan Davis spoke separately, sort of casting themselves forward to 2020 and reflecting on VCC's place in the City of Vancouver.

Mr Dorn borrowed the term "encore" learners to emphasize that while much of 2020 is focused on 18-24 year olds, those coming to VCC at later

ages from other institutions, or from work, or from home will be an increasingly important factor. He did state that VCC would continue to be very involved with immigrant, aboriginal and disabled learners.

Mr Davis included some more specific policy points such as VCC should, by 2020, have a clear mandate with adequate and differentiated funding and that VCC was in favour of the establishment of a provincial "Higher Education Council" to help improve the administration of the system as a whole. (There's a "thinkpiece" on the website by Skolnik, which, in part, discusses such an agency.)

We'll see...

As someone in my group said, it is great to have such a co-coordinated, reflective process and perhaps it should become a regular part of society's interaction with the system. With so many putting forward such strong, interesting opinions, it has the potential to be such an involving project, but who knows where it'll go, if anywhere.

frank

VCCFA ANNUAL GENERAL MEETING

THURSDAY, NOVEMBER 30TH

2:30 PM

CROATIAN CULTURAL CENTRE

3250 COMMERCIAL DRIVE
(16TH & COMMERCIAL)

FOLLOWED BY OUR ANNUAL DINNER

HOPE TO SEE YOU THERE

LIZZ'S EVENT

Past President; Past Vice President; Past Chief Steward; Steward;
Member of Negotiating Committee and much more



Doing penance by modeling our pennants



Marlena Vanderwal

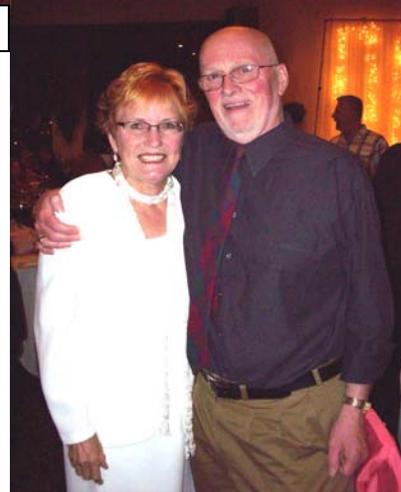
Congratulations!



A standing ovation



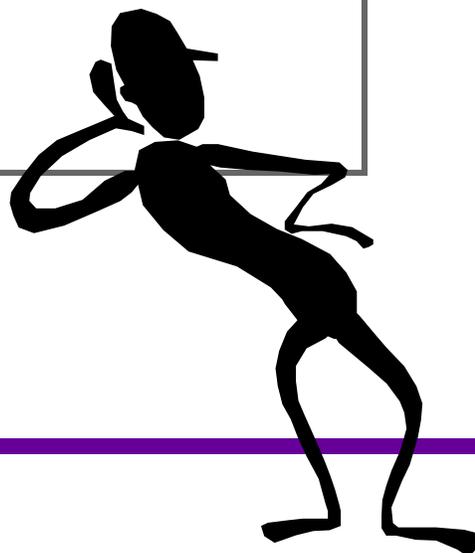
With Ingrid and Brenda



Her main man

And you thought students just paid for tuition and supplies?

VCC's Family Campaign
for the new buildings ensures that current VCC
students will contribute about two million dollars
towards the costs of the new building. Each one
deserves at least a brick for their
involuntary contributions.



**VCCFA
Ratifies 2007 Bargaining Demands and
Votes to Join the Provincial Bargaining Council
(128—2)**

Local bargaining commences November 21

Provincial bargaining commences December 4

Thank you for supporting your Negotiating Committee

ARE YOU TIRED AND SLUGGISH? CAN'T SEEM TO KEEP UP?
DISCOVER CAFFEINE ACADEMY



ZIP THROUGH 4 YEARS
IN JUST THREE WEEKS!

PUT YOUR LIFE IN THE
EXPRESS LANE:

- SPEED READING
- SPEED TALKING
- SPEED EATING

OUR COLLECTIVE FACULTY
IS 100% MOUNTAIN GROWN!

APPLY TO JUAN VALDEZ, ADMISSIONS

“Our Colombian Faculty is 100%
Mountain Grown”

STEWARD NOTES

This fall is whirling by with many steward activities, meetings and phone talks. Here is a summary of some of the variety of things we have been involved with.

Meetings, Meetings & some more Meetings-

With members, departments, IRAs, college, including regular labour management meetings (aka 3.11) ongoing meetings with Human Resources, and others. Issues include: hiring criteria, scheduling, term appointments, hiring process, leaves, accommodations, and departmental work load profiles

Elections or Selection of IRAs

There are over a dozen IRA positions posted this fall, the majority of elections are occurring in early December. Stewards chair the election meeting and all regular and term instructors on contract during the month of the meeting are entitled to vote. As of December 1, the College's new on-line application system means all applications for IRA positions (and all other applications) will be on line. IRA applications will continue to require a resume.

IRA Orientation

The joint college-union committee held another successful orientation last month. The focus was on the hiring process, evaluations, appraisals and role rehearsals. The next one will be in the spring - watch for the date. The orientation is for all IRAs, those thinking about being IRAs and any one interested.

Hiring Criteria

We are meeting with a number of departments which are in the process of changing hiring criteria. Under our collective agreement any changes in hiring criteria needs to follow a process that includes the union. When there is an agreement to change the criteria, all regular instructors and those term instructors half way to regularization are grandparented. In other words, they are deemed to meet any new criteria. The new criteria applies to new hires. We go through similar process for the establishment of new areas. If you have any questions, please call the union office.

Recall

The three members who have been laid off are all currently working on temporary recall, two in their own area, and one in a different department.

New and Term Instructors

We held a wine and cheese for new and term instructors and enjoyed it so much, we will be doing another one in the new year at the Broadway campus. (minus the wine, of course) Stewards are working with term instructors on issues such as right to reappointment, scheduling, and regularization.

Working with Members

Much of steward work is with instructors and IRAs to provide information on the collective agreement, college policies, and support. Some of this involves assistance on how to handle challenging situations, explanations on rights and responsibilities, or when to refer an issue to the college. We take a problem-solving approach and work to sort things out before they bloom into problems

Kelleher Consent Award

This is the legal agreement covering the Instructional Associate positions that resulted from our grievance over Associate Deans being converted to Deans. We are sorry to report that once again the College is revisiting this past history. We have been having discussion with the College to clarify some of the roles and responsibilities around these positions. We hope to be able to sort this one out; but if we cannot, we are ready to pursue this as needed.

Resolved Grievances

We were able to (on a without prejudice basis) resolve our grievance on behalf of the term instructor who was on Short Term Disability.

We were also able to work with the college on an informal basis to sort out issues such as: leaves, scheduling, assigned duty, and retirements.

New Grievance

The College has told us that in departments wherein there are more than one area with different levels of qualifications (that is the requirement for a Bachelor for one area and a Masters for the other) they will be requiring department head have the Masters qualification. This means that there are instructors who would not be deemed qualified to be appointed as department head in the very department that they are working in.

It has always been the case that any instructor who meets the hiring criteria for the area that they teach would be qualified for the department head position.

We object to this move by the college which unjustifiably diminishes our rights. Since the college has already implemented this discrimination in one department, we have filed a policy grievance.

Ongoing Grievances

In the last newsletter we reported on the Labour Relations Board's decision to include the Hospitality Manager in the bargaining unit. Now we need to report that the College has appealed that decision, so once again, we have made a submission to the LRB.

As well, the grievance regarding the position of Service Manager in Transportation Trades is at the Labour Relations Board. We are waiting for decisions on both of these cases.

We continue to work on the issue of the rights of term instructors to be able to go on maternity leave and not be disadvantaged. FPSE is supporting our lawyer who is preparing for arbitration. If you are in this situation, please contact the union office.

Stewards

Our stewards are there to answer your questions, help resolve problems, give information and represent you as needed. Do you have a question? just give us a call. We hold regular meetings & will be having a training day in December.

~ Ingrid

DID YOU KNOW?

1. What is the difference between term work and auxiliary work?

The Union and College have jointly prepared a handout on the Hiring Process which was handed out at the last IRA orientation. It states in part,

- ◆ *Term work is generally recognized as work with a specific start and end date. See article 2.10.*
- ◆ *Auxiliary work is more easily recognized and considered as work that occurs due to the unexpected absence of faculty, i.e. for sick replacement.*

Therefore, auxiliary work arises when the work is:

- 1) *unpredictable,*
- 2) *'unspecified' or of indeterminate length and*
- 3) *for less than 19 consecutive duty days.*

Examples would be: replacing an instructor for 8 days of PD would be a term contract; if you need an instructor one day a week for a specific period of time, it would be a term contract. If you are replacing someone for short term sick leave, or bereavement, or family sick days, it would be auxiliary work.

We welcome this clarity and understanding. If you would like a copy of the handout, have questions, or are not sure if the work is term work or auxiliary, give us a call, or call HR.

~ Ingrid

PARTICIPATE

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

Email: vccfa@telus.net
Mail: 401-402 West Pender Street
Vancouver, B.C. V6B 1T6

We're on the web
www.vccfa.ca

Newsletter Editors:
Brenda Appleton
Frank Cosco
and
Audrey Vickaryous

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

VCCFA STEWARDS

**Ingrid Kolsteren
(Chief Steward)**

688-6210

ikolsteren@telus.net

Wayne Avery	King Edward Campus	871.7283
Pauline Barratt	City Centre Campus	443.8560
Malcolm Cant	City Centre Campus	443.8438
Chantal D'Argence	ESL Division	726.3637
Brian Haugen	King Edward Campus	871.7393
Wayne McNiven	City Centre Campus	443.8438
Rene Merkel	King Edward Campus	871.7370
Michele Rosko	City Centre Campus	443.8492
George Rudolph	City Centre Campus	443.8359
Maggi Trebble	King Edward Campus	871.7254
Rose Marie Watson	King Edward Campus	443.8495
Leona Friesen	(associate steward)	443.8715
Marilyn Morris	(associate steward)	628.5902
Karin Steichele	(associate steward)	871.7206

**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: _____