

INSIDE THIS ISSUE:

Message from the President	2
Bargaining Forum International Education ?	4
Education Council	6
Operations Council	7
Non Regulars	7
Education in the News	8/9
Presidential Search	14
September General Meeting	15
Steward Update	16
December 6 Memorial	17

THE 2008/2009 EXECUTIVE

Frank Cosco
PRESIDENT (08)

Brenda Appleton
VICE-PRESIDENT (08)

George Rudolph
TREASURER (09)

Dianna Morgan
SECRETARY (08)

Ingrid Kolsteren
CHIEF STEWARD (08)

Linda Duarte (08)

Brock Elliott (08)

Wayne Avery (09)

Maggi Trebble (09)

Settimio Sicoli (09)

Alison Woods (09)

Lizz Lindsay
PAST PRESIDENT

Budget Woes Again! page 2

Incentives for VCC Executives? page 5

Dueling Letters on Health Building page 10

College Pension:
Investments & Inflation page 11

Bargaining 2007-2010 page 12/13

VCC Board Chair & President page 14

Sing in Solidarity page 18

Retirement Workshop page 19

VCCFA ANNUAL GENERAL MEETING
ELECTIONS & SOCIAL

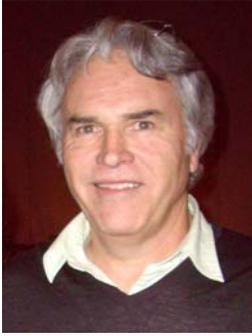
THURSDAY, NOVEMBER 27, 2008

2:30 PM

CROATIAN CULTURAL CENTRE
3250 COMMERCIAL DRIVE
16TH & COMMERCIAL

HOPE TO SEE YOU THERE!

MESSAGE FROM THE PRESIDENT



FRANK COSCO
VCCFA PRESIDENT

“..... where is the \$4m savings from the VDIs going?”

Another search for new calendars and day books is about to begin – never get tired of that.

George Rudolph who's served for years on the executive and has been elected by its members as our Treasurer for the last few years has decided to go on well-deserved Retirement Prep leave next year, leaving one year to go in his executive term.

Linda Duarte's two-year term is up and she has decided not to run again. Many thanks to both of them for their commitment and time given to the work of the union.

The AGM on Nov 27th will feature 5 elections for union executive and for many steward positions. I am finishing my two year term as president and have been nominated for another term. Hope to see you and please stay for the dinner. If you are interested in nominating or being nominated please call the office, nominations can also be made at the meeting.

Budget Woes ~~ Here we go again!

There was hardly any respite. The June board meeting saw the final passage of the 2008/09 College budget with so many vertical and horizontal cuts to faculty jobs. Come September and while we are still working through the trauma of this year's cuts – a load ably carried by our stewards and Ingrid – the President starts with Budget Updates that feature the possibility of another 2009/10 set of cuts.

We just don't get it. The year 06/07 ended with 2 or 3 million in surplus, 07/08 ended essentially balanced.

The VDIs will create about \$4 million worth of salary cost savings for them come next April 1st. Isn't that enough? If they're claiming they are still short, then where will that \$4 million be going ?

Please be assured we will make as much noise as possible about the financial mess at VCC.

We have already spoken directly to the Minister of Advanced Education and asked for a moratorium on any further cuts. Because we have seen the VCC Board and Management push their extreme cuts upon us more than once, we followed up the verbal request to the Minister with a written one – intervene, don't allow more VCC programs to be cut. We'll see what happens, we are not holding our breath for Ministerial involvement, but promised as much grief as we can produce in the months leading up to the election if we are hit with another round of cuts.

Budgeting Principles = Window Dressing

It seemed the month of October was suddenly Budgeting Principles Month. The Board felt it had to have a set of principles to help it get through what they clearly see as another difficult annual budgeting exercise. Forums, interactive websites, two drafts and all in a month; it was really an all-out effort. It was hard for us to see what all the fuss was about.

The second draft of the principles was approved by the Board. It ended up with improved language from the first draft, but there was not the substantive change that we

MESSAGE FROM THE PRESIDENT

had advocated for: simply that facilitating education and education support be deemed the primary purpose of the budget, so that if cuts had to be made they would be made as far away from education as possible.

We thought it was instructive that this actually had been college policy up until 2004.

We called the 2008 “principles” window dressing because they were wide enough to include about every aspect of the college operation (with the telling exception of the appropriate size of the senior management complement) but they refused to prioritize anything; thus, giving administration carte blanche again. Much ado about very little.

Strategic Planning

At the October Board meeting a three page memo from the President to the Board was perhaps more troubling than the kaffuffle on budgeting principles. In it the president summarized discussions, themes and directions the Board had been having in private on its strategic priorities. It's well and good for the Board to tweak the Strategic Plan and make adjustments. However, what was really troubling here is that in secret the Board has determined a number of areas that if carried forward will have significant impacts on faculty work.

By saying program evaluation should be “rigorous, transparent and demonstrable” they seem to be saying our program review system is not any of the above.

In a time of fiscal cutting the Board emphasized new strategic directions such as facilities renewal and further capital investments that would cost money they do not have.

They mention using 2008/09 strategies to address fiscal issues. That's code for vertical cuts.

They also gave themselves the mandate to further cut the size of the enrolment plan; not as a fiscal necessity but as a matter of planning. They

named a non-inclusive list of instructional areas that they thought deserved focus, what about the ones they left off the list?.

The VCCFA was very critical of their approach. It tells one needs to know about why strategic planning here has failed for so many years.

Aside from its lack of transparency, it reinforces our view that they are using a strategic planning by cutting approach. For the long run, it lacks positive vision for the College and seems to be resigned to VCC continuing to be reactive rather than proactive.

Both the President's memo on Strategic Planning and Board Priorities and the VCCFA response can be found on our website.

This Newsletter

We again try to touch upon a wide array of current topics in this issue. We conclude our six-part retrospective account of bargaining. The next series on bargaining will start looking towards 2010.

Another new year will soon be whizzing by, if I don't see you over the next couple of weeks, have a great Christmas and New Year holiday!!

-fc



Members who are avid readers will have no doubt gotten the drift that the VCCFA bargainers and executive are concerned by how bargaining has been approached in the post-secondary system. By that we mean the Common Table first approach. Because 2008 is a non-bargaining and non-bargaining-prep year, we proposed a special bargaining forum for this fall. It took place on Nov 7/8 in Richmond.

It was, we think, successful in its modest goal of allowing local leaders to freely express their views on how bargaining has gone over the years and what people would like to see in the future.

For our part we presented two short papers, one on our bargaining principles and one on our view of structural problems with our recent approaches. We'll be sharing these papers with members at the Nov 27th meeting and will be at some point before bargaining commences asking members to endorse the statement of principles.

We made it clear at the outset that at the present time those VCCFA Executive members who've been involved in Common Table bargaining as it has been structured cannot see themselves' recommending that we adopt that approach again in 2010. Things may change but that is our current view.

There are unifying options that we think deserve more consideration and we will continue to try to engage on that discussion.

fc

Voluntary Equity Audit

FPSE and its local unions are committed to Workplace Equity. In order to provide data to substantiate its efforts to identify and resolve workplace equity problems FPSE has devised an Equity Audit. All members are encouraged to go to www.fpse.ca. They will find an Equity Audit icon on the right hand side of the homepage which will take them to the survey. Participating members confidentiality is guaranteed. More members completing the survey will make it more useful so we encourage your participation. The results of the audit will be shared.

-fc

Since the surprise closure of the International Education Centre at Alberni in June the mystery of VCC International's operation has continued to puzzle us.

We have confirmed a few points:

The continued lease on the building is costing VCC \$90,000 a month, about \$1.1 million a year and that will continue all through 2009 until the summer of 2010 unless someone takes the lease off of the college's hands.

The staffing of VCC International costs the college over \$500,000 year. There are no faculty positions in it.

The college says it has close to 300 international education students in the college, spread in and throughout ESL and several other departments. It tells us that their tuition almost covers the salary and leasing costs of VCC International, so it is not a drain on the college. It is not contributing significantly, but it is not a drain.

We are continuing to pose questions on a number of issues:

-- Transparency

Why isn't there a full explanation of how VCC International is operating? Since we are paying the lease, why aren't we using the IEC building? Since most International students who come to VCC are already resident in the Lower Mainland, why is such a large administrative group required?

--Cost and benefit to departments

Are the additional strains placed on departments dealing with International students being adequately compensated for? Is their work just looked upon as a "freebie" by the college?

--Administrative travel

What has been the cost and benefit to the college of international travel by administration? (This has been filed as a freedom of information request.)

-- Operational issues

Departments dealing with large numbers of international students report a variety of difficulties in communication and support both for them and for the students, why isn't this being dealt with? (We were recently successful in setting up the first face to face meeting between VPs and IRAs from ESL. There will be follow-ups.)

We will continue to monitor and advocate these issues.

-fc

VCC EXECUTIVE COMPENSATION: FYI

“In case you were wondering.....the chart below gives the total compensation earned by our senior college administrators in the 07/08 year. Seems they all earned considerable incentives or bonuses at a time when the College had just announced major budgetary problems!”

~ba

Vancouver Community College Executive Compensation Reporting						
For Fiscal Year 2007 - 2008						
Summary Compensation Table						
Name and Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	Other compensation (\$)	Total Compensation (\$)
CEO	180,000	-	24,300	18,022.37	Car Allowance 9,000.00	240,622.23
Dale Dorn President					CPP 1,989.90 EIC 864.00 Health & Life Benefits 6,330.04 WCB 115.92	
CFO	144,341	-	12,869	13,556.51	CPP 1,989.90 EIC 864.00 Health & Life Benefits 5,597.90 WCB 115.92	179,334.23
Peter Legg Vice President Finance & Administration					Acting Pay 2,575.87	194,652.13
NEO A	151,154	-	16,269	14,668.38	Relocation Allow 12,000.00	200,499.88
Linda Martin Vice President Advancement & Education Services					CPP 1,989.90 EIC 864.00 Health & Life Benefits 7,015.06 WCB 115.92	
NEO B	151,154	-	13,604	14,432.64	CPP 1,989.90 EIC 864.00 Health & Life Benefits 6,339.42 WCB 115.92	
Alan Davis Vice President, Education						
Note:	P. Legg - Increment to Step 5 - June 10, 2007					
	L. Martin - Acting Pay for 4 month term as President Sept. 17th 2007 to Jan. 11, 2008 included in "Other Compensation".					
	CEO, CFO & NEO A Annual Vacation Allotment = 30 days					
	NEO B Annual Vacation Allotment = 25 days					
	NEO = Named Executive Officer					
C:\Documents and Settings\m\anacast\Local Settings\Temporary Internet Files\OLK3\Exec Compensation Reporting 07-08 for PSEA final.xls\Fy07-08 Accrued Basis final						

EDUCATION COUNCIL

Education Council has welcomed new faculty members, Keith Lillyman (Trades & Technology), Heather Chan (Counseling) and Ginny Cathcart (At Large). A by-election for the Arts/Science seat will be held soon.

Council dealt with several policy questions and issues in the three meetings to date this academic year which include:

Affiliation agreements: A working group of Council was struck to look at this issue and make recommendations about the contents of this new policy which will guide VCC when entering into affiliation agreements with other institutions.

Program Renewal: In the previous year, Council approved a new program renewal policy, but coupled it with the infamous C.3.3 policy (Development and Cancellation of Programs) so until C.3.3 was dealt with, Program Renewal could not be taken to the VCC Board for approval. At the November meeting, Council uncoupled the two policies so that Program Renewal could go forward the Board.

A few other things are happening with Program Renewal at VCC.

- Council was notified that program renewal reviews are on hold.
- An external review for SIE's Professional Instructor Diploma Program requested by the VP Education is to be completed by the end of November.

Strategic Plan: At the November meeting, Dale Dorn presented the Strategic Plan update. Dale agreed to return to Education Council in December to continue discussions about this document.

Transfer Agreement: At the same meeting, Donna Hooker provided information about the CIBT/VCC/TRU Transfer Agreement. This agreement was not brought to Education Council, because it is not viewed as an affiliation agreement. There will be further discussion of this issue.

Education Council has reviewed proposals for several new courses, credentials, curriculum changes, etc.

For approval/advice to the College Board:

Continuing Studies

- Kitchen and Bathroom Design Certificate Program – new program proposal
- Paralegal Certificate Program, Contracts – course changes

School of Music

- Bachelor of Applied Music – proposal for new courses
- Dance Diploma, Arts Umbrella Affiliation Agreement

School of Hospitality

- Culinary Arts Management Diploma - Proposal for a new diploma
- Baking and Pastry Arts Management Diploma - Proposal for a new diploma
- Hospitality Management Diploma - Proposal for a change in length of diploma

For information:

Continuing Studies

- Paralegal Certificate Program, Automated Legal Forms II – new course concept paper
- Paralegal Certificate Program – Automated Legal Forms II – new course concept paper
- Course concept paper for a new course - Securities
- Combined Skills Programs
English 12 First Peoples as English 12 equivalent – change to language entrance requirements
- Centre for Transportation Trades
ITA changes to Automotive Service Technician Apprenticeship Levels 1-4

~ba

OPERATIONS COUNCIL

NON REGULAR COMMITTEE

Not a lot of substantive business has come before Operations Council this fall. Each meeting has had reports about the new building construction (on time, on budget), problems with the College computer network (outside access to GroupWise has improved) and College security (the evacuation drills have gone well). However, below are a few of the other agenda items discussed at OpsCo.

October 14, 2008

The Operations Council meeting was highlighted by a guided tour of the new Health Sciences Building. Also presented was information about the recent awarding of the new Broadway cafeteria contract award. We will continue to use Sodexo, but they have promised to invest considerable dollars to upgrade both the cafeteria and the quality of food. They've even promised to hire a chef!

November 12, 2008

An increase to parking rates was voted upon at the November meeting. It passed by a slim margin with the VCCFA and CUPE voting against.

The proposed parking rates will increase per month, as of January 1, 2009, from \$110 to \$127 Downtown, and to \$50.00 from \$30.00 at the Broadway Campus. Concerns were also raised about the changes proposed regarding taking temporary leaves of absence from the parking pool at the Downtown Campus. Those issues will move over to a VCCFA consultation (3.11) meeting. The College indicated that one of the reasons for the proposed change is that only the College lot and the Queen Elizabeth parkade will be used for the parking pool. They are discontinuing use of the other two lots in which we presently reserve space.

~ba



The VCCFA Non-regular Committee has held seven drop-in meetings since October 2007. We discussed issues relevant to our non-regular members including the process of becoming regularized, getting PD, maternity benefits, workload issues, seniority and recall rights, health and dental benefits, pay scale, sick leave and vacations. Recent meetings have focused on the impact of the budget cuts to non-regular instructors. Members frequently brought their own questions to the meetings.



The Non-Regular Committee also organized two events in recognition of Fair Employment Week. Fair Employment week is held at campuses across North America to highlight the working conditions of non-regular instructors.

The VCCFA held a wine and cheese at the downtown office on October 30, and an "un-wine" and cheese at the Broadway union office on October 29 to express appreciation for the contributions of non-regular instructors at VCC. The real wine and cheese was better attended, but both events provided a good chance to socialize and discuss some issues of importance to non-regular faculty.

~ba

EDUCATION IN THE NEWS

VCC in the news.....

Innovative Contracts Benefit Part-Time Faculty Members and Students

VCC ranks as having a model contract for term and auxiliary instructors. Author Peter Schmidt notes, "The low pay, scant professional development, and poor office space given to many part-time instructors...keep them away from engaging students..." Other institutions which significant improvements to their contracts for part-timers are City University of New York, University of Michigan and The California State University system. Only VCC, though, is singled out as having a "model" contract. "Many representatives of part-time faculty members point to this Canadian institution, in British Columbia, as a model for colleges in the United States."

**The Chronicle of Higher Education,
November 6, 2008**

Instructor Layoffs –Letter to the Editor

Director of Marketing and Communications, Stephen Barrington's letter to the editor disputes information in a Georgia Straight article commenting on instructor layoffs at VCC which suggested that 80 faculty were losing their jobs. Stephen says we had 32 instructors who took VDIs and that there are 18 "budgeted" term instructor positions not renewed and approximately 15 instructor layoffs.

**Georgia Straight,
November 6, 2008**

VCCFA comment: The key to why the College's argument is misleading is the term "budgeted" which we assume means a full time equivalent instructor. However, there may be several people who make up an FTE. The VCCFA and FPSE are counting people impacted by the cuts, not FTEs.

Actual numbers shift constantly (as individuals receive layoff notices, notices are rescinded or transfers are applied for which will affect other individuals down the road...). Some of the teach outs will not be complete for another year (i.e. Business Management's teach out ends December, 2009),

and therefore, not all faculty in those departments have yet received layoff notices. Many more instructors, beyond the approximately 15 that have already received layoff notices or have already gone, will be affected by these cuts. 32 instructors took VDIs and were not replaced.

Not everyone seems to be in Barrington's count. So we thought we would give you the numbers as we see them now. These numbers were taken from the latest available seniority list, and we recognize that not all people on the list are necessarily currently working. However, the total number of possibly affected faculty is over 100 people; therefore, the number of 80 used in the article is quite reasonable and may, in fact, be low by the end of the day.

Instructors and Departments affected:

- *VDIs (only one of over 30 were replaced)*
- *Business Management – regular and term instructors*
- *Electronics – regular instructors*
- *Computer Technology – regular and term instructors*
- *Counseling – regular instructor*
- *Dental Technician/Denturist – regular and term instructors*
- *CCA – regular and term instructors*
- *CF Mathematics – term instructors*
- *CF Science – term instructors*

Team Canada Earns Four Golds; Places Fifth Overall in Culinary Olympics

Congratulations to JC Felicella, Department Head of VCC's Culinary Arts Department and team manager of Canada's Culinary Olympics team. JC and his fellow members of Team Canada won four gold medals and took fifth place overall in a field of 32 countries.

**Vancouver Sun
October 25, 2008**

EDUCATION IN THE NEWS

CIBT Partnerships

Business in Vancouver: VCC has signed a partnership with CIBT Education Group and Thompson River University allowing Chinese CIBT business administration and computer sciences students to complete work toward a degree at TRU. VCC's role in this partnership is to provide nine to twelve months of ESL training to bring English skills to an acceptable level for admission to Thompson River University. CIBT's stock went up as a result of this partnership.

Business in Vancouver
Nov. 4, 2008

RedOrbit News reports on the same partnership and provides some information about CIBT. According to RedOrbit, the first group of CIBT students came to VCC in September and will move onto Thompson Rivers University after completing a 9 – 12 month English upgrading program. CIBT plans to recruit many more Chinese students, especially to attend their Burnaby degree granting college and their Sprott-Shaw College holdings.

"CIBT is an education management and investment company with a special focus on the global education market." Its subsidiaries include CIBT School of Business & Technology, Shaw Degree College, Sprott-Shaw Community College, and Sprott-Shaw International Language College. In China CIBT "...owns and operates a network of 48 business and language colleges with a presence in Canada, China, Vietnam, Jordan and the Philippines. CIBT delivers North American and Chinese accredited business and management degree programs, automotive, and diesel maintenance programs, IT programs, travel and tourism programs and career/vocational programs through its network of campuses across China and Canada."

RedOrbit News,
October 30, 2008

The Vancouver Sun reported that a partnership between CIBT and Quest University in Squamish is dead. Quest entered into an arrangement with CIBT as it faced low enrolments and budget problems. The fit between the education management firm and an international liberal arts university was questioned early on. CIBT "...prides itself on job training while Quest promises students an academic journey in the pursuit of knowledge and global understanding."

Quest students and faculty were happy at the demise of the alliance. In the interim, David Helfand, chairman of Columbia University's Astronomy Department has agreed to become Quest's acting president.

Vancouver Sun,
October 21, 2008



Digital Graphic Design Awards

Congratulations to Tene Barber and Jessica Rush as two of their 2008 Digital Graphic Design graduates are among the national award winners of the Applied Arts 2008 spring competition. The work of Rochelle Garrison and Katie Hernandez will stand beside graduates from Ryerson

Polytechnic, Sheridan School of the Arts and York University. Winners' work can be seen in the September 2008 issue of Applied Arts and is also featured on the Applied Arts web site in the Student Awards Gallery. All winning work will be displayed at the Awards Winners' Exhibit, held November 2008, in Toronto. Award winner and former DGD student, Rochelle Garrison said, "Holding a national magazine displaying a piece of your work is the ultimate validation...validation for the hard work, early mornings and probably too much caffeine but also validation for choosing the right school. It's proof that it's not the length of the program but the quality. "

Applied Arts,
September 2008

VCC's New Health Sciences Building - Letters to the Editor

Frank Cosco's letter to the editor on October 24th in response to a Vaughn Palmer article generated reports from both the Minister of Advanced Education and our VP Finance and Administration. Here is Frank's letter:

Re: 'Accelerate' building? Campbell's got billions to shovel out faster, Vaughn Palmer, Oct. 22

"The BC Liberals' capital spending spree includes the much-needed new health sciences building at the Broadway/King Edward campus of Vancouver Community College.

What the government didn't spend is its own story worth telling. Instead of being a publicly financed project or a public-private partnership, the \$55-million building is a PIS (P for public, I for institution, S for students.)

Students already in debt due to overly high tuition fees have been given an offer they can't refuse: Cough up a surtax on tuition if you want to register. They probably don't know what it's for or why they're paying it and they probably won't visit the building, let alone use courses they're signing up for.

Those surtaxes have so far collected more than \$2 million.

The institution has had the same opportunity: Cough up about \$10 million. That's not easy for a place like VCC, which doesn't have philanthropists wanting their names on structures knocking on its door.

Where has VCC gone for the money? Nowhere. Instead, it decided to cut programming significantly, twice in the past five years, and use the savings for its building fund.

The government has coughed up what it said it would: \$44 million. I just wish it would have the decency to say it deserves only 78 per cent of the credit. Coming up with the other 23 per cent has cost the college, its students and the community dearly. *Vancouver Sun*, Oct. 24 & 29, 2008

Both Minister Coell and VP Legg disputed Frank's comments. Coell used the old stale line that this government has provided more money than ever. Of course, he forgot to mention that this government also demanded expanded capacity from the system and did not fund inflation. He also conveniently didn't mention that VCC's administration and board has been telling government for years that VCC is not adequately funded.

Pete Legg says that the additional fees charged to our students account for only a small portion of the \$55 million needed for our new building or "\$240,000 a year over the last four years..." He goes on to say that the college has fundraised to support the building project, but doesn't mention how little money the college actually raised. And finally, Pete insists that "No programming has been cut to fund this expansion." (It must have been a co-incidence).

[Frank sent in a response which wasn't published]

Advanced Education Minister Murray Coell has stated again and again that his government has thrown more money than ever at the Post-Secondary system in BC.

I feel his pain. I've thrown more money than ever at cups of coffee over the years. The clear, simple point is that my coffee payments have kept up with inflation. The government's payments for post-secondary education have not.

VCC's VP Finance Peter Legg response to the assertion that programming has been cut at VCC in order to partially pay for the \$55 million new building at its Broadway Campus is no, no, "it has invested in the project in much the same (way) as a family....choosing to set aside cash through good budgeting." Wow, that's some family.

Imagine being kicked out of the family home and passing by on the Broadway bus to see that they are doing renovations and upgrades with the money they used to spend on you. Coincidence? We think not.

Sad thing is, we have learned that they are still short \$2 million for the new building and believe me, many "family" members are getting pretty nervous about who might be kicked out next.

COLLEGE PENSION: INVESTMENT QUESTIONS AND THE INFLATION QUESTION

Investment

There have been many news items regarding the health of pension plans and some truly scary ones about pensioners and about to retire folks losing significant portions of the wealth they had for decades built up for their retirements.

The status of the College Pension Plan's accumulated wealth is not scheduled to be valued until next year. On November 18th our investment manager posted on the College Pension Plan website [www.pensionsbc.ca] an updated message to members on the state of the plan. He reassures members as to the health of the well-diversified plan. It's important to remember that our plan is a defined benefit plan so the state of investments at the time one retires does not affect the size of one's benefit.

Inflation

The state of inflation protection for the pension benefit has been a topic at several general meetings and will be again at the AGM on the 27th. Suffice it to say here that there are serious concerns regarding the ability of the current Inflation Adjustment Account to continue to augment the basic pension with annual cost of living increases

that match the consumer price index. There are currently talks about an immediate small increase in premiums from both faculty and employers to tide the issue over till a more extensive exploration is possible during the 2010 round of bargaining.

In October, upon the recommendation of the Pension Advisory committee, Presidents' Council endorsed a motion saying that FPSE's position is that

The Inflation Adjustment Account issue should be addressed through a partner commitment to increased funding over five years which would move the IAA towards a sustainable model

The VCCFA abstained on this motion. Before it comes to the provincial AGM next May for final confirmation as FPSE policy we want to ensure that there is the fullest possible discussion of what it will mean for everyone. The membership may choose to instruct its delegates to endorse it but they should be clear that this approach if successful will mean an increase in pension premiums from their current level of about 9% to 12 or 13%. We will not be voting on it for awhile, the first stage in discussion will be on the 27th.

-fc



VCCFA members Nora Ready and Ingrid Kolsteren joined in the "Stand for Homes" campaign at City Hall.

BARGAINING 2007-2010: FISCAL INCENTIVE? BONUS?

This is the sixth installment in a series intended to provide background and context for decisions that will have to be made as the next round of bargaining comes closer. Last year we started the series with "What was wrong with the 2007 bonus? [Sept/Oct 07]. Some of the information in that article is repeated here. Some of the information in Maggi Trebble's summary bargaining report [Mar/Apr 07] is also used here. All articles can be accessed through our website.

Our local committee for 07-10 was chaired by Maggi Trebble and included Malcolm Cant, Mark Goertz, Ingrid Kolsteren, Karen Shortt and Rose-Marie Watson. Maggi represented us at the Common Table as well. FPSE staff representative Weldon Cowan supported the work of the committee. Maggi was the spokesperson across the table from VCC management. Gail Schmalz spoke for the College.

From Maggi's 2007 Report (full report is in the March/April 07 Newsletter):

A. The Provincial Agreement

As we had four times before, the VCCFA voted to join together with 14 FPSE locals and 7 BCGEU locals to bargain collectively at the provincial table for a number of demands that we held in common. This process is always a mix of positives and negatives. In addition to these "normal" pressures, this round had a couple of significant strings attached to it that hampered our ability to address our issues strongly.

Primarily, there was the financial incentive – bonus or bribe – offered to all unions in the public sector as an incentive to complete bargaining by the end of collective agreements and to ensure labour peace until after the Olympics in 2010. By going along with the parameters set by government, the whole public sector could only bargain from a weakened position.

Secondly, the incentive created additional pressure to encourage us to put in place our own artificial deadlines (Feb 16th for provincial bargaining) in order to insure meeting the externally imposed one. These time pressures also set the tone for a pared down list of demands. The VCCFA had earlier voted against the mid-February date but was in the minority.

The Pressure of the Mid-February Deadline

As we approached the February 16th deadline, things began to heat up. There was much discussion and some pressure internally to begin the process of shortening our already short list of demands. As you can imagine, this process is not easy in a group made up of different locals. It is also a strategic question as to the timing. Our local was reluctant to be forced into a position of dropping most demands too soon and being left with virtually nothing on the table to bargain with.

We felt that at least extending bargaining into March in an attempt to also put some pressure on PSEA. In the end after much discussion, the list was pared down.

The final days of common table bargaining mostly involved the 4 union spokespeople and the employers' spokespeople. The rest of the union committee was not directly involved during the final stages of the deal.

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

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

Voting

This time the "no" vote was the majority position of the Bargaining Committee. We were a divided group. Those opposed to the deal were challenged to put forward alternative strategies for pursuing a new deal. We engaged in that process the following day, Saturday. This was a difficult discussion as some were focused on the "what next" and others were focused on a defense of the current deal. Immediately following, when the presidents on the Bargaining Council** met, it became clear that the Friday majority vote to reject the deal had by Saturday afternoon shifted to a vote in

BARGAINING 2007-2010: FISCAL INCENTIVE? BONUS?

favour of accepting the deal. Although we again voted "no" this time we were in the minority. We believe we settled for too little, and too early. The provincial deal was done, but we were still a divided group.

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

Provincial Deal Highlights

- ◆ 2.1% plus additional lift to the top step in each of three years, 8.8% up cumulatively
- ◆ 2.1% salary increase to steps 11 through 2 in each of three years. 6.4% cumulatively
- ◆ Financial incentive: \$4000 per FTE regular instructor, pro-rata amount to all others.
- ◆ Carryover of any unused common PD funds.
- ◆ Vision care maximum claim increase to \$500 every 2 years (was \$300).
- ◆ Joint approach to government for a policy table on current issues.. (fyi: VCCFA brought this initiative to the 2006 FPSE AGM and subsequently to the 2007 bargaining conferences.)

B. Local Bargaining

We never get everything we would like in bargaining, and this round was no exception. There were many issues that we were unable to make any headway on such as: curriculum development, early retirement incentives, an increase to the stipends for renewal and retirement preparation leaves, and paying auxiliaries at step once they are placed.

We filled the room

One of our more memorable moments was when several IRAs were able to join us for one of our bargaining sessions with the college and present their views on their workload issues. The College had an even longer list than us and they were on the whole not successful. Where we had disagreements we stated our position clearly and we did not back down. This round was challenging in that the signing bonus reduced our ability to bring pressure to the table.

Local Bargaining Highlights

- ◆ Advanced Step Placement language for current instructors
- ◆ Joint Union / College Committee to look at Department Head and Co-coordinator workload issues
- ◆ Improved Letter of Understanding to support instructors with students with disabilities
- ◆ Emergency procedures notice posted in classrooms

- ◆ Long term Education leave eligibility after 3years of permanent regular status
- ◆ A mutually agreed process for establishing or revising areas
- ◆ Improvements in language and procedures on hiring and vacation scheduling
- ◆ Shorter posting period for IRA positions
- ◆ Continued phase out of the initial step placement cap
- ◆ Step Placement language for new hires that better recognizes credentials and experience

~ Maggi Trebble

From "What was wrong with the \$4000 Bonus" (full article in the Sept/Oct 2007 Newsletter)

The Carol Taylor Spanner in the Works

From our bargainer and executive point of view when the 2007/10 deal was done it was not because we were happy, or even satisfied with it. It was because there was no realistic alternative. It was a round where we had to limit our goals since we were not able to bargain a way around the \$4000 signing incentive.

What about Next Time?

VCCFA Executive and Bargainers felt that the incentive distorted bargaining in 07 to the extent that too many important issues had to be dropped without a fair test of their "winability." Other locals felt the same way. Our delegation to the FPSE AGM supported the following motion that was carried by the assembly:

That FPSE adopt a policy of opposition to non-negotiable financial incentives which are tied to pre-determined negotiations deadlines; and that FPSE work with other public sector unions who are in bargaining in 2010 to ensure that this kind of incentive does not interfere with free collective bargaining.

It is reasonable to be opposed to these types of incentives. We now have to start over again in 2010 on the important issues we dropped and no doubt some new ones. We need to go at them in a bargaining process that is free from artificial deadlines and we need to work on alternate strategies.

If the government tries this scheme again in 2010, we can't just accept it because others are doing it, because of the novelty, or because of unrealistic expectations of spending power. We know better now and we have to be better prepared.

~fc

Meeting with Board Chair and President

It has been a long-standing practice for the Board Chair and College President to have private hour-long sessions with the leadership of constituency groups. With former board chairs, these were only held annually. The new chair, Don Fairbairn, has said he would like to have these meetings quarterly. He has demonstrated a keen ear for the voice of faculty, students and staff.

We held our first meeting in early November. Ingrid, Brenda and myself met with Dale Dorn and Chair Fairbairn. While it was an extremely frank meeting and we were critical of many aspects of board operations and college budgeting, the Chair seemed to enjoy it and made a point of thanking us a couple of times.

We offered a few suggestions for improving the Board's relations with the college community, essentially going back to some practices of former boards.

Most of the meeting was taken up with the conflicted practice of planning and budgeting that seems to have become endemic at VCC. The conversation got a little heated at times and we are not sure if much was resolved. We will continue to press these points at every opportunity.
-fc



Search for a New VCC President

Search Committee for a new VCC President

Ingrid and I are the VCCFA reps on the board-admin-student-staff-faculty committee which is charged with recommending two or three final candidates for the Board's consideration. Our timeline is still for that to be completed by the first week of December. The firm of Ray and Berndtson handles most of the screening and paperwork for the committee. They were involved with the VP-Education posting that Alan Davis succeeded in so they are quite familiar with VCC personnel and issues.

The response to their enquiries and to the posting and ads has been very good. We have received many very good applications from all over BC, Canada and the US. Our next immediate task is to compile a "long-list" of probably no more than six candidates who our committee will interview.

Ingrid and I have put out a call for possible question and have already received many good ideas, thank you. It's not too late to contribute, simply email us at ikolsteren@vccfa.ca or fcosco@vccfa.ca.

We will continue to advocate for some sort of opportunity for the college community to have a chance to hear from short-listed candidates but we do not have a commitment on that possibility yet.
-fc

GENERAL MEETING, SEPTEMBER 25TH

VCC President: Performance Review

Because of Dale Dorn's impending retirement, the membership agreed to suspend the plan for a performance review done by the membership.

Frank Cosco and Ingrid Kolsteren as the VCCFA representatives to the presidential search committee reported on its activities to date.

Governance Candidates

Candidates for seats on the College Board and Education Council were given an opportunity to speak at the meeting.

We congratulate those elected!

College Board (2008 – 2011)

- Janet Zlotnik

Education Council (2008 – 2010)

- Lorna Downie College at Large
- Heather Chan Student Services
- Karen Shortt Hospitality & Business
- Dale Hunter Language Studies
- No candidate Arts & Science *

Education Council (2008-2009)

- Keith Lillyman Transportation Trades & Technology
- Ginny Cathcart Instructor Education, Instructional Development, Music and Design

We thank those stepping down for their service:

College Board

- Sue Aro

Education Council

- Ted Hougham
- Tene Barber
- Marlena Vanderwal

*A by-election for the Arts & Science seat will be held soon.

Retirement Gifts

VCCFA Policy 1.01.1 was revised so that if any faculty member passes away prior to retiring, the money that would normally have been given as a retirement gift can be donated to an identified charity, cause or named endowment, or to the VCCFA endowment fund, in their memory.

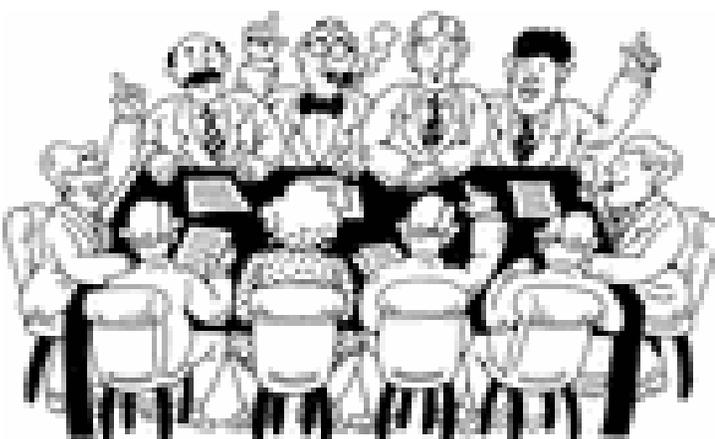
College Downsizing and Budget in 2008/09

Seven programs were slated for elimination. Three of them are presently in a teach out mode right now (Electronics, Business Management and Computer Technology). Three programs were "saved" (ASL & Deaf Studies, EEAW and Drafting). One program, International Education ESL, was discontinued, but students and faculty were incorporated into other ESL departments.

Inflation Protection & College Pension Plan

Brian Haugen, our representative to the FPSE Pension Advisory Committee reported on the scope of the inflation protection issue.

~ba



STEWARD UPDATE

Lots happening - lots of meetings, lots of phone calls, and lots of issues. It has been busy times for stewards.

2008-09 Cuts

The impact of the cuts continues and takes up most of our time. It is difficult to provide an exact number of layoffs to date as things are in flux. About 20 regular instructors have received either an actual or/and an advanced notice. Nine of these have been rescinded. Some people have been able to find other work at the College, usually by transferring, which is good, but unfortunately in some situations that is leading to secondary layoffs. All layoffs are by seniority within an area. More layoffs, some to quite senior people, and terms are in the wings.

We continue to be concerned that the College is not dealing with the cuts and layoffs in a manner that would see them doing everything possible to minimize the impact on our members. The issue of partial layoffs is still not resolved. We had to file a grievance around the College interpretation of our collective agreement transfer language. As well we filed a grievance around the College's termination of a department head position during a "teach out". Job loss is always difficult and these related issues add unnecessary layers of stress for our members. It is especially unfortunate when people are already enduring the traumatic "teach-out" mode. We continue to raise necessary issues around the layoffs; we have been able to so solve some before they got to the formal stage.

Other Issues

There are many other issues that we are working on: scheduling, member to member relations, leaves, accommodations, regularization, benefits, rights of auxiliaries and terms, IRA elections and selections to name some. Our stewards meet regularly to discuss and consult on these and other issues.

Non-Regulars

We've had number of non regular committee meetings and two socials to recognize the work of our non reg instructors. It was good to meet many of you at those events. Look for more non regular committee meetings in the new year.

We are working with the College on the IRA Orientation, Wednesday, December 3. The focus of the day will be hiring, scheduling and mentoring. These are always good days for new and experienced IRAs and those who are thinking of being an IRA. If you are interested in attending, just let HR know.

If you have any questions, concerns, just call a steward or the union office.

for the stewards
Ing

Vacation Carryover

By now you will have received the email from the College stating that if you have vacation days left over, you will need to request carryover. This is as per our collective agreement, Article 7.2. The other part of the message the College sent is that if you have any vacation leftover by the end of March which was not approved for carryover, the College will 'cancel out those vacation days.' You will also have seen this message as part of your pay stub information.

The College cannot cancel or zero out or take away someone's holidays. They are an earned benefit. The union will take up any situation where some one's vacation days are cancelled. While the College can first schedule the vacation days within the fiscal if they have not been scheduled; the Union encourages everyone to schedule and take their vacation days within the fiscal year. However, we recognize that this can at times be difficult, especially for IRAs. If you are not able to schedule your vacation by end of March, please fill in the form and request carryover. And, remember to contact us if you are concerned about this issue.

DID YOU KNOW?

There are still renewal and retirement prep leaves available. Apply now for 08/09. If you have questions, see Article 8.11 for Retirement Prep Leave and Article 8.12 for Renewal Leave or call a steward.

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 man walked into a classroom of engineering students and began to gun down women, murdering 14. They were murdered because they were women.

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

Beyond commemorating the loss of these fourteen young lives, December 6 represents a time to pause and reflect on the phenomenon of violence against women in our society. It is also a time to have a special thought for all the women and girls who live daily with the threat of violence or who have died as a result of deliberate acts of gender-based violence. Last but not least, it is a day for communities to reflect on concrete actions that each of us can take to prevent and eliminate all forms of violence against women and girls.



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 campuses. Please take a few moments to stop by and remember the women who died and who have been victims of violence.

Sing in Solidarity!

Sunday mornings and Wednesday nights

The Solidarity Notes Labour Choir is inviting union activists and supporters of labour and social justice movements to join us. We practise Sunday mornings from 10:30 to 12:30 at the Maritime Labour Centre near Victoria and Hastings, and Wednesday nights from 7:00 to 9:00 at the PSAC office, a block south of the Joyce St. Skytrain station.

We are a group of activists who sing to inspire resistance and encourage social action. The choir has been singing since 2000, at rallies, picket lines, conventions and benefits.

Previous singing experience or the ability to read music is not necessary.

We have recently added the Wednesday choir practices. They are designed to bring new members up to speed on some of our favourite material. So if you've felt shy about joining us previously, this may be a good time to come.

For more information contact Eva Sharell at join@solidaritynotes.ca or visit our website: www.solidaritynotes.ca.



REMINDERS—MARK YOUR CALENDARS

VCCFA ANNUAL GENERAL MEETING
ELECTIONS & SOCIAL
THURSDAY, NOVEMBER 27, 2008
2:30 PM

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

College—sponsored info session
for those facing work disruption
and/or layoff

*Friday, December 12th
Watch for details*

“There’s more to it than money”

Retirement Workshop

Wednesday, November 26th

1—4 pm

Room 629, Downtown Campus

Please call the VCCFA office
(604) 688-6210
to reserve your space

Spouses/partners welcome!

PARTICIPATE

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

Email: info@vccfa.ca

Fax: 604.688.6219

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



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



VCCFA STEWARDS

**Ingrid Kolsteren
(Chief Steward)**

(604) 688-6210 ikolsteren@vccfa.ca

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Brian Haugen	Broadway Campus	871.7393
Wayne McNiven	Downtown Campus	443.8438
Rene Merkel	Broadway Campus	871.7370
Michele Rosko	Downtown Campus	443.8492
George Rudolph	Downtown Campus	443.8360
Karen Shortt	Downtown Campus	443.8525
Janice Sigston	Broadway Campus	709.5640
Karin Steichele	Broadway Campus	871.7206
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**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

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