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THE 2007/2008 EXECUTIVE

Frank Cosco
PRESIDENT (08)

Brenda Appleton
VICE-PRESIDENT (08)

George Rudolph
TREASURER (07)

Dianna Morgan
SECRETARY (08)

Ingrid Kolsteren
CHIEF STEWARD (08)

Cheryl Deyalsingh (07)

Linda Duarte (08)

Brock Elliott (08)

Wayne Avery (07)

Maggi Trebble (07)

Settimio Sicoli (07)

Lizz Lindsay
PAST PRESIDENT

VCCFA ANNUAL GENERAL MEETING & ELECTIONS

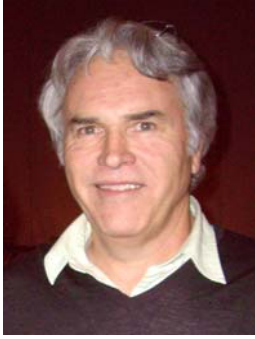
THURSDAY, NOVEMBER 29, 2007

2:30 PM

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

PLEASE BRING ALONG NON-PERISHABLE FOOD ITEMS

MESSAGE FROM THE PRESIDENT



FRANK COSCO
VCCFA PRESIDENT

Memorials

Along with Ingrid and Maggi, I attended two sad but celebratory services recently, the first for Barb Brown and the second for Tom Kozar. Both were extremely well-attended and very moving.

Barb Brown was a former colleague as the faculty union president at the College of the Rockies. She later moved to CUPE and was instrumental in an organizing drive for sessionals at UBC, which, while not successful for CUPE, at least moved the UBC Faculty Association to defend what it regarded as its turf by improving provisions for sessional instructors. After CUPE, Barb became a staff representative at FPSE. While she was not assigned to our local, VCCFA reps had frequent dealings with her at provincial events. She's gone far too early and her contributions will be missed.

Tom Kozar was it seemed never retired from his union and social activism, but had left teaching at BCIT a few years ago. He was the GEU's BCIT rep at provincial bargaining in the 95 and 98 rounds where during the long waiting periods he would regale us (more than once) with his oratory on union and apprenticeship and social and historical issues. His speeches were also part of every BC GEU, and every BC Federation of Labour convention. He had a good labour heart and a good labour head and will be missed. The next time you're in Victoria check out the memorial to those who joined the fight against Franco's fascism in the 1930's. It's there because of Tom. Facing the lawn in front of the legislature, it is immediately across the street to the right.

Invitations to speak on what we have achieved for career stability

I have been invited to speak at two conferences in New York in the spring. TESOL, the large American-based international organization for Teachers of English to Speakers of Other Languages has a standing committee which advocates on behalf of what we would call non-regular instructors. They have asked me to be part of their Colloquium at the annual convention in 2008.



In addition, Joe Berry, author of *Reclaiming the Ivory Tower: Organizing Adjuncts to Change Higher Education*, has asked me to be part of a panel on "New Models of Contingent Faculty Inclusion" at the 2008 annual conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions. In both cases it is because American organizers have become aware of what they regard as the superior and exemplary nature of our collective agreement's comprehensive regularization system and wish to hear directly about it. While always mindful that it is not a perfected agreement, these invitations should be taken as a sign of respect for the collective achievement of VCCFA members over the last twenty years. That achievement was possible because of the work of many, many activists and the willingness of the general membership to take principled stands.

Our well attended Fair Employment Week events were a great chance to

MESSAGE FROM THE PRESIDENT

celebrate the contributions of our non-regulars and to make connections for renewed activism.

Annual General Meeting, Elections, and pre-Christmas Holiday Social

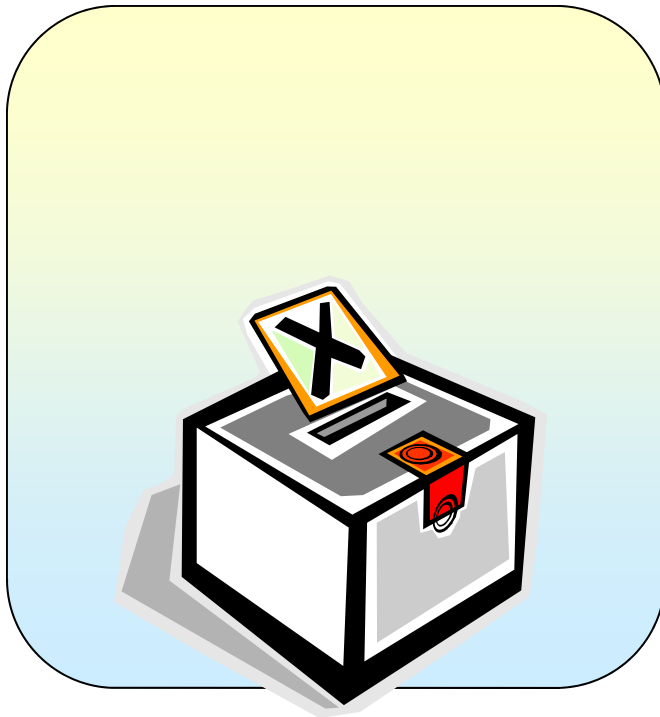
Hope you're planning on attending, Thursday, November 29th from 2:30 pm.

We are again at the Croatian Cultural Centre, where members have always reported being very happy with the food. Audrey in the office is working hard on the arrangements with help from Lizz, our culinary student and George and Settimio our culinary professionals on the Executive.

At the suggestion of the Community Action Committee we are setting up collection boxes for non-perishable food items.

We have sent out a notice regarding elections and nominations. Five executive and six steward positions are up. If you're interested contact Linda Duarte (8512) or Cheryl Deyalsingh (7230).

~frank



AGM Elections

Thursday, November 29th

Elections 2007—2009

VCCFA Executive

for 5 Executive Vacancies—Nominees to date:

Wayne Avery (CF - Humanities)
George Rudolph (Baking & Pastry Arts)
Settimio Sicoli (Culinary Arts)
Maggi Trebble (ESL-ELS)

Incumbent Executives until 2008

Frank Cosco
Brenda Appleton
Dianna Morgan
Ingrid Kolsteren
Brock Elliott
Linda Duarte

VCCFA Stewards

for 6 Steward Vacancies—Nominees to date:

Pauline Barratt (Practical Nursing)
Brian Haugen (Diesel)
George Rudolph (Baking & Pastry Arts)
Karen Shortt (Office & Legal Admin)

Incumbent Stewards until 2008

Malcolm Cant
Ingrid Kolsteren
Rene Merkel
Wayne McNiven
Michele Rosko
Janice Sigston
Karin Steichele

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

Call Audrey at 604.688.6210

ELECTRONICS DEPARTMENT SLATED FOR CLOSURE

VP Davis announced the planned closure of the Electronics Department at November's Education Council meeting. The plan is to shut down the department gradually over the next year as current students complete their courses.

Davis is going to ask EdCo to vote on its advice on closure to the Board in December and expects the Board to deal with the question at its January meeting. He had already met with the VCCFA and with department members to go over his rationale. Two of the main reasons he gives are a chronic lack of student demand and the fact that the program is not a good 'fit' with the Strategic Plan as put forward in 2002. That Plan emphasized Schools and Centres which would become VCC's priorities. At the time, some successful programs like Institutional Aide were not deemed priorities and were immediately cut; others drastically reduced.

A few survived despite not being part of a School or Centre, for awhile they were called 'niche' programs. Most of the former niche programs have been absorbed into other Centres and Schools. The whole School of Technology was created to house three of them: Electronics, Drafting and Information Technology.

As a result of his review Davis has also decided to 'disestablish' this School. Drafting and Information Technology will move, Electronics will be eliminated.

Ingrid and the union stewards are supporting the seven faculty members of the department as they face notice and layoff procedures. Stewards will ensure compliance with all member rights as set out in the Collective Agreement.

The union is also supporting the department as a whole as it deals with the College governance part of a planned closure. We will do what we can to help the department.

It's unfortunate that the so-called strategic plan of 2002, which was really a management exercise in program cuts in order to build-in a structural financial surplus, continues to negatively affect our members.



~fc

CALLING ALL TERM INSTRUCTORS WHO ARE NEW MOMS OR PREGNANT

Are you a term instructor who is pregnant or a new mom?
Or do you know someone in that situation?

Coming up soon, we have our arbitration seeking maternity leave for term instructors. We want to make sure we are aware of everyone who may be impacted by the outcome of this extremely important arbitration.

For more information, please call the union office.



BARGAINING

In our last issue (Sept-Oct) we examined the negative way the fiscal incentive affected our current contract and why our union and FPSE oppose such "bonuses" since they distort the bargaining process so much. As we go into bargaining in 2010 at least we should not be blinded by the novelty if the government attempts to use this strategy again. As preparation for 2010 gradually gets closer we are planning a series of newsletter articles examining the nature of the bargaining system we and other FPSE locals have. This installment starts a historical look that focuses on process, not issues.

1951 - 1990

The Independent Approach

The VCCFA (then called the Vocational Instructors' Association) bargained independently throughout these years. We were not members of CIEA (now FPSE) nor the BCGEU (the BC Government Employees' Union) which has always represented what were termed "non academic" faculty at BCIT and six other colleges. For most of the period contracts were one year in length. There was a significant one week strike in 1974 which established PD as a right and a significant strike vote in the 88-90 round in response to a lockout threat from VCC. Most other college faculty associations were in CIEA but they also bargained independently. Every college had a different pay scale for its faculty. Top steps varied as much as 17%; for example, VIA's top step in '89 was \$49,512 while BCIT's was \$57,936.

1990-1992

The VIA/VCCFA Transition

This contract marked our transition as a union. We stood up to previous stalling tactics of management with a "no contract, no work" timeline and went through a five week strike to get a contract in May 1990 that achieved major gains in workload, protection of our work, salary, PD, and many other significant issues. By the end of it we had become members of CIEA and for the first time we had the assistance of a professional staff rep for the last phase of bargaining.

1992-1994 & 1994-1995

Management gets its act together

During these two contracts, the whole provincial public sector bargaining scene underwent its most significant overhaul. The NDP government acted to centralize management's approach. They created PSEC, the Public Sector Employers' Council, as an arm of the Ministry of Finance. It set the fiscal mandate for the whole public sector. Under it they created several sectoral employer associations, ours being the PSEA - The Post-Secondary Employers' Association. Bargaining authority, especially on cost issues, moved eventually from the College Boards to PSEA. Although they tried to coordinate in

90-92*, CIEA locals continued to bargain essentially on their own. In the face of a monolithic stand from college managements around the province, individual faculty associations realized that they could not move the PSEA on their own. Where necessary in order to prepare the conditions for united action, roll-over, one-year agreements like ours were done in 94-95 so that for the first time almost all post-secondary faculty unions would concurrently be into bargaining by the spring of 1995. **The Coordinated Bargaining Council was chaired by Vinit Khosla.*

1995-1998

Starting Locally and Ending United

This significant round of bargaining took about a year and a half for us, from January of 1995 till June of 1996. For the first time there were coordinated and rotating local strikes amongst 8 CIEA locals. We partnered with the union at Okanagan College and were out for two days in February of 1996. All bargaining had started locally and when impasse was met around the province, eight successful strike votes were achieved. Coordinating the timing of our votes really got the government's attention. A "common table" was convened with delegated representation of all faculty unions meeting directly with the PSEA representing college managements. Reps from four* of the eight locals that had struck represented CIEA. Independent faculty unions and the BCGEU were invited to send reps. The first phase of talks in December 95 and January 96 was not successful and the limited rotating strikes mentioned above were called. After the strikes we ended up in a long mediation chaired by James Dorsey, which culminated with his June 96 "Framework" report, which has since morphed into our Common Agreement. We were successful in gaining a common scale for the first time, a major achievement. **VCCFA, Kwantlen, Douglas, and Okanagan – the other four were North Island, Selkirk, College of the Rockies and Langara.*

...to be continued...

~fc

TWO-YEAR LONG GRIEVANCE SETTLED

VCC EMERGENCY MANAGEMENT PLANNING PROJECT

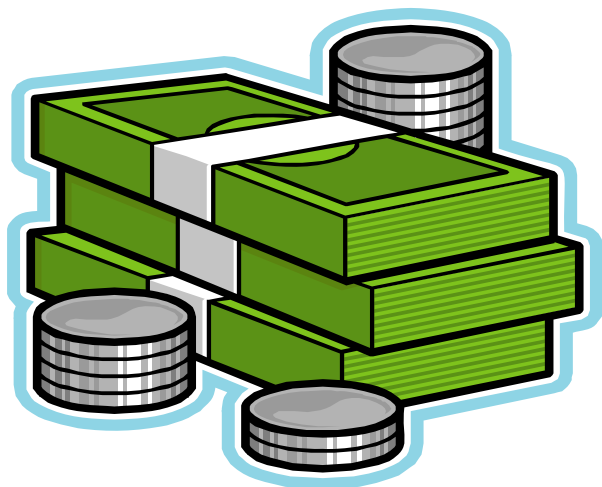
~ Over \$20,000 to VCCFA

The VCCFA is billed by the College for replacement salary costs when activists are on union leave, benefits are also charged but at three different rates as per Article 3.6.3 of our agreement.

A query in 2005 by our former Treasurer, Perry Taylor, led to an investigation of our billing. When we discovered systematic misapplication of benefit rates as well as several large errors, it led to the filing of a grievance. Past President Lizz Lindsay ordered a holdback on payments. Because at the time we were still under the 2001-04 collective agreement we back-dated the grievance to April 2001. When the final tally was done in June of 2007, the total amount of overbilling by the College over six years had reached \$21,000. The union and College reached an ongoing agreement in September which will hopefully lead to better practice.

We thank former Associate Director of Human Resources, Gail Schmalz, current HR Consultant Sharon Carefoot, HR staff Cassandra Mak and all other employees who worked on this for the College for their diligence and patience in researching this grievance in order to check our claims.

~fc



Administration has been working informally on Emergency Response procedures for years. The current formal process started May 25, 2007. Over the summer a couple of administrators and staff researched, compiled and organized information from around VCC, Vancouver support organizations (police, hospitals, ...) and other institutions who have or are developing similar plans.

On September 27 the first open meeting of the Emergency Response Committee (ERC) with CUPE and VCCFA reps present was held. This committee also included four VPs, a couple of Directors and several Managers.

Maggie Ross and Peter Legg reviewed the progress of work so far. Some procedures already exist, but policy and procedures still need to be formalized in a number of areas. A subcommittee structure was outlined for further research and planning in the following areas:

- ◆ Emergency Operations Centre & Response Operations
- ◆ Hazards, Mitigation & Recovery Planning
- ◆ Supplies Procurement
- ◆ Support Plan Development
- ◆ Communications
- ◆ Training & Exercises
- ◆ External Liaison

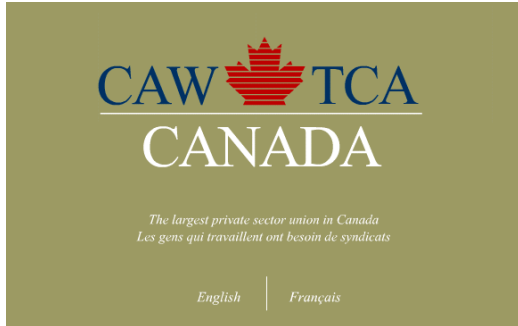
These subcommittees will be made of representatives of the ERC and other related staff, faculty and students.

A plan for the immediate creation of "Building Response" teams was described. These would be comprised of staff personnel since faculty usually have classroom responsibilities. These teams would be responsible for managing evacuation situations (like fire drills).

The second meeting of the main ERC has not been set.

Brock Elliott
VCCFA Rep

The Canadian Auto Workers and the Right to Strike



There has been a lot in the media about the CAW's recent deal with Frank Stronach's Magna Industries. The CAW had tried unsuccessfully for years to organize Magna, which is one of the largest auto parts companies in the world. Stronach actively resisted unionization claiming his workers were better served by a paternalistic employee association. Now, in return for an endorsement from Stronach, the CAW has offered to represent Magna workers but it has to guarantee that they will not have the right to strike. Binding arbitration will be the final settlement device for bargaining. Plants have started to vote for the CAW deal. So, what's the problem?

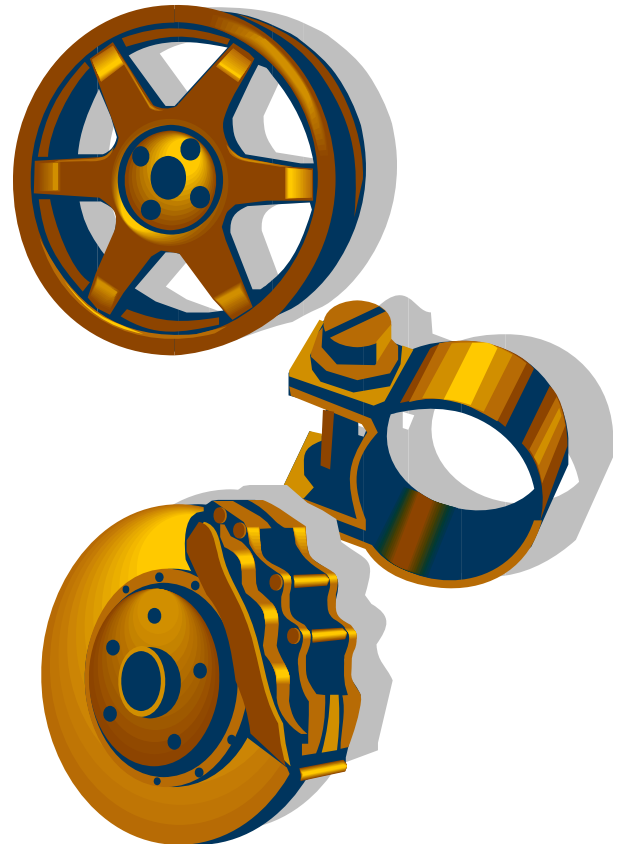
One, it's clear that having the CAW represent you is probably better than an in-house company association, so it's not surprising that workers will vote them in, given that limited choice. A positive vote should not be seen as a plebiscite on the right to strike.

Two, commentators always emphasize the right to strike and rarely comment on the right to take a strike vote. Significantly less than 5% of bargaining in Canada results in a strike being called. Far more situations reach agreement without a strike but with a strike vote. The strike vote is what very often levels the bargaining table in the last stages of bargaining and helps clear the air of rhetoric from both sides. Magna workers in the CAW will never have that tool.

Three, binding arbitration always has a reasonable sound to it, but in fact it's never a full test of the real positions of management and labour. Management can declare that they don't have the ability to pay beyond a certain amount and have an arbitrator generally agree with them. Repeated over a few rounds of bargaining and labour generally is behind where it could have been.

Four, this is a sad day for Canadian labour. The CAW has for years been one of Canada's most exemplary unions, both in terms of the militancy and the success of its bargaining. It's obviously been hit hard by the crisis in the North American auto industry and now the Canadian dollar, both factors outside of its control. It's sad that it feels that it has to go this far to organize Magna. Unfortunately, no-strike arrangements will likely become the common denominator for future organizing efforts in the auto industry.

~fc



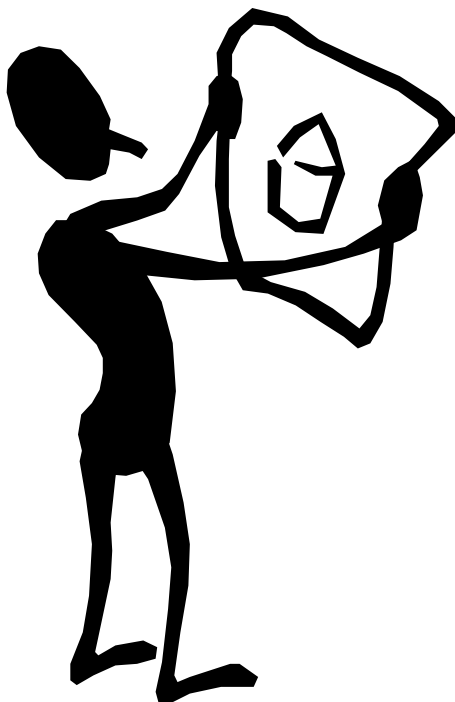
VCC'S NEW STRATEGIC PLANNING PROJECT

VCCFA Input

Many members have received the brochure at home, attended the recent launch or at least heard about the new planning exercise, designed to guide the College towards 2015. So far, the right moves have been made and this process looks legit, unlike the unfortunate 2002 exercise in unilaterally cutting successful programs under the guise of a strategic plan.

The VCCFA Executive has been invited to participate and we have been tossing around a few ideas which we will put before members at the November 29th meeting. This is an open list so feel free to contribute. We welcome your comments either before or at the meeting. This is what we have come up with so far:

- ◆ enhanced student and program support by appropriately staffing the library with librarians, counseling with counselors, and re-instating professional nursing staff
- ◆ enhanced facilities: a desk for every instructor who wants one, for example
- ◆ health inventory of dangerous work environments
- ◆ higher profile for VCC as a citizen/participant in the community; for example, supplying speakers on relevant societal issues, street dinners downtown



- ◆ tuition reductions within the context of an affordable tuition fee policy
- ◆ sustained efforts at getting under-represented groups – faculty and students – into non-traditional areas
- ◆ appropriate and effective environmental initiatives
- ◆ safety at work initiatives
- ◆ succession planning for faculty, including a limited number of ERIs
- ◆ continue and enhance the development of respectful and professional labour/management relations
- ◆ enhanced investment in faculty, VCC should strive to be
 - #3 in PD Funding
 - #3 in Office Space
 - #3 in Technology and Infrastructure Support
 - #3 in Curriculum Development
 - #3 in Education Leave

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 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 Canadian 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, Broadway and Alberni campus. Please take a few moments to stop by and remember the women who died and who have been victims of violence.

The status of our 3.25 Instructional Associates (formerly 6 or 7 Associate Deans and a College Librarian, and before that 6 or 7 Division Chairs) has taken another turn, hopefully for the better this time.

In 2001 the College unilaterally removed Associate Deans and the College Librarian positions from our bargaining unit, several of the individuals involved at that time were simultaneously appointed Deans. We grieved the College's action and the case went up to the arbitration level where it was heard by Stephen Kelleher. In November of 2002 the process ended with a "consent award," a mediated settlement.

It created the current Instructional Associate (the name was not our idea) positions. Originally, there were only two with provision for the number to go to three and they were only eligible for one three-year term. We have since negotiated a quarter position more since an incumbent, Ted Hougham, has been chair of Education Council with quarter-time release for those duties. Although Ted is no longer chair, the College and union have agreed to allow the quarter position (filled by Sue Aro) to stand until the next rotational postings for June of 2008. The other full-time incumbents are Holly Cole and Lyn Lennig.

It has seemed that the College has never been comfortable with the Kelleher award and has tried to limit the functions of the Instructional Associates further than what Kelleher had intended. The union took these issues and the lack of possibility for a second term to bargaining in 2007. No agreement was reached, but after bargaining and in light of the plan to house the positions in the new Centre for Instructional Development, the union started to engage the VP Education, Alan Davis, in discussions.

Those discussions resulted this summer in a new Letter of Understanding (a copy is available from the office or from the website--click "bulletins.") We hope it will improve the working situation for the IAs. It seeks to clarify the functions of the Associates and it allows for incumbents to run for a second term, two positions will be posted in 2008. The LOU is to be reviewed by May of 2008

Elections

Four faculty positions were filled in the October election. Congratulations to incumbents Brenda Appleton (Library) and Marlena Vanderwal (Technology and Transportation Trades) who were re-elected. Congratulations also to Leona Friesen who became the new Health rep and to Sally Gibson who became the new at-large representative. Thanks to Holly Cole for putting her name forward.

A debt of thanks is owed to outgoing member Doug Mauger (Design, Music, SIE), and long-serving members Ginny Cathcart (Health), and Ted Hougham (At-large). Ted, who chaired EdCo for the past three terms, gave a gracious note of appreciation and thanks to all concerned at the October meeting. He deserves the same back.

By-election

Because there was no candidate for the Design/Music/SIE/CID position, a by-election has been called. Voting on November 20 and 21 will only be open to faculty members of these four departments.

Tene Barber is the only candidate.



PENSION HIGHLIGHTS

Update on Inflation Issue

Given that inflation protection has been enjoyed by pensioners but that there are concerns that such indexing may not be sustainable, there has been a series of talks amongst faculty union representatives over the past few months.

As we reported in the last newsletter, government did engage with FPSE and GEU reps and the employers' group on this topic. Again, no consensus was reached.

In an October 3rd letter, a representative of the government's Public Sector Employers' Council did not accept that contribution rates to the inflation account should be increased at this time. It called for the Pension Board of Trustees to "further examine a broad range of scenarios and options" related to inflation so that further discussions could be supported.

FPSE's President Council instructed our appointed trustees to engage in this process.
~fc

Update from FPSE's Pension Advisory Committee October meeting

BC Retired Teachers Association

The college teachers' branch numbers 221. There are several benefits to joining -- check out their website at www.bctf.ca/rta

Removal of Mandatory Retirement

Currently over 80% of instructors retire before 65 so trustees do not consider the lifting of mandatory retirement to be a concern at this time.

Bank of Canada Chair supports Defined Benefit Plans

David Dodge and the CLC are together on this point, he is reported to have said that DB plans are an important stabilizing factor in our free market society.

Attending Victoria Public Pension Conference

The committee picked me to sub for the chair at this Victoria conference

Retirement Seminars

Check out one of the free seminars listed below.

~Brian Haugen

Retirement Seminar Schedule (Fall 2007 and Spring 2008)

These are presented by Pension Plan staff

November 23	Vancouver	Langara	1:00—3:30 pm
January 18	Surrey	Kwantlen	12:00—2:30 pm
February 6	North Vancouver	Capilano	6:00—8:30 pm
March 5	Vancouver	VCC	1:00—3:30 pm
March 5	Burnaby	BCIT	6:00—8:30 pm

Registration forms are available online at www.pensionsbc.ca in the college section under retirement seminars.

VCCFA AGM, ELECTIONS, DINNER & SOCIAL

VCCFA ANNUAL GENERAL MEETING & ELECTIONS

THURSDAY, NOVEMBER 29, 2007

2:30 PM

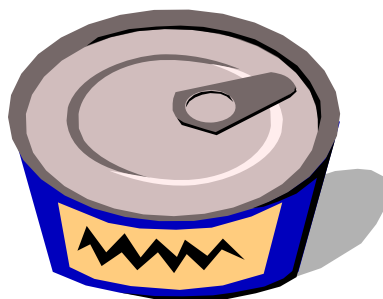
CROATIAN CULTURAL CENTRE
3250 COMMERCIAL DRIVE
(16TH & COMMERCIAL)

The VCCFA COMMUNITY ACTION COMMITTEE requests that everyone attending the AGM bring a non-perishable food item.

The list below includes some of the most needed items for our community. Choose products that are in boxes, cans or plastic bottles and that do not have to be refrigerated. Bread and baked goods are not suitable because of their short shelf life. Items should be recently purchased and in good condition.



Canned tuna
Macaroni & Cheese
Ready to Eat Cereal (*Family size*)
Canned Beef Stew
Canned Chili
Canned Pork & Beans/Baked Beans
Canned Green Beans
Canned Corn
Canned Fruit Cocktail
Creamy Peanut Butter (*Plastic containers only*)
Grape Jelly (*Plastic containers only*)
Boxed Sugar
etc.



Education Council

Education Council

These comments are focused on the policy, not the curriculum parts of the meeting.

October

This was Ted Hougham's last meeting as chair and he was gracious with his thanks to many. He'll be staying on policy committee.

There was an interesting review of the substance abuse counselling program in Continuing Studies.

Some discussion still about EdCo's role in program reviews.

There was a useful review of timelines on many pending projects, including the important one on partnerships and affiliations and VP Davis' review of Continuing Studies.

November

VP Education, Alan Davis, gave notice of his motion to cancel Electronics. Decisions will come at later meetings.

There was also a discussion paper presented on how EdCo and the College should deal with significant program changes.

Operations Council

November Meeting

The VCCFA has two votes on this Council, which deals primarily with "non-education" issues. Brenda Appleton and Frank Cosco are our representatives.

Tuition

There was a surprise motion from the college to raise fees across the board for the August 08- July 09 academic year by 1.9%. The amount was determined by using CPI as a guide. We spoke and voted against the motion. VP Legg said the college reserved the right to increase international fees by a greater amount but added that they do not have a plan to do so at this time. The motion to increase fees passed but only by 6-5.

Operations Council

Weekend Cleaning

While we are hearing positive things about the new cleaners, we continue to get complaints about the condition of the student washrooms on the weekend. We raised these at the meeting and will follow up.

Updates: Human Rights and Harassment Policy, Broadway Building, and Strategic Plan

Maggi Ross has done a good job of updating the Policy after five or six years of use. The building project remains on schedule. and we advocated for a special "table" during strat plan talks for "practical" matters like those OpsCo deals with.

Computer Services

Interim Head Neil King gave an impressive report on progress to date. Our system has required a major overhaul which has helped stabilize functions. More redundancy is being built in and there's a hope of launching wireless next spring. The hiring process for a new Director is in its final stages, Mr. King is not a candidate but will remain involved as a project team leader during a transition period.

Emergency Planning

When we brought up lack of phones within classrooms and that many instructors are using their own cell phones as a emergency device, we were told that the college is looking into installing a kind of simplified in-house phone.

~ Frank Cosco and Brenda Appleton



PRESIDENTS' COUNCIL ACTIVITIES

FPSE's Presidents' Council is made up of four executive and the 19 presidents of locals from 10 colleges, 3 university-colleges, 2 universities, 3 institutes and our one private sector local. PC generally meets 5 or 6 times a year plus teleconferences. Our October meeting was held in Victoria where we coupled it with a "Lobby Day" at the Legislature.

Lobby at the Leg

It took a lot of work for our staffer, Phil Legg, to set up all the meetings. Most were fruitful. We started with a committee room to ourselves and the top staff of the Ministry of Advanced Education plus Minister Coell. It was certainly a welcome change from the "deep freeze" approach of the previous Minister Shirley Bond. Minister Coell and his Deputy Maura Quayle were fully engaged in the hour plus discussion. Cindy Oliver was able to make our fundamental points about funding, engagement with stakeholders, re-regulating the private sector, and tuition. Individual presidents were able to present on other topics. I used the opportunity to press for tuition-free ESL and for an overhaul of how the Industry Training Authority engages with colleges and programs. It was interesting that Minister Coell said the government would use the post-secondary, non-university policy table as a forum for further discussions before deciding on many Campus 2020 recommendations. There was no hint of any appetite to take any further immediate action.

We then broke out into regional meetings with Liberal MLAs. Our lower mainland group did not get a good hearing as only an MLA from the Mission area and one from North Vancouver attended. The former seemed to only want to berate us for supporting the CFS call for a 10% reduction in fees and the latter only made one single comment to say that he supported Capilano becoming a university.

Later we met with members of the NDP caucus from all over the province. They are already onside with most of our points. In opposition they can only do so much but it was good to get such a sympathetic hearing and as they

absorbed more details about the negative affects of some policies it may help their questioning of government stances. We were able to make contact with their education "critics" and with Vancouver area MLAs and will be following up on invitations for more detailed talks.

PC Business Meeting

Several ad hoc committees are continuing their work. There are small groups working on age-neutral pensions, organizing, policy updates, and ITA responses. A group is preparing to meet with government and employers through the policy table.

We discussed the government's response to our proposals around the Pension Plan's **Inflation Account**. We have instructed the Trustees to look at other alternate models for looking at the inflation issue.

Our ads in the **Better Funding//Better Futures** campaign are up around the province and city and public support for those positions was mentioned to the Minister.

In June of 2008 there will be a triennial **Canadian Labour Congress** convention in Toronto. We may be eligible to send a delegate (perhaps two) through our membership in FPSE which in turn is a member of the National Union of CAUT. Presidents' Council will have the final say on who can represent us.

You may have read an article in the Vancouver Sun recently on **Sharon McIvor** receiving the Geller Award for Human Rights for her many years of tireless work on behalf of disenfranchised female "Indians" and their sons and daughters. She has won a major court decision but the government is appealing and a fund raising campaign has begun to help. Sharon as president of the employee union at the Nicola Valley Institute of Technology is a member of Presidents' Council. PC approved a \$5000 contribution and VCCFA executive approved a \$100 donation. I was pleased to attend the award dinner in her honour in Vancouver recently and it was really inspiring to hear of her often lonely 22 year battle. She's not lonely any longer.

-/c

STEWARD UPDATE

There's been a lot happening lately. Here's a brief look at some of the main issues we've been working on.

Electronics

We've just recently heard the distressing news about the College's recommendation to shut down the Electronics department and relocate the other two departments in the Center of Technology. This will have a very serious impact on 7 regular instructors in Electronics. Currently three instructors are on advanced lay off notice. We are working with the instructors during this difficult time.

TESOL

We were pleased to learn of the College decision to move the Teaching English to Speakers of Other Languages program from Continuing Studies and into base budget and have TESOL faculty be part of the VCCFA. We'll be having discussions with the College on this.

Elections or Selection of Department Heads and Coordinators

Stewards are involved in over a dozen postings, most are elections. They generally happen twice a year, at the end of December and the end of June. If you have any questions about any of the postings, just give us a call.

Instructional Associates

After many discussions with the College we've agreed to some minor changes in the roles of the Instructional Associates that will see these positions more in line with other IRA positions. One of the changes is that the positions are now capped after two terms instead on one term. There are three Instructional Associates. Two of the positions will be up end of June.

Pending Arbitrations

We'll be at arbitration in early December regarding our Maternity Leave for Term Instructors grievance.

Later on in the spring we'll be going to arbitration

to clarify the status of PD if an unfortunate bereavement leave is necessary.

In addition, and although we've had many discussions about the College's inappropriate hiring of auxiliary instructors instead of terms, this issue is still not resolved; so, we have advanced it to arbitration. We are committed to rights of our non regular instructors and remain hopeful that we will be able to resolve this important issue soon.

Instructors with Responsibility Allowances Orientation

We had a very good IRA orientation on November 9 with a focus on how to develop a well functioning department. These sessions are held twice a year, jointly planned by the College and Union. The next one will be this spring.

Celebrating the Work of Non-Regular Instructors

~ Fair Employment Week ~

We had two social events last month to acknowledge the work of non-regular instructors. Both the wine and unwine and cheese were very enjoyable. Thanks to those who came out. It was very nice to meet so many new folks. We will be having a meeting soon to focus on non regular issues.

Stewards

It's almost time for our annual general meeting which means not only a social but also elections. If anyone is interested in running for a steward position, just give us a call and we can tell you more about what's involved. And of course if you have any questions about the collective agreement, just call and we'll make sure a steward contacts you.

~ing

DID YOU KNOW?

Psychological Services

Under our extended health we are eligible for up to \$1000 per calendar year per family member for the services of a Clinical Psychologist. Make sure they are a registered clinical psychologist so that they are covered.

Professional Development

PD is an instructor initiated activity. All regular and term instructors who work half time or more for 7 months of assigned duty, sick leave or short term disability are entitled to 15 days of PD time. If you complete 8 months, it is 20 days of PD. You do need to submit a PD proposal form. PD is to be taken normally within the fiscal year. If you have any questions, give us a call.

Moved? Moving?

Remember to notify the VCCFA office of your

New address
Telephone number
Email address



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

PARTICIPATE

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

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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

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