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THE 2003/2004 EXECUTIVE

- Lizz Lindsay**
PRESIDENT (04)
- Frank Cosco**
VICE-PRESIDENT (04)
- Perry Taylor**
TREASURER (03)
- Colleen van Winkel**
SECRETARY (03)
- Ingrid Kolsteren**
CHIEF STEWARD (04)
- George Rudolph** (03)
- Settimio Sicoli** (03)
- Thomas McLeod** (04)
- Brenda Appleton** (04)
- Cheryl Draper** (04)

Special Meeting
3 pm
Thursday
Nov. 6
City Centre
(112)

Pension Info

Get Your PD Funds

Bigger Surpluses

CIEA's Work

Annual Meeting
Nov. 27th
2:30 pm

Arbitrations

First GLBT Conference

What's the College Board Doing?

MESSAGE FROM THE PRESIDENT



LIZZ LINDSAY
VCCFA PRESIDENT

IT HAS BEEN great to get together with so many members at Departmental Meetings, the IRA lunch and meetings with special groups this fall. It reminds us of how fortunate we are to be working for you and with you. We want to assure you that we will be addressing your concerns and suggestions with the College at our regular meetings with them.

LAYOFFS CONTINUE TO hang over the heads of members. It is hard to work under the uncertainty of layoff notice and our hearts go out to you. This brings uncertainty around transfers and scheduling in other departments further compounding the stress.

WE'VE HEARD CONCERNS about decreased enrollment and note that the College's financial statements indicate tuition fees revenues are much lower than anticipated. It appears that the market we were to attract with the higher fees may not have found us yet. Things continue to be a struggle as we work through this difficult transition at VCC.

WE CONGRATULATE OUR new fellow union, CUPE 4627, which now represents staff at both campuses. We have sent greetings to the local and look forward to a good relationship.

OUR NEW WEBSITE www.vccfa.ca has survived its first month.

THIS PROJECT HAS taken several years to complete and our thanks go out to Susan Safyan, Lorna Downie, Frank Cosco and Audrey Vickaryous for all their work in getting us launched. We'd love to hear your reaction.

IF YOU HAVEN'T had an opportunity to see the results of the Survey on the effectiveness of the Union, you can find it on our website. Click on News—Newsletter—September 2003.

THANKS TO THOSE of you who participated. It will inform our work on your behalf over the next year.

OUR NEGOTIATING COMMITTEE has been working hard to get your input this fall. Demands for bargaining are a bottom up process. We especially want to hear from term and non-regular faculty so that your issues aren't forgotten.

THE COMMITTEE HAS requested a special general meeting. That will be held on campus on Thursday, November 6th, 3—4:30 pm, City Centre Theatre, Room 112.

WE ARE LOOKING forward to seeing you at our AGM and Social, November 27 at the Croatian Cultural Centre, 2:30 pm.

In solidarity,
lizz

Visit us at
www.vccfa.ca

REPORT FROM SEPTEMBER BOARD MEETING

Financial Report

For the first quarter of the fiscal year

THE COLLEGE'S FINANCIAL Services Director, Peter Legg, reported that the College surplus stood at \$1.7 million, \$358 thousand above the budgeted amount of \$1.4 million.

INCLUDED IN HIS report was an initiative by the International Division to pursue a licensing agreement with United Kingdom Universities to run their MBA programs for international students. This brought some queries from Board members, who wondered how it fit with our Strategic Plan. It was left that there would be further discussion about it. Mr. Legg also reported that the government had granted \$400,000 to the College in "one-time overhead/lease funding" which will be used to help with fiscal issues at the International Education Centre, a base-funded offering will be moved there, at this point an ESL-Outreach Centre.

The College's response to the Ministry's paper on Mandates and Responsibilities was discussed.

Both Board Chair Gordon Barefoot and President Dale Dorn shared their individual responses. There was no intent to attempt a response from the College as a whole. Mr. Barefoot's response was fairly critical.

He said he was "disappointed" with the government still asking

questions after two years and not having a proposal to respond to. He called upon the government to have a much more inclusive and effective process for gathering input on concrete proposals, a process that would include face to face meetings and one that would include students, staff and faculty unions. He called upon the Ministry to take some leadership in terms of "institutional expectations," "access and programming" especially with regard to "disadvantaged groups."

Two quotes from President Dorn's personal response :

"I recognize that there is an issue of societal preference for the academic path and this does need to be addressed if we are to manage emerging skills shortages."

"Although I applaud the move to 'block funding'...(it) does have the potential to encourage institutions to all rush to the delivery of relatively low cost, popular (to registrants) and easy-to-deliver programs, at the expense of other high cost programs... An example for VCC is a long history of serving large numbers of students in ABE, ESL and ASE programs that are relatively expensive to deliver. Although happy and proud to lead the system in these areas, block funding provides

little incentive for us to remain dominant in this work..."

[the VCCFA's response to the paper can be found through a link on our homepage, www.vccfa.ca]

New Board Sub-committee on Human Resources and Compensation

This new committee will "ensure that management resources and plans are in place so that qualified personnel will be available for succession to executive positions at the College...and report on this matter at least once a year."

[The VCCFA pointed out that no such clear mandate was included for succession or any other approach to the needs of the 1000 other non-executive positions at the college.]

VCCFA Points Raised: Great Northern Way Campus; Open Committee meetings

WE ASKED ABOUT any further communications on possible VCC involvement with the new Emily Carr, BCIT, SFU and UBC site between our two campuses. The President replied that there was no interest on their part in pursuing anything with us.

WE AGAIN OBJECTED to the closed nature of all board committee meetings and called for them to be open. It is not appropriate for public college governance committees to conduct their affairs in private.

REPORT FROM OCTOBER BOARD MEETING

Financial Report

For the second quarter of the fiscal year

The College's Financial Services Director, Peter Legg, reported that, halfway through the fiscal year, the College surplus now stood at \$3.4 million, \$1.2 million above the budgeted amount of \$2.2 million. Forty percent of the \$1.2 M (\$480 K) was labeled timing differences, the other \$720,000 was accounted for in various ways. All this when student tuition brought in \$1,542,000 *less* than anticipated.

Kind of makes you stop and wonder doesn't it?

The Board Chair started to wonder a bit as he commented that last fiscal year, "timing differences" were also used as the reason for quarterly reports of surplus and were supposed to go away by the end of the year, but didn't. He also wondered if people might be "putting away" dollars and that perhaps greater fiscal oversight is needed.

If you would like a copy of the second quarter report, please contact the union office.

Quarterly updates on the Strategic Plan Implementation

The Board has requested that it receive these along with its quarterly financial reports.

Report from the Board Chair

The Chair commented on the meetings he and the President had had with constituency groups the week previous. He stressed the importance of these meetings, which he hoped would be at least semi-annual, and reminded groups that he had left an open invitation to contact him when any group felt there was an issue of importance. He said that the new CUPE 4627 local at VCC had discussed workplace issues; the students had focused on tuition fees, the administrators had been quite positive about delivering on the new Strategic Plan; and that their morale was quite positive; and that the VCCFA had raised a number of issues (see our comment below).

VCCFA Points Raised: Highlights of session with College President and Board Chair, Court Action Filed in Supreme Court

Highlights of session with College President and Board Chair

We elaborated briefly on some of the points we had discussed.

--The need for Early Retirement Incentives

"retention and recruitment."

It seems our college hears it as "retention and retention."

We pointed out that in order to renew or recruit it may be advisable to assist those who wish to leave early in order to create spaces or openings.

Acting in a planned, measured way can be advantageous, rather than waiting till large numbers leave at forced retirement dates. This college was a leader in this strategy over the last decade. Almost 100 full-time faculty, as well as admin and staff, at top step took advantage of this scheme during this time (even the former head of Human Resources). This fiscal year is the first in a very long time that the college doesn't have anyone leaving with an ERI.

--The unusually high number of pending arbitrations.

While emphasizing that occasionally arbitrations are absolutely necessary for resolving a disagreement, we did point out that having five pending was unusual and that perhaps that was a sign of some shift in attitude. We tried to signal to the college that we always remain open to seeking settlement.

--Recent rulings by SunLife to end Short-Term Disability Benefits for some members. The increasingly severe decisions of our short-term disability carrier, SunLife, regarding faculty's ability to return to work and the concerns

REPORT FROM OCTOBER BOARD MEETING

that raises for departmental operations are issues that we think we share with the College and we continue to discuss ways to address them and what our options may be.

--Substandard Worksites

Lizz flagged the office space overcrowding and congestion that she had seen in recent departmental visits. We will continue to bring this issue to the College. Please contact us with your concerns.

--Denial of Access to Board Committee Meetings

We repeated our request that these meetings be reopened.

Court Action Filed in Supreme Court

WE INFORMED THE Board that an action was being filed. It regards an alleged violation of the College and Institute Act in that the College administration changed the length of some student terms without taking the matter through appropriate governance forums; i.e. the Education Council and the College Board. The VCCFA feels supporting such an action was necessary to protect the integrity of those forums and the respect for due process in educational matters.

Professional Development Funds Update

CAMPUS COMMITTEES REPORT that as of October, most of the \$100,000 fund remains unspent. Members are reminded to get their requests in as soon as possible and not wait to the last weeks before the deadline. **Claims must be in by the end of February, 2004!**

The standard pro-rated PD Fund amount for a full-time instructor is \$240. However, members may request more than this amount. The amount that exceeds \$240 will be considered as a "top-up" request. If there are available funds at the end of the fiscal year, a member will be eligible for a percentage of the additional claim. All claims must be filed by the end of February.

For further information call one of your PD Funds committee reps.



City Centre

Wayne McNiven 8438, Moreah
Hamend 8523, Millie Yuen 8332
KEC

Fred Grimann 7394, Peter Hopkinson 7285, Wayne Avery 8449

Adjudicated PD Funds Update

WAYNE MCNIVEN (8438) and Brenda Appleton (7343), who serve on this new committee with VP Joan McArthur-Blair and Dean Dave Donaldson, wish to remind members of their eligibility for this fund. As of October about \$30,000 of the \$50,000 is still available.

THIS PROCESS HAS its own form and set of rules and conditions. An individual request must be for between \$250 and \$1000. An individual may receive funds once every second year. It is not to be used for purchasing items covered by the PD Funds Guidelines. It can be used for costs of getting to and attending conferences and course tuition.

THERE IS ALSO provision for departments to access the fund annually for workshop/event/speaker costs. To date, eleven departments have done so this year.

ALL REQUESTS MUST be in by the end of February, 2004. For further information call Wayne or Brenda.

Our bargaining committee

Continues to hold sessions with individual departments



THEY WILL CONDUCT another discussion session at our Special Meeting on November 6, at City Centre, in Room 112 (Theatre), 3:00 pm to 4:30 pm.

Bargaining Conference: October 24 and 25

IN PREPARATION FOR the upcoming bargaining year, CIEA hosted a provincial conference on Friday and Saturday past. The 16 CIEA locals actively involved in bargaining next year sent their Chief

Stewards, Chief Bargainers and Presidents. Our Negotiating Committee will be reporting in more detail. Suffice it to say that we have a strong position on both issues and process.

THERE WILL BE another Bargaining Chairs' meeting in November and another Bargaining Conference is scheduled for February.

YOU CAN READ CIEA's media release on the conference by going to our website and clicking "News" and then "media releases."

WATCH FOR FURTHER communications from our committee.

**SPECIAL MEETING
THURSDAY, NOVEMBER 6
ROOM 112 (THEATRE)
CITY CENTRE CAMPUS
3:00 PM—4:30 PM**

MORE NEWS

Joint Steering Committee

THE JSC IS a union-management committee that oversees the evaluation and appraisal process and other tasks listed for it in the collective agreement. It has recently completed final drafts of criteria and processes for the evaluation and appraisal of instructors when they are acting as Coordinators, Department Heads, Assistant Department Heads and Instructional Associates. We have shared them with those IRAs who attended the union lunch for the group, and the union executive has approved them in principle. If anyone would like further information, please contact the union office.

Publicity and Action Committee

THE PUBLICITY AND Action Committee has scaled back its activities this fall. We are continuing a quiet outreach to those in the community affected by the actions of the College. Members of the Committee who also happened to be members of the provincial professional association of ESL instructors took part in responding to a task force set up by the Ministry of Advanced Education and the Ministry of Community, Aboriginal and Women's Services. They are looking at the complicated jurisdictional, programming and funding issues around the delivery of ESL in B.C. If anyone would like further information on the task force and what was said, please contact the union office.

Fair Employment Week

October 27 -31

FOR THE THIRD year an initiative to highlight inequities for post-secondary educators is taking place at colleges and universities around North America. It is a multi-level, multi-faceted lobby effort whose primary goal is to raise awareness around the unfairness of employment conditions for many new, temporary or part-time educators. Local faculty associations set up most of the activities. For Canadian examples go through our www.vccfa.ca website under "links", to CAUT's homepage and then to "events." For American examples, go to the American Federation of Teachers' homepage, aft.org, and hit the Campus Equity Week button.

Keith Holler, a founder of the Washington State Part-time Faculty Association, is familiar with the provisions the VCCFA has for part-timers and non-regulars

colleagues. His article can be found at www.chronicle.com/jobs/2003.

EdCo Elections and Orientation

CONGRATULATIONS AND APPRECIATION to those faculty who let their names stand for election. The new group will be taking their spots in November.

BY-ELECTIONS ARE BEING held for the Library and Learning Centres rep and for a rep from the Careers, Design, Trades, and Technology Division. The candidates are Brenda Appleton and Robert Kunka respectively. Please support them.

THE VCCFA HAS hosted a meeting of faculty reps before their first meeting.

Continuing Members: Heather Chan and Lorna Downie

Newly-elected or re-elected: Ginny Cathcart, Frank Fornelli, Ted Hougham, Dale Hunter, Stephanie Jewell, Terry Mills

PARTICIPATE

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

Email: vccfa@telus.net

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

UPCOMING EVENTS

Special Meeting

Thursday, November 6th,
3 pm, Theatre, Room 112, City Centre Campus

3rd Annual VCC East Indian Dinner and Dance

Time: 6:00 PM, November 13th
Place: Fraserview Hall, 8240 Fraser Street, Vancouver, 604-322-6526
Tickets: \$15.00 per person (GST inc) for buffet and fun entertainment,
BYOB if you wish

Tickets are still available for this event. You can contact any of the listed employees at all 3 campuses for tickets and at KEC tickets will be sold in the staff cafeteria from 12 to 1 next Tuesday and Wednesday, November 4th and 5th.

KEC Contacts:
Vanita Puri @ local 7333
Jean Mcleod @ 7003
Veronica Jorna @ 7214
Carol Sicoli @ 7011
Sunny Gujral @ 7049

IE Centre Bookstore: Alexandra Henderson @ 5911

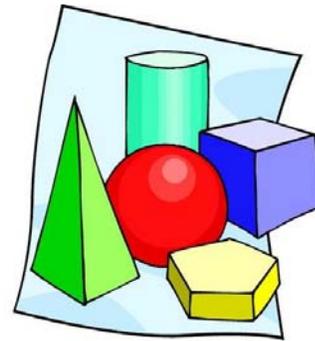
CC: Roseanne Ashworth @ 8313
Carey Stoneberg @ 8314

The First Conference for Gay Lesbian Bi-Sexual Transgendered Faculty in the College-Institute System

CIEA IS HOSTING and funding a full day GLBT conference in Vancouver on Saturday, November 22nd. CIEA will fund one member from each local and locals may support additional delegates. Anyone interested in attending should contact Lizz Lindsay at the union office.

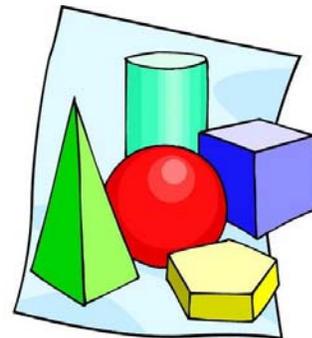
BC Federation of Labour Convention

The Federation holds its annual convention, Monday to Wednesday, November 24 to 26th. CIEA may have some spots available for VCCFA members who wish to sit in on some sessions. Contact the VCCFA office. It will be held at Canada place.



VCCFA Annual Meeting

Thursday, November 27, Croatian Cultural Centre, 2:30 pm



COLLEGE INSTITUTE EDUCATORS' ASSOCIATION WORK

CIEA HAS BEEN active on a number of fronts. For further information on any item of interest please contact the office.

THROUGH ITS WEBSITE (www.ciea.bc.ca) and under the "Resources" button you can find its submissions to the government on the Mandates and Responsibilities discussion paper and its submission to the Standing MLA Committee on Finance.

THROUGH PRESIDENTS' COUNCIL, CIEA is conducting internal reviews of policy on governance matters and on strategic directions.

IN ADDITION TO its major Bargaining Conference this fall, all the standing provincial Committees have working meetings as well:

Pension Advisory (our delegate is Vinit Khosla)
Status of Women (Margaret Nelson who replaces the retired Raminder Dosanjh)
Professional Development (Brenda Appleton)
Status of Non-Regular Faculty (Thomas McLeod)
Human Rights and International Solidarity (Marg is filling in here too)
Education Policy (Colleen van Winkel)
Occupational Health and Safety (George Rudolph)
Contract Administration (Chief Steward Ingrid Kolsteren)
Bargaining Coordination (Negotiating Chair Vinit Khosla)
Executive (Frank Cosco)
Presidents' Council (Lizz Lindsay)

CIEA WILL HAVE its usual important place at the BC Federation of Labour Convention later in November and has sent Executive Delegates to the Canadian Labour Congress mid-term conference and is sending the Chair of the Contract Administration Committee to the CAUT (Canadian Association of University Teachers) meeting of grievance chairs later this month and has also sent two delegates to CAUT Librarian's Conference.

UNFORTUNATELY, CIEA IS dealing with transition issues as two of its locals, 17 and 20, are having their institutions taken away from them by the provincial government.

LOCAL 17 IS the Faculty Association of the Open Learning Agency, which is being taken over by BCIT, and Local 20 is the Association of BC Education Professionals who have been employed by CCTT, the Centre for Curriculum, Transfer and Technology. Some members of the latter group will be absorbed by Camosun College.

CIEA REMAINS WITH 16 locals representing faculty at public institutions and one local representing faculty at three private institutions.

CIEA's first GLBT Conference is scheduled for Saturday, November 22, 2003



STEWARDS

REPORT FROM THE STEWARDS

Steward Update

IT IS TURNING out to be an excessively busy fall for stewards. As soon as one issue is resolved, another one or two or three pop up. They include a wide range of issues and questions. Although we continue to solve and work out the majority of issues informally, we do currently have 5 grievance heading for arbitration. This is definitely a lot; it is considerably more than we've had in the past. Thankfully we have full CIEA support. As we sort out arbitrators and dates, we remain open to resolving these grievances.

A DISTURBING TREND we are seeing at the College is a more managerial approach to issues. The College seems quicker to consider discipline for our members. This is a troubling change as we value the collegial problem solving approach that has been used in the past.

ONE AVENUE WE have to raise issues is our 3:11 meetings. These meetings are under Article 3:11 in the Collective Agreement and are specifically meant to provide a means to meaningful and 'serious exchange of information and ideas'. We consistently raise the issue of Early Retirement Incentives and Voluntary Departure Incentives at these meetings.

AT OUR LAST 3:11 meeting, the College stated that they are considering/discussing offering Voluntary Departure Incentives.

THESE INCENTIVES WERE offered last year in areas where there were lay offs. We will let you know as soon as we have more information.

IN THE MEANTIME we strongly advise anyone who is considering retiring or leaving the College to contact the Union **before** writing to the College.

THE WORK OF stewards includes doing department elections and sitting on selection committees. This fall stewards are involved in over a dozen elections and selections.

THE IMPACT OF the cuts, layoffs, transfers and recall continue to impact departments and the lives of our members. There continues to be questions, issues and much distress, upheaval and much uncertainty.

AT THE SAME time the departments who are increasing are going through growing pains and experiencing a different kind of stress. In all, interesting and challenging times.

IF YOU HAVE any questions, please call a steward. We will try to answer your question or get the answer. Watch for more Steward Drop Ins coming soon.

In solidarity for the stewards
ing

DID YOU KNOW?

- ◆ We are able to take Retirement Prep Leave at half time
- ◆ We have Compassionate or Family Illness Leave. This means we have up to 5 paid days per year for compassionate reasons or family illness.

Use of College E-mail

We would like to strongly caution faculty about use of College e-mail as your main communication tool at VCC.

We would suggest that any issue that may have an emotional component, challenge or question, is better communicated face to face than by e-mail.

Face to face communication allows for clarification and eliminates the possibility of dissemination to the wider community.

PENSION INFORMATION

Here are some bits of pension-related information that may be of interest to members.

1. Retiring Soon?

Retired College Pension Plan members can now join the College Instructors' affiliate of the British Columbia Retired Teachers' Association. For an annual fee members receive advice on a host of retiree-related issues, including medical and dental plan information. Members can also join group plans for travel, home and life insurance. Brochures are available at the VCCFA office.

2. Retiree Benefits

Retirees now have to pay half the cost of MSP premiums. (They were fully paid before). There have also been increases in the deductible for dental and extended health benefit plans, along with some reduction in coverage.

3. Pension Plan Funding Policy Changes

In response to increasing health cuts the Pension Plan Board has increased the maximum amount that can be used to fund retiree health benefits. Another change is that there will be more long term planning for the money in the plan's inflation account (used to provide indexing of pensions). Note that your basic pension is guaranteed, but indexing is not. However, pensions have been fully indexed since the inception of the plan.

4. Purchase of Past Service and Leaves

Past service can be purchased by paying your share and the employer's share until February 28, 2007. You can purchase a leave within five years after the expiry of the leave. Both kinds of purchase may be unavailable to members who have no RRSP room as a result of large Past Service Pension Adjustments last year. However, you can get around the problem (for leaves) if you purchase a leave by April 30 of the year following the year in which the leave ends.

5. New Transfer Agreement

For those members who have service in other pension

plans (e.g. teachers', municipal) and want to transfer it to the College Pension Plan, new rules came into effect as of November 1, 2002. Since our plan offers better benefits than other plans, service cannot be transferred on a one-to-one basis (e.g. one year in the teachers' plan does not equal one year in the College plan). However, members who had service in other plans prior to November 2002 will be "grandparented" and the transfer will generally be done on a one-to-one basis.

6. Actuarial Valuation

A valuation is done every three years to determine the health of the plan. The last one was done at August 2000, and there was a large surplus. The next valuation is for August 2003 and a report will probably be out by April 2004. Because of different circumstances—lower market returns, increased benefits and changing demographics—this report may show an unfunded liability. If this is the case, there is a possibility of a pension plan premium increase. (We've been enjoying a premium increase "holiday" since 2001, but it's contingent on the state of plan funds).

If you have any pension-related questions, please contact Vinit Khosla at 7255 or vkhosla@shaw.ca.

Vinit Khosla
VCCFA Representative
to the CIEA Pension Advisory Committee



We're on the
web
www.vccfa.ca

Newsletter Editors:

Frank Cosco
and
Audrey Vickaryous

for the
VCCFA Executive

VCCFA STEWARDS

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Rose-Marie Watson	KEC 443-8495	ebwatson@shaw.ca
Maggi Trebble	KEC 871-7254	mtrebble@shaw.ca
Jim Davies	KEC 871-7312	jimd@vcc.ca
Lyn Lennig	on leave	
Janice Sigston [in training]	709-5640	jsigston@vcc.ca
Holly Cole	CC 443-8437	hcole@vcc.ca
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Wayne McNiven	CC 443-8438	wmcniven@vcc.ca
Wayne Avery	CC 443-8449	wwavery@vcc.ca

**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: _____