

VCCFA

**Annual General
Meeting
Elections & Social**

**Thursday
November 25, 2004**

**Italian Cultural Centre
3075 Slocan Street**

2:30 pm

THE 2004/2005 EXECUTIVE

Lizz Lindsay
PRESIDENT (04)

Frank Cosco
VICE-PRESIDENT (04)

Perry Taylor
TREASURER (05)

Colleen van Winkel
SECRETARY (05)

Ingrid Kolsteren
CHIEF STEWARD (04)

George Rudolph (05)

Settimio Sicoli (05)

Brenda Appleton (04)

Millie Yuen (04)

Virginia Monk (05)

Vinit Khosla
NEGOTIATING COMMITTEE CHAIR

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MESSAGE FROM THE PRESIDENT



LIZZ LINDSAY
VCCFA PRESIDENT

Thanksgiving Day, for many of us, is an opportunity to reflect on how fortunate we are. We live in this beautiful area of BC and, in spite of the challenges we all face from time to time, most of us are gifted with abundance. It is out of a sense of profound gratitude for this abundance that working with and giving to the United Way is such a privilege for me.

The **United Way Campaign** continues until the end of the month. Our goal has been to increase faculty participation. Thank you to the many faculty who responded to the invitation to be representatives for their areas. We had great participation at the training event and at the leadership lunch – I'm sure with your help we will exceed our goal and meet our participation targets.

Giving to the United Way is such an easy way to make a difference right here, in our community. If you are not sure or don't know where your money might go, the pledge package provides several alternatives that include selecting a local community charity, or allowing the United Way to allocate the gift.

You may not know that VCC and VCCFA related funds can also be designated. They are administered through the VCC Foundation and are listed in the pledge package. VCC funds include departmental and College-wide funds for student aid or specific purposes. The VCCFA fund, which supports the Cheryl Draper Memorial Scholarship, is also an option.

It is so easy to give through payroll deduction or credit card. Lost your

pledge package? There are more in the mailrooms.

This year, as if we don't have enough to be thankful for, we have many great prizes as incentives to reward us for our participation. This is a real win-win for everyone. Please join me in making a pledge to the United Way.

This month we mourn the **loss of two of our retirees; Al Stusiak**, Past President of our Union and **Curt Gislason**, past member of our negotiating committee. We honour the valuable contribution each of them has made and offer our deepest sympathy to their families and friends.

Local, VCC-VCCFA, bargaining has started. Our Negotiating Committee met on October 13 and we spent the afternoon with the VCC team. The protocol we discussed at that time has been signed. We provided the College with 31 possible dates between now and the end of the year and are waiting to hear of their availability. Our bargaining chair, **Vinit Khosla**, is doing double duty at the Provincial table and will be reporting out to you in the Negotiating Committee flyers. Updates will also be posted on our website.

After almost a year of trying to find a mutually convenient date, we were able to meet with some active **CUPE 4627 members** and toast their first anniversary. We look forward to getting together again in the New Year and wish them well in their bargaining.

cont'd on page 13

United Way Campaign

**Our goal has
been to increase
faculty participation**

AL STUSIAK (1932-2004)

Al passed away this month after a long struggle with cancer. Those of us of certain vintages will remember him in the 70s and 80s as the big voiced force who seemed to personify the VIA, the Vocational Instructors Association, which was the first name of the VCCFA. He was its President, usually the lead bargainer, and if neither of those, he was on its Board. He was also almost always a department head of the old ESL Manpower Department.

His funeral was an impressive event with many speakers on different aspects of his varied life. It was enlightening to hear of his community work with the Britannia Community Centre and further volunteer work with smaller grassroots organizations. The legacy of his family-oriented approach to life and work was on full display.

Jean Bennetti, retired ESL instructor, and along with Al one of the early advocates for the BC TEAL (Teachers of English as an Additional Language) professional association spoke of Al's work at VCC and on the VIA. Jean was often on the VIA Executive. This is part of what she said.

On behalf of Alex's friends, colleagues and ESL students, I wish to convey to his family our sincere condolences on the loss of your beloved Alex. I speak as one who knew Alex since his early teens.

He was a man of principles, a man with the qualities of a master teacher, his true calling.

STUSIAK _ Alexander Theodore After a lengthy, courageous battle with prostate cancer bone metastases, passed away September, 28th, 2004 at home. He is survived by loving wife Marilyn; beloved sons, Paul and Craig; much-loved daughters-in-law, Cheryl and Elaine; and dearly-loved grandchildren, Laura, Krista, Tegan, Kathy and Steve; beloved brother, Victor Stusiak; nieces, Margaret Hamilton, Mary, Kathy, Barbara; nephews, Allan Small, Alex, Larry, Michael and Robert Stusiak. Throughout his life he gave generously to his profession and community. For most of his career, he actively participated in growing the English as a Second Language professional community, giving many new Canadians a start on their new life. He worked to build the profession and extend the services into the international market. He worked tirelessly to ensure that all Vancouverites could participate equally in the services offered by their governments. His long term involvement in the Britannia Community Services Centre Society, from inception to recent years was particularly important to him. He served for many years on various community boards at all levels. He loved the interchange of opinions and ideas that came from lively conversations with family and friends. A memorial service to celebrate his life will be held at 3PM on Thursday, October 7th, 2004 at the Salvation Army: Cariboo Hill Temple, 7195 Cariboo Road, Burnaby, BC. In recognition of his commitment to community service, a trust fund will be set up, the Alexander Stusiak Community Service Trust Fund, that will make an annual award to a Grade 12 Student of Britannia High School who demonstrates outstanding commitment to community service. In lieu of flowers, a donation to this trust fund can be made in his memory. Donation envelopes will be provided at the memorial service or contact atstusiak@dowco.com for more details. Questions can be directed to atstusiak@dowco.com or by contacting the family.

His passion for teaching was recognized when, after a successful stint as a high-school English teacher, he was hired as an ESL instructor for adult immigrants in the Vancouver School Board in 1967.

Along with his excellent teaching skills and style, Alex had the qualities of compassion and respect so necessary for adult immigrant students. They will always remember their outstanding teacher, someone who was motivating, determined for them to succeed, fair, and above all, sincere.

In the 70s and 80s through the administrative positions he held at VCC, he often lobbied and argued for funding for his students and their programs. In the same years he was very involved with the Vocational Instructors' Association, steadily pursuing the improvement of instructor working conditions.

*After his family, Alex's priority was service to his community... Like a pebble cast into waters, his influence has been widespread. His family has been left with a great legacy to uphold and continue. We have had the privilege of knowing a great colleague, a loyal friend, and an exemplary citizen. May he rest in peace.
~ Jean Bennetti*

The VCCFA provided a floral centerpiece for the funeral and will be making a contribution to the Stusiak scholarship that is to be created at Britannia High School. Past VIA Presidents Roy Wren, Dennis O'Neill, and Roger Ofield were in attendance.

Our Federation of Post-Secondary Educators' HUMAN RIGHTS AND INTERNATIONAL SOLIDARITY COMMITTEE

This group is one of the Federation's standing committees. It met in October. Our new VCCFA delegate is Linda Duarte of Counselling, many thanks to Marg Nelson who attended last year.. Here's part of Linda's report.

Round Robin Reporting on Friday night

During this session each local of FPSE reports on recent activities and initiatives. I reported on some of our recent initiatives at VCC including the Positive Space Workshop which the VCCFA co-sponsored.

Several Colleges have budgeted committees to work on human rights or internationally related projects such as

- a Harvest Potluck Intercultural Meal by North Island College
- Northwest's Black History Month
- Romeo Dallaire, the Force Commander of the UN Mission to Rwanda will speak on Oct 14th at the University College of the Cariboo
- Selkirk College is holding a World Views at Noon with speakers, films, and workshops. Searching for Peace in the Middle East, Israel Palestine and a Guatemalan woman working with unionization and justice among garment workers
- Camosun honored International Day Against Racism. At Camosun they are fighting to keep ESL Academic upgrading for Immigrants free (the only college who's managed to keep it tuition free up to now).

Saturday Session

Mandatory Retirement

Lee Whyte, FPSE staff rep for our group, opened the topic of Mandatory Retirement, which provoked a rather heated discussion

The Capilano collective agreement moved its mandatory retirement age from 65 to 70.

New Caledonia agreement has no mandatory retirement

The Langara rep regarded this issue as not being a human rights issue but a social policy one

Budget cuts to ESL Programs

- o We went around the room and shared statistics.

Resolutions Passed by Committee to be taken to Executive

Resolution regarding War Resisters Support Campaign. Dr. Juergen Dankwort asked our committee and FPSE to ask the Canadian Government to accept the US war resisters who have filed refugee claims.

The May, 2004 AGM Resolution on Education and Human Rights in Occupied Palestine. The Langara rep asked that the HRISC reps organize a speaking tour of Palestinian Educators to educate BC educators regarding the problems that educators are having in Palestine.

Motion on Beverages. That free trade coffees be used on college campuses. That all Coke products be banned due to human rights atrocities against workers and families at Union offices

AGM Workshops

Suggestion for next year's AGM that there be a continuation of the work around creating positive spaces on campus to increase the visibility and support of our LGBTQTTI (Lesbian, Gay, Bi-sexual, Queer, Transgendered, transsexual, two-spirit, inter-sexed and questioning) students, staff and faculty. We went around the room reporting on what campuses were doing

- o VCC one of the only colleges to have workshop
- o Malaspina has set up positive spaces on their campus

2004/05 Committee Work Plan:

- Complete update of ESL Stats to inform future action
- Values Statement in FPSE
- Literacy Programs and funding

Other publications and information

We shared information on recent publications and upcoming events. Please let me know if you would like more information on any point.

~Linda Duarte

Board Meeting of September 15, 2004

Most of the following as been adapted from the report given to the members at our General Meeting on September 24th.

1 Tuition Fees

Past student rep Eileen Mendez was permitted to speak to the Board, and she asked that the new fee proposal be tabled because by-elections for student reps hadn't been held. The motion failed.

The main motion on fees passed. It gives the president and admin the authorization to set differential (eg Hairstyling), market-based (Continuing Studies) and international fees.

The VCCFA report to the Board criticized this action saying all fees should be debated by the Board since they affect the public and the Board was the only public forum we had.

It also called the overly-high tuitions a "surtax" on our current students. The College is salting away money to use for its future building plans. Shouldn't the taxpayer be doing that, not our hard pressed students? The Board Chair took exception to that characterization.

2 First Quarter Financial & Productivity Report ~ Bigger and Bigger Surplus

The College budgeted for a \$1 million surplus in the first quarter. They found themselves at \$2.1 million over budget. Trish Pekeles, VP Finance, allowed that the first quarter was under producing by 5% and that this "excess" surplus would be eaten up as the college overproduces from September to March.

2.1 1st quarter Int Ed

Trish said that they are not applying government money to the IEC, she said the programming (Sign Language), which they had planned to move there would have cost \$200k so it wasn't done.

However, the VCCFA understands there is still base-funded programming there, so it's not clear why some government funding is not used to support the lease.

Even without that transfer, and therefore having to support the lease on its own, the Int Ed program almost broke even in the first quarter.

On revenue of \$1.188m, the College showed a loss of \$17.5k. May/June enrollment was 247. July/Aug enrollment, which is part of the 2nd quarter, was at 299.

3 Strategic Initiatives

The College is working on the following priority projects:

- a 2010 "college wide strategy and implementation plan"
- new markets for Continuing Studies (7 projects)
- re-focusing trades education
- developing a First Nations strategy
- developing new curricula for degrees in Hospitality, Dental, Music and Education. To date, the degree approving board has only approved the Hospitality degree (it did not approve more than one for each college)
- five year project to apply Canadian Language Benchmarks to applied programming and to ESL programming
- improving reporting mechanisms
- continuing to improve visibility of the College, these initiatives include
- the 40th Anniversary, Alumni activation, Targeted marketing, the Capital Campaign (\$10+m)
- develop a HR strategy--"Employee Succession Plan," the initial research completed
- improving UT science programs
- Facilities, new Board Facilities Development Committee

4 Board Meeting Operations

Board established the Facilities Development Committee: with new member Jane Flemming, as chair, plus Fiona Taylor, and Sung Van.

The Board has decided to have all their business meetings at City Centre. It will have no business meetings in July, August, October, December, January and March. It will meet 6 times a year.

It has scheduled members into formal events like Grads and Award Days.

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5 VCCFA Report

Our September newsletter was included in the report.

In our report

- We praised Jackie Sandy's contribution to VCC and her respect for the Collective Agreement.
- complimented the Marketing Dept for the recent "Report to the Community"
- and commented on the instructive qualities of arbitrations for those interested in Labour/Management relations

We criticized

- the overly high fees and new fee policy especially given the size of the surplus.
- the lack of renewal plan for faculty.

- the Board's lack of connection to the college beyond administrators; and
- the VCCFA's exclusion from the 40th anniversary committee and the Facilities Development committee

We advised them

- to use their "open" months to get to know the college and people more informally; and that Lizz was co-chair of the United Way campaign

6 Vote of Non-Confidence

The Chair took exception to the criticism of them as "the most disconnected board." We tried to say it was an objective description, and that it may be unavoidable, but now, since they aren't meeting so often, they could do something about it. During the exchange, the Board Chair got on to the topic of the VCCFA's vote of non-confidence being an obstacle.

Our response was that we were not going to change our views about what they did to the College over the past two years, but that we have to work together where we can. In order to do so we try to compartmentalize our work as professionally as we can. That sometimes means fighting them on one front and working together on others.

The next meeting of the Board will be in November.

Here a Surplus, There a Surplus, Everywhere a Surplus But nothing for wages.....

Readers will know that this Newsletter has often reported on the surpluses that VCC reports. VCC reported having \$6.8 million more than it took in 2003-04, much of which was assigned to capital projects or funds and a significant amount to student aid. Turns out VCC is not the only institution that has gone to the Paul Martin School of Budgetary Low-Balling.

In an article in the April issue of **Faculty Matters**, the Douglas College Faculty Association newsletter, Jennifer Kirkey, DCFA VP-Negotiations, details a similar story at Douglas.

She estimates the total surplus at Douglas for 03-04 as being close to \$3 million.

According to her report it would take about \$800,000 to provide a two percent raise for *all faculty and all staff* at Douglas. A similar calculation at VCC would come out to about \$1.2 million

She asks a simple question. Can Douglas afford to invest in its faculty and staff at least to the extent that they would be protected by inflation? Her answer is yes they can. "The money is not only present, it is actually increasing....The point here is brutally simple, ...the College has chosen *not* to invest in human capital and resources, but instead to invest in concrete".



General Meeting ~ September 24th [next meeting November 25th]

The meeting was held on a Friday afternoon, September 24th, in response to members' requests from a couple of areas to try that time. It did not result in any improvement in attendance, but it was not appreciated by a few members; so, we will not try that again for awhile, unless necessary. Thanks to those members who did attend. They took part in a good meeting. Our budget for 2004-05 was passed and there was some discussion of bargaining. In addition....

President

Lizz Lindsay put out a call for nominations for our **November 25th Annual Meeting**, at the Italian Cultural Centre on Grandview Highway, 2:30 pm.

She gave out some highlights of the FPSE Action Plan for 2004-05. Since there will be a vital provincial election within the year FPSE's Annual Meeting has allocated enhanced one-time funding to the operation of the plan. It was considered tremendously important for us to get our message out for the voters' consideration. That, if they value post-secondary education and they do, then it has to be affordable and that it has to be funded properly.

A key feature of that plan is to research the opinions of our members. To facilitate that work, locals have been asked to forward member phone numbers with all identifying information removed to Viewpoints Research, the firm contracted by FPSE to do the work.

Lizz also reported that she has volunteered to be the United Way campaign co-chair. Other aspects of the union's work she touched on included:

~ meetings with the College President and Board Chair

~ her work as an executive member of the Vancouver and District Labour Council and our provincial Presidents' Council

Chief Steward

Ingrid Kolsteren reported on behalf of stewards who are facing a full agenda of department meetings for IRA elections or selections and continuing work on 9 grievances. The long arbitration on the scheduling of Professional Development, 11 days of hearings in all, finally wound to a close in early September. We await the Arbitrator's decision. She reported that one area where the College and Union have been able to work well together has been finding accommodation for instructors who need help or altered

working conditions in order to return from illness or disability.

Vice President

Frank Cosco reported on the September College Board, see notes on page 5 and 6 of this issue. He reported that the union is continuing its efforts to develop a new member group.

Treasurer

Perry Taylor presented a balanced budget which the members approved.



ANNUAL GENERAL MEETING ELECTIONS & SOCIAL

will be held on
Thursday, November 25, 2004

starting at 2:30 pm

at a new venue this year

**Italian Cultural Centre
3075 Slocan Street
(12th & Slocan)**

**There will be elections at the Annual
Meeting**

**Holiday Social and No-Host
Bar following the meeting**



An Open Letter to the College Board from a former student member

With permission we have reprinted a slightly edited version of Lucas Schuller's September letter to the Board

VCC Board of Governors
1155 East Broadway
Vancouver, BC V5T 4V5

As of the fall semester, I am no longer a student at the College and will therefore no longer serve on the VCC board. Since the board hasn't met in some time, I wanted to take this opportunity to address the board about my experience as part of the VCC community including my term as a board member.

Much has changed since I began studying music at VCC in 2000, and I'm sad to say that most of it has been negative. I chose VCC after high school because it was a post-secondary institution with well established links in the community of East Vancouver where I had grown up. It was an affordable stepping stone or alternative to university, and it had a music program that boasted a talented faculty of musicians, all active in the Canadian music scene.

While the faculty of the school of music is still first rate, and the community ties still strong, VCC is no longer an affordable option for many. If I were graduating from high school today, I would likely not choose to study full time at the College. The dramatic fee increases brought about by the election of the BC Liberals in 2001 drove me to get involved with the King Edward Students' Union. Through my involvement with the Union I learned about programs other than my own. I discovered that the music program, in fact, was quite fortunate. Programs like hair styling and culinary arts saw tuition far greater fee increases; and ESL, ABE, travel agency, and printing faced huge cuts or were closing all together. (Printing at VCC, incidentally, was the other program I had considered after high school.) Regardless of who is to blame or what the financial reality was, my community was hurt by the loss of programs, seats and jobs, and by the fee increases. There members of our community whose standard of living is poorer now as a result and that is something we cannot overlook.

By the time I was a member of the College Board, the worst of the cuts and fee increases were thankfully over. I was very happy that, though not everyone agreed in the beginning, we were able to pass the budget with no increase to basic tuition. However, in the same budget, we made what I believe to be a fundamentally wrong-headed decision: to reinstate tuition fees for Adult Basic Education.

My time on the board was not always fun but it was certainly educational. I have gained a whole new perspective on the College and the education system as a whole in BC and in Canada. I have also expanded my education in communication, assertiveness, and compromise. I don't pretend to be an expert, but I hope my contribution to the board was constructive. While I didn't always like the outcome of our deliberations, the process was better than I anticipated. The board is now discussing tuition fee policy for the future. I should say at this point that I find it disturbing that such a discussion would take place at a time when student representative seats are often vacant. I desperately hope that the board considers VCC's role in the city of Vancouver and its surrounding area. Students don't go to VCC for trendy boutique programs or because it's comparable to UBC, Vancouver Film School, or University of Washington. Students go to VCC because that's where they can afford to get the education that will give them a more viable future. We could sell an educational product that doesn't serve that end under the VCC banner, but that wouldn't be the VCC that our city needs.

I'm studying at SFU this semester, continuing on in music. At the campus on the mountain I proudly sport t-shirts of both the King Edward Students Union and VCC. I hope it's been evident that my activism at VCC and my criticism of the board and administration have resulted solely from my fundamental belief that the only long term fix for the social problems I see in my neighborhood every day is a strong, accessible public post-secondary education system.

Sincerely,
Lucas Schuller
cc: KESU, CCSA, VCCFA

POSITIVE SPACE WORKSHOP REPORT

Our fall training event, the Positive Space Workshop, was a resounding success. Positive Space is a safe place for lesbian, gay, bisexual, queer, transgendered, transsexual, two-spirit and inter-sex (LGBTQTTI) students, staff and faculty to be open about issues of sexual orientation and gender identity without fear of homophobia or harassment. The facilitator, Ann-Marie Long, an Equity Advisor at UBC, started the UBC program. It was adapted from similar programs at Queen's University and the University of Toronto.

Ann-Marie presented a workshop at our FPSE AGM and Convention in May. Several FA members attended and checked with Ann-Marie about offering the workshop to our Executive and Stewards in the fall. Our Executive decided that we should invite the College to participate as they may wish to work on creating a similar program at VCC.

On October 15, a diverse group of faculty, staff and administrators (unfortunately no students) heard

some recommendations for implementation at VCC. She talked about the need for training and on-going support. We were each provided with a comprehensive Resource Manual and a package of handouts.

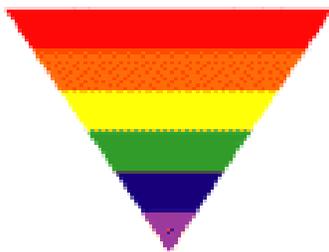
The balance of the day was interactive. We did an exercise around language, discussing the meaning of various terms and putting them into categories of sex, sexual orientation and gender issues. At the end of the day we did some work with case studies. Both these activities resulted in lively discussion an opportunity to interact with others while we considered things many of us had never thought about.

Ann-Marie is not only very organized and knowledgeable, she is an excellent instructor who was able to create a positive learning environment for each of us. We have achieved our goal of

having more sensitive union representatives and wish the College every success as they consider the future of this program at VCC.

-Lizz Lindsay

**Lesbian Gay
Transgendered
Bisexual Queer**



**POSITIVE
SPACE**

EDUCATION COUNCIL

Confirmation of Re-elected Members

Congratulations are in order for **Lorna Downie** who was re-elected as one of the three at-large reps; and to **Heather Luk Chan** who was re-elected as the Counselling/Student Services rep.

Thanks to those who voted.



October Meeting

There were few policy discussions at this meeting. Most of the time was spent on course/program changes and approvals.

Eva Williams' Legacy

“The foundation is the beneficiary of the residue of an estate. The late Lloyd Williams supported an endowment fund in his wife’s name for many years. The Eva Williams Bursary Fund for Visually Impaired Students now stands at \$250,000.” Foundation Report from the Executive Director, College Board Meeting, September 15, 2004

Buried away on the last page of the public VCC Board Meeting documents meeting was this short reference to the fact that VCC had received the “residue” from the estate of a former VCC employee and VCCFA member, Eva Williams and her husband Lloyd. The Vice President responsible for the operations of the VCC Foundation did not think it of sufficient note to bring the donation to the Board’s direct attention. She chose to comment only on another small donation.

The “residue” was anything but leftovers, for it constitutes the largest endowment fund from any source ever created at VCC. But the real story is not the \$250,000 that Eva and Lloyd left to aid students, impressive as it is. It is the story of an ordinary woman who became an inspiration to those of us who had the opportunity to know and work with her.

Between 1975 and 1992 Eva specialized in teaching pronunciation to the many new immigrants enrolled in the English Language Skills and ESL-Vocational Departments. And she did it well. Respected by her colleagues and loved by her many students, she was an asset to the entire Division. Organized and thorough, she hardly missed a day of work during that entire period. Her good humour and warm smile lighted up the room as she spoke to you. But what was truly remarkable, was the fact that Eva was blind. But one could hardly tell. Her classroom was laid out with the precision of a master watchmaker. Her books resided in a specific place. Her tools and supplies were stacked neatly on the same spot on her desk each day. Her students sat according to a seating plan which she memorized. Within a few minutes of the start of the first class, Eva was able to address each student by name. She knew the dimensions of her room, how to negotiate around its furniture and moved comfortably within the space as if guided by some special gift. Those of us who watched her teach stood in awe of how she handled the material and dynamics of teaching with her eyes literally and forever closed.

Yet, that was not the most impressive part of Eva’s accomplishments. I later learned the story of how she came to VCC and what working here meant to her. Eva was born with normal vision, but by some cruel stroke of fate in the prime of life she lost 100% of her ability to see due to a degenerative disease of the optic nerve. One can hardly imagine the shock and anguish she experienced. In the 1960’s Eva was teaching elementary school for the Vancouver School Board. But once she had lost her vision, the VSB had no further use for someone who could not see her students, and she was let go. Fortunately, she was married to an equally remarkable man—Lloyd Williams, her life-long companion who remained by her side. Eva gradually adjusted to the loss of her vision but she could not accept the loss of career. As way of compensation, she was sent to the Canadian Institute for the Blind where they offered to teach her how to make brooms—work that would keep her hands and mind occupied. But the one thing that she truly wanted to do was to become a teacher again.

Some years later and by then at ease in a world without light, Eva approached Rosemary Meyer, Division Chair of the college’s ESL programs, and offered to volunteer in some capacity. Rosemary soon realized that Eva was more than a generous person with a disability. Eva could teach and Rosemary offered her a job.

All of us who knew Eva were much the better for having learned her story and witnessed her personal triumph. She had faced a devastating physical loss and learned to cope. In addition, Eva was able to re-establish her connections with the world and to resume a useful and respected role in our community. In doing so, Eva taught us two important lessons. First, she showed us how to be brave in the face of adversity. More importantly, she taught us where the true value of work rested. Whether we were aware of it or not, by becoming teachers we had chosen a life of service. Through her struggles, we saw how deeply important and profound it was to be allowed to fulfill that role. Eva and Lloyd Williams left a legacy to VCC more valuable than any money they bequeathed.

- Norm Dooley Faculty Member of the VCC Board

Conference on Apprenticeship Concerns

The BC Federation of Labour hosted a conference entitled, "A Collaborative Approach to Apprenticeship and Skill Training in BC" on October 13th and 14th.

The conference brought together a wide mix of people who were interested in keeping the Apprenticeship and Skill Training programs strong and functional to meet the needs for the future of BC. Attendees were union trainers, college instructors, activists, apprentices, and journey persons in trades such as heavy duty mechanics, millwrights, power engineers, automotive repair and body workers, electricians, plumbers and many more.

There were three sets of speakers, a national panel, a provincial panel and then workshop groups. The national panel gave us an update of apprenticeship and how Canada is doing in terms of recruiting and retention of apprentices and skill training. Speakers for the national panel were Chantal Dubeau, Director of Vocational Training, Quebec (www.ccq.org), and Kevin Hayes, Senior Economist, Canadian Labour of Congress.

The Provincial panel of speakers addressed Apprenticeship issues from labour, business education, and the apprentice. The provincial panel included speakers, Philip Legg, Policy Development and Campaign, BC Federation of Labour, Manley McLachlan, President, BC Construction Association, Bob Davis, Instructor, FPSE, Jocelyn Coyle, Millwright, and Anthony Zuccato, Apprentice.

There were four workshops:

- 1) Safety Standards Act- *A look at the act and the impact on Apprenticeship and Training*
- 2) Industry Training Act - *A look at the new Industry Training Act-pros and cons*
- 3) The Challenge "The Future of Apprenticeship & Skill Training" – *A challenge for the future of apprenticeship and skills training for BC*
- 4) Immigration & Skill Shortage- *"Why are governments using immigration as a quick fix to fill the skill shortage instead of increasing skills training and apprentices?"*

I attended the Industry Training Act workshop. Speakers for this workshop were Brian Clewes, CEO Industry Training Authority (ITA), and Arne Johansen, Training Coordinator, Ironworkers. One topic of discussion in this workshop was that since the closure of the apprenticeship field offices and the loss of the counselors, there is much confusion and lack of confidence in apprenticeship training in BC.

A sample of many discussion points and suggestions:

- reinstating of field counselors (used to be 130+ - now there are less than 20)*
- better registration and recording of each and every apprentice.*
- controlled guidelines re training, credits, examinations*
- re-establish Trade Advisory Committees*
- obtain Federal funding*
- modular training of apprentices is problematic*
- financial encouragement for employers to open more apprenticeship positions*
- provincially accredited completion exams for each level of training*
- an accelerated apprenticeship training for foreign trained trades workers who do not meet BC standards*

Brian Clewes (ITA) talked of rejuvenating Red Seals; examination-hiring tradespersons in the province to update the exams; review of Provincial program standards; accountability for training providers, and "Ace-It", a new Provincial government program for students starting at the Secondary level -to introduce trades to young people and offer the Provincial scholarship as an incentive.

Briefly, the Ace It program (Accelerated Credit Education) will

- be offered to Secondary Students age 15 and above
- require 480 hours on job site work
- earn 16 credits towards graduation
- be able to be partnered with post secondary (Level 1 at Secondary , Level 2 at Post Secondary)
- if student is still at the same work place after graduation, and with passing marks, they would be eligible for a \$1000 scholarship.

~ Millie Yuen

WORK OF THE COMMUNITY ACTION COMMITTEE

Our Community Action Committee continues to do its good work of funding projects in that benefit folks in our immediate Vancouver neighbourhoods. Its annual \$8000 budget was renewed at the last general meeting. Notes have come in....

**Dear John Shayler,
Chairperson VCCFA Community Action Committee and other VCCFA members,**

On behalf of our organization, Vancouver Native Health Society, Four Directions Recovery Program, we would like to thank you for your support. We appreciate the recognition for our hard work as well. We work diligently year round to help improve the lives of people from the Downtown Eastside.

We are grateful to have your support to increase and continue the needed services we provide.

**Sincerely,
Lou Demerais, Executive Director**

Dear Friends of the BC Persons with Aids Society at VCC,

On behalf of our members, our volunteers and the Board of Directors, I want to thank you very much for your donation towards our Treatment and Information Outreach Program.

Please know that it is the support of people and organizations like yours that helps make our work possible. The donation you've made will be applied directly to the Treatment Information Program, where it will reach individuals, and their friends and family members. The need for information is critical, as the number of individuals affected by HIV and AIDS--unfortunately--continues to increase.

Carrying on the work of this organization takes many hands, and we are glad that we have yours to help us along the way.

Once again, on behalf of our members and the Board of Directors, many thanks for your thoughtfulness and generosity. *(handwritten: Your support is making a real difference in people's lives, Thank You)*

**Wayne Campbell
Member, Board of Directors**

John Shayler, Chairperson, VCCFA

Dear John,

On behalf of all the staff and children involved with Urban Promise Ministries, I want to say "Thank you very much!"

Thank you for partnering with us as we make a positive difference in the lives of inner city children in East Vancouver and Whalley.

I'd like to invite you to come by and see us "in action."

Once again, thank you!

**Sincerely
Bruce Robinson
Executive Director
Urban Promise runs programs for children and youth in the city.**



Our fall educational event was a **Positive Space workshop** held on October 15 at KEC. It was an extremely interesting and worthwhile day.

This month **Virginia Monk** was obligated to the **Vancouver & District Labour Council** joining Frank, Ingrid and I as delegates. **Virginia Adams** has also agreed to be a Labour Council delegate. Her credentials were received at this meeting. I continue to sit on the VDLC Executive and am active in the Ethical Purchasing Group of the BC Federation of Labour. We are looking forward to the **BC Federation of Labour Convention** in Vancouver, November 29 to December 3. Frank, Ingrid, Maggie Trebble and I will be attending for the VCCFA.

We are starting to prepare for our next meeting, **our Annual General Meeting**, which includes **Elections for Executive and Stewards** and our annual **Social**. Mark your calendar and join us on November 25 at 2:30 at the **Italian Cultural Centre**. Audrey is putting out a request for reports and we are compiling our invitation lists. At the end of the meeting we celebrate with folks who have retired during the year and invite them to the social as our guests. This year we are inviting past retirees to purchase a dinner ticket and join us as well. If there is a past member of the VCCFA you would like us to invite, please call Audrey as quickly as possible with the information.

In the meantime, if there is any way we can be of service to you, please call us at 604-688-6210.
~Lizz

**ANNUAL GENERAL MEETING
ELECTIONS & SOCIAL**

will be held on
Thursday, November 25, 2004

starting at 2:30 pm

at a new venue this year

**Italian Cultural Centre
3075 Slocan Street
(12th & Slocan)**

**Send along the contact info
of retirees who might wish to
attend our
November 25th dinner**

QUIET LOUNGE

Tired? Do you work a split shift? Need a rest? We have a quiet room at KEC right beside the Union office. It has a nice comfy couch and comfortable chairs, (you'll need to supply your own blanket). Just the right place to put your feet up and have a rest. The lounge came out of bargaining, see Appendix XI. The lounge is to provide a quiet space for instructors especially those working split shifts.

STEWARD NOTES

Stewards work representing and supporting our members. Stewards provide information, and they act as advocates using a problem solving approach. The goal is good positive working conditions for the individual and collective. Good working conditions means good learning conditions for our students. Thankfully, the majority of concerns do get resolved and ironed out informally, but not all.

Resolutions

Despite our long-standing issues with how the College deals with labour relations, we remain open to resolving grievances. So, we are pleased to report the fired term instructor grievance was resolved by mutual agreement the day before the arbitration was to begin. On another grievance, regarding who from the College hears grievances, we have scheduled a joint meeting to discuss the history of the issue with the intention of working towards resolution.

This fall we are pleased to see the posting and selection of a third Instructional Associate. These positions result from a long and difficult grievance and mediation in 2002.

Arbitration Decision Pending

Our 11th grievance is our arbitration over PD scheduling in the International Education Department. We finished hearings in September and we are awaiting the arbitrator's decision. Hope it will be soon.

Recent Issues

New issues continue to develop. One of our members has filed a personal harassment complaint under Article 2 of our provincial/common collective agreement. This process will involve an external investigator.

And just last week, after waiting over 6 months, we finally received a response from the College to the workload profile proposal from the University Transfer instructors. We find the College's response provocative and problematic. We will be responding appropriately to the College.

Instructor with Responsibility Allowances (Department Heads, etc)

This fall stewards will be conducting 15 IRA elections and coordinating one selection committee process. We have done many elections, yet often new wrinkles appear.

Most departments choose their IRAs by election. All regular instructors, (reminder: this includes those on the recall list) and term instructors on contract any time during the month of the meeting are entitled to vote. If you have any questions, give us a call.

Departmental Visits

It has been great to visit a number of departments discussing issues and hearing your concerns. We have regularly scheduled meetings with the College which is a venue for us to raise anyone's collective agreement concerns. We look forward to visiting more departments. Stewards are available to attend department meetings and answer questions.

Stress

Stewards are working with and hearing from members who are stressed and therefore, not well. We remind you that our extended health plan provides for psychological counselling up to \$1000 per family member per year.

Short Term Disability

To access our sick time benefit for more than 5 days, a medical note is required. If at some point you do not have enough sick days you can apply for STD. However access to STD is not always a seamless, or smooth transition. We are hearing from instructors about their difficulties in accessing STD. Our carrier, Sun Life, like other insurance companies, adjudicates STD claims based on medical information sent in by one's doctor. For any one who may be applying for STD, it is important to know that Sun Life requires the instructor to be under ongoing medical care and a diagnoses of the illness. Obtaining STD is not always an easy process. Please give us a call for more information.

Layoffs and Recall

We worked with the College to come up with a way to avoid a layoff for one of our long-serving members. In another area, a full recall will be offered.

Currently, there are still 25 people on the recall list. Many are working on temporary recall; so, while they are still regular instructors, it is a difficult employment situation. Insecurity is now the working norm for these long time instructors. They've been laid off, yet are still needed by the College.

STEWARD NOTES

Many of them having been working continuously through a series of several different temporary recall assignments. Ironically, the College is even looking for subs in the very areas the major layoffs occurred. To us it is clear; way too many of our members were laid off.

Meetings: Provincial Chief Stewards

In September I attended FPSE's (Federation of Post Secondary Educators, formerly CIEA) Contract Administration Review Committee meeting. This is a major 2-day meeting of chief stewards from all the locals. The session was informative, and interesting, and it provided a provincial perspective on the many issues we are dealing with.

Meetings: Provincial meeting on Developmental Education Issues

Another FPSE activity we are involved with at the end of the month is the first all-local Developmental (ABE/ ESL/ ASE) Education conference. Virginia Monk and I will be attending on behalf of the FA. This initiative came out of the Annual General Meeting this year as fellow members reflected on the need for time for shared reflection and shared action in defence of these disciplines. We are looking forward to it.

Meetings: Drop-Ins

We've just had a series of member drop-ins at KEC, City Centre and at the IEC on Alberni. These provide an opportunity for informal meetings with members. Look for a brightly coloured notice on the next set of member drop-ins.

Give Us a Call

Stewards meet regular & are looking forward to a daylong educational on December 10th. They are a hard working, dedicated (& fun) group who do most of the work in their own time. If you have any questions, call a steward.

in solidarity and for the stewards

~Ingrid

**Got a question?
Call a steward.**

**Thanks so much to
all the stewards
for their hard work**

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

DID YOU KNOW?

SENIORITY FOR TERMS

In our Collective Agreement, term instructors maintain their seniority up to the end of the fiscal year following the last fiscal year in which they worked as a term. In our agreement, this is described as having a term appointment. Many also refer to it as being on contract, there's no difference. Fiscal year refers to the college's fiscal year, which runs from April to March. A seniority list is published every year which ranks members as of March 31st.

This provision means that if an instructor last had a term appointment in February 03, their seniority will hold till March 04.

If they last had a contract in June 03, their seniority would hold till March 05.

Unfortunately, because of the many layoffs, a number of term instructors who have not worked for quite a while are now no longer on the seniority list as of March 31st, 2004. If they do come back, the college will treat them as new employees.

For more information, call a steward.

**We're on the
web
www.vccfa.ca**

Newsletter Editors:

Frank Cosco
and
Audrey Vickaryous

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

VCCFA STEWARDS

**Ingrid Kolsteren
(Chief Steward)**

688-6210

ikolsteren@telus.net

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
Rene Merkel	KEC	871-7370	rmerkel@vcc.ca
Janice Sigston		709-5640	jsigston@vcc.ca
Leona Friesen	CC	443-8715	lfriesen@vcc.ca
Pauline Barratt	CC	443-8560	pbarratt@vcc.ca
George Rudolph	CC	443-8360	grudolph@vcc.ca
Wayne McNiven	CC	443-8438	wmcniven@vcc.ca
Wayne Avery	CC	443-8449	wwavery@vcc.ca
Malcolm Cant	CC	443-8438	mcant@vcc.ca
Lyn Lennig	CC	443-8627	llennig@vcc.ca
Michele Rosko (in training)	CC	443-8492	mrosko@vcc.ca
Cecily May (in training)	IEC	628-5918	cmay@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: _____