

GENERAL MEETING

Friday
September 24

2:30 pm

Room 240
City Centre

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)

Robert Kunka (04)

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

September Message from Lizz

IT IS GREAT to welcome Frank and Ingrid back after their holidays. Frank spent six hot, humid weeks in Japan while Ingrid visited Holland and Spain. I spent my weekends at Harrison and weekdays in the office.

WHAT AN INCREDIBLE summer we've had in Vancouver. I felt like I was on vacation in spite of working most of the summer. Hope those of you who've had a break were able to get some relaxation and renewal and those of you who have worked feel as rested as I do.

JULY WAS JARRED by the untimely death of Dean Jackie Sandy. We felt cheated as we looked forward to honouring her contribution to VCC at her retirement party. In spite of the heat on a summer Saturday, many of us were able to attend her service and pay our respects to her partner and her family. We will miss Jackie's laughter and wonderful sense of fun. Please note the tributes included in this issue.

We have our fall
General Meeting
scheduled
on September 24
at City Centre Campus,
Room 240 at 2:30
It's a Friday
We need you there!

THIS SUMMER PROVIDED an opportunity for us to do some planning for the fall. One of the tasks was finding a new location for our AGM and Annual Social as the Croatian Centre was booked on November 25. We are delighted to announce a move to the

Italian Cultural Centre for this meeting so will have a new buffet to enjoy. Put AGM-VCCFA Social on your calendar for November 25th. See you there!

THERE IS ALWAYS an air of excitement

in September as we get back up to full campuses again. We will be asking for a few minutes at Department meetings to update members on our fall activities including Bargaining, the United Way Campaign and the Federation of Post-Secondary Educators of BC (formerly CIEA) issues campaign. This brief time together gives us a chance to hear from you and any concerns your department would like us to be aware of.

WE HAVE OUR fall **General Meeting** scheduled on September 24 at City Centre Campus, Room 240 at 2:30. Yes, I know it is a Friday. Members requested we try meeting on different days of the week to allow attendance by a broader group. Friday was a specific request so we will give it a try.

AT THIS MEETING we present our annual budget. This year we are asking for your approval of additional release time for two of our officers, Vice-President and Chief Steward.

WE ARE LOOKING forward to your feedback and support. In the meantime, call us at 604-688-6210 if we can be of service to you.

Bargaining

YOUR NEGOTIATING COMMITTEE came in during the last week of August to prepare for local bargaining based on the membership's ratified demands. Provincial bargaining is due to recommence later in the month as well. Watch for the Committee's bulletin.

Lizz for the Executive

JACKIE SANDY ~ IN MEMORIAM

--Dalton Kremer

retired VCCFA President and former Department Head Counselling

I recommended that the College hire Jackie as a counsellor. I remember that Jake McGinnis, the VVI Campus Principal, didn't feel she had enough work experience, so I had to do a bit of persuasion. I'm glad it worked. She provided a very stabilizing, calm, progressive approach to the counselling department. She had great rapport with faculty and students, and particularly students with learning difficulties. She was a supportive member of CICA, the College and Institute Counsellors Association of BC. Over the years Jackie became the confidante of many faculty and support staff, supporting them in making life and work decisions.

She was active in our faculty union, then called the VIA (Vocational Instructors' Association), often serving on the Executive and Negotiating Committee. She was Vice-President when Dennis O'Neill was president. She encouraged me to get involved in the union and even to run for President.

She enjoyed new challenges and responded successfully when the Division Chair for the Hospitality Division position was posted. Her facilitating skills enhanced her success at that position.

She later moved onward to administration. As Dean of Student Services, she patiently dealt with numerous difficult cases of student appeals and grievances. She was always supportive of students' rights while at same time very aware of instructors' rights and the interests of the College. As Dean of mixed instructional areas, she gained the confidence of the instructors and worked to advance their interests and their programs' interests within the college. She always remained concerned that our mutual Collective Agreement, parts of which she helped build, was respected.

Her contributions to the college community will long be remembered and always her warm greetings to all, no matter how she felt or if she had just had a difficult meeting, is a lasting memory for all who knew her



Jackie Sandy

You were a leader, both in deed and thought
You lived your life by the rules you taught
A kinder person, I never knew
You were a scholar, learned, wise and true

The students told me they really liked you
You thought and thought, then did the right thing
Life without you, seems so unfair
For all of us, who really do care

Carl H Meadows

READER RECOMMENDATIONS

A group of us were comparing notes on restaurants, movies, books and other parts of our lives. Most of the things which we were talking about weren't well known for one reason or another. It seemed there might be an appetite for sharing. Hence, this column of readers' contributions. If you'd like to share a find, please send it in. We won't be doing "big" stuff that can get by with the mainstream press. Here are our first contributions, a great hole-in-the-wall sushi place on a bleak stretch of Kingsway and a re-assessment of the first, now fifty-year-old, James Bond book and a Lynn Valley pit stop....

Please send in any suggestions you may have....



A Middlegate Sushi Stop?

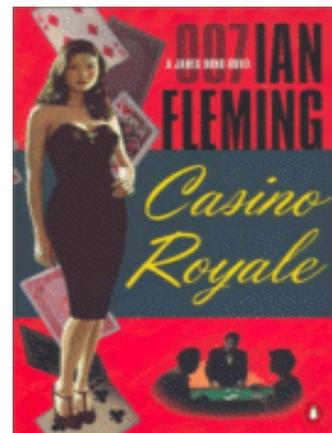
Few of us would associate the Middlegate area of Burnaby with fine dining and the Sushi House definitely doesn't look like much. But, it's worth a try. Most go there for take-out. You can phone ahead for picking up larger orders and they deliver within the area. There's even a small counter and a few tables for sit-down meals, but quick access to sitting space should not be counted on. The best things about the place?

- The authenticity of its sushi, the rice is done right.
- The size of the portions, they're the biggest I've seen, either here or in Japan.
- They have a few odd items for the adventurous like *natto* and veggie items as well.
- All menu items are reasonably priced. Great value.

Sushi House, 6767 Kingsway (south side), 604-433-9898, open 5-9 Tues to Sat, 1-6 Sunday; closed Mondays. It is in a block kitty-corner from Middlegate, to the southwest. There's a Thai restaurant on the east end of the block and the "leftest" coffee house in South Burnaby, Myles of Beans, on the west end.

~ FC

Casino Royale



Mandatory Reading

Casino Royale by Ian Fleming: Penguin trade paperback \$19.50.

Penguin has re-issued 1953's *Casino Royale*—the first of Ian Fleming's James Bond adventures—complete with tacky, retro cover art. Since the saturnalia of summer reading is upon us (*Editor: this piece was to be printed before the summer holiday and so this phrase is now obviously out of phase, but it's too good not to leave in*), now is the time to discover (or rediscover) this strange little book. *Casino Royale* is not what you'd expect.

You can chart Fleming's tongue-in-cheek pastiches of British 'Boys' Own' thrillers, and spot his barely repressed sado-masochistic references—that, and discover how different the fictional Bond is from the movie version. Still, there's a lot more to *Casino Royale*.

Fleming has a cold, clear style, and when he isn't playing games or being nasty, he fills his scenes with a stream of sharply realized detail. Think of Evelyn Waugh on speed. Fleming's observations rush from architecture to cigarettes (Bond smokes 70 per day) to gourmet food to theology to the "dark profession" of spying. Fleming improved as a fiction writer throughout the 1950's (check out *Moonraker*) but he never equaled the rightness of *Casino's* flow.

READER RECOMMENDATIONS

Half-hidden associations teem beneath the story's surface. When Bond first sees Vesper Lynd, the book's ultra chic fantasy woman, he notes an "ironical chill" in her profile. (Earlier, Bond's own features are described as "ironical, brutal and cold.") Bond finds Vesper's "ironical disinterest" attractive yet feels an urge to shatter it. Minutes later, a plate glass window shatters—"shivering into confetti"—as Vesper utters the words "cold and ruthless." In literal plot terms, the window is destroyed by a bomb, but it's the undertow of connections between *ironic* and *shatter*; *brutal* and *ruthless*; *cold*, *chill* and *shivers* that draws us on. Throughout *Casino Royale*, such connections determine the current of the story.

Bond swims in the ocean twice, both times when feeling rejected by Vesper Lynd. Both times, he goes underwater. Both times, Fleming stems the book's flow to associate Bond with the underwater world. James Bond is a diver beneath the surface. He swims in unconscious depths, and his solitary journey through *Casino Royale* has the force of a Freudian dream. Give this odd book a read.

~ PT

VANCOUVER & DISTRICT LABOUR COUNCIL

All VCCFA members are invited
to attend/observe VDLC monthly meetings

Third Tuesdays of every month

7:30 pm

Maritime Labour Centre
140—111 Victoria Drive

Next three meetings are:
Tuesday, September 21
Tuesday, October 19
Tuesday, November 16

Call the office if you're interested
in being a delegate or an alternate
604.688.6210

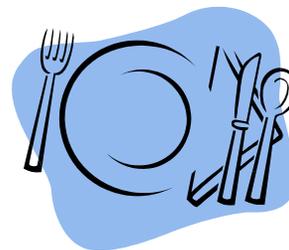
Tommy's in Lynn Valley

We were at Tommy's for lunch. Their address is 1308 Ross Road and they are on Mountain Highway, not Lynn Valley Road.

Food is awesome, place is eclectic and Storm IPA and Highland Scottish Ale on the menu. Yum.

This wins the President's Choice Award of the month.

~ LL



If you can't read under I.E.P.A. it says "This is a Quiet Area" Too quiet.

A MESSAGE FROM CINDY OLIVER, PRESIDENT, FPSE



Cindy Oliver is president of the Federation of Post-Secondary Educators of B.C. She taught at the College of the Rockies in East Kootenay from 1979 to 1999. The Federation of Post-Secondary Educators represents more than 8,000 faculty and staff in locals at BC colleges, university colleges and institutes and in the private sector.

Slick Government Ads Gloss over Real Problems

This back-to-school season is the last one before the next provincial election and features a series of slick BC government ads designed to convince us that B.C.'s post secondary education system is in better shape than ever. I have a mixed reaction to the ads. Educators are very proud of the post-secondary system in BC that we helped to build, and it's hard not to be seduced by the clean-cut and affluent-looking college kids featured in the television spots as they tell us that B.C. is the "best place on earth to live and to learn."

But I also react with an overwhelming urge to check my atlas. The ads repeat government's promise to increase the number of post-secondary spaces by 2010 - "...more options closer to home, saving BC's students and families thousands of dollars a year." Are we talking about the same province where, thanks to three years of underfunding and cost-shifting policies, B.C. students are facing skyrocketing tuition fees, and students and families are increasingly concerned about ever-higher debt loads? Is this the province where many institutions have cut back on programs and services, and others have a serious shortage of spaces in the courses students need?

Despite the "feel good" spin in the government ads, I can honestly say that based on my 20 years experience as a college instructor, the province's post-secondary system is less accessible to students than ever.

This year – most, if not all, of the very limited new money for student spaces will come from students and their families in the form of more student debt and higher tuition fees.

In the 2004 budget the BC government eliminated the BC Student Grant and "reallocated" that money which helped needy students reduce their debt load into funding for new student spaces.

Since the BC Liberal Government came to power, BC students and families have faced the most rapid tuition increases on record in Canada. Fees for BC students more than doubled in many programs within two years of removing the tuition fee freeze.

And while some institutions simply can't put on enough courses to meet demand, in 2004, ten of BC's 22 colleges, university colleges and institutes saw their enrolment decline. What concerns educators is that enrolment declined in institutions that rely more heavily on the government to fund their operations. In fact every BC post-secondary institution that relied on government for more than 60 per cent of its revenue saw its enrolment decline in 2004.

Post-secondary educators want to see the promise of more post-secondary spaces fulfilled. But unfortunately, advertising them does not necessarily mean funding them. We know that most of the new jobs being created require at least some post-secondary education. We know that communities throughout the province are facing serious economic transition and will need increased access to post-secondary programs and services. We also know that the amount of money the province has earmarked to spend on a per-student basis over the next three years is targeted to decline even before inflation.

BC's system of quality public education is being eroded and opportunities to learn are being denied. The provincial government needs to take responsibility for helping its citizens to get post-secondary education; it needs to change tracks and get serious about the need for adequate funding.

Post-secondary educators are urging the government to increase education funding and make education affordable again for average families and for all communities. Only when these steps are taken will I be able to fully enjoy the nostalgic memories and the sense of optimism of this annual back-to-school season evoked in the BC government advertising campaign.

BOARD/EDUCATION COUNCIL

College Board, June

Tuition Fee Policy under Review

At its June meeting the Board decided that a proposed Tuition and Fees Policy needed review. It had been proposed by its Finance Committee and gone through Operations Council. We are happy that the Board's decided to review it because it would have meant automatic fee increases keyed to inflation if the CPI was 5% or less.

However, the new policy now before the Board still emphasizes the President's authority to recommend increases to the Board. It also gives the President and Administration the authority to set fees for market-based programming such as Continuing Studies and International Education.

The opportunity for input on fees will be through the budget process as the policy says that, "normally, changes to fees will be communicated as part of the annual budget process."

Education Council, September

After a heartfelt moment of silence for Jackie Sandy who served for many years on EdCo, Council dealt with many education issues such as new courses and changes to courses. If you are interested to learn more about them, you should ask your representative. The Curriculum Committee is functioning well and there will be more opportunities to get access to information and reports through the website.

Chair Ted Hougham put forward some interesting professional-development-like possibilities for members of the Board and EdCo. There was an initial discussion of the scope of EdCo's authority over non-credit courses, the discussion was referred to its policy committee and there was reference made to the changes made to the new policy that concerns reductions in offerings.



Education Council Elections

The terms for faculty reps Heather Luk-Chan (Counselling / Student Services) and Lorna Downie (College at Large) are coming to an end. All faculty will be able to vote for the at-large candidate. Only faculty in Counselling and Student Services will be able to vote for that position.

- Term: November 2004 to October 2006
- Nomination Period: September 13 to 24
(forms available at Registrars' office)
- Campaign Period: September 27 to October 1
- Voting: Tuesday, October 5 and Wednesday, October 6
City Centre Registrar's Office 9-4
City Centre Continuing Studies 4-7
KEC Registrar's Office 9-7

(advanced poll: Wed 9/29 9-4)

2004 AGM

Hosted by the Capilano College Faculty Association at Whistler, the AGM was a notable one for CIEA. First of all, it changed its name as you can see, the new name is now official. Nothing else in our structure has changed.

We from the VCCFA had a full delegation and sponsored a few observers as well. The +13% cut we've suffered over the last three years has obviously affected our size and so we are no longer the largest local. That distinction with 17 delegates goes to Kwantlen FA. We are tied at second-largest with Cariboo FA at 13 delegates, we used to have 15. Douglas has 12 and five other locals 11. There were 143 delegates.

FYI: The VCCFA Executive has clarified its policy as to who can be its delegates. It now is one of the functions of Executive members. Should there be vacant spots, then Stewards are asked to fill the role. A limited number of other members may attend as supported observers.

The new FPSE Executive sees Cindy Oliver and Dileep Athaide continue as President and Secretary-Treasurer. These are full-time positions working out of our Vancouver office. George Davison is First Vice-President and Nancy Clegg is Second VP. All positions were achieved by acclamation, except for Second VP, which was contested by John Wilson of Capilano.

Melanie Fahlman-Reid and Tom Friedman are Members-at-Large of the Executive. They are elected from Presidents' Council.

The keynote speaker was Dr Elaine Bernard, Executive Director of the Trade Union Program at Harvard. Dr Bernard, who is Canadian and an ex-BC resident, set out a clear challenge to the trade union movement to defend the integrity of publicly funded education wherever it is challenged.

Executive members' home locals are:
Cindy, College of the Rockies, CORFA
Dileep, Capilano, CCFA
George, New Caledonia, CNCFA
Nancy, Kwantlen, KFA
Melanie, Capilano, CCFA
Tom, Cariboo, UCCFA

Mandated Action Resolutions

Getting out our Message:

The AGM approved a plan for ensuring that post-secondary issues are a provincial election issue.

FPSE will allocate up to 9% of our Defence Fund (about \$500,000) to fund a publicity campaign that will promote awareness of post-secondary issues prior to the next election. The President will be presenting the plan of action for the campaign at the September Presidents' Council meeting. This resolution was made by the VCCFA and marks the first time the Federation has mandated such a large expenditure.

We will also support and contribute to the BC Federation of Labour's issue-based political action campaign and participate in the Canadian Federation of Students' voter registration drive.

Lobbying points

With an eye to the provincial election, the AGM mandated the Federation to lobby government on a number of points:

- Restoration of the Student Grant Program
- Opposition to cuts to Womens' Centres
- Continue to critique the Degree Quality Assessment Board
- Repeal access restrictions affecting social assistance recipients

2004 AGM

Action Plan Endorsed

Our comprehensive Action Plan prioritizes our goals in the areas of Bargaining, Workplace Rights and Standards, Community and Political Action, Organizing and agreed-to priorities for locals. It can be found at www.fpse.ca/news/events/agmpost.html

Our work with the Coalition for Public Education, a group which includes the BCTF, CUPE, the GEU, the CFS, CUFABC, and other advocates was also endorsed and supported.

CFS—Canadian Federation of Students; CUFABC—Confederation of University Faculty Associations of BC

Pension Plan

Two motions passed pertaining to working towards strengthening social and ethical investing policies for the pension fund. A committee of Presidents' Council will make recommendations.

Developmental Education

A meeting of representatives from each local will be sponsored by FPSE for the purpose of identifying ABE/ESL/ASE workplace issues and strategies for protecting and maintaining this work in the public sector. VCCFA delegates were very involved in the drafting of this resolution and Ingrid is on the organizing committee.

Gay Lesbian Bisexual Transgendered Conference resolutions

Several actions recommended by the special GLBT conference were approved by the AGM.

Taking UBC's "Positive Space" program as a model, FPSE was directed to sponsor a workshop on it and further training sessions. Locals are also encouraged to lobby their management to provide GLBT issue training. FPSE will also produce a document on such issues.

NB: VCCFA and VCC will be co-sponsoring a positive space training session in October.

FPSE will also recommend that a NUCAUT* member represent us on the Canadian Labour Congress Solidarity and Pride Working Group.

**NUCAUT stands for the National Union of the Canadian Association of University Teachers. It is a federation of unionized components of CAUT and through it we hold membership in the CLC (Canadian Labour Congress), which is comprised only of national unions. Maureen Shaw, former CIEA president, is the president of NUCAUT.*

Scent-Considerate Policies

Locals are encouraged to have their health and safety committees develop such policies.

International

A motion passed instructing FPSE to call upon the Canadian government to support a Middle East peace process based on equality between Palestinians and Israelis and on the upholding of UN resolutions and international law.

* formerly CIEA

2004 AGM

Policy Points

Through Presidents' Council, Standing Committees, Workshops or Locals themselves, FPSE adopts or changes policy on numerous issues of concern to its members. Highlights of important policy discussions this year include:

Governance

FPSE updated its stances around educational governance. It is important not to take the changes that resulted in legislated faculty, staff and student representation on Education Councils and College Boards for granted. CIEA played a major role in the establishment of the enabling legislation over a decade ago and FPSE needs to be ready to defend and improve shared governance whenever opportunities arise. To that end, a subcommittee of Presidents' Council examined standing CIEA policy and recommended updates, revisions and deletions. The resulting policy touches upon funding for release to do this work, training, composition of boards, bargaining goals, and states the principles that FPSE will base its work on:

- governance must be vested in faculty
- education councils must have faculty members as a majority
- education councils must have sole authority over educational matters
- academic freedom must guide councils
- elected faculty members must, as much as possible, consult with and inform their constituents

Pension Committee

The AGM carried some recommendations from the Pension Advisory Committee that will guide some of its work on pension policy over the coming year. They include

- that pensionable service be calculated on no more than regular salary
- that limited members whose ex-spouses have not retired be able to receive a pension

Non Regular Instructors' Committee

Reaffirming the principle that overloads should not be allowed at the expense of part-time or non-regular instructors who are qualified to do the work, the AGM adopted the committee's recommendation on our Work Overload policy. It now states clearly that as a first principle, that there not be overloads. If however, overloads are permitted in local agreements then that they be temporary or where possible, averaged with underloads. When no qualified under-employed members are available then new hires should occur before overloads are assigned.

Workshops

The FPSE also puts on workshops during the AGM on topics of interest to member locals or topics suggested by Standing Committees. Some reports from VCCFA members:

- Socially Responsible Investing and Pension Funds Workshop
- Women and Poverty—Locally and Globally
- Positive Space Initiative

Socially Responsible Investing and Pension Funds Workshop

There were two presenters at this workshop. The first, Peter Chapman, is the Executive Director of SHARE (Shareholder Association for Research and Education), a national organization that helps labour pension funds build sound investment practices while contributing to a just and healthy society. In his presentation, Peter pointed out that the College Pension Plan is one of the larger Canadian pension funds. Since pension funds own 20% of the capitalization value of the Toronto Stock Exchange, they have a significant impact on the nature of investment in Canada. He challenged the notion that "getting the best return" from investments prevents pension funds from including social and ethical considerations in their investment policies. This is partly because social and ethical investments may well be in the financial interests of plan members, both in the short and long term.

The second presenter, Dominique Roelants, is one of the FPSE appointed trustees to the College Pension Plan Board. He argued that trustees of pension plans need to make solid investment-based decisions, a point that has been upheld in important court decisions. This means that "screening" of companies or sectors may not be permissible.

However, both Peter and Dominique agreed that there are other ways of implementing ethical investment policy. For example, pension funds can actively lobby large companies to change certain labour and environmental practices. They also have influence through proxy votes in such companies.

This workshop was important because FPSE has formed a committee to make recommendations on social and ethical investment policy. FPSE will then promote these policies as a College Pension Plan partner.

Vinit Khosla

Women and Poverty—Locally and Globally

Presenter: Shelagh Day, Director, Poverty and Human Rights Project

We are living under a post communism-neo-liberal formula, popularly known as globalization, in which the underlying idea is that the market is good and government is bad. It is no surprise then to hear that globally, women are poorer than men. In Canada, 19% of all women live below the poverty line, and if you delve deeper into the statistics, you find even greater percentages: 42% of all single women and 78% of all aboriginal single mothers live below the poverty line.

As Shelagh Day unraveled the unrelenting effects that this profoundly sexist economic formula has had upon women around the world, she managed to impart a little hope into what may have become a very bleak workshop. Anti-globalization is causing this formula to lose credibility, although in B.C. the recent cuts to social programs are a direct example of applying this formula. The cuts to the HEU affected women more than men, and in general, any cuts to health care affect women disproportionately more than men, because of their economic circumstances.

The Poverty and Human Rights Project is like an internal Human Rights watch, to make Canadians think about poverty in terms of rights issues. We need to be "the shit detectors", according to Shelagh Day, to name the values embodied in how we live, and be able to argue about them, in open debate. This is where unions come in, as organizations that can mobilize support to change governments, publicize the issues and advocate for the disenfranchised living below the poverty line.

Virginia Monk

Report on Workshop "Positive Space"

Workshop facilitator: **Anne-Marie Long,**
Equity Advisor, UBC



What is "Positive Space?"

Positive Space is a safe place for lesbian, gay, bisexual, queer, transgendered, transsexual, two-spirit and inter-sex (LGBQTTI) students, staff and faculty to be open about issues of sexual orientation and gender identity without fear of homophobia or harassment.

Participants will be given a small poster to display in their office space or classroom that will easily be identified. For example: UBC uses a small 5" x 6" poster that has the six rainbow colours and the word POSITIVE SPACE, all on a black background.

Everyone who volunteers as a resource person in the Positive Space Program will participate in an information/training session in which they become more familiar with Vancouver resources and with some of the issues affecting LGBQTTI students, staff and faculty.

The training session will involve a clear understanding of terms, your responsibilities as a Positive Space Resource person, information on dealing with homophobia, when someone comes out to you, suggestions for creating a non-homophobic campus environment, where to find resources and, answers to the many questions you bring.

Keep an eye open for an upcoming training session at VCC. If interested call the VCCFA office.

Wayne McNiven
CACE



U. Of Calgary: <http://www.fp.ucalgary.ca/>

VCC & the VCCFA
are co-sponsoring

a positive space workshop led by

Anne-Marie Long
Equity Advisor, UBC

Friday, October 15, 2004
Room 2036
King Edward Campus

9 am to 3 pm

To register call
604.688.6210

SVI CONVENTION 2004

Society of Vocational Instructors Report

SVI Executive

President—Bill Deutch

Secretary—Gloria Millsap

Treasurer—John Todrick

This year's convention, June 2, 3 and 4, was held at Cranbrook and hosted by the College of the Rockies.

The society is in good standing financially and membership continues to be constant. There is some concern in recruiting new members especially at a time when there is a great exodus of retiring members.

It was decided that the SVI Convention 2005 will be at Vancouver and VCC will be hosting the event. The precise date has not yet been set but it will take place sometime at the end of May or the first week of June.

Guest speakers attending:

Dr. Rubidge, President, College of the Rockies

Brian Clewes, Executive Director, Industry Training Authority (ITA)

Ken Georgetti, President, Canadian Labour Congress

Duncan McRae, Acting Director, Industry Training Authority (ITA)

DR. RUBIDGE explained 'what vocational training is' and spoke of the need of trades people for a country to prosper. He also stressed the importance of vocational trainers as critical to train a skilled workforce.

KEN GEORGETTI'S speech focused on the government's inability to provide proper vocational and apprenticeship training. British Columbia's credentials will cause problems in regard to qualification and job mobility. He also pointed out that there will be no comprehensive program to acquire skills needed for a fully qualified trade person. His recommendation is to get involved politically, get involved with your union and to organize lobbying efforts.

DUNCAN MCRAE stressed that more responsibilities are placed on the shoulders of institutions for training and qualification. The destiny of the institutions is now in their own hands. Colleges must and have been responding to raise recognition, issue credentials, and creditation toward higher training. He stressed the importance and value of certification, credentials, and the Red Seal program. The prediction that by the year 2011 all (100%) of our skilled labour force will have to come from immigration. (He acknowledged that the availability of trades trained immigrants is virtually zero right now). When the Baby Boomers retire there will also be a shortage of supervisors, foremen and managers. There are no coordinators in the Ministry of Advanced Education or in the secondary school system hence colleges must work with schools to coordinate training. The colleges will need a strong advisory committee and work hard to keep classes and seats filled. Skills Canada is in its twilight. Support from the province and federal governments are waning and their expectations are for industries to contribute more financially.

BRIAN CLEWES described vocational training as it was in the past, the present, and what it will be in the future. Mr. Clewes admitted thought, that political changes will determine future changes. New vocational training systems have to stress the coordination of employers, trainees, and training providers. Programs will be approved on the basis of need in the industry, and quality of a program. He outlined the features of a quality trades training programs in the future. They include:

- ♣ Accountability of trainers and employers
- ♣ Responding to customers needs in a flexible way

cont'd on page 14

SVI CONVENTION 2004

Society of Vocational Instructors Report

- ♣ No differentiation between ELTT and Apprenticeship Training funding
- ♣ No compulsory trades except Inter Provincial Red Seal qualifications
- ♣ Multi trade pathways—cross crafting—acquisition of broader trade skills (more than one trade qualification of each person)
- ♣ More delivery done at high schools

I, as well as others, felt like walking out of the presentation. There are a few positive ideas but it is a recipe for disaster. For 50 years the province through many political changes has provided standards of qualification and training modeling continental Europe trades training. If all the changes outlined are implemented then the end result of this program in 6 to 7 years, will be employer and customer dissatisfaction of trainees and then it will take another 4 to 7 years to get back on track.

A panel discussion followed with some questions from the audience. The tone was polite and Mr. Clewes saw no merits in our opinions.

Workshop on the Revised Graduation Program—presented by Bob Johnston

Mr. Johnston presented on changes that will take effect in September 2004 in two local school districts. There will be opportunities for learners to fast track their education in academic as well as in trade programs. I have a handout of his slide presentation if anyone is interested. The focus is more career oriented programs in secondary schools. Students will be selecting their choice of careers as early as Grade 10 and take programs at College of the Rockies if they are not offered at schools. Courses taken at colleges will be credited towards graduation requirements. This means that the graduates will have some credentials and become more employable and hopefully continue their studies. There are obstacles for schools and graduates yet to be resolved such as age restrictions in jobs, licensing and keeping graduates in the area. The only major weakness I see here is the learners' responsibility and maturity level for employment. My assessment for the colleges to survive is that we must coordinate our programs with secondary school districts.

Workshop on Shifting Demographics—by Donna Lomas, Dean of Instruction

The focus was on the response by COTR on declining demographics and the changing learning styles of students. Strategies used at the college to reach out to students include flexible delivery, partnerships and new credentials. The focus will be to offer complete programs and not export students to other colleges and universities. However, partnerships with other local colleges will make it possible to offer complete programs. Yet programs will be to meet (local) industries' demands. Scheduling will be to maximize space and coordinate with high school semester. There is a declining enrollment in schools. Consequently there will be an insufficient trained labour force and the needs will have to be met through immigration.

The final event was a grueling hike up Lakit Lookout. The distance was only two kilometers one way but 1500 feet up to the top at 7800 feet! The trail led through the thin forest at tree line and at times across large snow patches. The view is fantastic looking into the Cranbrook/Kimberley valley to the west and the Rocky Mountains to the east. Our guide and convention organizer, Bud Beeman, did a terrific job in leading us to the top, supplying us with refreshment, and bringing 12 hardy hikers back down safely.

Fred Grimann
Automotive Instructor
Certified Automotive Technician

A VIEW OF VCC DAY

Is it just me, or was anyone else wondering why Fred Ring, vice president of people, Westjet Airlines, was chosen as keynote speaker on VCC day? Linda Martin said it was because he's a "people person, a nice guy, and a great speaker." He was. Also, it was very interesting to hear about this company which has built a reputation for excellent customer service. I must say his company's values are close to my own. I'm friendly, positive, caring and go the extra mile to serve students, our "guests."

The difference for me is that I work for an educational institution, not a for-profit business. Our "bottom-line" should include the long-term value of introducing educated and trained individuals in to society. We give people the chance to better themselves and enjoy a good living for themselves and their families.

Another difference is that unlike employees at Westjet, whom Fred says puts it's "people" (employees) first, I haven't felt supported by upper levels of VCC management. In fact, I have been threatened with lay off due to budgetary concerns for what feels like forever. Before Christmas, there was a group of instructors whom the college was going to lay off even though it was clear there was work for them. We would have been laid off on a Friday, and then recalled to work on the Monday. I'm assuming this would benefit the college's bottom line because they would have paid us out for our earned holidays and then not have been obligated to pay us during a slow month or times of the year when most departments are closed and other instructors are taking paid holidays. I suppose the college could have also saved a little bit in not needing to pay benefits during these times. Why didn't they do this after Christmas? Mainly because the VCCFA union put in a grievance protesting the unfairness of laying someone off if there was work for that person. Recently, the union has been fighting the same fight. In fact, there have been a number of laid off instructors who have continued to work since their "lay off." Some of us have thankfully had our notices rescinded because the union pushed for voluntary incentive departures and there is more work available than was originally thought. I have to say, thank goodness for my union.

I ask the question again. Why was Fred Ring chosen as keynote speaker for VCC Day? Yes, Fred is a nice guy and a great speaker. He's also intelligent, and he explained the "union-free" part of his visual presentation as something the writer had chosen to include, but said it was not necessarily his view. Really? However, is management at VCC suggesting we abolish the union and get employees to buy VCC shares? Are they suggesting we fly Westjet? I'd appreciate it if someone could fill me in.

~ from a first time contributor who has asked to remain anonymous



STEWARDS UPDATE

Labour Day weekend – September- new classes. This always brings much activity for instructors and for our union stewards. This fall stewards will be conducting over a dozen IRA elections. With new classes come term contracts, both temporary and full recall, and many questions and issues.

Over the last few months we are happy to report that 10 of our instructors have received a full recall. However, unfortunately, one of them has been served another advanced notice. Two other instructors in Health have been issued notice due to low enrollment. Sadly for five of our instructors the 24-month recall period has expired. They have been severed from the college. Many of those still on the recall list are currently working on temporary recall, but their future at the college remains uncertain. Unfortunately, now into the third year, the issues around the cuts continue and are still very much alive for many of our instructors, especially in ESL and ABE.

We have been working well with the college on a number of accommodation issues. Accommodations are usually necessitated by health concerns and are when the college accommodates the need for an instructor to work in a different way than they have been. They vary from person to person. They can include reassignment of areas and gradual return to work.

Accommodations are worked out with the individual instructor, the College and the Union. The college has a duty to accommodate up to the extent of undue hardship, which provides a broad scope of possibilities.

We are hearing from departments who are interested in updating their work load profiles. We remind you that profiles fall under Article 6.2 in the collective agreement. Stewards can be a good resource for this.

Last week we finished our 11th and hopefully final day of arbitration hearings for the International Ed PD scheduling grievance. It has taken most of two years to get to this point. We will be making a fuller report in the near future.

Next week we have another arbitration concerning the rights of a term instructor who we hold was not reappointed appropriately.

We have filed a stage 2 grievance in response to the firing of one of our members.

On top of those 3 grievances we have 9 other outstanding grievances. Our preference would be to negotiate resolutions to these cases whenever possible. However we are committed to protecting our collective agreement and will represent our members to the fullest extent of their rights. As always, we are most appreciative of the support of FPSE.

One of our grievances concerning sick leave and lay off was resolved as the instructor received a full recall.

Aside from these formal issues, stewards are representing members in meetings, answering many questions, and working to resolve problems. We have a great steward system with very active and dedicated stewards.

Once again we'll be holding our Member Information Drop Ins this fall. This is an opportunity to come by with a question or just to introduce yourself if you are new to VCC. All members are welcome to drop by. The first set are scheduled as follows:

**Tuesday, Oct 12 downtown Union office
12 to 1: 30 pm**

**Wednesday, Oct 13 IEC
1 to 2 pm**

**Thursday, Oct 14 KEC Union office
12 to 1:30 pm & 5:30 to 7 pm**

Stewards are more than willing to answer your questions. Just give us a call.

in solidarity for the stewards

ing

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

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

UPDATE ON THE WORK OF THE EXECUTIVE

College changes stance on Policy Proposal

The VCC Board had before it a policy proposal from management which would have bypassed one of Education Council's key roles — their obligation to give the Board advice on reductions to programs.

The VCCFA Executive intervened and the proposal has been re-drafted. It now includes a reference to Education Council.

FA Executive Planning Meeting

Every June and December the Executive gets together for most of a day to review its work and plan for the next work period.

Some items from our June meeting:

--It is clear that reaching new members continues to be a challenge. We held a small reception for new members in June and will continue in those efforts.

--The crisis around the HEU job action and what action the BC Fed may have asked FPSE* locals to undertake once again pointed out the difficulties we have in communicating quickly in a crisis.

--We will continue our monitoring and, when necessary, critiques of management and governance bodies. When possible we will use any opportunity to improve communications with any and all groups connected to VCC.

*FPSE:

Federation of Post-Secondary Educators, new name for CIEA

As reported earlier, the Pension Board has authorized an increase in premiums that takes effect this month.

Your pension premium increase depends on your salary level, the average increase is projected at 2.2%.

College gets it right.

Noticed a glossy insert in the Vancouver Sun on Friday, September 10th.

VCC's first "Community Report." It's well done and long overdue.

Although none of it can get the Board and Administration off the hook for the damage they have done to VCC, at least this report presents the college to the community and does it as most faculty would want it presented.

DID YOU KNOW?

- * **When you are on temporary recall, the length of your recall will extend your recall period? All work done on recall counts, including subbing.**
- * **Do you need a sub? Please call from the recall list in your area. These members are experience regular instructors.**

Are you new to the College? Do you have questions about your contract? Regularization? Step placement? Please contact a steward or come to an information drop in.

Next General Meeting
Friday (*sic!*)
September 24
2:30 pm, Room 240, City Centre
~update on bargaining
~annual union budget
~work of the union

We're on the
web
www.vccfa.ca

Newsletter Editors:

Frank Cosco
and
Audrey Vickaryous

The views found herein
are those of the
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unless expressly stated
as such by an Execu-
tive member are not to
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Executive

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

VCCFA STEWARDS

**Ingrid Kolsteren
(Chief Steward)**

688-6210

ikolsteren@telus.net

Rose-Marie Watson
Maggi Trebble
Jim Davies
Rene Merkel

KEC 443-8495
KEC 871-7254
KEC 871-7312
KEC 871-7370

ebwatson@shaw.ca
mtrebble@shaw.ca
jimd@vcc.ca
rmerkel@vcc.ca

Janice Sigston
Leona Friesen
Pauline Barratt
George Rudolph
Wayne McNiven
Wayne Avery
Malcolm Cant

709-5640
CC 443-8715
CC 443-8560
CC 443-8360
CC 443-8438
CC 443-8449
CC 443-8438

jsigston@vcc.ca
lfriesen@vcc.ca
pbarratt@vcc.ca
grudolph@vcc.ca
wmcniven@vcc.ca
wwavery@vcc.ca
mcant@vcc.ca

Lyn Lennig
Michele Rosko (in training)
Cecily May (in training)

CC 443-8627
CC 443-8492
IEC 628-5918

llennig@vcc.ca
mrosko@vcc.ca
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: _____