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THE 2005/2006 EXECUTIVE

Lizz Lindsay
PRESIDENT (06)

Frank Cosco
VICE-PRESIDENT (06)

Perry Taylor
TREASURER (05)

Colleen van Winkel
SECRETARY (05)

Ingrid Kolsteren
CHIEF STEWARD (06)

Vinit Khosla
NEGOTIATING COMMITTEE CHAIR

Brenda Appleton (06)

George Rudolph (05)

Lorna Downie (06)

Orest Semeniuk (06)

Settimio Sicoli (05)

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General Meeting
Thursday, September 29
2:30 pm ~ KEC ~ Rm 2654

MESSAGE FROM THE PRESIDENT



LIZZ LINDSAY
VCCFA PRESIDENT

Hope everyone has had a good summer whether you were working and enjoying the evenings and/or weekends or were on vacation. It was great to see the good weather finally arrive as I left for the month of August to read a stack of novels, knit some new patterns and enjoy long runs in the country. Thanks Frank for covering for me for the month.

It feels so good to be back to see

~ General Meeting ~
~ September 29, 2005 ~

2:30 pm
Room 2654 (in the CCA area)
King Edward Campus

all of the activity as many classes resume and students start back. Both campuses are full of life again and our calendars are filling up with fall activities.

Bargaining

Unfortunately, Bargaining which we actually began preparing for in the middle of 2003,

continues to drag on since our ratification vote in March. Hoping to complete the mediation, we met with the College and arbitrator for two days in June, (the arbitrator needed to cancelled two additional days to deal with the truckers' strike) then over a weekend and Monday in early July. The College added their lawyer to their team. We managed to mediate some issues but still have some things to go to the arbitrator.

With a lawyer and busy arbitrator involved, dates have been difficult to find. We reluctantly agreed to meet in late October but these dates disappeared. We expressed our concern and frustration to the Board Chair and College President. While Dale sees things from his perspective, his response reflects our mutual frustration and the College's desire to get this completed as well.

On September 12th, we were finally able to arrive at two dates, November 9 and 10. The arbitrator will then take some weeks after that to render his decision. Of course, in the meantime, our Negotiating Committee remains open to meet with the College.

The new PD support money

We do have an agreement to meet with the College on the new PD money. This is a positive part of our new provincial agreement. It will provide for almost \$200,000 in new PD funding or Education Leave funding. In spite of the fact that this meeting too had been delayed we are hopeful we can reach an agreement on this issue without requiring mediation and/or arbitration. It is a bit of a worry though, as the clock ticks on and we see other colleges and faculty unions have reached agreement months ago. We hope this process will go very quickly.

VCCFA Conference and Seminar Support Money

Audrey has had several calls from members hoping to access funds from the union in support of conferences, professional development, etc. The allocation approved in this fiscal year's budget (\$3000) has been spent. (Our fiscal year runs from October through to the end of September.) The practice of the union providing this funding goes back to the time when there were little or no funds available to members through the College.

As we have been able to negotiate additional PD funds in the new contract, as well as having access to adjudicated PD funds, the Executive has decided that it is no longer necessary for the union to fund these activities for the relatively few members that are able to get their applications in before the fund runs out. We will continue to provide union training to stewards and committee members who request them.

Annual General Meeting & Social, December 1st

We have changed the date of our Annual Meeting and Social to December 1, as the Italian Cultural Centre is free to accommodate us again. This was a great location for our meeting last year and the food was up to the members' expectations. Please change your calendar now and watch for notices and reminders on our bulletin board and on our websites.

Facilities Expansion

Three preliminary meetings around the new facilities at KEC were held this summer. Our current KEC office and lounge will become part of

the new cafeteria. We are working closely with the Student Union in identifying our space needs in the new building. We have signed off on the conceptual information; the next step is a meeting with the architects.

Operations Council: Risk of Theft & Risk Assessment

At the September Operations Council we had a lengthy discussion about the risk assessment addition to the Student Field Trip policy. We were also able to raise safety concerns of a member around a recent rash of robberies at KEC. This might be a good time to think about your valuables and how you protect them at work. After recently losing my wallet, I am much more careful about what I carry around with me.

Education Council: Frank Fornelli Leaving & Elections Coming

The Education Council meeting started with a tribute to **Frank Fornelli**, a long time member and past chair. Frank has one more Education Council meeting before he heads off to enjoy his well-earned retirement. Frank has made a tremendous contribution to the college in this role. We will miss him and wish him all the best.

Speaking of Education Council, governance elections are coming up soon. Even if you have little interest in governance, we'd encourage you to take a few minutes to vote for the candidate in your area. Your support is important to those folks willing to serve in this capacity.

Next General Meeting: September 29th, KEC Room 2654, 2:30 pm

We are looking forward to seeing many of you at the September 29th meeting. **Bob Aitken** is presenting his views on eliminating mandatory retirement, a topic getting a lot of press recently. We are looking forward to a lively presentation from Bob. This is the meeting where Treasurer Perry presents the budget for the upcoming year. Our fiscal year runs from October through to September so we traditionally have our budget approved in September.

Have a great term,
Lizz Lindsay

Highlights from Presidents' Council Meeting—September 16, 17

Presidents' Council is made up of the 18 Presidents of each FPSE local as its voting members and the 4 person non-voting Executive. It meets about six times throughout the year, more often through teleconferencing if required. Except for the Annual General Meeting, it is the governing body of FPSE

It was good to see so many new faces at the table. They included:

Bill McConnell, North Island; Leslie Baker, Capilano; Darrell Bethune, the Rockies; Susan Briggs, Douglas; Mike Wicks, Private Sector Locals; Brent Langiois, Nicola Valley; Nancy Bourey, (VP) Camosun

We had some lively discussion and debate around several issues.

Next PC - Oct.24/25 will be held in Victoria to allow us to lobby our various MLAs. FPSE will identify several system wide issues including loss of developmental seats, and we can bring a local issue to the discussion. Prior arrangements are being made so MLAs will be expecting a post-secondary issues day.

Enrollment ~ Several locals reported that their institutions are not meeting their FTE targets. The Ministry has withheld the right to grant new degrees unless FTE targets are met. President Cindy Oliver has spoken to the new Minister of Advanced Education, Murray Coell, and suggested that FPSE would be willing to participate on a task force on utilization. *FYI: There's a new piece on this topic by Crawford Killian on thetjee.ca website and a VCCFA letter to the Georgia Straight on our website vccfa.ca.*

BC Federation of Labour Convention is scheduled at the end of November. FPSE will host a dinner for departing communications and policy staff representative, Roseanne Moran, during the convention. Roseanne has left FPSE after 16 years to work for CUPE. It will be great to have an opportunity to let her know how much she will be missed.

Cindy will be sending out monthly updates for publication in our newsletters. If you require more information on FPSE activities, check out their website at www.fpse.ca

~ Lizz

The View from Beyond

We have invited recent retirees to send in contributions. So, hopefully, from time to time, you'll find something here. Here's a couple that have come in.

Walter Behnke ~ Arts and Sciences

Over the years – many times, I have been asked: What do you teach? My response has always been that ***I teach people.***

Being a life-long learner together with my adult students at VCC has been most fulfilling in my vocation as an educator. I felt truly called and challenged in this role. It was indeed most rewarding to work with the students – people who are stretching themselves to achieve personal goals that create new meanings and opportunities for their futures.

I always felt that my contribution to that endeavour was mostly about: motivating, facilitating, encouraging, exploring, envisioning, emphasizing 'stick-to-itiveness'--staying the course, making it happen, and celebrating the results together.

I also recognize that for several major blocks of years during my 33 years at VCC, I had great opportunities to do and achieve things that are not typically available to most instructors. I attribute these interludes and spurts of variety in my career to the good-will and managerial adeptness of several people I worked with over the years – some of these special people that come to mind: Robert Cunningham, Paul Gallagher, Sam Lewindon and more recently Barb Ash; and, I believe from behind the scene, also Dale Dorn.

These individuals provided the support, flexibility, and encouragement that enabled someone like me to run with my desire to accomplish interesting and innovative things, which I believed, contributed to moving the educational endeavors of VCC forward.

If I were to pose the question, "What is the College's most important resource?" All of you would say, "It's the people, the community of VCC."

My challenge is to all who carry on: lead with dedication and excellence, be a genuine encourager, think 'outside the box,' think creatively with people, and find ways to make the difficult happen. People are meant to be FREE – free to think, free to create, and free to be their best – if we aim for that, VCC will continue to be BC's Number One College.

Loren Houldson ~ Counselling

During my years working at VCC, I often commented that our students arrived from so many parts of the globe that the world seemed to come to VCC.

Many new students were professionals in their own country. Others had no profession or a little training, and their education ranged from hardly anything to twelve or more years...what an incredible challenge to VCC instructors! I marveled at how the college could assist such a diverse group of individuals. People arrived with aspirations and hopes for a better future. Yet, all too many felt burdened with terribly painful memories and deep psychological and emotional scars.

As we found ourselves learning of our students' goals, challenges and painful struggles, many instructors reached out to them. The students enriched our own lives. Unlike we who have worked at VCC, few have the opportunity to interact meaningfully in an ongoing manner with so many people from around the world.

When I reflect upon my nearly twenty years in the counseling department, interacting with the students and sharing with faculty and staff turned out to be a very rich and precious experience for which I am so grateful.

Finally, as a few of you know, after "retirement" from VCC, St Mark's College at UBC invited me to work with their graduate students on a part-time basis. This is quite enjoyable. My experience at VCC made the transition easy.

All the best.



VCC FAMILY CAMPAIGN PLAN and the VCCFA

At a meeting Frank and I had with Linda Martin, Sheilah Henderson and fundraiser Rose Terariol in May, they reviewed with us the draft document "Family Campaign Plan." The goal of the family campaign is to raise \$2 million dollars from the internal college community to use towards capital expansion and expenses. We learned that anyone inside the college community is considered part of the family.

They asked me to consider becoming a chair or co-chair for the faculty fund raising portion. After consultation with the Executive we felt that supporting fundraising for a capital campaign by providing leadership would be inappropriate as it may conflict with the role of the Union President and take away time from serving members. We also felt that it is inappropriate to donate union money to this campaign or endorse it as a union.

The Executive feels that the decision to participate in the capital campaign should be made by individual faculty. The current faculty chairs/co-chairs and supporters are acting in their capacity as individual faculty members.

This is different from my past role as a co-chair in the United Way Campaign which was endorsed by the Executive. The United Way of the Lower Mainland has had a long relationship with the labour movement. The Labour Council asks that we support and promote the campaign in our workplace and that we continue to give generously.

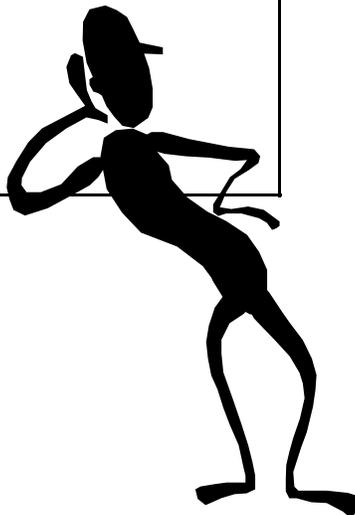
If you have any concerns or comments, please let me know.

Lizz

Another sighting of John Cruickshank

The other Thursday night a channel surfer caught sight of our former College President in what seemed to be a silent role as a Board Member of a company.

(The L Word, 10 pm on Showcase)



WHAT DO INSTRUCTIONAL ASSOCIATES DO?

In the June newsletter we included answers from two of our Associates, Holly Cole and Ted Hougham. The third is Mary Waddington, here's her answer.

Hello. First, my apologies for missing the June Newsletter.

I started with VCC in 1974 and have been fortunate in my career at the College. I have been an instructor and department head in Basic Education; the Provincial Literacy and ABE Coordinator working out of the Ministry; an acting college administrator and the department head of the contract Job Readiness Programs (VCC on the Drive); and now I am an Instructional Associate (Access and Education Services). My Instructional Associate term ends March 31, 2006.

Some of the activities I am (or have been) involved in are:

Preparation/review of curriculum course outlines with various departments including assisting in getting the (then) new university transfer courses up and running.

Coordination of ESL projects and proposals including the Canadian Language Benchmarks (CLB) Strategic Initiative at VCC, the Benchmarking Training Kit for Applied Programs, Tourism Occupations – Essentials Skills and CLB, Engineers and Technologists Project – training and employment issues for internationally trained engineers, CELBAN (Canadian English Language Benchmarks Assessment for Nurses), other smaller projects related to work coming from the Centre for Canadian Language Benchmarks, ELSA Request for Proposal

Chairing meetings where a project or issue of interest to a number of departments is under discussion

Committees such as the SFU Community Education Advisory Committee, FastTrack to Employment (over 30 agencies providing services to clients on the downtown eastside and eastside of Vancouver), ABE Outcomes Survey

I am involved with IRA Orientation and with some collective agreement committees: IRA selection, IRA election (review of applications), and hiring recommendation committees in several departments

My Instructional Associate role has really evolved into a position where project development and coordination are the primary tasks. I enjoy the work very much; particularly because it allows me to work with faculty, support staff, and administrators across VCC and in the broader community outside VCC.

My local is 7111 and my office is in the right hand corner of VCC International (4058), 4th floor, KEC.

My door is always (almost) open!

....Mary Waddington

MEMBER INFORMATION SESSION DROP INS

Monday, September 26th International Education 1:15–2:15 pm
Tuesday, September 27th KEC 12–1:30 pm & 5:00–6:30 pm
Wednesday, September 28th Downtown office 11:30 am–1:00 pm

FYI: THE PRESIDENT'S EXPENSE ACCOUNT

In the annual statement of accounts that came out in June for the 2004-05 fiscal year, President Dorn tops the salary list at \$174,115. His expenses of \$35,186 also stand out. They are only exceeded by Donna Hooker at \$62,200 and only approached by Sik On at \$27,056 and Ivonne Navas at \$24,237. The latter three are the Director, Coordinator and Manager of VCC International. Over 85% of the President's expense line has to do with travel so we made a freedom of information request for a detailed report on his travel expenses while on College business and for your information have summarized it here, rounded to the nearest ten dollars.

All descriptors of activities are direct quotes of the information we received.

Victoria

March 04

Meeting with MLA Lorne Mayencourt
Seeking support for facilities expansion
\$340 (helijet and helijet parking)

April

BC College Presidents meeting
\$310 (airplane, helijet, and taxi)

July

National Leadership Institute for Vice Presidents
(Parksville)
\$150 (airplane and ferry)

July

Meeting with Deputy Minister
Seeking support on funding and other issues
\$270 (helijet, parking and lunch)

September

BC College Presidents meeting
\$210 (helijet, parking, taxi)

February 05 (2 days)

ACCC conference on Fundraising
Preparation for capital campaign
\$910 (registration, helijet, hotel, taxi)

Canada

May 04 (5 days)

ACCC Conference, Saskatoon
\$1830 (air, hotel, meals, taxi)

July (6 days)

Presidents' Academy, PEI
Professional development
\$3870 (registration, air, hotel, taxi, car rental, meals)

October (4 days)

Symposium on International Labour and Academic
Mobility, Toronto
\$980 (no break out)

November (5 days)

ACCC meetings, Ottawa/Toronto
\$1220 (registration, taxi, hotel)

March 05 (2 days)

National Executive Leadership Institute planning
meeting
\$1560 (air, hotel, taxi, parking, meals)

International

March 04 (13 days)

Hong Kong Yew Chung College, New Business
Development
Re-establish past relationship with former partners,
relationship building

Bangkok Thai Nursing Project
MOU negotiation and signing

Philippines Business Development
Feasibility Review
Kaplan Centres and KG University
Relationship building
\$9520 (air, hotels, meals, taxi)

November (15 days) with Donna Hooker and Sik On
Guiyang, China

Closing of ACCC project on resources infrastructure
and employment development
Business development of centre for small/medium
business

Bangkok

Thai Nursing Project Final discussions

Hong Kong

Yew Chung College, business development Alumni event

South Korea

Meeting with presidents at 5 colleges Alumni event

\$9380 (air) plus \$2610 (hotels, taxi, train)

VICE PRESIDENT, EDUCATION

PROVIDE INNOVATIVE LEADERSHIP and VISION TO A COMPREHENSIVE COMMUNITY COLLEGE

Ready for a leadership mission on a bigger and broader scale? In addition to being the oldest and largest community college in British Columbia, Vancouver Community College is a leading BC institution known for its forward-thinking and responsive approach to education and training.

With nearly 26,000 full and part time students on three campuses, VCC presents you with an unprecedented portfolio of over 100 programs from literacy through to degrees. Your support and leadership of an exceptional group of Deans and Directors will continue to evolve those programs to address growing skills shortages in areas such as health, hospitality and trades.

As a member of the closely knit executive team, you will join VCC at a time when the Province's private, public service and not-for-profit sectors are clamoring for well-prepared graduates. With an imminent capital expansion, VCC is sending a clear message to its students, alumni, communities, stakeholders and corporate partners that its unique brand of education is growing and gaining momentum. Through face-to-face meetings with industry partners, you will work closely with future employers to shape and tailor programs to mesh with the demands of the marketplace.

Administratively, you will share responsibility for the College's annual operating budget to deliver maximum innovation and education for every dollar spent.

You are currently a Vice President, Dean or Director in the community college world. Alternatively, you may be in a related field after holding a leadership position with a comprehensive community college. You are a dedicated advocate of innovative, learner centered education with a record of strategic vision and inspirational management.

You might have seen this ad that ran a couple of times in the Globe and Mail nationally. Something that the ad does not mention is that this position has a very large role to play in administering the management part of our collective agreement. The Vice President is mentioned a hundred times in our current local agreement. Naturally, we have an interest in who is chosen and how the process will work.

New College policy allows the College President to determine process. Along with other stakeholders, the VCCFA will be on the committee that interviews short listed candidates. Candidates will be shortlisted by the executive search firm who placed the ads.

Ingrid Kolsteren will be our representative on the committee. Please contact her if you have any questions or concerns.

INGRID WILL BE THE FA REP ON THE COMMITTEE

From Cindy Oliver, President of FPSE



September 6, 2005 -

Here we are again at the beginning of a new educational year. I want to welcome new members of FPSE locals and to acknowledge those whose ongoing work makes our federation strong at the provincial and local levels.

It is fitting that we begin the year with a celebration of Labour Day. I know that many FPSE members participated in rallies and events in their communities. This year, we focused on workers who are locked out at CBC and Telus as well as striking workers at Tech Cominco. We will continue to support them in their struggles for fair collective agreements.

A year ago we were facing a provincial election, and we knew that post-secondary education would be an important issue. We worked hard to raise issues of access and affordability and I am proud of the work that FPSE did. The election is now over and we have a new and more balanced government and opposition in Victoria.

Our institutions and our students continue to face some serious issues. Last year at this time I pointed out that many of our institutions were seeing declining enrolment. Preliminary information from the Ministry of Advanced Education for the 2004/05 year shows that the problem has increased. And for the first time we saw a significant decline in enrolment for the college, university-college and institute system as a whole.

This is a disturbing trend and one that requires urgent attention. We know that demand for post-secondary education is high, so why the decline in enrolment at our institutions? Many factors have likely contributed, including dramatically rising costs for students and families; the inadequacy of government funding for institutions; the absence of system planning and of mechanisms to support inter-institutional cooperation; and an emphasis on competition between public institutions.

The BC government's goal of increasing student spaces is a laudable one. But it can only really be described as increasing access if institutions can create the spaces and pay the instructors, and if students are able to fill them. The BC government is planning a budget update in mid-September and we will be watching closely to see if it includes increased funding for post-secondary education.

For FPSE member this will be a busy year. As the post-secondary education system in BC continues to evolve, we will be working to maintain a focus on quality education and positive working environments. Later in the fall, we will be seeking meetings with MLAs to discuss our common concerns around post-secondary education and, coming up very soon, we will begin our annual round of meetings and committee work.

I wish all members an invigorating and productive year and I look forward to having the opportunity to visit many FPSE locals during the coming year.

In solidarity,
Cindy

We wish Cindy, Ken and their family well. It's hard to imagine the distress the disappearance their Will is causing.



LABOUR SOLIDARITY

Over the summer, big management-driven disputes have resulted in two major lockouts. Management at both Telus and the CBC have decided to try to force their unions to accept revised collective agreement provisions. It seems in both cases that managements want enhanced flexibility to be able to drop and add people the way they see fit. These are not strikes. In the case of Telus, if workers had shown up for work the management-written agreement would have taken effect.

Members of the VCCFA Executive have done solidarity picketing with each union and attended rallies for both. The Executive has authorized a gift of "doughnut money" to each union in order to express our solidarity. We have prepared "VCCFA Supports....." signs in our office, if you'd like to join the line, just let us know and you can borrow a sign.

A Need for Wider Action?

The Telecommunications Workers' Union at Telus and the Canadian Media Guild at the CBC have very active support campaigns. If they are not enough then, just as it did in the Hospital Employee's Union strike, BC Labour may have to look at more concerted and widespread efforts. Stay tuned.

-in the Lockout at Telus

To date, the BC Federation of Labour and TWU have suggested things that any of us can do to help the workers:

1) Call Telus and for the length of the lockout, cancel one or more of your special calling features. To make these changes call them at 604-310-2255, or go to their website at www.telus.com

2) Make similar changes to your monthly cell phone plan. Call TelusMobility at 1-866-558-2273, or go to www.telusmobility.com. The union has recently upped the ante on this one to asking people to consider canceling their Telus cell phones for at least the duration of the lockout. *FYI: CUPE-BC has announced that it is switching off Telus. The VCCFA is considering its options as our computers and phones are now with Telus.*

3) This is a fun one. Pay them pennies more and make them work dollars for it. By canceling any automatic payment you have and paying by cheque, you cost them money. But it gets better. You can cost them more by covering up or removing the coding at the bottom of the bill, which forces them to enter details by hand. To even force more "by-hand" processing costs, round up your bill payment to the nearest fifty cents or dollar, then they have to enter that info by hand as well.

4) Use a long-distance discounter. Although such calls have to use Telus lines and are billed through Telus, they are far less profitable for the company. An example is YAK. Dial 10-15-945 then 1, then the area code and number as usual.

5) If you have experienced long delays or poor service from Telus, contact the CRTC and register an official complaint. The CRTC has forced Telus to improve service in the past. Contact the CRTC through their website, www.crtc.gc.ca and click on "Complaints and Inquiries," or call them at 1-877-249-2782, or use email at info@crtc.gc.ca

~ in the Lockout at the CBC

The Canadian Media Guild is also in need of support:

- 1) Check out their own website at www.cmg.ca It has detailed information about the respective positions of management and the union
- 2) Check out www.cbcontheline.ca for union news and views on the lockout
- 3) Check out www.unionvoice.org/campaign/cbc_martin in order to send email messages to Prime Minister Paul Martin, the Heritage Minister Liza Frulla or CBC President Robert Rabinovitch
- 4) Write to your own MP, voicing your concern about the continued lockout.

The CBC has a tremendous amount of room for improvement but it's one of those things that "you won't know what you've got till it's gone." Management's tactics and whatever strategy they are following is in danger of encouraging those in the country who really would not mind if it was gone.



GORDON BAREFOOT'S SUCCESSES IN BARGAINING

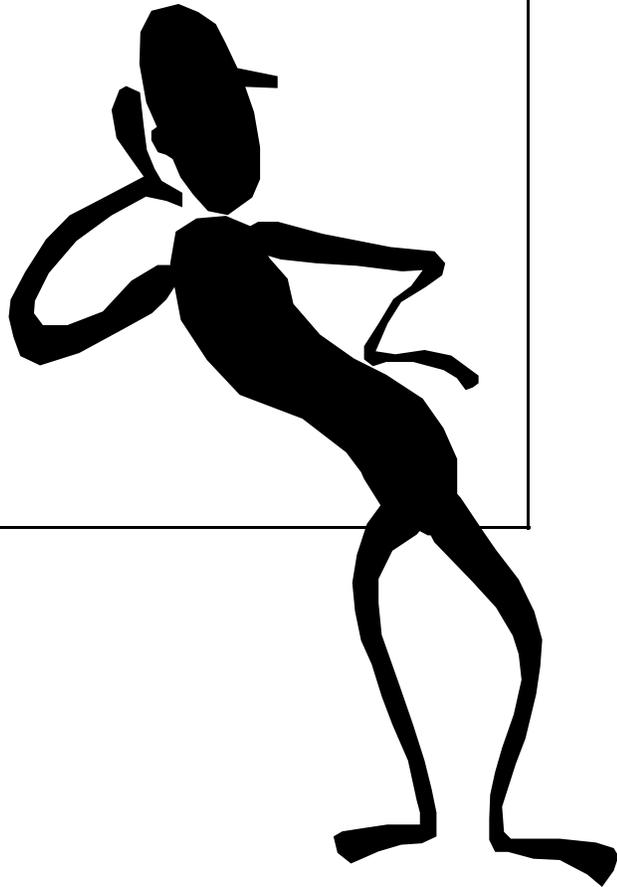
Our College Board Chair, Gordon Barefoot, was featured in a short piece in the Georgia Straight over the summer. For those that missed it, the article had to do with the takeover of Terasen by Texas-based Kinder Morgan. It might give some food for thought to future VCCFA negotiating committees, because it seems Mr. Barefoot has been quite successful in his own bargaining.

The writer, Charlie Smith, reported that if Mr. Barefoot, a senior Vice-President of Terasen, or four other senior executives lose their jobs because of the takeover they will receive up to 24 months of severance.

In addition, they will continue for 24 months to receive company payments to their RRSPs, their insured benefits, their car allowances, their club memberships, and all other company benefits.

Furthermore, Smith reports that, after the takeover, stock options Mr. Barefoot and three other top executives received last year are worth \$464,551 each.

Smith quotes Mr. Barefoot's salary, bonus, and incentive payment for 2004 as totaling \$777,250.



Education Council

Curriculum Committee Activity

July 2004 to June 2005

The following summarizes the courses and programs that were reviewed and approved by the Curriculum Committee and then Education Council in the past year.

In addition to curriculum additions and amendments the Committee established a “checklist” for Committee review of proposals. The Committee continues to work on the necessary forms that are needed for proposals to make them more “user friendly”. The Committee also is monitoring the “new” Education Council – Curriculum Committee webpage (under VCC Governance) and seeking feedback.

~ Lorna Downie, EdCo Vice Chair, Chair of Curriculum Committee

New Courses and Programs	Changes to
Existing Programs/Courses	
June 2005 EdCo Meeting	
English for Health Services	Pathology Attendant—name change to Autopsy Technician Program
May 2005	
Health Care Careers for Aboriginal Youth	All Health Science Programs—elimination of VCC Health Questionnaire as prerequisite
	Architectural Drafting—sequencing of courses
	Dental Hygiene—reorganizing of courses
	Paralegal Certificate & Diploma—increase in class hours and course credits
	Math 1100—change in prerequisites
April 2005	
Aboriginal Art—Jewellery Techniques	Writing 0995—change in prerequisites
	Fashion Arts—increase in length and additions
March 2005	
Medical Laboratory Assistant Upgrade	EASL 060 and 070—move to “blended” mode
	Occupational/Physical Therapist Assistant—rescheduling of courses
	Inter. Pronunciation & Communication 2 levels- name change to ESL Listening and Speaking
February 2005	
Economics—UT 1st Year	Pathology Attendant
Cosmetologist Diploma	
Nail Technician Certificate	
Legal Administrative Assistant—BC	
Campus On Line Courses (for information)	

New Courses and Programs	Changes to
Existing Programs/Courses	
December 2004	
	Diploma in Adult Education revisions
	Dental Hygiene—prerequisites
November 2004	
Bed and Breakfast Certificate Program	Culinary Arts/Cooking ESL—change in requirement for continuation
Stars4Success Certificate	University Transfer—changes to prerequisites
Academic & Professional English—Oral Course	
October 2004	
Dental Hygiene Access Program	Dental Hygiene—change in prerequisite
Information Technology Diploma	Hairstyling—restructuring of curriculum
September 2004	
Renal Dialysis Certificate for LPNs	Math 062/072 rearticulated
Litigation Procedures 1 & 2—online	CPE—English 1101—prerequisite
IT Specialist Advanced Certificate	Occupational/Physical Therapist—credits

Next VCCFA General Meeting

Thursday, September 29, 2005

2:30 pm

Room 2654 King Edward Campus

WORLD PEACE FORUM UPDATE

World Peace Forum Update

Some of you may know that I am a volunteer member appointed by Vancouver City Council its Advisory Committee on Peace and Justice. The Vancouver and District Labour Council nominated me.

The Peace and Justice Committee has developed, proposed and received Council endorsement and financial support to hold a major international World Peace Forum in Vancouver from June 24-28, 2006. The WPF follows the United Nations sponsored World Urban Forum, also in Vancouver and we expect many delegates will stay for the WPF as a post-forum activity.

A wide range of working groups have already been established and are seeking local input and participation to interact with national and international issues and actors. Major fundraising and awareness raising activities will take place over the next few months. Over 150 prestigious organizations from around the world have endorsed the Forum. The BC Teacher's Federation, in cooperation with the Canadian Teachers Federation and Education International will be hosting a Peace Education forum: "Educating a Generation to Create a Culture of Peace" for some 2,000 educators around the world. The Vancouver School Board, the Parks Board, and the Library Board all have endorsed the WPF and will be providing venues and programs. UBC, SFU, Cap College, Langara and VCC will also be involved mainly as venues. FPSE moved to donate \$5,000 to the WPF at the convention last May. For more information, contact me or visit the WPF website at www.worldpeaceforum.ca.

Lizz



VOLUNTEERS NEEDED

We need folks to help out in the following ways:

Community Action Committee

~ This group has the pleasant task of divvying up thousands of dollars to support the work of Vancouver East side agencies. The more people the better



VCC—Occupational Health and Safety Committee—City Centre rep

We need one VCCFA rep from City Centre for this important College committee



Pension Advisory Rep (Understudy)

Vinit is our current rep to this provincial FPSE Committee. It does very important work concerning our jointly-trusted pension plan. Vinit will be leaving this spot and it's recommended that someone interested shadow him for a few meetings.

Vancouver District Labour Council

VCCFA is entitled to a number of voting reps and observers. The Council meets once a month. (3rd Tuesday, 7:30 pm)

The more people the better

**Please contact
the office**

STEWARD NOTES

Welcome back! September again - another year. It's great to have our stewards back from holidays, working on ongoing issues and the new issues that seem to be popping up. We are not bored!

News on the Recall Front

All the laid off ESL instructors have either been recalled or left the College, some with severance, some without. Currently only 2 instructors, who are each from non-ESL areas, remain on the recall list. Quite a change from last year! It's very nice to see many of our co-workers back, but we do miss those that have left. And we are still dealing with grievances from the layoffs.

Arbitration Avoided

We were set to go to arbitration this week on two grievances on the issue of temporary recall and right to maternity leave or sick leave. Instead we spent a day with the College working to settle the grievances. We are happy to report that we were able to come to a satisfactory resolution for both these grievances! And we have agreement in principle for two other long standing maternity temporary recall grievances. It was very good to be able to problem solve these grievances.

Other grievances?

Some have been resolved; some are ongoing; some are on the back burner for now or 'in abeyance'. This report will just touch on a few of the grievances we've been working on over the last few months. Unfortunately, though long, this is not our complete list of grievances, and there are additional "informal" issues. Stewards attempt to resolve issues and problems before they get to the formal grievance stage, and we are able to solve many issues informally. We believe that many more could be, and we always encourage a more problem solving approach to our labour relations.

Fired Instructor

A long-serving instructor was fired for abuse of sick leave, legally, "breach of trust". Based on the firing legal advice, a decision was made to not take this to arbitration. We withdrew the grievance and the College withdrew and additional grievance against the instructor. This file is now closed.

International Education PD Scheduling

We finally received the arbitrator's disappointing decision. The decision was not in our favour. As a result we withdrew the grievances in two other ESL departments which were very similar and dependent on the outcome of the Int Ed arbitration.

Stipend for an IRA

Last spring, the College eliminated an IRA position before the end of the three-year term. We grieved the instructor's right to continue to be paid the IRA stipend till the end of the term as per contract. The College agreed and the instructor is receiving the stipend.

Investigation of a Department - Stage 2 Policy Grievance

This was in response to the College's appalling lack of process in a department investigation and, in our view, abuse of their management rights. Their process was extremely upsetting for our members as they were questioned and re-questioned while being "investigated." The investigation is now over and there was no discipline for any of our members; many of the remedies we sought in our grievance have been met. We continue to monitor what is happening in this area

Workload Profile in University Transfer Departments

This grievance is going to arbitration. Unfortunately, the road to arbitration is slow and we have yet to agree on an arbitrator.

Union Release Time

There are a number of issues around how the College is charging the union for release time, especially benefits. We are hopeful that this can be sorted out.

Medical Accommodations

One area that we have been working together with the College is accommodations for the number of members who require some sort of accommodation for their physical condition in order to continue at work. These vary hugely depending on the health need, ranging from partial return to work or

STEWARD NOTES

partial sick leave, special equipment, reassignment of work etc. Accommodations, with medical support, are worked out between the College, Union and the instructor.

Other Informal Resolutions

Examples of other issues we have sorted out and resolved informally include:

- a term evaluation where we had serious concerns about lack of process
- departmental roles and communications among department members
- interpersonal issues between members
- numerous scheduling issues
- questions about leaves

Currently we are discussing several issues with the College, including, retirement prep leave, holiday carry-over, and application of the common agreement. Hopefully they can be worked out without going the formal route, but of course we will if needed. We will keep you posted on these.

Being Called to a Meeting with Administration - Do I have to go?

We've had a few situations where instructors have been called to a meeting with their Deans. Some of these have the potential for discipline. When called to a meeting, faculty have to attend; we do not have a choice. However, faculty absolutely have the right to have union representation, to have a steward there. So if called, call us!

IRA Selections and Elections

There are about a dozen coming up this fall and stewards will be involved in them. If you have any questions about the process, just give us a call.

It is always our hope and goal to be pro-active and solve things early on.
So if you have an issue or concern, call a steward.
Usually the earlier the better.

IRA Orientations

This is a joint effort as outlined in our collective agreement, Article 13.8. IRAs have 2 full days. The next one is October 7. The orientation sessions are for all IRAs, any one thinking about being an IRA, stewards, and any one else who is interested.

Stewards at Work ~ Drop Ins

Steward work is kind of like housework - never done. Much of our work is done talking to members, meeting with departments, on the phone in evenings. This fall we have once again scheduled Member Drop Ins at your campus. See p 7 for details. These are open to all members; a good way to get information and learn more about our union. We like to hear from you, so do call if you have any questions, concerns, and issues.

for the stewards,
Ingrid

DID YOU KNOW?

Seniority

Once you have had a term contract, all work counts towards seniority, but only work on contract @ 50% or more counts towards regularization. Also, did you know seniority is calculated differently for term and for regular instructors? Confused? Have questions? Check out the seniority calculation system chart at Appendix 4 in the Collective Agreement or call a steward.

Jury Duty

Did you know that if you are called to Jury Duty, or subpoenaed as a witness in a criminal proceeding or civil action (and you are not a party) your leave will be with pay? See article 8.13.1 and 7.8 in the Common Agreement. Any money you receive for Jury Days needs to be reimbursed to the College.

Workload Profile

Did you know each area or department has a workload profile that states how our 25 hours of assigned duty is divided, that is, the number of hours for student contact (the majority of hours of course), preparation, marking, meetings, etc. Term and regular instructors within the same area are covered by the same workload. If you any questions about your workload, call the union office. This is Article 6. The time is pro-rated for part time instructors.

We're on the
web
www.vccfa.ca

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To all VCCFA members:
Please print any changes that may apply to you
and forward through intercampus mail to the VCCFA office
Attention: Audrey

Notice of Address Change

Last Name: _____

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Address: _____

City: _____ Province: _____

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Department/Area: _____

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