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THE 2006/2007 EXECUTIVE

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Lorna Downie (06)

Maggi Trebble (07)

Settimio Sicoli (07)

VCCFA GENERAL MEETING

THURSDAY, SEPTEMBER 28TH

2:30 PM

ROOM 3570,

KING EDWARD CAMPUS

NEAR THE SOUTHEAST CORNER OF KEC

MESSAGE FROM THE PRESIDENT



FRANK COSCO
VCCFA PRESIDENT

Hi again, it's been strange without Lizz since August 1st. But, believe it or not, she (as an honorary member and Past President, without vote) does come in from retirement for Executive Meetings. Lizz's term was till this year's Annual Meeting. At the General Meeting on November 30, there will be elections for President, Vice-President, and three other Executive spots, as well as six Steward spots, all are two-year terms. Plenty of opportunities to get involved.

VP By-Election

There will be a by-election at the General Meeting of September 28th, for the remainder of the VP term. Our bylaws resulted in the VP taking over as President for the remainder of that term.

Lizz's Event

We'll be having a ticketed party for Lizz on November 2, check out the announcement elsewhere in this Newsletter. The office, stewards and Executive have the \$20.00 tickets for sale.

WorkPlan

At Lizz's last Executive meeting in June we worked on a work plan to help us prioritize our efforts this fall and winter. Our budget proposal, which will be voted on at the Sept 28th meeting reflects those priorities. You can find a summary in the June newsletter.

A priority we will continue to highlight is the longstanding problem of under resourced faculty and program development at this college. We have made this point at College Board meetings

and will continue to make it whenever we get a chance.

Newsletter

Check it out for many other tidbits.

If you'd like to contribute an opinion or comment, please go for it.

--Frank Cosco

VCCFA General Meeting

**Thursday
September 28th**

2:30 pm

**Room 3570*
King Edward Campus**

**third level near
southeast corner
of campus**

BETTER FUNDING ~ BETTER FUTURES

FEES ARE TOO HIGH, FUNDING IS TOO LOW

BC should have the best educated and most literate society in North America - Gordon Campbell

We are part of our federation's lobby to influence the 2007-08 provincial budget. All local presidents and our provincial executive will be in Victoria in mid October to speak to the final hearing of the Legislature's Finance Committee. Cindy Oliver will also be speaking directly to the Treasury Board, the real power behind the throne.

Premier Campbell's goal (the first of his "Five Great Goals for a Golden Decade")* should be taken seriously.

We take it seriously. However, we do not think the high-fee, starved funding approach gives the goal any chance of fruition. The economically stable segments of society will always have access to education. If the society doesn't provide it, they will buy it. To have the best educated society has to mean that financial considerations that become barriers have to be removed. We're in the situation where people are spending thousands and taking on debt to get training for average or lower than average salaried jobs, where immigrants' access to more productive work and further training is delayed by high fees for language training, and where people on social assistance are putting themselves and their families at risk for trying to get training to improve their situations. It's crazy.

**From the February, 2005 Throne Speech
Premier Campbell set out a five-point plan called Great Goals For A Golden Decade:*

1. *Make B.C. the best-educated, most literate place in North America.*
2. *Make B.C. a model for healthy living and physical fitness.*
3. *Build the best system of support in Canada for persons with disabilities, special needs, children at risk, and seniors.*
4. *Lead the world in sustainable environmental management.*
5. *Lead Canada in job creation.*

Poll Backs up our Position

We commissioned a very credible random Ipsos-Reid poll this summer on the effects of high fees and low funding. Their report of the detailed polling results can be obtained through the VCCFA office, or online at [www.fpse.ca]. The results were extremely clear. Usually with this type of polling if you get 60% of folks agreeing on something it is sending a strong message, look at these numbers:

- **62%** of respondents think tuitions fees in BC are too high. The last time that question was asked was in 2004 when 45% thought it was too high.
- **70%** think that high tuitions are **preventing** students from getting the education they need to get ahead.
- **74%** think that students can't get the courses or programs they need to complete their education.
- **74%** think that students are taking on an unfair burden of debt.
- **81%** think that student debt makes it harder for students to complete their education.
- **90%** think that one of the ways to solve the skills shortage is for government to invest more in public colleges, universities and training institutes.
- **80%** support reducing tuitions.
- **87%** want to see an increase in student grants.
- **72%** want to see assistance for students to pay off debts.
- **52%** support free tuition for the first two years of post-secondary education.
- **84%** support more funding of post-secondary system to provide more course options and higher enrolments.

cont'd on page 4

LOBBY EFFORTS: FEES ARE TOO HIGH, FUNDING IS TOO LOW CONTINUED

FPSE president Cindy Oliver and a BC Executive member of the Canadian Federation of Students kicked off the campaign with these poll results with a press conference at KEC. It's interesting that the Ministry of Advanced Education responded very quickly with a defensive media release of their own. Since then we have had many print and electronic media presentations, and ads have been placed in local newspapers around the province. You might have seen our own Malcolm Cant featured in the Vancouver Courier.

Locals have shared the complete poll results with their college presidents and invited them to use the numbers in their meetings with government Ministries. We will be also be making the same points and sharing the results with the College Board.

What You Can Do

Use these numbers when you have a conversation about the topic. Seek out your MLAs and others with influence on the government and tell them about the access barriers to your program.

Email the Premier

www.fpse.ca/campaigns

Most immediately, please consider taking a moment to email the Premier. His office is watching because these poll results have delivered a message. We need to maintain momentum.

You can do this yourself and send it to Premier@gov.bc.ca

Or you can go to [www.fpse.ca/campaigns] to add your email to our standard message

We will keep you posted as the campaign continues.

Join us to celebrate & honour ...

LIZZ LINDSAY

upon her
RETIREMENT
& for her
INCREDIBLE CONTRIBUTIONS

Past President; Past Vice President; Past Chief Steward; Steward; Member of Negotiating Committee and much more ...

- WHEN:** Thursday, November 2, 2006
6:00 pm
- WHERE:** Fraserview Hall
8240 Fraser Street (at Marine Drive)
- WHO:** Current faculty, retired faculty, co-workers, friends and their partners, Lizz, Ken and family.
- COST:** **\$20.00 per person.**
Ticket price includes an Indian buffet dinner with lots of vegetarian choices and a contribution to a donation to a cause that Lizz supports.
- Bring your stories and memories to share.
- There will be music and dancing.
- RSVP to:** Audrey Vickaryous
VCC Faculty Association
(604) 688-6210
vccfa@telus.net



THE BONUS, CONCESSIONS & STRIKE VOTES

The Bonus and Concessions

The public sector has in large part successfully negotiated agreements till 2010 or 2011 and received the signing bonus amounts of often \$4000 per fte member (perhaps \$2400 or less post-deductions and not necessarily per person). There are only ourselves in the college faculty sector and a few others to go.

It has to be admitted that the signing bonus has affected our planning within our local and with the other locals of FPSE. However, it has to be asserted that it has not bedazzled us.

We are preparing to work seriously and effectively in order to be finished by March 31, 2007. It must be noted though that no union that has settled by previous deadlines had to accept concessions. We are not going to be the first. It also must be noted that other unions made important gains besides straight salary, we will have demands in such areas too. We hear reports of employers in our sector planning on tabling concessions, such as the end of the Common Agreement. Employers, by the way, who got their bonuses by simply waking up on April 1st. Well, concessions are not on the agenda, forget about it.

Employers should also bear in mind that the signing bonus deadline works two ways. Sure, it pressures unions. But it also creates pressure on employers not to be obstacles to settlement. Would you like to be the employer who potentially spoils Carole Taylor's clean record?

Strike Votes

Members who have been in the VCCFA a while have an experienced, realistic view of strike votes. They know that bargaining gets to an impasse when the employer simply says "no" to a key issue, or demands concessions. They know what our position is and that we are prepared to compromise on it, but that sometimes we cannot take "no" as an answer.

They know that often the only way to get past "no" is to have a strike vote that is as strong as possible. Bargaining is not just about the issue and argument that is on the table. It is also about the power that each side brings to the table.

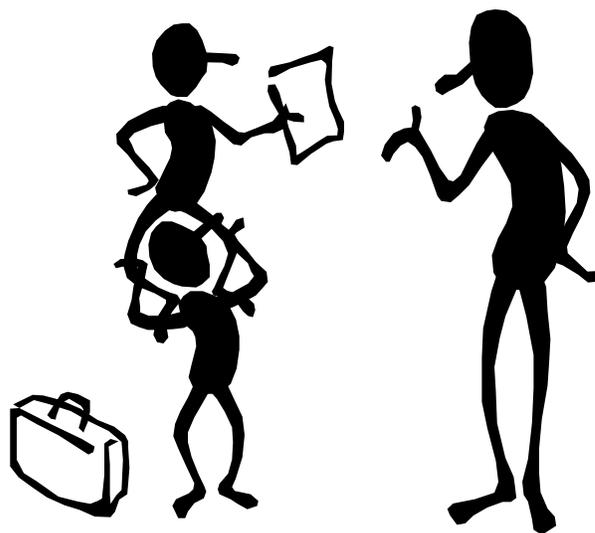
In Canadian/BC labour law, most power by default resides with management. They can say "no."

The onus is then upon the union concerned to demonstrate its resolve. The instrument of resolve is the strike vote. Usually, as is the case in VCCFA history, that is enough. A positive strike vote changes the dynamics of the situation. Faced with the consequences of failure, the parties can find ways to come up with reconsidered positions, sometimes it allows a mediator to bring pressure on both sides, not just the union.

Why are we raising this point?

We don't want members to be surprised or unprepared if there is a call for a strike vote in this round. Earlier this year, the BCTF and the BCGEU both had to have strike votes to get their managements off concessionary positions and to create momentum towards successful settlements by the end of March. Last year, strike votes at Capilano and Malaspina sparked the serious talks that finally led to our 2004-07 settlement.

We also want members to understand that first and foremost the strike vote is a bargaining instrument, not a dispute instrument.



CAMPUS 2020: THINKING AHEAD

In mid July, unbeknownst to most, the Premier decided to launch Campus 2020:

"Our job here is to be sure that the strengths of our universities, colleges, and institutes are reinforced while we discover new innovations that will help shape the learning landscape of the future. We want a learning landscape that is as rich and diverse as this great province."

Advanced Education Minister Murray Coell added:

"We are now asking students, faculty members, educational leaders, public and private educational institutions, Aboriginal and multicultural organizations, labour, business, and the public to help develop a new educational framework that will take us beyond the needs and approaches of today to the needs and approaches that will be required for years to come."

Okay, planning is good, input is good. In fact the following VCCFA motion was passed at the FPSE AGM this year:

Motions from Locals

Local 15: Vancouver Community College Faculty Association

MS (Local 15, Local 4)

WHEREAS:

- 1. There is a crying need for the government to engage in real consultation in the development of post-secondary education policy in BC; and*
- 2. FPSE's Action Plan calls for "a strategic planning process for the public post-secondary education system with the involvement of all partners"; and*
- 3. There's a need for FPSE's informed voice to be heard on issues of applied and apprenticeship programming, on developmental education, on student access, on university transfer programming, on educational support, and on degree-granting initiatives;*

[50] THEREFORE BE IT RESOLVED THAT the establishment of a comprehensive consultative process, that includes the appropriate provincial

ministries, FPSE and other stakeholders, be considered by the upcoming Bargaining Council as a priority bargaining issue in the 2007 bargaining round.

CARRIED

While the Bargaining Council hasn't been formed yet, perhaps this motion is more timely than we could have imagined because Campus 2020 doesn't include us in what we would consider a "comprehensive consultative process."

As we said in our motion and as is evident from the inability of many colleges to deliver their FTE targets there is a crying need for consultation but it shouldn't be a sham process.

Campbell and Coell have asked former Attorney-General Geoff Plant (in the cabinet that came up with Bill 28) to head the initiative and appointed three others to work with him. You might imagine an outsider of repute, a respected BC educator, and an independent thinking upstanding citizen of BC. You would be wrong. The appointees are all from outside BC: Dr Harold Shapiro, former president of Princeton University, Sara Diamond, president of the Ontario College of Art and Design, and Graham Smith, a prominent Maori education activist from New Zealand.

The Campus 2020 project seems to be set up as a panel hearing presentations. The VCCFA will dutifully make a submission but it's hard not to be a tad cynical about the process, both the "springing" of its announcement and the nature of its "deliberations."

In the absence of transparency and involvement, the rumour mill gets going. Many speculate that 2020 will perhaps bring on "rationalization" and "consolidation" of institutions. We have even invited President Dorn to discuss our management and union perspectives on what changes are needed.

We'll keep watching and reporting. When opportunities for input become more clear we'll invite members to participate in shaping what we say.

THAT WAS THEN ~ THIS IS NOW 1996 ~ 2006

It's precisely 10 years ago that "Charting a New Course, A Strategic Plan for the Future of BC's College, Institute and Agency System" came out. That's when there was a system.

The list of participants in the year-long process that produced Charting a New Course is instructive and telling:

the president of the Advanced Education Council of BC
the presidents of Cariboo and Camosun Colleges
the president of PSEA, the group of colleges acting as employers
the president of CIEA and two other President Council members
two members of the BCGEU, college faculty sector
two members of the Canadian Federation of Students
two members of PSEC, the Ministry of Finance acting as employers
five members of the then Ministry of Skills, Training and Labour, including the Deputy Minister

Certainly a comprehensive list of stakeholders who engaged in many face to face working sessions.

Unfortunately, the "system" has been neglected ever since. The list of events that have damaged the system is long, some examples:

- The dismantling of all system agencies such as the Centre for Curriculum, Transfer and Technology
- The lack of clear mandates for University-Colleges
- The move to block funding, allowing administrations and boards to shape college profiles
- The deregulation window on student fees, which made colleges less affordable
- The dissolution of a multi-layered provincial body for administrators, they had one in the Advanced Education Council of BC
- The expansion of UBC and SFU both physically and through the lowering of their standards
- The dismantling of all consultative bodies. The passage of Bill 28 in 2002, which tries to remove parts of our Collective Agreements.
- The dissolution of ITAC (the Industry Training and Apprenticeship Commission) and the end of its balanced approach where educators had a voice.
- The appointment of board members from predominately business and legal backgrounds
- The lack of any public advocates for the system

It's kind of sad, isn't it?

The seventh biannual meeting of the Coalition on Contingent Academic Labour met in Vancouver this August, at SFU's downtown campus. Bonita Eberl, Frank Cosco, Maggi Trebble, and for one session Ingrid Kolsteren attended for the VCCFA. Aside from the nuts and bolts of presentations and discussions it was a real cultural experience to have such a disparate group of educators in the same place. They ranged from powerful American union leaders whose memberships number more than CUPE and CAW combined, to an edge of poverty Mexican instructor who passed her small pay slip around the room, to long time local activists who "come up for air" at meetings like this, to our sophisticated Quebec colleagues whose "Common Front" approach is much more effective than the BC "you go first" approach, to our own Cindy Oliver who can take pride of place as the leader of one of the most advanced union federations on these issues, to a Mexican professor who said "the third world is the real world," to a young and fired prof of religious studies from a university near Chicago who was essentially fired for bringing a Muslim into a class to speak. And more, it was a little anarchic but quite something.



Cocal VII delegates at SFU Harbour Centre Aug 12

Contingent Academic Labour is what we call non-regular work. As was announced, we helped sponsor the meeting along with major contributors FPSE, the UBC faculty association and CAUT. It's an important meeting where folks from all over Canada, the States and Mexico come together to share their concerns and sometimes, their solutions about the state of employment in the post-secondary world. It's a illogical state, unless the powers-that-be want most of their workers to be disposable, with few or weak ways of uniting together, at rates of pay and benefits

that keep people insecure. They wouldn't want that, would they?

At least in Canada, we seem to have a better legal and unionized framework within which to battle back and create more decent conditions. From what we hear, Quebec is ahead of most, with other provinces having more varied conditions. In Ontario for example, part-time college instructors aren't allowed in unions, any union.

We have achieved a lot for non-regulars in BC as Cindy Oliver outlined in her talk to the meeting and the VCCFA can be proud of its leading role in those gains.

We have two reports. The first from our non-reg Representative Bonita Eberl and the second from Jack Longmate of Olympia College in Washington. Jack is a long-time advocate on non-regular issues in his own unions and colleges, in the state legislature, in TESOL and through COCAL and other organizations.

Bonita Eberl Divided We Stand!

Whoa! Am I hearing that correctly? Here at the COCAL one of the contentious issues debated was whether non-regular (term, sessional, non-tenured, contingent, contract etc.) instructors should form their own union. Some of the delegates from across North America had done just that. When sessional instructors are not supported or treated as equal by tenured colleagues, and if their union fails to represent them, non-regulars separate to define themselves and their issues, and gain more strength by bargaining on their own. At UVIC sessional instructors had had enough and formed their own CUPE local, and attained subsequently a much better contract.

Unfortunately this approach only accentuates the division between regular and non-regular instructors. Tom Friedman, who was once a non-regular and now is the President of TRUFA, the Thompson Rivers University Faculty Association, Local 2 of FPSE, talked about taking the other path of working within the same union. He recommended appealing not to regular instructors' altruism but to their self interest. To show they benefit from having more of their colleagues regularized. Other American delegates spoke of fellow union members 'coming around' and becoming more sensitive and aware of the needs of non-regulars after much lobbying.

While non-regular instructors can be empowered by

Coalition on Contingent Academic Labour

forming a separate union, it is at a cost to larger unity. As one delegate to the conference said "Every situation is different. There can be no abstract concept either yes or no" when it come to non-regulars choosing to separate or not.

Academic Freedom Post 9/11 U.S.A. (Please No Discussion. This is a Philosophy Class!)

While Greg Allain of CAUT, joked that politically Canada was having a 'Bush moment' I wasn't prepared for what I was to hear from an American instructor who no longer works at Roosevelt University in Chicago. Douglas Giles spoke on his unbelievable experiences. As an instructor of a Philosophy and Religion course he welcomed and encouraged discussion in his class. Then he was told by an administrator that he was to just teach and not let students ask questions or have discussions. He was also told to specifically not have discussions about Zionism. Additionally, he was asked by the administrator was it true that he had allowed a Muslim to speak to the class? He could and would not conform to these requests and was soon out of employment.

Benefits? We Just Want to Stay Alive! (And Change the World We Live In)

Every time a delegate from Mexico would speak we would realize how much we in the U.S. and Canada have and take for granted. Being politically active is dangerous and Mexican instructors have been killed. One of the COCAL speakers Raul Gatica, who is presently a political refugee in Canada, and other Mexican delegates, spoke passionately about their struggles to build a grassroots political community movement. They operate their union from the bottom up. Issues raised and leadership must come out of the grassroots. And in order to maintain the health of the union and to avoid corruption a positions of leadership can only be held for three years. After that instructors return to their regular job and lose the benefits that go with the union position. There are so many people actively involved in the union that it's easy to fill vacancies.

We have a lot to learn from our Mexican colleagues. Their dedication, risk taking, and desire to change more than a benefits package or pension plan, but to make the community they live in a more just and better place to live in is inspiring. Connecting their work as teachers to work in the community is at the heart of what they do.

Solidarity and Support YES!

Whether on issues of equality in the workplace, academic freedom or social justice, delegates discussed, shared experiences and offered support to colleague from across North America.. For example, VCCFA has developed a special relationship with unions just south of the border in Washington State. As well, at the first ever meeting of COCAL, Canada union members across Canada started a list serve to help educate and inform non-regular faculty members across Canada in order to build more of a national network. Internationally there was a call to invite Central and South American instructors to the next COCAL.

By expanding, building bridges inside countries and with other countries, COCAL members promote solidarity in the fight for improving the rights and benefits of the growing amount of contingent (contract) instructors in North America and beyond.

Bonita Eberl
VCCFA Representative
to the FPSE Non-Regular Faculty Committee.

Jack Longmate

Unlike faculty unions or educational associations, COCAL amounts to being a loose knit gathering of like minded individuals, but it has no defined organizational structure and no official membership.

(1) General Strategy

The conference involved sessions on the general state of opposition to the growing use of contingent faculty. Joe Berry, author of *Reclaiming the Ivory Tower* and chair of COCAL VI in Chicago, put forth a call to activism by reminding contingent faculty that (1) we are not alone and that (2) when we fight, we win. Much of the conference dealt with how to go about that fight. Joe also pointed out that, in his view, the fight is currently in a lull and needs renewed enthusiasm.

At the outset, Jim Sinclair of the British Columbia Federation of Labour observed a root cause of our difficulties was the continued under funding of higher education across the continent. The implication of that statement may shed light on why some groups which should be natural allies see each other as competitors.

cont'd on page 10

As a general strategy to build cohesion across all faculty, Greg Allain of the Canadian Association of University Teachers (CAUT) argued that the low wages and deplorable working conditions of part-time faculty naturally create a downward pull on wages and working conditions of full-time faculty. All things being equal, if all faculty speak with a single voice, it is easier, to push for improvements across the board.

Cary Nelson, president of the American Association of University Professors (AAUP), encouraged contingent faculty to awaken and to become more assertive in articulating their needs and in involving themselves with the governance of their collective bargaining units.

Also discussed was the question of union configuration, should contingent faculty be on their own, or not? Joe Berry made the point that part-time only units in the Chicago area tend to be weak

In a constructive tone, Michael Dembrow, president of the AFT union at Portland Community College, alluded to COCAL VI in Chicago, where the conference delivered "Report Cards" on the treatment of contingent faculty. Michael suggested that similar report cards could be done to evaluate the treatment of unions of contingent faculty.

(2) The Oaxaca, Mexico, 40,000-teachers strike, from May to the present.

The on-going teachers' strike and ensuing political unrest in Oaxaca, Mexico, was presented through translation by Raul Gatica, a social activist and advocate for indigenous rights, who is in exile from Mexico.

Oaxaca is a region with a strong indigenous groups, where 75% of the population is malnourished, 50% has no potable water, and 80% has substandard housing. Since May, 40,000 Oaxaca teachers (who teach 1.3 million students) have been on strike demanding higher wages, new school construction, and state-provided breakfasts for students, manifesting these concerns through public demonstrations and tent encampments, which have resulted in violence at times. Subsequently, there have been calls for the removal of Oaxaca governor, Ulises Ruiz Ortiz, a member of the traditional PRI party, who is accused of heavy-handed treatment of those who oppose him. Others who oppose him have joined the teachers in the popular uprising.

On August 3, National Public Radio reported on a group of women who took control of a television station, with others taking control of governmental buildings. This general movement, explained Raul, is called APPO (Popular Assembly of the People of Oaxaca). Exacerbating tensions during this standoff has been the presidential election of July 2 with its contested "Florida style" outcome. While the declared winner is a member of the PAN party, the protesters tend to support the PDR candidate.

Quoting from an English translation of Raul's text:

...(The current movement of resistance in Oaxaca [is linked with] struggles for defense of the land, for human rights, for justice, for freedom for political prisoners, ... for education. It is not just a struggle for better salaries and working conditions for teachers.

Perhaps North American contingent faculty members must realize that we, like our Oaxaca brethren, are a part of our larger society and, as such, have a leadership role to play in defending workplace rights and the dignity of all workers.

(3) British Columbia Model/Regularization.

On a table at COCAL, I picked up an National Education Association (NEA), (one of the big American teachers' unions, with over 3 million members in schools, colleges and universities) handout entitled "Contingent Faculty Bargaining – Contract Provisions that Make a Difference." Among the goals were "a merged, single-salary schedule for both tenured faculty and contingents, offering equal pay for work of equal value, prorated for classes or hours worked." The handout further mentioned the need to establish seniority for contingent faculty and a system of "preference and a choice in course assignments, priority over probationary employees/new hires, right of "first refusal" of new course opportunities, priority in layoff/recall" along with the "presumption of renewal" and a "dedicated seniority list."

But as wonderful as those words seem, I regret that I don't know no higher education institutions where such provisions have been bargained for the contingent faculty that the NEA represents.

However, several sessions at COCAL described British Columbia colleges' "regularization," whereby part-time instructors who teach at 50 percent for two years

Coalition on Contingent Academic Labour

become regularized, meaning that they can presume to remain employed at the same level (the right of accrual and right of first refusal). Additionally, when a part-time instructor is first hired, she is a term faculty and accrues seniority on a pro-rated basis, but once regularized, the instructor may still be part-time but will accrue seniority at the same rate as a full-time faculty, despite not teaching as many classes. This means that a part-timer's seniority cannot be overtaken by a full-timer's who happens to teach more classes. Seniority is the most important factor in determining non-teaching assignments, which are made at the department level, not specified by the contract as being the exclusive domain of full-time instructors as they tend to be in the United States. There is no pay differential associated with regularization since all faculty, full-time and part-time, are paid on the same salary schedule.

One of the British Columbia speakers, Cindy Oliver, president of the BC Federation of Post Secondary Educators, affirmed that all faculty have "equal value," which, as she explains in the following passage from her remarks, is a guiding principle of British Columbia faculty unionism (from <http://www.fpse.ca/resources/pdfs/SpchCOCAL60812.pdf>): (emphasis added)

We have made these changes in our union structure and collective bargaining strategies because we believe that all post-secondary educators have equal value. It is a critical starting point for any substantial discussion about how we address the issue of contingent academic labour because our employers, of course, want to cherry-pick their way through postsecondary faculty. The employer wants to create arbitrary measures of who is important and who is not. They want to skew the compensation debate to enable their arbitrary choices. But most of all, the employer wants to pit educators against one another and use the disunity to create a post-secondary education environment that reflects their values and priorities.

(4) Contingent Faculty and Academic Freedom.

The central message of this part of the conference was that academic freedom is under attack in the United States, pointedly by the "Academic Bill of Rights" (ABoR) movement, which has been embraced by conservative politicians.

ABoR asserts that faculty have an overwhelming liberal bias, which it feels compromises conservative students. ABoR proponents favors and proposes bills in state legislatures to prohibit the

unnecessary introduction of controversial subjects and to grant students the right to expect alternative views to be expressed.

Karen Sproles of the NEA presented an overview of legislative attempts to incorporate the ABoR in some 20 states, and Larry Gold of the AFT discussed his union's work in resisting ABoR efforts.

One of the panelists, Mordecai Briemberg, retired from Douglas College and Kwantlen University-College (*and one of those fired in the famous SFU purge of its Political Science, Sociology and Anthropology Department in the sixties*), explained that during his teaching career, he intentionally selected texts based on interpretations that he didn't accept. In so doing, he felt that

he was fully justified in criticizing the text and presenting alternative perspectives.

A stunning story of the violation of academic freedom was shared by philosophy and religion professor Douglas Giles, formerly of Roosevelt University in Chicago, who reported his firing from that institution. Douglas related how he received a phone call from his department head, who was concerned that he had allowed a discussion in a comparative religions class during which opinions were voiced relative to Jewish



Douglas Giles

cont'd on page 12

and Muslim beliefs and was told flatly to suspend such discussions. The issue was not that the discussion was one-sided or otherwise mismanaged, only that it happened. The head further told him not to disclose the fact that they she had telephoned him to discuss this matter. The incident resulted in the non-renewal of Douglas' teaching contract at Roosevelt. Douglas has submitted a grievance to his union

The Roosevelt administration contended that it was its role to establish the curriculum, not the instructor's, in plain violation of the principle of academic freedom.

Since contingent faculty have no guarantee of continued rehiring and most have no seniority list, teaching contracts can be non-renewed at any time for virtually any reason without accountability.

During the panel discussion on academic freedom, Keith Hoeller, of the Washington state Part-Time Faculty Association, made the point that key to exercising any meaningful expression of academic freedom is tenure, but since contingent faculty don't have tenure—nor, for that matter, job security—they don't have academic freedom.

(5) Legislation and Job Security.

Larry Gold, director of higher education for the AFT, announced an ambitious plan to introduce legislation in what he hopes will be 20 states. He explained that goals include (1) stipulating the full-time to part-time ratio as a means of creating more full-time appointments, (2) establishing equal pay for contingent faculty, and (3) establishing job security for contingent faculty.

[American activists often lobby for state governments to enact laws directly affecting their working conditions, something we in Canada would leave to collective bargaining.]

When it was American Association of University Professors' President Cary Nelson's turn to speak on academic freedom, he specifically mentioned his group's support of specific job security bills for part-timers that has been tabled in Washington state.

As a proponent of those bills, I was delighted. In a nutshell, they would establish that a non-regular instructor in a Washington college who has taught for 9 quarters (the same requirement for tenure for full-time faculty), would no longer be classified as having

temporary, probationary status but could *presume* that his or her job would continue. Since the bill is fundamentally administrative, it would not make a significant impact on the state budget. Further, since it uses the college's own hiring history as the basis to promote its adjunct faculty, the bill cannot be charged with "micromanagement" of the college employment practices.

Of course, the bill is only a shadow of the job protection for adjuncts that British Columbian regularization provides. Still, it would be an important start.

6) Planning Meeting and Solidarity within COCAL.

At the planning meeting, led by Joe Berry, the question of where the next COCAL conference shall be held was discussed. Interest in hosting COCAL VIII was expressed by representatives of Albuquerque, Toronto, and San Diego, but Canadian Maria Blais nominated Mexico City as the next site, reiterating discussions held at both COCAL V in Montreal and COCAL VI in Chicago about that possibility. The consensus of those present was to support Mexico City as first choice as a show of solidarity with our Mexican brothers and sisters. Proponents of Toronto magnanimously offered their support for the Mexico selection.

While the formal announcement of Mexico City as the site for COCAL VIII in 2008 is pending exploration of local resources, David Millroy's presentation of San



Joe Berry

Diego stands as a plan B. David pointed out that San Diego, located as it is along the Mexico-U.S. border, would facilitate Mexican participation. Also discussed was the question of whether COCAL should take on a

Coalition on Contingent Academic Labour

more formalized structure, with a membership and dues, and possibly an executive. Generally the sentiment for this direction was favorable—one person said, “I wanna be a Cocalista.” But to signify that this was more than just talk, a committee was formed to explore the dimensions of an ongoing network and initial organization structure.

(7) Conference Review

The British Columbian organizers put together a great program. They managed somehow to get most of the meals provided, along with admission to the fabulous Museum of Anthropology of the University of British Columbia and Storyeum, an Epcot Center-like excursion that tastefully touched on aspects of British Columbia’s history followed by a banquet.

Frank Cosco, a TESOL member and the president of the Vancouver Community College Faculty Association, invited COPTEC (TESOL’s Caucus on Part-Time Employment Concerns) members that he has worked with to lunch on Saturday. Attending were COPTEC members Trina Hing from Portland and former COPTEC chair Joan Grosse from Madison, WI, along with several other TESOL members. The upcoming TESOL Convention in Seattle was discussed.

8) Post-COCAL Reflections

It is difficult to gauge the extent to which participants left COCAL with fresh insight or new resolve. Since we all arrived in Vancouver with the heavy baggage of our own activist experience, it may very be that most of us, upon returning home and resuming our routine, doing what we’ve always done. If so, perhaps the greatest disappointment will be the failure to recognize what British Columbian unionism has achieved.

British Columbia seems to have overcome the

inclination to view full-time and part-time faculty as qualitatively different, as evidenced by the Common Agreement which stipulates a single common salary schedule covering both full-time and part-time faculty, regularization, equal accrual of seniority, workload assignments, and other features. Regularized part-time instructors are instructors who happen to teach part-time, not as inferior, less deserving instructors.

This is not the case elsewhere. Generally full-time faculty are regarded as superior faculty, which is reflected in negotiated contracts. The common ground that full time faculty share with their part-

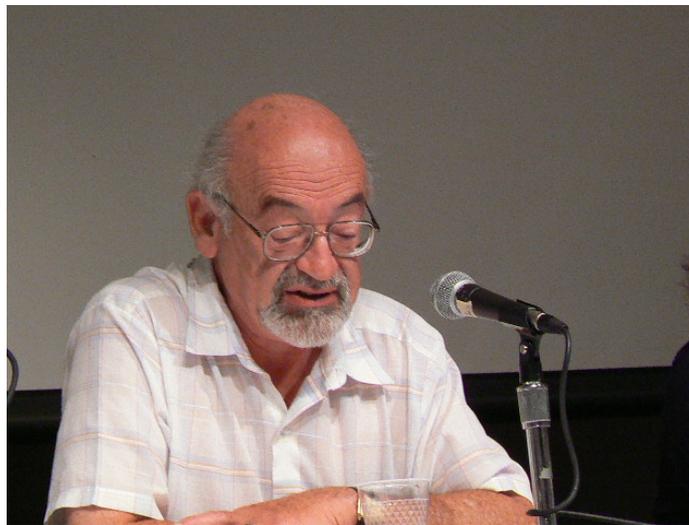
time fellow educators tends to be obscured by a latent elitism that the campus is their turf; they are the ones given offices and office hours, they were hired after a national search, they undergo tenure review, and they are involved in campus governance, and they have a close relationship with their colleagues.

Part-time faculty are not part of the club; they venture onto campus to teach and then leave, often for another job. In the eyes of the campus establish-

ment, part-timers are secondary and ancillary, even though collectively they may teach as much as 50 percent of all courses on some campuses. When part-time faculty are seen as outsiders and are presumed to be less competent and less deserving, when push comes to shove at the bargaining table or in state legislature, it is difficult to expect the collective bargaining process to achieve pay and working conditions equal to those of full-time faculty.

The equal treatment that exists in British Columbia makes those unions worthy of emulation, if not for ethical reasons, then for faculty self-interest.

cont’d on page 14



Mordecai Briemberg

COCAL

Once inequities are established, they take on a life of their own. If for decades part-time faculty are paid at a rate that is not pro-rated, it starts to seem only normal and right. And an unanticipated effect is the stagnation of working conditions of full-time faculty. With abject inequity, legislators and other policy makers are reluctant to pass significant measures to help full-time faculty when the more obvious needs are those of part-time faculty.

Worse still is when part-time and full-time interests collide in internecine hostility, which further makes legislators and policy makers all the more reluctant to intercede.

Because the British Columbia model envisions genuine solidarity and has stemmed the inclination toward elitism, it is indeed worthy of emulation.

I'm reminded of an essay entitled "Homeless" by Anna Quindlen. She discourages use of the term "homeless" and favors "people who have no homes," as the former term creates a psychological distance, allowing "us" to insulate ourselves from "them." Yet those who are homeless are people just like the rest of us. The same point may have merit when it comes to terms like "part-time" or "contingent" faculty.

If we truly wish to think of ourselves as a single professoriate and pull for improvements across the board, then perhaps there is something to the suggestion that we conceive of ourselves primarily as instructors and secondarily as instructors who happen to teach part-time.

I reflected on this at lunch on Saturday. An American activist asked Frank Cosco, president of the Vancouver Community College Faculty Association, how many part-timers teach at his institution. He smiled and said, "I don't know," which pleased me. The question should be as spurious as "How many left hand instructors teach at your institution?" Certainly a number exists, but if part-time status makes no difference in terms of pay, job security, benefits, job assignments, then it truly makes no difference; there is equal pay for equal work.

Jack Longmate (jacklongmate@earthlink.net)
Chair,
TESOL Caucus on Part-Time Employment Concerns
Adjunct English Instructor, Olympic College
Bremerton, Washington



VDLC China Tour

what I did on my summer vacation.....

This summer I went on a two-week Vancouver District Labour Council trip to China. There were 9 of us and our interpreter, all from Vancouver. We went to learn about the union movement in China and to see the sights. The self-funded educational/tourist combination worked well and we had a wonderful trip.

We went to Beijing, Bei Dai He, a seaside resort outside of Beijing, and to Xian, the old capital, home of world-famous archeological sites.

While in Beijing we met several times with the Beijing Municipal Federation of Trade Union (BMFTU), who represents over 3 million members. The BMFTU organized various opportunities for us to meet with our Chinese counterparts including banquets, discussions and visits to worksites: a hospital, an iron and steel mill, an automobile plant, a sewing factory and a college. At each work place we were very warmly received. We met with union representatives and managers with our many questions about working conditions and unions in China.

Union-management relations and its structure are quite different from what we are used to. It was very interesting to see how things are developing as China moves from a state economy to a market economy, with foreign owned companies who are for sure not pro union. Change is happening very rapidly, presenting a China that seems to be a country of contrasts.

There are an incredible number of construction

cranes beside old temples, cars (it is reported that 1000 cars are introduced a day) beside workers carrying large loads on bicycles, small food stands and traditional markets beside American coffee chains.

The visit to the Beijing Institute of Education was of particular interest for me. There we met with representatives from the union, human resources and the administration. The college has a staff of 600, with 10,000 students. It provides teacher training as well as some continuing education courses. We learned some of the issues they face are familiar. Do private colleges ring a bell?



VDLC delegation meeting with the Beijing Institute of Education representatives.

Photo credit: Jim Gorman

The government sets the salaries with small increases annually. The teacher union is involved in bargaining a variety of issues including the quality of food in the dining hall, transportation issues, and the college strategic plan. We learned that tuition fees are frozen and we were told if any college charges more than the regulated fees, there would be serious consequences for the administrator.

We discussed working conditions, prep time, benefits etc, but needed more time.

Not all our time was spent in meetings. We had time to see the many endlessly fascinating sights. If any one is interested in hearing more about the VDLC trip to China, let me know as the VDLC is organizing an information evening with photos.

Ing

As was Lizz, Ingrid is a member of the VDLC Executive



FPSE held an unprecedented third preparatory conference in Burnaby on Saturday past. Presidents and Bargainers from 14 locals discussed issues and strategy. The next conference in October will be open to potential partners such as the college instructor units in the BCGEU and will finalize common table positions. Those will then go to locals for ratification along with our local package of issues. **Watch for bulletins.**



**VCCFA General Meeting
Thursday Sept 28th
2:30 pm, KEC
Room 3570**

**a new location for us on the third level, near
the southeast corner of the building.**

2006-07 budget

by-election for VP

update on bargaining preparations

info on work of the union and the federation

There will be a special general meeting on the ratification of our bargaining positions, probably before Remembrance Day.

Our Annual Meeting is scheduled for November 30th

AGM & CONVENTION



November 27 to December 1 Vancouver

This promises to be interesting with special events marking the 50th Anniversary of the Federation. VCCFA has five delegate spots through FPSE (and the possibility of more as other locals usually don't use up their allotments. If you are interested, let us know.)

EDUCATION COUNCIL ELECTIONS

REMINDER

Three faculty positions are up for election

College at Large (06-08)
Candidate is Lorna Downie

Student Services (06-08)
Candidate is Hilary Pearson

SIE, Music, Design (06-07)
Candidate is Doug Mauger

Single candidates must be confirmed with a majority yes vote so it's important to vote; voting also serves as a show of support for the efforts these folks are prepared to make on behalf of our work.

Voting is on October 3rd and 4th.

Watch for another VCCFA bulletin.

No Homes No Peace

Maybe you've seen it as you come into downtown on the Dunsmuir Viaduct, or swerving on the Skytrain as it snakes between Main St and Stadium. Backdropped by the mountains on these beautiful days we've been having is a set of large block letters on top of a high building in the Downtown Eastside. They spell out NO HOMES NO PEACE.

Over the past few years there's been so much on the problem of people without homes. Now, hotel owners are bemoaning their impact on tourists. Pete McMartin of the Sun writes a series, everyone is lining up to have their say. It's such a crazy situation. We are so rich and privileged as a society. We can do so much more, the many roads to solutions are so well-known. It shouldn't be a political issue but a human issue where people of all stripes work together to really make some progress.

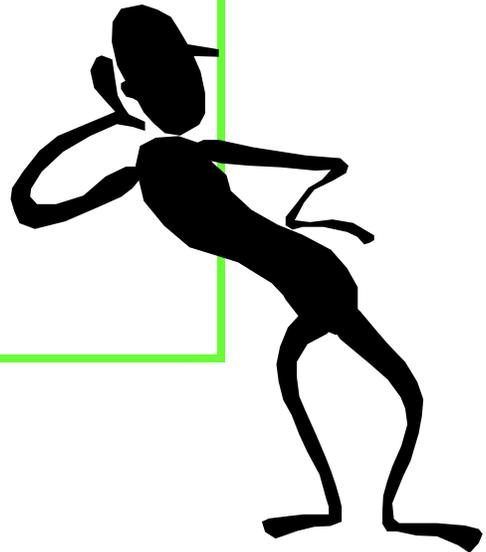
To quote Dr. Gabor Mate from a related context: "To neglect, ostracize, and punish such people....is shortsighted and inhumane."

That sign works two ways. When people have no homes, they have no peace. When people have no homes, we should not have peace either.

Heard around the campuses

~How come the marketing department gets to change the names of the campuses on their own and then we get asked for input through one email in the summer but only up to September 8th?

~How come the company with the maintenance contract at VCC walks away from it, mid-contract, after over 30 years?



STEWARD NOTES

First of all welcome back to those who had a summer break and a special welcome to our new members! After the somewhat slower paced summer days, September has been the usual whirlwind of activities. Here are some of the issues and concerns stewards have been working on.

Non Regular Concerns

As new members are being hired, we are working on re-occurring issues such as, questions about evaluations, rights to reappointment, AHRC (Area Hiring Recommendation Committees) and what rights auxiliaries have. We are working on a number of these issues.

Meetings

As always, we are attending lots of meetings with our members, departments, and the college. We've met about scheduling, work load profiles, IRA release, hiring criteria, leaves, etc. Some examples:

Facilitation

An external facilitation process involving one of the departments is continuing; we are working with the department, CUPE, and the Dean concerned on this.

Labour Management

Our regular labour management meetings, also known as 3.11 meetings as they are mandated by that article of the collective agreement, have started again. At the 3.11 we can bring up any "significant matter."

Holiday and PD Replacement for IRAs - One that is very significant is the need adequate holiday and PD replacements for IRAs. Far too many times IRAs are not able to take their full holidays or are working while they are on vacation. IRA work is difficult, vital for students and the college, and hugely important to all of us. Often it is work that needs to be done all year round; at the same time, all members have the right to their annual holidays and the right to take PD. IRAs should not have to be working or worrying about their work while "away." Therefore, they need to be replaced with someone acting on their behalf while they are away and not by someone who is already fully engaged with teaching or other work.

Election and Selection of IRAs

We conducted a number of elections over the summer, another 15 IRA positions are up the end of December. Most of them are elections. We remind our members that if you apply for an IRA position, you do need to submit an up-to-date resume.

Work Accommodations and STD

We continue to work with the college when instructors need some accommodation such as unique scheduling, special equipment or other assistance in order to continue their work. The union and the college have also been able to jointly support members who have run into problems accessing STD.

Layoffs

Unfortunately they have come up again. We currently have 3 members at some stage of lay off. One is on a lengthy, but temporary recall in a new area, another is on the recall list, and the third instructor is on notice of lay off. We continue to seek alternatives and ways to mitigate their effects. As well as these lay offs of regular instructors, the college cancelled a number of classes, so there are term instructors who are unexpectedly not working this semester. Although not formal lay offs, these too are members who do not have work.

Resolved Issues

We've resolved various issues over the summer without using the formal grievance process. This is good. One involved a concern around the Code of Ethics. This issue resulted in a letter clarifying the college expectations.

In another case the college had a serious concerns about the instructional performance of a term instructor. In these situations the college is responsible for providing coaching and support to the instructor. This issue was resolved to the satisfaction of the instructor, college and union.

Section 12 - the ex-member who filed a section 12 complaint under the Labour Code alleging that the union had acting in an unfair and arbitrary manner regarding his dismissal, lost his final appeal. The Labour Relations Board ruled twice that the union had followed proper process and had represented the member in a fair and appropriate manner.

STEWARD NOTES

Outstanding Issues

Maternity Leave and Term Instructors - we have not been able to resolve this important issue. Maternity leave is a right for our members and no one should be disadvantaged in their ability to participate in future employment because they are having a baby. We referred this grievance to FPSE for arbitration support but remain open to resolving this. If you are a term instructor and impacted by this, please call the union office.

STD and Term Instructors- although we have made some headway on this, there are still loose ends; we remain optimistic that we can resolve this one. Again, we believe that no instructor should be disadvantaged in their ability to access work because they are not able to work for health reasons.

Jurisdictional Grievances- we have 2 grievances that are at the Labour Relations Board. Both involve the college hiring a manager into an administrative position who is doing what we believe is bargaining unit work.

Billing Grievance- we are waiting for the College to respond to a billing grievance over their charges to the union for union release time. Other grievances are currently in abeyance.

Stewards-

Special thanks to the stewards and to Lizz and Frank who covered steward work over much of the summer. Most of our stewards are back this fall and ready to answer questions and to help resolve your issues. Stewards are starting their regular steward meetings and ongoing training. If you have any questions, just give us a call. Also watch for notices about upcoming drop ins.

in solidarity for the stewards
ing

IRA Orientation

The next IRA orientation is Oct 27. These are jointly planned as per Article 13.8. All IRAs shall receive a minimum of 2 full days with pay for orientation. The next one will have a focus on hiring. The orientations are for all IRAs and anyone thinking of running for an IRA position.

DID YOU KNOW?

Evaluations

Evaluation procedures for term and probationary regular instructors are covered in the Guidelines for Evaluation, Appendix VII in the collective agreement. At the beginning of an instructor's first term or probationary period, the IRA should provide an orientation to the department, the college and to available resources. They should also provide the new instructor with the guidelines for evaluation and make sure they are understood. If you have any questions about your upcoming evaluation, call a steward. Details are in the guidelines.

Carry over Holidays

By now you have probably seen the college form to use if you are not able to schedule your annual vacation time by the end of March. Everyone is expected to take their earned vacation time and we encourage you as it provides work for others and a much needed break. Although the union and college have differing positions on the carrying over of vacation, we would advise you to fill in the form and request a carry over to the next fiscal year if you are not able to schedule your holiday time.

Do you have questions? Call a steward!

This just in ... !!!!!!!!!!!!!

As this is going to print, we've just received the Labour Relations Board's decision on the Hospitality Management grievance.

We're happy to be able to report that the board supported the union's position and ruled that the Hospitality Manager position is in the bargaining unit.

PARTICIPATE

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

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Rose Marie Watson	King Edward Campus	443.8495
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Marilyn Morris	(associate steward)	628.5902
Karin Steichele	(associate steward)	871.7206



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: _____