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### THE 2008/2009 EXECUTIVE

**Frank Cosco**  
PRESIDENT (08)

**Brenda Appleton**  
VICE-PRESIDENT (08)

**George Rudolph**  
TREASURER (09)

**Dianna Morgan**  
SECRETARY (08)

**Ingrid Kolsteren**  
CHIEF STEWARD (08)

**Linda Duarte** (08)

**Brock Elliott** (08)

**Wayne Avery** (09)

**Maggi Trebble** (09)

**Settimio Sicoli** (09)

**Alison Woods** (09)

**Lizz Lindsay**  
PAST PRESIDENT

Budget Aftermath not Pretty Page 4

Survey Shows Gap between Administration View of VCC and that of Faculty and Staff Pages 6 & 7

+ 65 Benefits Page 9

RIP: Ross Carter Page 14

What's with the Alberni Lease? Page 15

Bargaining 2004-2007 Pages 16 & 17

Meetings & Info Sessions Pages 20/21

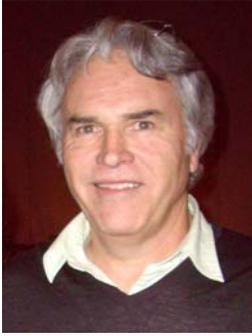
VCCFA GENERAL MEETING

THURSDAY, SEPTEMBER 25, 2008

3:00 PM

ROOM 3570  
BROADWAY CAMPUS

# MESSAGE FROM THE PRESIDENT



FRANK COSCO  
VCCFA PRESIDENT

*“ ... faculty are hopeful for a period of positive change ”*

## Big Changes at VCC

Well this does not happen very often. Dale Dorn will soon join Tony Manera, Paul Gallagher, and John Cruikshank as past VCC Presidents. This announcement removed the need to continue with our planned evaluation of the President so that initiative is suspended. We will continue to press the evaluation of the president process with the College Board.

Linda Martin and Alan Davis have added to the potential for change by retiring and resigning.

We also have a new Board Chair, Don Fairbairn. He has taken a very active role in chairing the Search Committee for a new president. So far, he has demonstrated himself to be a good listener.

Of course one might say we have had a little too much negative change at VCC over the past few years. Teachers must be essentially incurable optimists because most faculty are hopeful for a period of positive change. Input to the Search Committee has been very positive. It will be most interesting to look back next fall and see where we have been and where we are at then.

## Presidential Search Process

To date the 11-member committee\* has met three times and the position is being advertised nationally through several vehicles and through the Chronicle of Higher Education in the States. The Board has set a timeline that would see the final stages reached before Christmas. You may wish to forward names of credible candidates or your opinions through the special VCC email account that has been setup.

You should assume a lack of confidentiality on the College's email.

The firm has tabulated results of its website input and reported to the committee. All committee members will be forwarded on input that comes in through the email account.

Email: [presidentsearch@vcc.ca](mailto:presidentsearch@vcc.ca)

*\* CUPE: Deanne Bates, Student Union: Charmaine Waters, Senior Administration: Rob Henderson and Pete Legg, Association of VCC Administrators: Sal Ferreras and Pat Bawtinheimer, College Board: Don Fairbairn (chair), Fiona Taylor and Pam Aikman, VCCFA: Ingrid Kolsteren and myself. Consultants are Brent Cameron and Craig Hemer of the firm, Ray&Berndtson.*

## 08/09 VCCFA Committees Set

We will have the committee member lists up on our website soon and you can find a table on page 5.

Many thanks to those who have volunteered in various capacities for the VCCFA and extra appreciation to those who are taking a break.

The latter include Lyn Lennig from Community Action, Michele McLeod from Cheryl Draper Scholarship, Holly Cole from Downtown Occupational Health and Safety, and Colleen van Winkel from the FPSE Workplace Health, Safety and Environment Standing Committee.

# MESSAGE FROM THE PRESIDENT

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## Strategic Planning Restart?

VP Deanna Rexe has been away sick; we hope her recovery is complete. Her absence, the absence of other continuing Vice Presidents, and the significant absence of a continuing President make it ill-advised to restart the strategic planning process in any intense way. We have voiced this opinion to the Board and to senior management.

## September 25<sup>th</sup> General Meeting

Hope you can make it at 3pm on Thursday, the 25<sup>th</sup> in Room 3570, which is near the southeast corner of the Broadway campus. Important topics will include:

- ◆ An update on the inflation protection for our pension plan
- ◆ The 2008/09 VCCFA Budget

## November 20<sup>th</sup> Annual General Meeting

At this meeting there will be elections for the President, Vice President and 3 Executive members. The nominations committee is Alison Woods and

Wayne Avery. Please contact them for information.

## Provincial Federation Work

I have been busy with our FPSE work joining working groups for projects that we have initiated or supported such as the special fall bargaining conference, the spring college governance project, the organizing committee, as well as other work that comes out of Presidents' Council.

## Congratulations to Rose Marie Watson

At a pleasant reception on campus, Canada Post awarded Rose Marie its 2008 National Award as a Literacy educator for her many, many contributions to ESL over her forty-year career. (Starting the Homefront Program was highlighted). Way to go!

~fc



VCCFA GENERAL MEETING

THURSDAY

SEPTEMBER 25, 2008

3:00 PM

ROOM 3570  
BROADWAY CAMPUS

## THE 2008/09 COLLEGE BUDGET AFTERMATH

After four intensely emotional and difficult board meetings the Board finally passed the VCC budget in June. The major changes made at close to the last minute and after, in some cases, intensive direct lobbying of the Ministry of Advanced Education, were to take three programs off the chopping block, American Sign Language / Deaf Studies, Drafting, and Employment and Education Access for Women.

Many departments suffered horizontal cuts which have reduced their capacity to serve students and are now leading to less work for term instructors or notices of layoff. Notices of layoff and subsequent bumping scenarios often affect second and third departments which were not originally affected.

Four departments suffered vertical cuts and while still here, are in “teach-out” phases. No new students are coming in and once the current students are finished the lights will be turned out. They are Business Management, ESL-International Education (already closed), Computer Technology, and Electronics.

Dealing with these cuts is more difficult when one remembers the relatively positive mood around the College last fall as the 2015 Strategic Planning process was being unveiled by Acting President Linda Martin and VP Deanna Rexe. Do you recall the brightly-coloured brochure we all received at our homes?

It is also difficult when considering that the cuts were hastily done without fair or due process; that most of the programming affected was and is viable and successful; and that the main case for cuts—a structural deficit—depended on a particular analysis of College budgeting that was never transparent or convincing.

The VCCFA continues to be very active in supporting all the instructors concerned during this tremendously difficult time. Layoff and bumping processes are handled by Ingrid and our team of stewards.

## VCC ENVIRONMENTAL SUSTAINABILITY ADVISORY GROUP

This group, which was a spinoff from the 2015 planning process, has been meeting regularly for the last few months. It has membership from the VCCFA, Administration, CUPE and SUVCC.

The majority of its work to this point has been establishing a mandate and an environmental “State of the College” Report. However, work has begun on a website to provide VCC employees and students with information on green practices inside and outside the College.

In the short term an event is in the planning stages for November 6, for an Awareness Event to be held Downtown. If you have questions about this committee or environmental issues in general please contact Brock Elliott ([belliott@vcc.ca](mailto:belliott@vcc.ca)).

Still not sure if Global Warming is really issue? Here's some information formatted to answer those questions of reliability.

<http://targetglobalwarming.org/mythbuster>

Thought for the day:

***Don't let it idle. Turn off your car's engine if stopped for more than 10 seconds.***

If every driver of a light duty vehicle avoided idling by five minutes a day, collectively, we would save 1.8 million litres of fuel per day, almost 4500 tonnes of GHG emissions, and \$1.7 million in fuel costs each day (assuming fuel costs are \$0.95/L).

<http://www.earthday.ca/pub/resources/top10.php>



# VCCFA COMMITTEES—2008/2009

COMMITTEE STRUCTURE FOR 2008 - 2009							
Internal (VCCFA)		Collective Agreement		FPSE Standing Committees		VCC Policy	
Community Action Brenda Appleton – Exec	Jane Parker – Chair Laurie Gould Carrie Leggatt Kata Niksic Michele MacKenzie	Joint Steering	Frank Cosco Brenda Appleton	BCC Bargaining Coordination Committee	Maggi Trebble	Benefits Administration	Frank Cosco Ingrid Kolsteren
Constitution	Frank Cosco Settimio Sicoli	Education Leave	Lorna Downie Wayne Avery/ Brenda Appleton Judith Wallace	CARC Contract Administration Review Committee	Ingrid Kolsteren	College Board	Frank Cosco
Endowment Fund VCCFA Scholarship	Wayne Avery– Chair Carrie Leggatt Carol Tulpar	Occupational Health & Safety (both campuses)  Brenda Appleton (Executive Liaison)	Colleen van Winkel-BWY Roland Moutal BWY  Settimio Sicoli - DTN Elli Cox DTN	Education Policy	Brenda Appleton	Education Council	Frank Cosco
Events	Maggi Trebble Linda Duarte	PD Funds	Moreah Hamend - DTN Wayne McNiven - DTN Michelle Strenkowski -DTN Fred Grimann - BWY Michele MacKenzie -BWY Wayne Avery - BWY	Human Rights & International Solidarity	Linda Duarte	Governance Elections	Frank Cosco
Investment Committee  Executive	George Rudolph Frank Cosco Dianna Morgan Brenda Appleton	Adjudicated PD Funds and Common PD Funds	Brenda Appleton Wayne McNiven	Workplace Health, Safety & Environment  Status of Women	Wayne Avery _____ – Dianna Morgan	New Employee Orientation	Ingrid & Stewards
Phone Tree	Dianna Morgan Linda Duarte	IRA Orientation	Ingrid Kolsteren Maggi Trebble	Pension Advisory	Brian Haugen	Operations Council	Frank Cosco Brenda Appleton
Term Instructors Group Ingrid Kolsteren -Exec	Karen Brooke Todd Rowlatt	3.11 Joint Union/ Management	Ingrid Kolsteren Frank Cosco	Professional Development	Alison Woods	Emergency Response	Brock Elliott
Nominating Committee	Alison Woods Wayne Avery			Status of Non-Regular Faculty	Karen Brooke Todd Rowlatt	Environment Advisory Group	Brock Elliott
Lobbying Frank Cosco-Exec  ITA	Executive  Settimio Sicoli Frank Cosco			<b>FPSE Caucus Groups &amp; Presidents' Council Subcommittees</b>			
Vancouver & District Labour Council   Final – 9/15/08	Lizz Lindsay Frank Cosco Ingrid Kolsteren Linda Duarte Maggi Trebble Brenda Appleton – alt.			GBLT Caucus  Developmental Education Caucus  ESL Caucus  UT Caucus	Wayne McNiven  Ingrid Kolsteren  Nora Ready  Wayne Avery Lyn Lennig	Bargaining  Governance  ITA  Organizing  Policy Book	Frank Cosco  Frank Cosco  Frank Cosco  Frank Cosco  Frank Cosco

# BC COLLEGES CONSORTIUM—2008 EMPLOYEE SURVEY

Earlier this year 413 VCC employees, including 182 faculty members, participated in an employee survey conducted in several colleges by the Employers' Association. The results were not terribly impressive for our administration, Out of the bottom 10 favourable scores; nine of them were direct criticisms of administration. This result was even more dismal given the fact that only 44% of the respondents were faculty, and more importantly, the survey was done *prior* to announcements about major reductions and cancellation of programs. The 10 questions with the most negative responses:

- Promotions are given to the most qualified employees;
- Senior leadership at my organization does a good job confronting issues before they become major problems;
- Senior leadership at my organization does a good job understanding the problems that employees experience in their jobs;
- My organization is doing a good job of retaining its most talented people;
- My department is technologically up-to-date;
- Senior leadership at my organization does a good job explaining the reasons behind important decisions;
- My administrator/manager regularly coaches me on improving my performance;
- My organization is doing a good job of developing its people to their full potential;
- Senior leadership at my organization does a good job establishing clear objectives;
- Our performance evaluation process adequately distinguishes among poor, average, and good performers.

The questions receiving favourable scores were almost entirely about personal satisfaction and commitment to our jobs, as well as liking our colleagues. Another interesting aspect of the survey, was a disconnect between responses given by faculty and administrators to the same questions. Faculty and support staff responses, for the most part, were pretty consistent. Therefore, these answers imply an administration quite out of touch with faculty and staff.

VCC as a place to work:	Favourable Response	
	Administration	Faculty
VCC shows loyalty to its employees	70%	33%
There are effective ways for employees to communicate their ideas and concerns	61%	33%
Satisfied with the information received from management	61%	38%

Workplace safety and personal security:	Favourable Response	
	Administration	Faculty
<i>There are significant point spreads between faculty and administrators for all three questions</i>		
VCC has created a culture where I feel free to report instances of harassment	86%	66%
VCC has created a culture where I feel free to report instances of dishonest or unethical behaviour	80%	67%
VCC has created a workplace that minimizes risk to personal health and safety	80%	53%

# BC COLLEGES CONSORTIUM—2008 EMPLOYEE SURVEY

<b>Fairness, Integrity and Ethics:</b>	<b>Favourable Response</b>	
	<b>Administration</b>	<b>Faculty</b>
<i>There is more than a 10% spread between faculty and administrative responses</i>		
Believe that they are treated fairly by VCC	84%	66%
Policies and procedures are implemented fairly	68%	48%
At VCC, doing the right thing is always the right approach	59%	46%

<b>Communications:</b>	<b>Favourable Response</b>	
	<b>Administration</b>	<b>Faculty</b>
<i>Again we see some major discrepancies between perceptions of our administration and those of faculty</i>		
There is sufficient communication about what's going on at VCC	58%	42%
Feel comfortable raising issues and concerns	59%	46%
Trust management to communicate honestly ( <i>does this mean that 41% of administrators don't trust themselves?</i> )	59%	40%

<b>Senior leadership at VCC does a good job:</b>	<b>Favourable Response</b>	
	<b>Administration</b>	<b>Faculty</b>
<i>The section on Leadership/Mission/Values should give pause to VCC's administration. The favourable responses from faculty were very low.</i>		
Establishing clear objectives	52%	27%
Confronting issues before they become major problems	41%	16%
Planning for the future	55%	34%
Understanding the problems employees experience in their jobs	48%	19%
Explaining the reasons behind important decisions	52%	23%
Communicating a clear vision of the future direction of VCC	55%	33%

<b>Employee commitment and satisfaction:</b>	<b>Favourable Response</b>	
	<b>Administration</b>	<b>Faculty</b>
<i>Faculty generally were more satisfied with their jobs than administrators</i>		
I feel a strong sense of commitment to VCC	70%	78%
I am proud to work for VCC	68%	75%
I am not seriously considering leaving VCC [ <i>Did administrators know something that faculty didn't know at the time?</i> ]	61%	75%
I am satisfied with my job	70%	78%
I am satisfied with VCC	58%	51%

# ACCC CONFERENCE REPORT

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## Association of Canadian Community Colleges May 25-27, 2008 Prince George, BC Conference Report

The ACCC Conference was a combination of contrasts. While most of the VCC administration remained in Vancouver managing the deficit and planning to cut a number of programs, VCC received the ACCC Program Excellence Award (Literacy Outreach Program) and Leadership Excellence Award (Adult Ed. + Early Childhood Ed.).

The conference theme could have been “Keep a Stiff Upper Lip” (actually it was “Forests of Change”). Although ACCC leadership attempted to maintain an upbeat emphasis, a number of presentations had negative warnings.

- ◆ Paul Charette, chairman of the Canadian Construction Association was concerned with the limited number of graduates in trades training.
- ◆ The Honourable Lieutenant General, Senator, Romeo Dallaire, was concerned with the Canadian political system in general and particularly the leadership of Canada’s political parties.
- ◆ Rosalyn Kunin, an economist, predicted that while the Canadian economy will remain reasonably stable, global forces will cause the cost of living to continually rise. She noted that soft post-secondary enrollments are likely to continue; universities will lower entrance requirements, colleges must focus on mature students, especially immigrants and aboriginals and use distance education technology.

James Knight, President and CEO of ACCC, tried to sell the gathering on the opportunities for colleges across the country, but I found he didn’t succeed after itemizing all of the hurdles colleges must face in the near future. Mr. Knight is not from academia, but has been parachuted in from the Federation of Canadian Municipalities. During the Q&A a couple of questions pertained to significant spending on advertising advocated by the President.

The Opening Reception for the conference was picketed by members of the College of New Caledonia. CNC had just gone through a \$1 M in cuts to balance their budget and cut a number of programs.

The conference had around 500 delegates. Only 30 faculty attended the faculty-only meeting. Concerns similar to those of VCC and other BC colleges were echoed by faculty from across the country. The session for the BC region had little activity other than nominating a representative for the ACCC Board.

Dozens of seminars were offered during the conference on a variety of education and management topics. Multiple offerings (and emphasis?) were made on International Education, ESL, Environmental Sustainability, Aboriginal education, and applications of technology to teaching.

Brock Elliott



## Do You Teach an Online Course .....and Feel Overworked?

## +65 Issues: Benefits?

The VCCFA has been meeting with the College about distributed learning workload issues. We initiated these meetings, as many faculty and departments complained to us about the heavy workload found teaching in the online environment.

The committee has surveyed other institutions for service standards, looked at collective agreement language, and discussed improving online course design to minimize workload. The committee will draft online service standards based upon those at places with a long history of offering online courses. These will provide clear guidelines on what students should expect when taking online courses and provide clarity for faculty in standardizing some of the workload issues and excessive time when teaching online. In addition, our Centre for Instructional Design will provide templates outlining these expectations that can be incorporated into online courses.

If you would like to discuss your particular situation, or have specific questions or suggestions about online workload, please contact Ingrid ([ikolsteren@vccfa.ca](mailto:ikolsteren@vccfa.ca) or 604-688-6210 ext. 227) or Brenda ([bappleton@vccfa.ca](mailto:bappleton@vccfa.ca) or 604-688-6210 ext. 226).

In January 2008, when the BC government annulled compulsory retirement at 65 it said that it was ending age discrimination. Right in the act, however, it did allow age discrimination to continue against those over 65 who had entitlements to certain medical, dental and other benefits. The act says that those benefits can be reduced or eliminated. Right now the situation at VCC is:

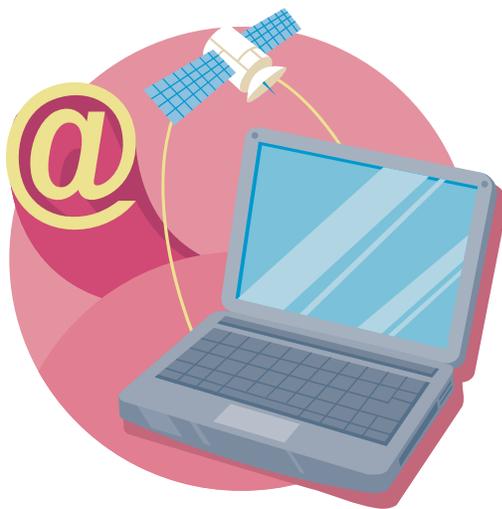
Sick Leave	.....	continues as is
Basic medical	.....	continues as is
Extended health	.....	continues as is
Dental	.....	continues as is
Accidental Death & Dismemberment Insurance	.....	ends at 65
Group Life Insurance	.....	reduced to \$10k and only for 5 years
Voluntary Life Insurance	.....	ends at 66
STD	.....	ends at 65
LTD	.....	Aug 31 after 65 <sup>th</sup> birthday

Current College Pension rules allow one to continue making contributions till age 71 or up to 35 years of service.

At other colleges/universities/institutes in BC there are some variations in the levels of the above benefits.

Some unions have already had people working past sixty-five and who are faced with reductions in benefits. Grievances have been launched at Camosun and at Douglas which may eventually help clarify the situation.

In the meantime at VCC, we have engaged the topic with the College but we do not believe there is anyone currently working who is past the age of sixty-five. If you beg to differ, please let us know.



## ***Buy a Piece of VCC for \$5 Million***

VCC is hoping to sell the naming rights for its \$55-million health science centre. "The building will be located at a 'central location' VCC said, with signage visible to about 57 million commuters and transit users a year."

*Vancouver Sun*

*Update: The offer has been removed from the BC Bid's website, seems there were no takers.*

## ***In Beijing, Brain Food is Just That***

Five VCC Culinary Arts instructors and 24 students cooked and served in the kitchen of the B.C. Canada Pavilion near Tiananmen Square during the summer Olympics.

*The Province  
August 21, 2008*



## ***Woks Sizzling, Students Learn Asian Culinary Art***

Our own Conrad Leung was profiled in this Georgia Straight article for the unique Asian Culinary Arts program at VCC. Condy has taught over 1000 students over his close to 30 years at VCC. The course has gone from four months in length to six months, and has expanded from Hong Kong style of Chinese cuisine to include Mandarin and Sichuan and a variety of seafood dishes. It is anticipated that the course will eventually become pan-Asian, including instruction in Japanese, Thai and Korean cooking. The student profile has also changed over the years. Once, mostly Chinese (and often only immigrants) registered for this program. Today, students come from many ethnic backgrounds, and are often Canadian high school graduates. In years past, Asian Culinary Arts students found work in only Chinese restaurants. Now, they can

be found in many upscale eateries with Asian fusion or Chinese menu items. Conrad says, "The mainstream market is a huge ocean, and that is where they (the students) are going and what they are qualified to do."

*The Georgia Straight  
August 21, 2008*

## ***How to Create a Career in Two Years or Less***

In an article about trades training in the Lower Mainland's public post secondary institutions, VCC was highlighted, along with BCIT. VCC also fared pretty well in the 2007 College & Institute Student Outcomes report. The report noted that 81% of BCIT's applied program graduates were working full time in their fields within a year. For VCC, 70% of our students were working, while the percentages were students in the workforce were lower for UCFV (68%), JI (61%), Capilano (58%), Kwantlen (58%), Douglas (53%) and Langara (51%).

## ***Students Ready for Fare Fight***

Students at Emily Carr, VCC and Douglas want support for their campaign for fair prices in the regional transportation authority's U-Pass program. TransLink has proposed different rates for students at various schools, with VCC students paying the most of any group within the Lower Mainland. For instance, VCC U-Passes are proposed to cost \$50 per month, while a student at UBC is charged \$23.75 and a Langara student pays \$38.00 per month. Tiffany Kalanj, from the SUVCC says, "Our position has been that TransLink has the responsibility to look at all students in a standardized way.....There are 20,000 students at VCC, Douglas College and Emily Carr who are currently excluded from the program."

*The Georgia Straight  
August 21, 2008*



## ***A Brave First Step***

The first article in a series on literacy, profiles VCC's Basic Education Department, and a literacy class taught by Cynthia Bluman. The article states, "According to Literacy BC, a not-for-profit organization devoted to supporting learning, around 40 per cent of adults in the province have reading and writing levels too low to fully thrive in modern society." The descriptions of Cynthia's students provide proof to this statement. Literacy students come from many backgrounds such as immigrants, students who are learning disabled, school drop outs, and many first nations peoples and seniors who did not have educational opportunities in the past. All of us at VCC should be proud of the work we do improving the lives of our literacy students by helping them attain and improve the skills needed to become fully functioning members of society.

*Vancouver Sun*  
*September 18, 2008*



Instructor Cynthia Bluman (centre) works with students in a VCC adult literacy class.

Photograph courtesy of the Vancouver Sun

## ***Other Post Secondary Institutions***

### ***Ex-UNBC Head Gets \$492,804***

UNBC's former president, Don Cozzetto received almost half a million dollars in severance as the university announced over \$1million in cuts. Cozzetto had been very verbal about his frustration with the prospect of having to make more budget cuts at UNBC. In the previous fiscal year, several faculty were laid off.

*Vancouver Sun*  
*July 4, 2008*

### ***World Trade University Only Serves Up Degrees of Embarrassment***

Early August saw several articles about World Trade University. The provincial government provided some funding, enabling legislation, assisted in locating a site in Chilliwack, etc. However, after three years, this "elite" university closed before it even opened. The government, it seems, was completely taken in by the university and it's president, (read hype master) Sujit Chowdhury. John Les, Barry Penner, Gordon Hogg, Murray Coell and Randy Hawes all had a hand in supporting this private university. The enabling legislation passed by the Liberals gave WTU several rights including the following:

- To grant degrees, certifications and diplomas in international trade, business, economics and other business related subjects,
- Non-profit status,
- Tax-exempt status as a registered charity.

The government was completely taken in. As Vaughn Palmer said, "The locals (the B.C. Liberals), wanting more than anything to call themselves 'world class', go for it like the proverbial hicks from the sticks. Except in this case the rubes were the premier, his ministers and an entire provincial government."

*Vancouver Sun*  
*August 8, 2008*

Having the Cheryl Draper award presented to Owen Leggatt-Stewart, son of Carrie Leggatt, and to Yasemin Tulpar, daughter of Carol Tulpar got the meeting at the Croatian Cultural Centre off to a good start.

We were able to view clips of news coverage the funding and layoff crisis in both Prince George and in Vancouver. Cindy Oliver's many news sessions were prominent as were VCCFA media events. We even had one in Chinese that Heather Chan translated for the meeting.

There were kudos for how Education Council faculty (chaired by Karen Shortt) created space and process for the afflicted departments.

There was a thorough discussion of the executive's recommendation to conduct a performance review of Dale Dorn's time as College President. The motion to proceed passed unanimously. Given his retirement announcement in July, the Executive has suspended this initiative.

Some members requested information about the College's current Board of Governors. It is available through the College's homepage. Click "about VCC" and then "Board of Governors" on the left of that page.

### NEXT VCCFA GENERAL MEETING

THURSDAY, SEPTEMBER 25TH  
3:00 PM

ROOM 3570  
BROADWAY CAMPUS  
[near southeast corner of Broadway campus]

- ◆ Updates on the work of the union
  - ◆ 2008/09 VCCFA budget
- ◆ Recent developments regarding our pension plan and its inflation protection mechanism

At regular union/management meetings in the spring the topic of what would happen at VCC in February of 2010 was frequently touched upon. Closing the Downtown campus and leaving the Broadway campus open only for employees became the main features of VCC's response.

More than once former VP Davis said instructors would be able to do other assigned duty as their departments determined, PD, or vacation.

Over the summer, Acting VP Henderson repeated much of the above in a college-wide message but added the concept of proposals having "cost-neutrality" without defining what exactly that meant. He asked that departments attempt to get proposals in by October 15<sup>th</sup>.



We grew concerned when we started to get reports from departments that their proposals for February, 2010 had already been rejected because they weren't "cost-neutral." We have raised this with Acting VPs Bailey and Henderson. Our position is that no proposals should be "rejected" out of hand before October 15<sup>th</sup> and that there needs to be a much clearer definition of cost-neutrality.

On that basis we have asked that all submissions to date be considered active and we will continue to pursue a broader interpretation of what is considered acceptable. We will keep members informed.



*It's been a busy preparatory time for FPSE since the AGM in May.*

*Recommend that members check out the revamped website [www.fpse.ca]. Comments and releases from President Cindy Oliver, news columns, events and under the library button one can find publications and papers on a wide range of recent subjects such as college financing, the ITA, ABE and the work of librarians and counselors.*

## **Presidents' Council**

PC met in June for its annual planning meeting and on September 12th and 13th.

In June, we were able to focus on priorities for the upcoming year which, with a provincial election, civic elections, the various structural cracks in our system, and the need to plan for 2010 bargaining promises to be full of threats and opportunities: opposite sides of the same coin.

Jim Turk, the executive director of CAUT, led an intensive discussion of the new regional university initiatives—how in many ways they do not measure up to the standard Canadian definition of a university—and what type of responses we would need to make.

Vince Ready, well-known labour mediator, gave us an informal but very informative look at public sector bargaining from his very experienced point of view.

At the September meeting the College Pension Plan actuary gave us a detailed look at the financing of the plan and of its separate inflation protection account. Brian Haugen our Pension Advisory rep also attended and we will be reporting out, starting with our September general meeting.

## **Bargaining Conference**

Our proposal for a special bargaining conference is coming to pass in early November. We hope we can take some time to really look at what we have been doing in past rounds, and talk about what locals feel should be done. We hope a good set of questions can come out of it so that we can go into the heavy preparation year of 2009 with a bit of clarity.

## **Governance Conference**

Our other proposal for a special discussion of shared governance is slated for the spring. There's a need to talk about how FPSE and its locals can help empower faculty's role in shared governance now that we are more than ten years into the process.

## **"Normal" Work**

FPSE's skilled staff of 6 labour-specialist staff representatives and our 5 support staff under the able day to day direction of President Cindy Oliver and Secretary-Treasurer Dileep Athaide continue with the normal work of the federation.

1. representing our provincial membership through many, many internal and related groups and unions;
2. representing us to the public through the media and to government officials.
3. supporting the work of the locals in helping their members through workplace incidents and grievances—this often includes using contracted lawyers.



Federation of  
**Post-Secondary Educators**  
of BC

## COCAL ~ Coalition of Contingent Academic Labour

COCAL is a continental grouping that meets every two years. It runs an open convention of supporters and advocates for non-regulars ranging from large national unions and federations like the American Federation of Teachers and CAUT to individuals who are personally affected by the systemic problems.

This year it was held in San Diego (in '06 it was in Vancouver).

It's most telling effect is the empowerment that comes from sharing strategies and success stories. This year the VCCFA supported the co-chairs of our non-regular committee, Karen Brooke and Todd Rowlatt and Chief Steward Ingrid Kolsteren-who was asked to present. For many outside of BC our system of regularization is a revelation of what is possible. It's good to be able to share with our fellow activists from Canada, the US and Mexico.

We have reports from the conference which will be up on our website.

Ross Carter, VCC's former long serving Director of College Resources, passed away earlier this summer. Prior to Ross' retirement in the early 1990's, he served as VCC's acting President before John Cruikshank was hired to fill that position. Ross began his career at VCC as the first Langara Campus Librarian. While in that role, he was elected president of the Langara Faculty Association.



During his position as Acting VCC President, Ross played an important role in discussions with the VCCFA that resulted in the ESL Protocol Letter of Understanding. This LoU is the basis of today's collective agreement language establishing rights to further employment for term instructors.

On a personal note, I reported to Ross during my eight years as KEC Campus Librarian. He always demonstrated a wry sense of humour and a strong intellect. His leadership was based upon an understanding that an administrator had to possess a high ethical and moral character. He understood the need for transparency in decision making, and believed in mentoring and trusting those employees reporting to him. Ross was a great boss and he will be missed.  
~ Brenda Appleton

### VCC United Way Campaign

VCC is raising funds to support the efforts of the United Way this year. The committee has obtained a number of valuable gifts that can be won if you make a tax-deductible pledge. Watch for the pledge forms in your mailboxes early in October. If you could contribute a gift to reward our pledgers, they would still be appreciated.

**A "High Tea" is going to be held for people who have donated \$100 or more in the past on October 21<sup>st</sup> at 3:00 pm.**

The **annual United Way pancake breakfast** is on again. Circle your calendars for **Wednesday, October 22<sup>nd</sup> at the Broadway Campus** and **Thursday, October 23<sup>rd</sup>, Downtown**. Bring your appetites, and a couple of extra dollars to buy some 50/50 tickets. You will see a signup sheet coming around seeking volunteers to serve pancakes (and to help stuff pledge letters on October 7<sup>th</sup>, 12-3 pm, in room 2145, Broadway).

Thanks for your support.

Brock Elliott (8546, [bellott@vcc.ca](mailto:bellott@vcc.ca))

## NEW BUILDING OPENING AND THE ALBERNI LEASED SPACE

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All appears well with the construction schedule of the new building at Broadway. The construction workers have safely come through on schedule. Having been able to closely observe it for so long helps one appreciate the work entailed all the more. We are sure everyone is looking forward to using the new space.



**Digital rendering of completed VCC expansion as viewed from China Creek North Park**

All appears confused and troubled at the VCC-leased space at Thurlow and Alberni. After booting out and “disestablishing” (an Alan Davis phrase) the ESL-International department, it appears the College has no one to cover the \$1,000,000 annual lease. Worse, the lease continues another two years. At about a dozen full-time instructors and classes, the ESL International department had covered most of the cost of the lease and had even made money occasionally.

Still the administrative side of VCC-International is on the books, what income is paying for them? Are they bringing any net income into the College? It’s all very puzzling and we are trying to get some answers out of the College.



**Alberni Street Campus**

# BARGAINING 2004-2007: THE LONG & WINDING ROAD

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*This series provides background and context for decisions that we will have to make as the next round of bargaining in 2010 gets closer. This fifth installment reviews the 2004—2007 round. Our local committee was chaired by Vinit Khosla and included Ingrid Kolsteren, Mark Goertz, Karen Griffiths, Maggi Trebble, Rose-Marie Watson and Staff Reps Weldon Cowan and Linda Sperling.*

*Previous articles can be found through our website:*

*#1 What was wrong with the 2007 bonus [Sep/Oct 07]*

*#2 VCCFA (VIA) bargaining up to 95-98 [Nov/Dec 07]*

*#3 1998-2001 Starting Together and Finishing Locally [Jan/Feb 08]*

*#4 Failed Attempt to Address the Local/Provincial Dilemma [Mar/Apr/May 08]*

## **Over Two Years in the Making**

Our committee was elected in June of 2003 in order to be ready when the contract ended in March of 2004. It took till around Halloween of 05 to finish. Much of the time was lost to procedural wrangling, especially about when local bargaining could take place.

## **Again with the Local/Provincial Dilemma**

Bargaining was essentially approached in the same way it had been in 2001-2004: trying to start together at the Common Table and trying to finish locally. It was further complicated by more college managements' staying away from the common table. VCC did remain at the table.

In early 2004, the common table endured a period of bargaining about what could be bargained, which took till the summer and actual common table bargaining was put off till the fall. That fall period of bargaining, however, was unproductive. Upon recommencement in the spring of 05; it became clear that strike votes would be necessary to break the impasse. Positive votes at Capilano and Malaspina got the government's attention. A few locals like ours had imminent strike votes slated if the impasse continued. This brought the situation at the common table to a head in mid-March of 2005 and a tentative agreement was reached without any strikes.

At the local table we thought we had agreed that bargaining could take place whenever the common table wasn't in session but the College said that was not their understanding, so bargaining stalled until the spring of 2005.

It took a few months more to reach agreement in the fall. If we hadn't reached a settlement then, the only option would have been to take outstanding items to arbitration which neither side wanted.

## **Financial Mandate was Set in Stone**

The government had set a pattern of 0/ 0/ 1.5% for wage increases in the 2004/07 period. Most of the public sector was bargaining after us so it was unclear what the final public sector standard would be for that third year.

Within the very tight restriction on cost issues, the Common Table settlement was not rich. The main items were the 1.5% increase in the third year and the system-wide Common PD Fund, approximately \$200,000 at VCC. VCC management deserves credit for reaching agreement on implementation relatively soon after ratification--believe it or not, a FPSE local has yet to see one cent from this "common" fund.

## **Some Gains Locally**

While many locals were only able to roll over their agreements, our local committee worked hard to achieve future oriented gains and to resist concessions sought by management. Perhaps the most significant gain was to greatly improve the initial step placement process, especially through gradually removing the cap on initial placement. VCC management deserves credit for introducing this issue to the table. Post-layoff or post-contract improvements for regulars and terms were also significant gains.

# BARGAINING 2004-2007: THE LONG & WINDING ROAD

## ***The Stipend and Yoking our Agreement***

Given that the entire 1.5% in the final year of the agreement was applied to creating a new top step (worth 3.3% for those getting it because they were fewer than half the instructors in the province); management thoughtfully provided that we could “mine” our agreements to come up with a further stipend, worth 2%, to add on to folks’ salaries at all steps. For us at VCC this would have meant giving up our local PD funds, all our Education Leaves, a day of vacation, and a day of PD.

Members voted solidly against the “mined” stipend for our local. In the end all the GEU units adopted it, as did four or five FPSE locals.

Because of the uncertainty regarding what other public sector unions might get in 06/07, there was an additional “yoking” clause giving us an equivalent of anything over our 1.5%. Turned out they did get more and an arbitrator determined its value as 1.1%. Again, this increase was only applied to the new top step.

## ***VCCFA votes against***

In the final stages of common table bargaining, our rep, Vinit Khosla, had voted against the shape of the agreement primarily because it did not offer pay increases to all steps. Many other FPSE locals agreed with this position.

## ***Concerns about the Process***

The common table bargaining agreement amongst the unions participating said that, if the two groups of unions bargaining--FPSE and the GEU--were in dispute about provisions, then, in effect, the heads of each organization could take the items away from the committee and attempt to resolve the dispute. This is essentially what happened in March 2005.

The final agreement had all the money applied to the top step.

This caused us to take the position in the subsequent round that if such a deadlock should reoccur then the bargaining committee itself should be forced to either work out its differences or dissolve the table, rather than having our provincial leaders take on the problem themselves.

This concern about how the final decisions got made reappeared in 2007.

~fc



VCCFA Negotiating Team 2004

(back row l-r) Vinit Khosla (chair), Linda Sperling (FPSE), Ingrid Kolsteren, Mark Goertz

(front row l-r) Rose Marie Watson, Maggi Trebble, Karen Griffiths

# STEWARD UPDATE

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Summer flowed into fall with unabated steward work. Many thanks to Frank, Brenda and the “summer stewards” for covering for me during my vacation. It is a very busy and difficult time as the reality of the cuts that we had so many fight back meetings about last spring have been having a real impact on people and departments throughout the summer and fall. Of course we have other continuing and new issues and concerns as well.

Here’s a brief update on some of the main issues and steward activities.

## **Layoffs**

Layoffs and the many issues surrounding them are leading to much anxiety and stress, even for departments and members not directly impacted. The protective veneer of security is thin.

Currently there are about a dozen members working under advanced or actual layoff notice; about half a dozen have already been laid off; many terms are not working, and more layoffs are expected during and after the ‘teach outs’. The transfer process has begun; it is anticipated that some members will be able to transfer or move to other areas which will mitigate their layoff, but may lead to others being impacted. Stewards are working with our members, offering information on the process and support.

The number of cuts is huge. When we consider the loss of over 30 instructors who left with VDIs, the many terms who are not working or who soon will not be, the current instructors impacted by layoffs and the coming layoffs after the teach outs are finished, the union estimates that we will once again lose about 100 members.

Our Collective Agreement provides for clear processes for layoffs. It states that the College “will make every reasonable attempt to *minimize* the impact of funding shortfalls and reductions on the work force.” Unfortunately, we are not seeing that approach.

What we are seeing is the College being too extreme in some of the layoffs and issuing notice to more people and sooner than necessary, and in some situations doing so without the kind of caring and respect layoffs warrant. We have raised these concerns and are in discussion with the College and genuinely hope to resolve the issues. We will continue to do what is necessary to minimize the impact of the cuts for our members.

We have requested that the College provide extra support during this time and provide workshops on work search skills. The College is relying on a day long work search session. (*see page 21 for more info*)

## **Issues**

We have some formal grievances; however the majority of our issues are dealt with informally. Here’s a quick range of some of the issues stewards are working on with our members:

- interpersonal/communication issues in some departments
- workloads
- step placements
- leaves
- instructor and departmental scheduling
- offering of term work
- rights to top up term work
- regularization
- evaluations.

Often these involve numerous meetings and phone calls with members and in some cases the College. We have a good practice of solving issues and hope that approach will continue.

## **PARTICIPATE**

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

Email: [info@vccfa.ca](mailto:info@vccfa.ca)

Fax: 604.688.6219

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

# STEWARD UPDATE

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At the more formal level we have some grievances, including:

- the firing of an instructor - this is obviously very serious, and we have a FPSE lawyer on this as it moves towards arbitration.
- two discipline grievances which the college denied at stage 2; we have advanced both as we believe the college level of discipline is too severe.
- we have had to file a stage 1 grievance in response to the college issuing a lay off notice which we believe is not necessary and out of seniority order.

We have received the arbitrator's decision on our PD and bereavement leave arbitration. Unfortunately, the arbitrator determined that when the PD time is interrupted by bereavement leave, the college does not have to reschedule the PD time. We thank the instructor concerned for her steadfast resolution as the grievance went through its various stages.

## ***Meetings***

There are many -- with the College, members, department and of course other stewards. Meetings with College administration include our regular monthly labour-management sessions or 3.11 meetings as they are called which provides for a place to discuss ongoing and new concerns. We've had a number of other union/administration meetings, including discussions about the College closure during the Olympics, impact of the Alberni International Ed center closing, distributed learning work load, and layoffs. We hold regular meetings with labour relations outside of the scheduled monthly meetings and request meetings as needed.

## ***President Search Committee***

Frank and I are on this committee on behalf of our Union. So far we've had three meetings and members of the Union met with the recruiting firm. Information about the process is on the College website. We are there representing you so please let us know your concerns or questions.

## ***Pancake Flipping***

We work with the student union to support our students and value the work they do, so it was fun to spend part of a morning flipping pancakes as part of the student association orientation.

## ***Elections and Selection Committees for IRA positions***

This fall as usual, we will be busy chairing IRA elections and participating on selection committees. IRA positions are for a 3 year term and most positions (depending on size of the department) are capped after 2 terms (6 years). So your department will go through the business of choosing an IRA every 3 years. All postings are on the College website. If you have any questions about the election or selection process, are wondering who can apply, who can vote or just how does it work, just give us a call.

## ***Outside the College Meetings***

### ***COCAL***

This summer Karen Brooke and Todd Rowlett, our non regular committee co-chairs and I attended the 8<sup>th</sup> Coalition on Contingent Academic Labour conference, an extremely interesting and thought provoking conference about working conditions of contingent faculty, or non regular instructors. I participated in a workshop on bargaining which discussed the rights and conditions of term instructors under the FA collective agreement.

### ***VDLC***

As a delegate to the Vancouver and District Labour Council and a member at large on the executive I attend the regular and executive meetings and co chair the women's committee. The VDLC meetings are the third Tuesday of every month and include a Pizza Educational; they are very interesting, educational and cover a huge range of community and union concerns. All our members are very welcome.

## ***Member Drop-Ins***

We have member drop ins planned so please drop in with your questions, concerns, ideas, suggestions. (see page 21 for dates and times)

# STEWARD UPDATE

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## *In Doubt? Have a Question?*

Call us. Our stewards are ready to help and answer your questions.

At our annual union meeting in November, there will be elections for stewards; if you are interested in steward work, please give us a call and we can give you more information.

for the stewards  
ing

### MEMBER INFORMATION SESSION DROP INS

Monday, September 29th  
Downtown Union Office  
401-402 West Pender Street  
11:30 am—1:00 pm

Thursday, October 2nd  
Broadway Union Office  
Room 2147  
11:30—1:00 pm  
5:00—6:30 pm

## DID YOU KNOW?

### *Seniority*

Did you know that you will continue to accrue seniority when on any approved leave? This includes: leave without pay, renewal leave, retirement prep leave, education leave, parental leave, etc. Also, if you are laid off and on the recall list, you will continue to accrue seniority while on the recall list. If you are a term instructor, you will retain your seniority for 24 months from your last contract.

### *Area Hiring Recommendation Committee*

Did you know that all instructors, whether hired as auxiliaries, terms or probationary regular instructors need to go through the hiring process which is conducted by the AHRC for the area concerned? Under our collective agreement, there is one hiring criteria for each area for all instructors. If you have gone through the hiring process for auxiliary work, you do not need to go through another interview to be eligible for term work; likewise if you have gone through it for term work and become regularized.

Do you have questions about the collective agreement? Your working conditions? Call a steward.

# REMINDERS—MARK YOUR CALENDARS

VCCFA ANNUAL GENERAL MEETING  
ELECTIONS & SOCIAL  
THURSDAY, NOVEMBER 27, 2008  
2:30 PM  
VENUE TO BE ANNOUNCED

## *Non Regular Committee*

We will be giving a report on the COCAL conference and discuss scheduling and impact of the cuts on terms.

*Watch for details for next meeting.*

College—sponsored info session  
for those facing work disruption  
and/or layoff

*Watch for details*

## **October 27 to 31<sup>st</sup> Fair Employment Week**

We will be celebrating the contributions of our non regular instructors and will be holding 2 social events.

Wednesday, October 29th  
3:30 to 5:30  
Broadway Union office

Thursday, October 30th  
3:30 to 5:30  
Downtown Union office.

Mark your calendar and join us as we celebrate the work of auxiliaries and term instructors.



### **Moved? Moving?**

Remember to notify the VCCFA office of your  
New address  
Telephone number  
Email address

Call Audrey at 604-688-6210 or email [info@vccfa.ca](mailto:info@vccfa.ca)



## VCCFA STEWARDS

**Ingrid Kolsteren  
(Chief Steward)**

**(604) 688-6210** [ikolsteren@vccfa.ca](mailto:ikolsteren@vccfa.ca)

Pauline Barratt	Downtown Campus	443.8560
Leona Friesen	Downtown Campus	443.8715
Brian Haugen	Broadway Campus	871.7393
Wayne McNiven	Downtown Campus	443.8438
Rene Merkel	Broadway Campus	871.7370
Michele Rosko	Downtown Campus	443.8492
George Rudolph	Downtown Campus	443.8360
Karen Shortt	Downtown Campus	443.8525
Janice Sigston	Broadway Campus	709.5640
Karin Steichele	Broadway Campus	871.7206
Maggi Trebble	Broadway Campus	871.7254
Chantal D'Argence	(associate steward)	726.3637
Taryn Thomson	(associate steward)	871.7359

We're on the  
web  
[www.vccfa.ca](http://www.vccfa.ca)

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and  
Audrey Vickaryous

The views found herein  
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VCCFA or its  
Executive

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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: \_\_\_\_\_  
First Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ Province: \_\_\_\_\_  
Postal Code: \_\_\_\_\_  
Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_  
Effective Date: \_\_\_\_\_  
Division: \_\_\_\_\_  
Department/Area: \_\_\_\_\_  
Status: \_\_\_\_\_  
Email Address: \_\_\_\_\_