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### THE 2010/2011 EXECUTIVE

**Frank Cosco**  
PRESIDENT (10)

**Brenda Appleton**  
VICE-PRESIDENT (10)

**John Demeulemeester**  
TREASURER (10)

**Karen Shortt**  
SECRETARY (11)

**Ingrid Kolsteren**  
CHIEF STEWARD (10)

**Heather Chan** (10)

**David Branter** (10)

**Settimio Sicoli** (11)

**Maggi Trebble** (11)

**Ella-Fay Zalezak** (11)

**Leona Friesen** (11)

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## VCCFA GENERAL MEETING, ELECTIONS DINNER & SOCIAL

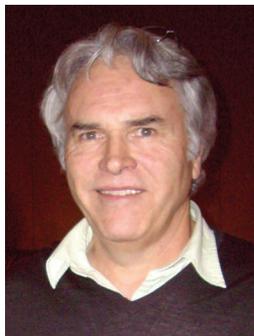
THURSDAY, DECEMBER 2, 2010

2:30 PM

CROATIAN CULTURAL CENTRE  
3250 COMMERCIAL DRIVE  
(16TH & COMMERCIAL)

FREE SIT DOWN DINNER  
IMMEDIATELY AFTER THE MEETING

# MESSAGE FROM THE PRESIDENT



**FRANK COSCO**  
VCCFA PRESIDENT

## Upcoming General Meeting Schedule 2010

**December 2nd**  
**2:30 pm**

**AGM, Elections,**  
**Dinner & Social**

**A full-course sit-down**  
**hot buffet will follow the**  
**AGM**

**Croatian Cultural Centre**  
**3250 Commercial Drive**  
**(16th & Commercial)**

**Special Meetings may be**  
**called to deal with**  
**bargaining issues**

### **Mark Goertz**

Long-time former Executive Member and Bargainer Mark Goertz died suddenly at the beginning of summer. The VCCFA will be contributing in his memory. He is greatly missed.

### **More Executive Changes**

As reported at the September general meeting, Wayne Avery has had to step away from his Executive role, although he's still one of our three reps on the Education Leave Committee. Wayne's experienced, knows the College and its people well, and always brings a clear, principled view to the problems and issues before us, especially on ethical issues. We thank him for his service.

At the General meeting there was a three-way election for the two vacancies with the candidates--only separated by one vote. Leona Friesen and David Branter were elected and we thank Holly Cole for running. Leona will be taking Wayne's spot which runs till the 2011 AGM and David is taking Brock Elliott's spot which runs till this year's AGM (Dec 2).

### **Investment Policy**

Table officers are just starting to explore ideas for a slightly more diversified investment policy. Langara FA and FPSE have already diversified and their examples are helpful..

### **United Way Campaign**

Holly Cole has agreed to be our rep on the College's United Way committee. Watch for and support their efforts. Ted Hougham is chairing the committee for the College.

### **Annual General Meeting:** **December 2nd**

Five Executive spots will be up for election for two-year terms at our December 2<sup>nd</sup> AGM. The incumbents for those spots are: Brenda Appleton-VP, John Demeulemeester-Treasurer, members-at-large

Heather Chan and David Branter, and myself. The stewards also have several spots up for election and from amongst themselves will elect a Chief Steward. The Chief Steward also sits as an executive member.

If you have a candidate in mind please let our nomination committee (Brenda Appleton and Karen Shortt) know. If you're interested yourself and would like to be nominated or let us know if you need more information. *For your information*, I'll be running for a third consecutive term; and the VCCFA President is capped at three consecutive terms.

### **Sit Down Dinner**

A complimentary appreciation dinner is set for right after the meeting — always gets good reviews — come and get yours.

### **Consultation**

Well, this has been different—constituency groups are really being consulted. President Kinloch has made a real effort to include and welcome the leadership of the VCCFA, CUPE, and the Students' Union into what she's calling VCC's "expanded leadership" group. Two examples of that so far were inviting us to participate in the administrative planning retreat and an ongoing role on the Advisory Committee for the Strategic Plan. In addition, she has had a series of regular and respectful private meetings with VCCFA leadership. A recent specific example of the new approach was her involving constituency group leaders in redrafting the terms of reference for Operations Council, which are still in process.

During these consultations we have repeatedly made the point that the VCCFA is the mechanism (mandated in specific articles in our collective agreement) for faculty representation and consultation on significant issues at the College.

--Frank Cosco

# UPDATES SINCE JUNE

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## ***College Administration***

It's been an unprecedented few months at the College with, depending where the defining line is drawn, over ten senior administrators leaving or about to leave the positions they had in June. We wish them well.

It will take some time for a new structure and new people to first get into place and then to get some traction. We are meeting with the President soon to discuss a new way of forming hiring recommendation committees with guaranteed spots for constituency groups. It's modeled on the approach at BCIT which is shared by the three unions there and in their collective agreements as well.

## ***English as a Second Language Programming***

The health of ESL is vital for VCC. Despite the drastic cuts of the Dorn administration, it is still the largest single block of programming at the College. There's been a happy coincidence of factors at the federal, provincial and local level which are pointing to a brighter future. There is much work to be done and the VCCFA has intervened at the Board and directly with the President, VP and Dean involved to try to insure that any transition process the College creates be as transparent and as resourced as possible.

## ***Industry Training Authority Programming***

The situation for our seven departments with ITA funding isn't as stable as it should be. ITA funding is separate from and seems much more volatile than Ministry of Advanced Education funding. Not for the first time, rumours abound regarding cuts. ITA is hard to get at. It's not elected and it specifically chose to exclude educators and unions from its reference group. Through FPSE we have made direct requests for inclusion in its processes and for greater transparency.

## ***Section 12 Case***

"Section 12" is the Duty of Fair Representation section of the BC Labour Relations Code. It is a necessary and strong provision and it's fairly short and clear. It states that when representing a member, a union "must not act in a manner that is arbitrary, discriminatory, or in bad faith." A member who claims their union has done so may bring a case for restitution to the Labour Board where it may be heard in a quasi-judicial manner.

A former member, who has since left the College, filed such a claim against the VCCFA. Since June there have been two formal sessions where the issues and dynamics of the case were explored as it is gradually prepped for a formal hearing.

This preparation is time-consuming and expensive. FPSE covers these legal costs as part of its defence-of-locals function. Coincidentally, the same former member also filed essentially the same case against the union at the Human Rights Tribunal where it was dismissed before it got to a formal hearing.

## ***Consultations with the President and with Administration***

We have had close to half a dozen sessions with the President. There are always at least two VCCFA executive members at these sessions where, as Article 3.11 sets out, there is a "serious exchange of information and ideas before action is taken." She has shared her immediate and mid-term plans with us throughout these meetings. We have raised a variety of issues such as:

- the need for a return to a greater educational leadership role for faculty
- the seeming inability of some senior administrators to understand consultation
- the evaluation of administrators
- policy gaps at VCC
- the need for an engaged process around the enrollment plan for 2011-12
- the confusions and missteps around utilization, class size, and FTEs
- the lack of transparency around Strategic Initiatives

Most of the issues raised are being addressed. We have for example been included in the evaluation process for the VP-Education.

With VPs and Deans we have had to re-iterate that we do have a role beyond the bounds of matters arising from the collective agreement, bargaining, or grievances. The VCCFA has the right and duty to be involved in operational and policy matters which it deems significant enough. We comment on policy and other matters in many forums such as private meetings, our formal union-management meeting, the Board, on Operations Council, or occasionally at Education Council. We also comment frequently on the procedural side of operational issues, a recent example is the draft posting for the Dean of Hospitality and Business position. Faculty are the masters of content on such issues; however, we often find the need to intervene especially on procedure.

Continued on page 4

## UPDATES SINCE JUNE cont'd

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### ***Freedom of Information Request on Consultants and the new Approach***

With the previous administration we had to file a formal FOI request in order to get 2008/09 data on the use of consultants by the college. We had to pay for the college's expenses in preparing the report, a disputed amount that took a long time to resolve. By way of contrast, the current president volunteered the data for the last fiscal and beginning of this. We're working on the file and assessing the information.

### ***Joint Langara-VCC Benefit Committee renews Carriers***

Over the summer the six-party committee (It represents the management, staff union, and faculty union from each college.) met to receive our consultant's report on the Request for Proposals that had been put out on all our various medical-dental-insurance benefit plans. The current carriers, Sun Life for insurance and disability, and Pacific Blue Cross for medical and dental were deemed by the Colleges' benefit consultant to have the best overall bids and the committee agreed to renew our coverage with them. In fact the combined bill for both colleges should be over a million dollars lower.

### ***COCAL in Quebec City***

COCAL is the acronym for the Coalition on Contingent Academic Labour. It is a group that is somewhat analogous to what we would call a non-regular committee but on a continental basis, with representatives from Mexico, the US, and Canada. In August at its biannual meeting at Laval University, COCAL put on a number of workshops and plenary sessions. The VCCFA system for regularization and the relatively advanced state of regularization in BC were highlighted in some presentations.

### **Strategic Planning Initiative**

The President has included constituency group leaders in the initial meetings with the professional team re-sourcing the Plan process and College administration.

We also have a place on the Advisory Committee that reports to the President and VPs. It's early days yet with the initial training of work area volunteers who want to help out with the gathering of data being the main current activity. The Advisory committee meets once every two weeks. Currently volunteer facilitators are being prepared to engage with people in their functional areas.

### ***Term Instructors to be Back on Emails***

Upon learning that some term faculty were being cut off email, we suggested to the College that no one should lose email unless they fall off the seniority list, which for term instructors doesn't happen till two years after their last appointment. Those who may have been cut off too quickly should be reinstated soon.

Please let us know if you have any concerns.

### ***Presidents' Council meets Deputy Minister Steenkamp***



Because the legislature was not meeting, FPSE's Presidents' Council was not able to have the same lobby of MLAs as we have done in past years.

We were able though to have a very encouraging meeting with the relatively new Deputy Minister of Advanced Education and Labour Market Development, Philip Steenkamp. He comes from a stint in a similar role in Ontario and in the nineties had the same job in BC.

Our students and we who work in the system are fortunate to have such an engaged and knowledgeable person in this important job. He had anticipated and prepared on many of the issues we wanted to discuss such as the ITA, operational funding, tuition, aboriginal development, degree approvals and private sector regulation.

We are hopeful that a renewal of the "policy table" concept will enable more regular, wider and more engaged discussions between administrations, unions, and the ministry.

# SEPTEMBER GENERAL MEETING

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## ***Budget Approval***

Treasurer John Demeulemeester presented the 2010/11 union budget (we have an October/September fiscal year) which was approved unanimously. Because of the approved dues increase we have been able to return to a more stable and sustainable financial basis. The financial report on income and spending for 2009/10 will be presented at our Dec 2nd AGM.

## ***Executive By-Elections***

There was a close three-way election for the two vacancies. Leona Friesen and David Branter were elected and we thank Holly Cole for running. Leona will be taking Wayne Avery's spot which runs till the 2011 AGM and David is taking Brock Elliott's spot which runs till this year's AGM.

## ***Consultations***

Recent administrative changes and our consultations with senior administration were discussed. It was noted that the new approach hasn't yet filtered down to all levels of administration.

## ***Strategic Planning & the COW***

We invited President Kinloch and Milt McClaren, the lead consultant working on the Strat Plan to the meeting. They were successful in getting some faculty to volunteer as facilitators but not as successful in getting the blessed COW to work. Many members appreciated being able to watch as the President learned how ornery COWs can be.

## ***Bargaining***

It was made clear that we are definitely not interested in any type of roll-over agreement; that we have significant demands that require some progress. Unfortunately, there is a delay while the management reconstitutes its team.

*Update: We've been informed that the College is engaging a spokesperson for this round. An initial meeting between Maggi Trebble and him is being set up with a view to getting some serious negotiating time in before Christmas.*

## ***Enrollment and Utilization***

Confusion around the status of International Education students led to a wider discussion of utilization targets and the counting of FTEs. The VCCFA will focus on this topic at its next IRA lunch on October 28th and is inviting Mark Chapman and interested members of the administration.

## ***Steward Report***

Ingrid reported on many issues stewards are dealing with, see her report in this Newsletter. The VCCFA has participated, without vote, in the College's strategic initiatives funding allocation process. We are concerned at some problematic features of that process, which we will later report on to senior administration.

**Mark your calendars!!**

**VCCFA Annual General Meeting, Elections,  
Appreciation Dinner & Social**

**Starting at 2:30 pm**

**Thursday, December 2nd**

**Croatian Cultural Centre  
3250 Commercial Drive  
(16th & Commercial)**

# BARGAINING 2010

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Since the College doesn't have a committee anymore, we're declaring victory! No, seriously, we are anxious to get bargaining restarted as soon as possible and will be initiating meetings with the College. *Update 10/21: We just learned that the College has engaged a spokesperson who we will be meeting with as soon as possible.*

## **An IRA by any other name.....??**

The College has proposed at bargaining that we change the term IRA (Instructor with Responsibility Allowance) in our Collective Agreement. If you have any suggestions for another term, please send an email to [info@vccfa.ca](mailto:info@vccfa.ca) with your ideas.

Thanks ..... VCCFA Bargaining Committee

## **Coordinated Locals Bargaining**

We are working and talking with faculty unions at Langara, Emily Carr, Fraser Valley, Douglas and Vancouver Island University, all of whom are not at the Common Table. All six locals have initiated bargaining and have sessions scheduled.

## **Common Table Breaks off Talks**

Those locals at the common table were scheduled to meet with Post-Secondary Employers' Association reps for two weeks in October. There was no movement at all, nothing on any issue, whether it was cost or non-cost. (The new slogan of the union caucus is **"Nothing is not a Solution."**) Talks broke off before the end of the first week and those locals have returned to their local issues that were tabled with their own college administrations. We are maintaining contact and sharing information with the common table.

## **Inequity caused by Step Placement Provision (Article 5.6)**

*In bargaining the VCCFA was able to achieve long-sought-after improvements in our Step Placement article.*

*It had been too general and the College had not been compelled to apply it. VCC administrators were able to use an unwritten "placement cap" policy so that almost no new hire was placed above step 6 no matter where the previous language might have indicated they should be.*

*Our bargaining committee was very interested in improved placement language but tried to get the College to agree to some adjustments for those who had been placed under the old system.*

*It was easy to see that there would be inequities as more new people came in at levels significantly higher than their more senior colleagues. VCC administration refused to agree to significant adjustments for its current employees.*

*Administration had a great advantage, the Olympic Bonus. There was tremendous pressure on all public sector unions to settle before March 31, 2007 in order to get the bonus. Our committee was faced with the choice of going with the new provision and trying to address it in future rounds of bargaining or not taking the improvement at all. It was decided to recommend adopting the new Article 5.6 and fight to get it changed in the future, which members ratified.*

*That future is here. In this 2010 round of bargaining addressing the Step Placement inequity has been approved by the membership as one of our issues and has been presented to management. It is a matter of fairness for all members to support the committee's efforts to achieve some correction to this problem.*

*Many affected members with step placements under the old language from a variety of departments have been meeting with union leadership and will be meeting with the bargaining committee.*

*A group of them have asked that the following message from them be included in the newsletter. You will be hearing more about this issue.*

(FC)

## *from members hired under the previous step placement cap*

A very important issue has come up in a meeting among a group of instructors, and it concerns the high step placement of new instructors to VCC. Since this issue is College wide and affects a large number of instructors, it is worth bringing out into the open.

The group of instructors, who were capped in the past, and therefore starting at a low step are seeing new and younger instructors hired at VCC at relatively high steps. These new instructors are often placed at step 4 and above, with some starting at step 2, a step level that has taken some half time instructors 15 or 20 years to attain. The whole step placement issue is especially unfair to those instructors who are still on a much lower step than a new and less experienced instructor (that is, less experienced in teaching at VCC). The College has a responsibility towards addressing the problem of those instructors who are still on an undeservedly low step despite the removal of the cap.

Instead of ignoring them, the College should be working towards re-evaluating their step placements and granting them a step that is commensurate with their years of experience and their qualifications. It is unfortunate that the College administration would be so uncaring and unmindful of the effect the ... high step placement has on the morale of veteran instructors. If these instructors ever get to top step, they will have far less time to be earning their full salary potential before they retire, whereas younger instructors already on step 2 will be making a high salary for years.

Not being able to get to top step in a timely manner (or ever) represents a massive loss of earnings for veteran instructors during the course of their working life. Furthermore, by ignoring the veteran instructors, the College clearly demonstrates how little it values their loyalty, hard work, expertise, and dedication. Attracting and keeping new instructors might be the administration's rationale for the high step placements they are allocating; however, a step placement that recognizes the experience and qualifications of new instructors while ignoring the expertise and qualifications of many others is, quite simply, unacceptable.

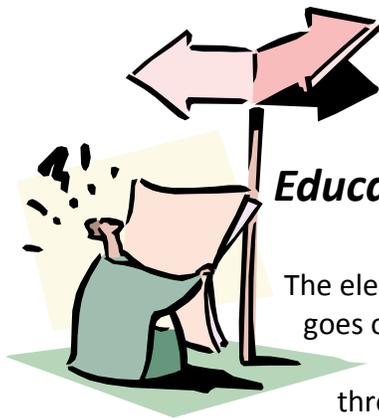


# Utilization, FTEs, International Students

The College President has set out a goal of improving utilization.

Okay, so what does that mean? Turns out the answer isn't clear.

The VCCFA will have a peer-group panel at its IRA Lunch (October 28th) (Room 5025) with Mark Chapman and other administrators invited to help clarify the questions and shed some light on the issue.



## ***Education Council Elections***

The elections on the 26th and 27th may already have happened by the time this goes out but we wanted to note and thank Karen Shortt, Hospitality and Business and past Chair; and Heather Chan, Student Services, for their service to us all through their time on EdCo.

They went through some difficult and long meetings, especially difficult when cuts and contentious policy proposals were on the agenda. Both have chosen not to run. Robert Oliver and Nona Coles have been nominated in their respective spots. Eva Murray is running for the at-large spot held by previously by Lorna Downie, now retired. Betty Nobel is running as the incumbent rep from Arts and Sciences.

Due to unnecessary confusion caused by the seemingly premature announcement of a change in Schools for his department, Fraser Thorburn thought it wise not to put his name in for the Language Studies school. No one else was nominated, so that position will remain vacant till a by-election can be set up.

## Member Profile—Union Activist: Karen Shortt

Karen Shortt is a valued VCCFA member. She is presently the VCCFA Secretary, a steward and a member of the Bargaining Committee. So how did she become so active within the VCCFA?



When studying for her Masters in Education at SFU, Karen researched information for an assignment. The paper she wrote was called, “Who Owns the Night?” about the role of continuing studies in a post secondary institution. One of her research methods was

conducting interviews with people who had varying views and connections to continuing studies programming, including Ingrid Kolsteren, our Chief Steward. That conversation tweaked Karen’s interest in the VCCFA.

### **Roles with the VCCFA**

Subsequently, former president, Lizz Lindsay, asked Karen to consider running for election to the Bargaining Committee in the 2006/2007 round of negotiations with the College. Karen did, and was elected, and found the experience so interesting and exhilarating, that she soon ran for a steward position. She has been a union steward for five years now. She likes the idea of “healthy tension” with the College administration. Karen was elected to the VCCFA Executive last year, and became Secretary this year. And she has been elected to a second term on the Bargaining Committee for this current round.

Karen says she wants to continue working with the Faculty Association at every possible opportunity. She likes the people within the Union, and especially likes the way everyone takes care of each other and the work we all do on behalf of all our members.

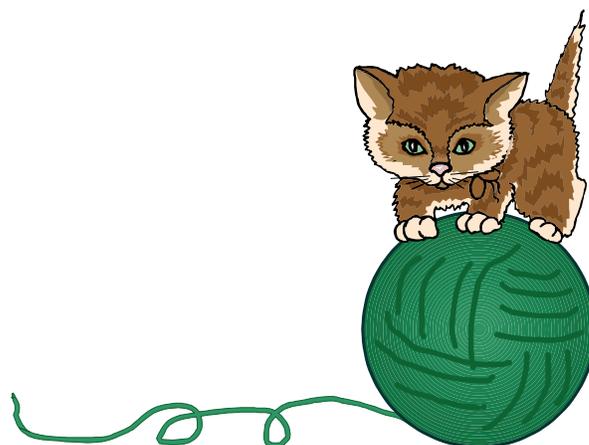
### **Background**

Karen was born and raised in union country, Sarnia, Ontario. Her dad worked on the railroad. Don, Karen’s husband, is an instructor at BCIT teaching joinery. He’s also involved with his union as a member and shop steward of the BCIT GEU.

Teaching in the Office and Legal Studies Program for many years, Karen brings several years experience working as a paralegal. She spent six years as Department Head, and says that her favourite thing about the IRA position was problem solving and helping people.

Away from the College, Karen has many interests and hobbies including mountain biking, kayaking, skiing and gardening.....and, of course, Karen is known to be a “cat person.” She loves cats!

~BA



VCC's Positive Space Campaign is an "ad-hoc" on-campus initiative dedicated to supporting LGBT (lesbian, gay, bisexual and transgendered) students and employees. The Campaign has been in operation for about five years.



### ***Campaign Activities***

Along with Positive Space workshops held about twice a year and our annual Day for the Elimination of Homophobia event, the Positive Space Campaign is also working to establish a Positive Space Resource area on campus.

Recently the Campaign raised \$5000., which will be matched by VCC's Foundation, for a **Positive Space Scholarship**. This scholarship would recognize any full-time VCC student or graduates who have demonstrated leadership in the VCC community in promoting the recognition and celebration of sexual and gender diversity.

Donors like the **VCCFA** (\$300) make this possible. This November come help celebrate the kick-off for the Positive Space Scholarship. Information about the event will be available in early November.

With the upcoming United Way campaign beginning soon, you can direct your donations to the Positive Space Campaign.

For further information about the Positive Space Campaign contact Wayne at local 8438.

**Reminder!**

There is still money left in both Common and Adjudicated PD Funds

Get your applications in.

Adjudicated PD applications are on a first come, first serve basis.

Common PD applications will be due before January 15, 2011, our next callout.

You can find the applications on the VCCFA home page at

[www.vccfa.ca](http://www.vccfa.ca)

## Member Profile—Union Activist: Cheryl Deyalsingh



On March 1, Cheryl Deyalsingh will retire after 35 years teaching ESL at the College.

During that time, Cheryl has been an avid supporter of the VCCFA and is a former member of the union executive.

When not participating directly within the faculty association,

Cheryl always attended general meetings, and says that for decades, the only source of information she could trust about the College came from the union.

Our gain and Trinidad's loss!

Cheryl came to the Vancouver School Board Special Programs Night School through a circuitous route. Born in Trinidad, Cheryl received a scholarship to Holland University in Virginia in 1968 which was then a four year liberal arts college. After completing

her Bachelors of Arts, she applied to graduate schools in Canada (part of the Commonwealth) and was offered a teaching assistantship at the University of British Columbia. She received a Masters of Arts in English at UBC, and decided to make her home in Vancouver.

After another short lived position as a copyreader, Cheryl began teaching ESL at the old King Edward Campus night school in 1975. Over the years, she has made many lifelong friends among her colleagues and treasures her memories of the good times in the ESL resource rooms with other instructors, as well as her experiences with students.

Not quite sure what she will do in retirement, Cheryl is not anticipating to any big changes in her life. She is looking forward to a slower pace and not having to wake up to an alarm clock every morning.

November 30<sup>th</sup> is slated to be Cheryl's last day of teaching, followed by vacation and PD. All of us within the VCCFA will miss Cheryl and wish her the very best in retirement and lazy mornings!

~BA

### **Common & Adjudicated PD**

The Common and Adjudicated PD Committee met recently to review problems we've been encountering regarding the application process for Common and/or Adjudicated PD funds. We will make a few minor changes to the application form soon, reminding applicants to provide the necessary and full information needed to process your requests. Instructors applying for these funds need to remember to provide full documentation of costs including such things as

- signed leave forms
- conference registration forms and conference information
- airlines taxes,
- hotel taxes,
- airport transfers,
- meals, etc.

Without this information, it is not possible for the committee to consider your application. To assist with this process, the committee will begin offering workshops on applying for Common and Adjudicated P.D. funds. In addition, your VCCFA representatives on the committee, Wayne McNiven and Brenda Appleton, are happy to meet with your department or individuals to clarify questions or provide information about the process. Please contact us at [wmcniven@vcc.ca](mailto:wmcniven@vcc.ca) (local 8438) and [bappleton@vccfa.ca](mailto:bappleton@vccfa.ca) (604-688-6210)

# EDUCATION IN THE NEWS

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## ***Radical solutions to the university cost crunch***

An economist hired by the Nova Scotia government delivered a report recommending a complete deregulation of tuition fees and the merger of several smaller schools. Nova Scotia already has the highest tuition rates in Canada. In addition, the economist recommends that a significant portion of tuition fees be allocated for student aid programs. Student lobby groups are outraged by these recommendation.

*Globe and Mail,  
September 18, 2010*

## ***Post-secondary education is vital to Canada's future***

The Sun ran a series of articles about education in September. This editorial reflected on the C.D. Howe Institute Education Paper cited above, and provided rationale for why postsecondary education must and should be supported, and why it is so important. They say that education levels correlate to improved population health, lower crime rates, and improved participation in community life and charitable giving. A better-educated workforce responds to changing technologies while driving innovation and increased productivity.

*Vancouver Sun,  
September 9, 2010*

## ***Climbing tuition fees on their way to bankrupting a generation***

To compensate for reduced funding over the past two decades, student tuition rates have steadily risen. In BC, tuition rates have climbed for the past nine years while the student loan program was cut by 28%. The average student debt in BC is now \$27,000. Previous studies indicate that over 1/3 of all students who drop out of school, do so because of financial reasons. The Canadian Federation of Students is asking for federal regulations to ensure accessible, quality education and guaranteed funding for postsecondary institutions.

*Vancouver Sun,  
September 17, 2010*



## ***Education Papers: The payoff: returns to university, college and trades education in Canada, 1980 to 2005***

This research paper examined two issues when they studied whether there is a financial pay off for attending post secondary education institutions:

- Among OECD countries, Canada has the highest percentage of postsecondary graduates due to having a large proportion of non-

university postsecondary graduates from colleges and trade schools.

- Does Canada produce too many postsecondary graduates in general? Or too many graduates from colleges or trade schools in particular?

The research concluded, "the answers to both questions is no. There are high rates of return to higher education, with the exception of women graduates of trade schools."

*C.D. Howe Institute,  
August 24, 2010*

# EDUCATION IN THE NEWS

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## ***BC suspends new degree proposals***

Moira Stillwell, the new Minister of Advanced Education, announced that the government is imposing a six month moratorium on approving any new degrees. Since 2001, 290 new degrees, many in community colleges and the new teaching universities have been approved. The freeze was a surprise to most college administrations. Stillwell mentioned that in the future, new degrees will need to reflect the province's economic agenda.

*Globe and Mail,  
August 18, 2010*

## ***Great Colleges to Work For***

VCC was the only Canadian college mentioned in this special edition of the Chronicle. We were praised because of our regularization language in the Collective Agreement and the inclusiveness that our non regulars feel within the College and their departments. The absence of any distinction in workload language, salary and professional development provisions for all faculty was also cited. Several VCCFA members were quoted in the article, with Frank providing much information.

"The work environment at Vancouver is the result of more than two decades of collective bargaining between administrators and the faculty union...As a result of the union's contract, the gap between full- and part-time faculty members is narrower than at most institutions, and is often held up as an example of how to treat adjuncts, who make up the fastest-growing slice of the American professoriate."

*The Chronicle of Higher Education,  
July 25, 2010*



## ***Kwantlen student cooks up a storm over cafeteria operators***

A third year criminology student most certainly didn't know what he was getting himself into the day he handed out leaflets at Kwantlen's Surrey campus. He was protesting "...what he described as the unsavoury business practices and equally unsavoury food of Sodexo, the school's recently hired cafeteria operator."

Sodexo also operates the VCC Broadway Campus cafeteria. Later that day he was forced off campus by security guards who also took his pamphlets. The pamphlets had been

approved by his instructor. Faculty have come to the defense of the student. One former criminology instructor "...called the behaviour of the school administration and security guards appalling." Another said that the harassment of the student "...is indicative of an offensive trend at Kwantlen, citing the recent re-naming of the school's library to the Coast Capital Savings Library."

*Vancouver Sun,  
July 31, 2010*

## ***VCCFA Collective Agreement highlighted by American Association of University Professors***

As it did in the November 2008 issue of its magazine, *Academe*, the AAUP has chosen to highlight the VCCFA Agreement in one of its publications. This Labour Day it released a report on "Tenure and Teaching Intensive Appointments". We can be found listed as one of the examples given of progress towards appointment equity. Both publications can be found through the AAUP website.

*AAUP Academe, 8/10*

# VCCFA EVENTS 2010

Mark your Calendars ..... Upcoming Dates to Remember

October 25—29 Fair Employment Week		
Tuesday	October 26th 3:00—5:00 pm	Non Reg Social Event Unwine & Cheese Open House Broadway Union Office Room 2654
Wednesday	October 27th 3:00—5:00 pm	Non Reg Social Event Wine & Cheese Open House Downtown Union Office 401-402 West Pender Street (southwest corner of Homer & Pender)
Thursday	October 28th 11:30 am-1:00 pm	IRA Lunch Meeting Room 5025, Broadway Campus
Monday	November 8th 11:30 am—1:00 pm	Member Drop In Downtown Union Office 401-402 West Pender Street
Tuesday	November 9th 11:30 am—1:00 pm & 4:00—6:00 pm	Member Drop In Broadway Union Office Room 2654
Thursday	November 18th 3:00—5:00 pm	Non Regular Faculty Meeting Downtown Union Office 401-402 West Pender Street
Thursday	December 2nd 2:30 pm <i>Meeting followed by full sit-down dinner</i>	VCCFA Annual General Meeting, Elections, Dinner & Social  Croatian Cultural Centre 3250 Commercial Drive (16th & Commercial)

### John-Carlo Felicella selected as Canada's Top Chef

Vancouver Community College's culinary department head John-Carlo Felicella says being named Chef of the Year by the Canadian Culinary Federation is especially moving because he was selected by his peers from across Canada.

"It's nice to get the recognition for all the work you do for the industry but there are a lot of other people who do the same," he says. "If there were a thousand awards to be given that night, it still would not have been enough."

Felicella took the honor at the Canadian Culinary Federation's national convention, held in Windsor, Ont., earlier this month.

Felicella was also involved in the winning effort put forth by VCC's team of student chefs at the conference. The team won the competition to represent Canada as the CCF Youth Team Canada at the World Culinary Olympics, to be held in Germany in the fall of 2012.



Thanks to Frank, Brenda and the summer stewards for covering for me over the summer. We know that although there are changes in administration winding their way down to the departments, there are still many ongoing issues and new ones that require attending to. Here is a brief report on some of the steward work over the last couple of months.

### **Meetings with Members**

We've met with departments to discuss collective agreement implications of making changes to hiring criteria or establishing new areas. We've met on workload profiles and assigned duty, scheduling and communications. And of course we are starting to meet for departmental elections; currently there are 9 elections scheduled. We've also met with members individually and in smaller groups to hear their concerns and questions.

### **Changes to ESL**

We've heard that significant changes are happening with inadequate discussion and consultation with the departments and instructors impacted. Unclear communications about undefined future changes has clouded the very good news about more stable ELSA funding. These concerns have been communicated and we're hopeful of better outcomes.

### **Meetings with College**

These include problem-solving issues around scheduling, communications, return to work, changes to departments, job descriptions and many more. Earlier during the summer, there were meetings about the College proposal to change class size in many of the university transfer courses. This is of very serious concern to us as it significantly changes the nature of how UT is taught and impacts our instructors' work load and teaching conditions. We've also have our regular labour management meetings, (3.11) and have ongoing meetings with various administrators and human resources.

### **IRA Orientation**

We've started planning for the next IRA orientation to be held on November 26<sup>th</sup>. Our collective agreement calls for the College and Union to "co-ordinate the orientation and make every effort to ensure that instructors are oriented to the full range of required duties and responsibilities" to their IRA positions. More information will be coming out soon. All IRAs and those considering running for an IRA position are welcome.

# STEWARD UPDATE

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## **Layoffs**

We are still dealing with issues related to layoffs. We had two layoffs due to cuts in ITA. One was withdrawn as the instructor found other work in the College. The other has been laid off and is on the recall list. Two partial layoffs were mitigated as a senior instructor was offered a VDI (Voluntary Departure Incentive). We are happy when layoffs can be mitigated under our Article 6.4.2 but need to remember that the departments impacted are still reduced. Currently we have a couple of people on notice. One is due to a senior person returning from a leave. There are still lingering impacts from the cuts on departments and the terms and regulars involved who would have still been here.

## **Strategic Initiatives Funding**

Attended this allocation meeting on behalf of the FA to discuss the various applications for the strategic initiatives funding. Earlier we had provided feedback to the College on the application process and guidelines. I raised numerous concerns about the clarity, process and the criteria used to determine which projects would be recommended for funding. We raised issues and hope the process will be developed further and be clearer for the next round.

## **Ongoing Grievances**

This summer we had two days of arbitration around recall rights for a laid off instructor. We are waiting to hear back on the arbitrator's decision.

## **Resolution**

We were scheduled this September for another arbitration around layoff process and recall rights, but we are pleased to report that we were able to settle the grievance satisfactorily.

## **Vacation and a laid off instructor**

Over the summer the College tried to mandate an instructor to take vacation during layoff notice time; we objected and filed a grievance; which we were able to resolve and settle.

In another case, the College accepted an instructor's verbal resignation which was made under duress because of other issues. The College has withdrawn its acceptance of his resignation; the member is currently not working. The other issues are on hold till a return to work. We would advise anyone thinking of resigning to get the necessary information and talk to a steward before making any final decisions.

## **Outstanding Cases**

*Class Size* - We have a class size grievance involving two individual instructors which is on its way to arbitration. We are working with FPSE on this.

*Concerns about an Instructor* - We have a grievance involving a performance review and scheduling; we're waiting to hear back from the College on possibly settling this instead of going to arbitration

## **FPSE**

As chair of the Contract and Administrative Review Committee (chief stewards of FPSE locals) I have attended FPSE committee meetings to discuss grievances from other locals going to arbitration and chaired the provincial meeting. As always, it is interesting and informative to hear what is going on at other locals.

## **VDLC**

Vancouver District Labour Council – I attend regular monthly general meetings and executive meetings and the women's committee. The general meetings are the third Tuesday of the month and are interesting and informative and open to all.

**If you have any questions or concerns, just give us a call.**

# STEWARD UPDATE

## Non Reg Committee

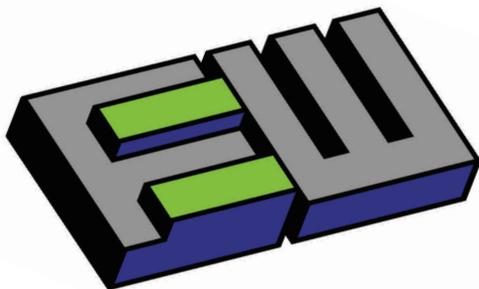
We had another three Cs meeting; Chocolate, Coffee & Collective Agreement. We discussed initial step placements and answered many questions about seniority, scheduling, regularization, pd, etc. The next non reg committee meeting is scheduled for November 18; come join us for good discussion, and chocolate, coffee and collective agreement. These 3Cs seem to go well together.

## Fair Employment Week

October 25 to 29 is Fair Employment Week across North American colleges and universities. It is a time to acknowledge the work that non regs (who go by many names - sessionals, contingent faculty, adjuncts).

We use the term non reg which included auxiliaries and term instructors. At VCC most of us start our instructional career at VCC as non regular or term instructors. To acknowledge and celebrate their work we will be having our annual non reg social on Oct 26 and 27. Watch for details. Everyone Welcome.

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## DID YOU KNOW?

### Step Placement Information

- Once step placed, you have 6 months to request a review of the step placement if you disagree with the initial placement. This is article 5.6.8 in our collective agreement.

### Advancement on the Salary Scale

- If you obtain an academic, professional, trades or technical credential, or equivalent, relevant to your field and have not received credit for it, you can apply to have it credited for an extra step. This is article 5.8.

### Instructor's Diploma

- If you are 'frozen' (meaning you were denied your 4<sup>th</sup> increment' (Article 9.5) because it you do not have the ID or equivalent) you can be 'unfrozen' once you have completed the ID program or equivalent. This means you would receive your next step effective the month after Human Resources receives the evidence of the completed ID program.
- If you obtain the Instructor's Diploma and your step placement has not yet been 'frozen', you may receive an extra step under article 5.8.

For more information, please call a steward.

### 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)

## PARTICIPATE

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

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The views found herein  
are those of the  
contributors and unless  
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or its Executive

## VCCFA STEWARDS

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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: \_\_\_\_\_