

Linda Sperling 1940—2007 page 3

**INSIDE THIS
ISSUE:**

| | |
|--------------------------------|-------|
| Message from the President | 2 |
| Computers & Cleanliness | 2 |
| Education in the News | 8—9 |
| PD Funds Update | 9 |
| FPSE Workshops | 12—15 |
| Wages, Tax Cuts & Homelessness | 18 |
| Steward Notes | 20/21 |
| Workload Profiles | 21 |

THE 2007/2008 EXECUTIVE

Frank Cosco
PRESIDENT (08)

Brenda Appleton
VICE-PRESIDENT (08)

George Rudolph
TREASURER (07)

Dianna Morgan
SECRETARY (08)

Ingrid Kolsteren
CHIEF STEWARD (08)

Cheryl Deyalsingh (07)

Linda Duarte (08)

Brock Elliott (08)

Wayne Avery (07)

Maggi Trebble (07)

Settimio Sicoli (07)

Lizz Lindsay
PAST PRESIDENT

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|--|-------------|
| What was wrong with the \$4000 "bonus"? | pages 16/17 |
| College Pension Plan Update | page 3 |
| Parking Downtown | page 4 |
| VCC Administration & College Board Update | pages 4/5 |
| Our Volunteers | pages 6/7 |
| Computer & IT Report | page 10 |
| Needy Student Fund | page 11 |
| Environmental Issues | |
| Fair Employment Week | page 18 |
| Pregnant? | page 19 |
| Collective Agreements Out | |

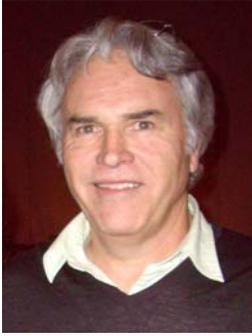
VCCFA ANNUAL GENERAL MEETING & ELECTIONS

THURSDAY, NOVEMBER 29, 2007

2:30 PM

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

MESSAGE FROM THE PRESIDENT



FRANK COSCO
VCCFA PRESIDENT

Computer Operation Problems? Cleanliness Problems?

If they are urgent, please copy us on communications you might have with ICS or Facilities.

You can use
fcosco@vccfa.ca

If they are more "low-key" please keep track of them.

We want to monitor the changes the College is initiating and ensure that they result in real improvements and will be surveying departments early in the new year.

General Meeting, September 26

Thanks to those members who attended. Our 07-08 budget was approved at the meeting, if you would like a copy please contact the office. Thanks to our treasurer, George Rudolph, and Audrey our office administrator, for their work in its preparation and presentation.

Updates were presented on many of the issues which will be commented on in this issue.

Campus 2020

While it is still not clear what other recommendations from Geoff Plant's report will be acted upon, we felt it important to register our views in the faint hope that they may have some influence. As was mandated at our June General Meeting, we have prepared a VCCFA response. IRAs, interested members, and the Executive gave input and a critical letter has been sent to the Minister of Advanced Education and copied to all of Vancouver's MLAs and the NDP Advanced Education critic. Copies are available from our office or can be downloaded from our website. Key points we try to make are that the report is not comprehensive, it is bias towards universities, and in fact prejudicial to colleges.

We explored with Dale Dorn the possibility of lobbying for a change in status from a college to a provincial institute. He did not rule it out as a possibility but he and the Board are not pursuing it now because they feel their lobbying for a change in funding is achieving some traction.

VCC administration, in probably the best piece we have seen from VCC on the place of the college in the post-secondary system, has also responded very critically to Plant's report,

especially on the point of his bias towards universities. We recommend having a look at their response as well; you can find it on our website. We are trying to set up a public forum on Campus 2020 and the state of the post-secondary system, watch for details.

BC Legislature's Standing Committee on Finance

With help from FPSE staff, I presented on behalf of FPSE and VCCFA at the committee's Vancouver hearings. The committee of Liberal and NDP members is charged with making recommendations to the Legislature and Finance Ministry on the shape of the 2008-2009 provincial budget. Other FPSE presidents are also speaking at other hearings around the province. We are calling for a return to 2001 funding levels, a reduction in tuition by 10%, and a return of student grants. I added VCCFA-specific calls for all developmental programming to be tuition-free and for full capital funding by the government.

Acting President Linda Martin presented on behalf of the College and spoke of the financial return society and the government receive from their investment in college programming, roughly 15% a year, which is quite a good investment. She used most of her time to speak very effectively of the need for tuition-free ESL. Liberal members did not respond to that call, but at least they did not respond negatively.

Back to Work

Thanks to Brenda and Ingrid for covering for me as I was able to get an extended break this summer. Hope work is going well for everyone, if you have a question or comment you know where to find us

~Frank

UPDATE ON THE COLLEGE PENSION PLAN

At the June General meeting and in the previous newsletter there was much discussion of several aspects of the Pension Plan. At the latest Presidents' Council (made up of FPSE Executive and all local presidents) meeting another discussion topic, age-neutral pensions, has been raised, an update:

Basic Plan

As predicted in June, the trustees have raised the premiums on the guaranteed basic plan effective September.

Benefits

The prediction remains that retirees should expect current premium-free medical and dental benefits to be severely-reduced or perhaps eliminated in the next few years.

Inflation Protection

As mentioned in June, FPSE did approach our GEU partners to discuss an immediate, limited cap on inflation protection*. That discussion did not produce a consensus, so an interim strategy of adding some contributions to the inflation account was pursued. The government is considering that option but has raised several objections, so it does not look promising. The meetings continue.

*Currently, the Plan has been able to match annual CPI inflation increases but that is *not guaranteed*. There is a serious concern that the Plan's ability to match inflation is not sustainable.

An "age-neutral" Pension Plan

This newer topic came up at the September Presidents' Council. FPSE has policy supporting the concept of phased retirement. That is a where a person could choose to reduce their workload to part-time and draw their pension as well. Investigation of phased retirement led to the conclusion that,

given current tax laws, it would be difficult to achieve under the current pension plan structure. It is thought that phased retirement may be more possible if we moved to an "age-neutral" concept. It is too complicated to explain here, but apparently this is the type of model the Canada Pension Plan uses. Some also feel this change would be more fair to the majority of members. As I understand it, from the working member's point of view the main thing that would have to change would be the removal of the bridge benefit which goes to those who retire between 60 and 65. That is obviously an option that most near retirement would not want to consider.

Please be assured that no action or initiative is authorized or contemplated at this time. Most local Presidents, if they are like me, are not sure they understand all the ramifications of the issue. At Presidents' Council, none of us have taken a decision and certainly all of us want members to be part of discussions. We decided to try to prepare a discussion paper that would attempt to objectively describe the issues and help clarify our choices. I will be part of that working group.

~fc



Linda Sperling's sudden illness and death in the late summer came as a shock to all of us who worked with her.

She was our staff representative from FPSE, mentor and guide for many years, through rounds of bargaining, where she was our spokesperson, and through many, many grievances and arbitrations. She worked with us on organizational issues, and personal issues. For many, she was a true friend and neighbour. Her guidance and inspiration have found effect in how we try to support the union's work. We will continue in the paths she opened up to us.

In her honour and on behalf of the VCCFA, we have contributed to two agencies named in her obituary.

In our Jan/Feb Newsletter we counted 47 administrators whose top step salaries are above or roughly equal to faculty's top step. That's 75% more than the 27 administrators there were in 2000. By the time we up-date the chart next year, we may hit or break 50.

We're well on the way, there's already 49. This summer saw the addition of a newly appointed Associate VP (top step \$112,000) and a new Dean (top step \$106,000) has just been appointed.

Appointment Process

We have pointed out to the Board that its current policy on administrative appointments gives an unusual amount of discretion to the President. When the President uses it to appoint senior administrators without process, it does lead to perhaps unnecessary questions. We have asked them to consider reviewing the policy.

Gail Schmalz

Gail was the Associate Director of Labour Relations. Her primary responsibility was administering our collective agreement for the College. She was also the College's lead negotiator for local bargaining during the recently concluded round. We had come to a cordial, mutually-respectful, efficient working relationship with her. Her sudden departure from the College was a surprise and we wish her well.

Prior to leaving on his four month sabbatical to China, which we hope he's enjoying, Dale held a couple of his regular forums. Topics included:

Downtown

- ◇ The renewed Strategic Plan
- ◇ That the College is still working hard on adding free ESL and ASE to the ABE decision, and that he feels there is actually some hope

Questions from faculty included:

- ◇ The frequency of cleaning of the fourth floor washrooms (later, after some follow-up, there was a commitment that the new contract will include more frequent cleaning)
- ◇ The promotion of the ABE situation to actually attempt to bring in students
- ◇ Signage improvements
- ◇ The real need for wireless capability on campus
- ◇ The need for more student lockers
- ◇ Safety concerns, especially after some recent incidents
- ◇ Our Olympic involvement -- Linda Martin said VCC would not take the lead role in the supply of meals for the athletes. She added that a decision on closing in February 2010 would be made soon but not before consultations with the unions.

Broadway

The same topics were covered but there were very few faculty in attendance and no new questions.

~fc

Increase in Parking Charges

Members of the VCC Downtown Campus parking pool were notified during the summer of a significant rate increase (+40%) effective September 1, 2007. The VCCFA spoke to the College asking about the rationale for the increase, and we were reminded that College Policy B.3.7 governs rates based upon regular surveys of local area parking costs. This policy is based on Revenue Canada regulations. VCC subsidizes parking costs by about 25%, the maximum Revenue Canada allows tax free. Beyond this level, parking becomes a taxable benefit.

We know that no one is pleased about the increase even after the explanation offered by the College and some of you have come forward with questions about some specific concerns.

We will continue to discuss the issue with the College.



COLLEGE BOARD MEETING

The September Board meeting was a relatively quiet affair. We commended administration for its response on Campus 2020, for its advocacy for tuition-free ASE and ESL, and for taking a public stance on the economic benefits of colleges.

We critiqued the Board's "anything goes" policy when it comes to administrative appointments.

We said we were hopeful about the new initiatives on cleaning, computer support and emergency preparedness and that we would continue to closely monitor their progress.

Strategic Planning ~ 2007-08

While reminding the board that the 2002 "plan" was not a real strategic plan, we expressed our willingness to participate in what hopefully will be an authentic process.

Financial and Utilization Reports

The college continues to accumulate a significant surplus, for the first quarter it was a third of a million. Utilization rates were at 89%. It was very significant that an accumulated operating surplus of \$6.55 million was moved into the new Broadway building. We criticized this financing approach where real operating needs go unmet in order to fund capital projects which should be fully funded by all the taxpayers. Additionally, students will continue to have additional compulsory "fees"--they are really surtaxes-- to the tune of \$2.5 million over five years tacked on to what they pay. They scrape together what they think it costs for tuition; little do they know they are also a special group of taxpayers.

Tuition Fee Increases

The finance committee of the board proposed a motion that "management be given approval to apply tuition increases" every year according to provincial guidelines and that they not exceed the rate of inflation. In the discussion of this motion it became clear that if it passed, it would mean the practice of having an annual motion on the board agenda regarding tuition would end. The onus would be on a board member to get the issue on the agenda. If that did not happen, the default would be that management would have this pre-authorization to increase fees without a separate motion and certainly without debate, it was not even clear when in the fiscal year they would be able to apply the increase.

The FA was given permission to speak to the motion and we pointed out that it could remove a key right of students and other constituents to debate tuition in an open forum.

We felt it was important that every year the onus be on the Board to welcome the debate and not try to avoid it. To have the onus elsewhere would be to bureaucratize what should always be a small "p" political discussion. The Board Chair agreed with that view in part and after some discussion it was suggested and agreed that the issue be referred back to the finance committee.

-fc



OUR VOLUNTEERS

The VCCFA has many representatives on College and FPSE Committees as well as members who work on our behalf on VCCFA committees. We have listed them on page 7. Each person who participates on a committee does so by volunteering their time and energy on behalf of us all. Some committees meet often and regularly, while others may get together only once or twice a year. Regardless, the VCCFA appreciates the time and energy that our committee members give on our behalf. We also thank committee members who recently stepped down from their positions.



We are always on the lookout for new VCCFA committee members and new people to run for positions on our Executive and/or Stewards group.

If you are interested in getting involved in the future on any of these committees or want to volunteer your time to union activities, please let us know. Just call the office at 604-688-6210 or e-mail at info@vccfa.ca

Through our Collective Agreement, within the College organization and through FPSE, there are several committees on which we have VCCFA representation. Most of our representatives are members of our Executive Board or Stewards.

VCCFA EXECUTIVE

| | |
|---------------------------------------|--------------------------|
| Frank Cosco | PRESIDENT (08) |
| Brenda Appleton | VICE-PRESIDENT (08) |
| George Rudolph | TREASURER (07) |
| Dianna Morgan | SECRETARY (08) |
| Ingrid Kolsteren | CHIEF STEWARD (08) |
| Cheryl Deyalsingh | (07) |
| Linda Duarte | (08) |
| Brock Elliott | (08) |
| Wayne Avery | (07) |
| Maggi Trebble | (NEGOTIATING CHAIR) (07) |
| Settimio Sicoli | (07) |
| Lizz Lindsay PAST PRESIDENT | |



VCCFA STEWARDS

| | |
|-------------------------|------------------------|
| Ingrid Kolsteren | (Chief Steward) |
| Pauline Barratt | Downtown Campus |
| Malcolm Cant | Downtown Campus |
| Wayne McNiven | Downtown Campus |
| Michele Rosko | Downtown Campus |
| George Rudolph | Downtown Campus |
| Karen Shortt | (associate steward) |
| Leona Friesen | (associate steward) |
| Chantal D'Argence | Broadway Campus |
| Brian Haugen | Broadway Campus |
| Rene Merkel | Broadway Campus |
| Janice Sigston | Broadway Campus |
| Karin Steichele | Broadway Campus |
| Maggi Trebble | Broadway Campus |
| Rose Marie Watson | Broadway Campus |



OUR VOLUNTEERS

| COMMITTEE STRUCTURE FOR 2008 | | | | | | | |
|---|---|---|---|---|---|--|---|
| Internal (VCCFA) | | Collective Agreement | | FPSE Standing Committees | | VCC Policy | |
| Community Executive Liaison - Brenda Appleton | Jane Parker – Chair Gail Cryer Laurie Gould Lyn Lennig Carrie Leggatt Kata Niksic Michele Mackenzie | Joint Steering | Frank Cosco Brenda Appleton | BCRC Bargaining Coordination and Review Committee | Maggi Trebble | Benefits Administration | Frank Cosco Ingrid Kolsteren |
| Constitution Executive | Frank Cosco Settimio Sicoli | Education Leave | Lorna Downie Wayne Avery Judith Wallace | CARC Contract Administration Review Committee | Ingrid Kolsteren | College Board | Frank Cosco |
| Endowment Fund VCCFA Scholarship Executive Liaison - Brenda Appleton | Wayne Avery—Chair Michele McLeod John Marshall Ethel Goh Conrad Leung | Occupational Health & Safety (both campuses) | Colleen van Winkel- BWY Dave Niessen BWY Roland Moutal BWY Holly Cole DTN Elli Cox DTN | Education Policy | Brenda Appleton | Education Council | Frank Cosco |
| Events | Maggi Trebble | PD Funds | Moreah Hamend DTN Wayne McNiven DTN Michelle Strenkowski DTN Fred Grimann BWY Peter Hopkinson BWY Michele Mackenzie Wayne Avery BWY | Human Rights & International Solidarity | Linda Duarte | Governance Elections | Frank Cosco |
| Investment Committee Executive | George Rudolph Frank Cosco Settimio Sicoli Brenda Appleton | Adjudicated PD Funds Common PD Funds | Brenda Appleton Wayne McNiven | Occupational Health and Safety Status of Women | Colleen van Winkel Dianna Morgan | New Employee Orientation | Ingrid & Stewards |
| Lobbying Executive Liaison - Frank Cosco ITA | Lyn Lennig Lizz Lindsay Settimio Sicoli Frank Cosco | | | FPSE Caucus Groups | | | |
| Vancouver & District Labour Council Approved – 9/24/07 | Lizz Lindsay Frank Cosco Ingrid Kolsteren Brian Haugen Linda Duarte Maggi Trebble | | | GBLT Caucus ITA Policy Book Campus 2020 Organizing | Wayne McNiven Frank Cosco Frank Cosco Frank Cosco Frank Cosco | Developmental Education Caucus ESL UT Pension Paper | Ingrid Kolsteren Nora Ready Wayne Avery/ Frank Cosco |

UNIVERSITIES TO COLLEGES?

New Brunswick released recommendations that would make sweeping changes to that province's post secondary system. The report suggests that small St. John campus of the University of New Brunswick and two regional campuses of Universite de Moncton be made into polytechnic institutes associated with community colleges. These recommendations have met with widespread condemnation from the affected local communities, both universities and CAUT.

These recommendations are almost the polar opposite of those contained in BC's Campus 2020 report suggesting that university colleges become regional universities.

Globe and Mail

September 14, 18 and 22, 2007

COLLEGES A GREAT INVESTMENT

The council of BC College Presidents (BCCP) threatens that unless BC colleges receive additional funding from the government that the current \$8 billion generated by colleges to our provincial economy will diminish. A recent study commissioned by BCCP also found that BC colleges return \$3.80 to the provincial economy for dollar received from the government and that 96% of college students stay and work in the province, thereby contributing to our economy. The report further states that "...while the government has increased spending for universities, the same isn't true for colleges."

Vancouver Sun, September 21, 2007

LARGEST RECENT DONATION TO VCC

VCC recently received a \$500,000 donation to our new Health Sciences Building capital campaign from Dr. Donald Rix, co-founder of MDS Metro Laboratory Services and Cantest Laboratory Services. Dr. Rix explained that MDS Metro Labs have hired many VCC graduates and that this donation will "...improve the lot of students in the health sciences..." This is the single largest donation ever received by VCC and the first for Rix. Dr. Rix has previously donated close to \$15 million to other educational institutions, including UBC, UNBC, SFU and University of Western Ontario.

Vancouver Courier

September 12, 2007

SAFETY AT DAWSON COLLEGE

Dawson College has upgraded its security and communication systems for this current school year. Dawson suffered a horrific shooting rampage last year leaving one student dead and 20 injured. The revamped systems include a dedicated cell phone network, and a new online text-messaging system for all students and faculty so that emergency alerts can be more easily sent out.

Here at VCC, we have a new committee looking into emergency planning with Brock Elliott as the VCCFA representative. Last year during bargaining, we failed to get telephones in classrooms as a security measure.

Vancouver Sun, August 20, 2007

CAPILANO UNIVERSITY?

Should university colleges become regional universities as suggested by Geoff Plant? What about colleges which are not university colleges; should they also become regional universities? Greg Lee, Capilano's president definitely thinks so. Capilano College has instituted a strong campaign with the slogan "Capilano College, all about U," to position itself as a regional university. The campaign includes support from Gordon Campbell's sister, who is a VP at Capilano. University College of the Fraser Valley has also had a vigorous campaign to gain regional university status for a few years now. Susan Witter, president of Douglas College doesn't support Plant's recommendations to create regional universities or Capilano's and UCFV's efforts to become regional universities. Kwantlen's president, Skip Triplett, however, seems to back the idea of Kwantlen becoming a regional university. He believes that this new designation "...could enhance Kwantlen's ability to raise funds." There was no comment from either Linda Holmes of Langara or our own Dale Dorn for this article. Wonder what the future will be if VCC is left as one of the only "colleges" within the lower mainland....with most of our sister schools vying for regional university status.

Georgia Straight

August 16-21, 2007

EDUCATION IN THE NEWS

IT'S THE ECONOMY—NOT

Over the past number of months, there have been many news stories about declining college enrollments and the reasons behind this trend. The rationale always seems the same – a healthy economy, availability of jobs, and the smaller population base of college age individuals. Shamus Reid, the B.C. chairperson of the Canadian Federation of Students has a different understanding of the problem, however. In an opinion piece printed in *The Sun*, he argues that the decline began long before the economy took off. That it can be traced to 2002 when “...tuition fees were deregulated, resulting in annual increases of 20 – 30 per cent.” He even shares anecdotes heard from VCC faculty about “...students picking bottles and cans from the campus garbage to make ends meet.” According to Reid, lower and middle class students are not attending universities and colleges because they can't afford the high tuitions, not because of the hot economy.

Vancouver Sun, August 14, 2007

FLEECING FOREIGN STUDENTS

The editorial headline screamed, “Authorities aren't even trying to clean up ESL education system” and started out by saying, “It has been no secret that some shady operators in British Columbia have been fleecing foreign students by promising education services they fail to deliver.”

The editorial goes on to say, “Not only are there bogus students but fake schools, visa mills that exist for no other purpose than to issue papers used to validate student status.” *And so the sordid saga of massive problems within the private post-secondary education sector continue! We wish someone would convey this to Geoff Plant, whose Campus 2020 report wishes to elevate the status of private post-secondary schools.*

Vancouver Sun, August 1, 2007

AN AWARD TO VCC

Vancouver Community College was awarded the “Psychologically Healthy Workplace Award” by the Psychologically Healthy Workplace Collaborative along with several other companies and/or institutions including BCAA, Vancouver International Airport Authority, and the Westminster Savings Credit Union. VCC's award was in the large-not-for-profit category for the Excellence in Employee Recognition program. In accepting the award, the college noted, “...that there has been a large drop in grievances in specific departments by honouring achieving staff.” *(That was news to us!)*

Vancouver Sun

June 30, 2007

Business in Vancouver

June 19-25, 2007



Common PD Funds

For PD activities costing between \$1000 - \$5000
Approximately \$200,000 available annually

As of late September, we have received 61 applications requesting \$181,750. \$153,450 has been committed, leaving approximately \$50,000 remaining in the 2007/08 fiscal year.

Adjudicated PD Funds

For PD activities costing up to \$1000
\$50,000 available annually

As of late September, we have received 34 applications requesting \$43,000. However, because of withdrawn applications, only \$17,000 has been committed to date, and \$33,000 remains for the 2007/08 fiscal year.

COMPUTER NETWORK UPDATE

As most of you are aware the VCC computer systems went through a difficult period over the end of 2006 and the first few months of 2007. Hardware and software configuration problems caused network crashes, slowdowns and made a variety of data and application programs unavailable at times.

Formal complaints were lodged with ICS, Administration and the College Board, by faculty concerned over the damage these problems were causing in classrooms.

A formal review of ICS policy and procedures was commissioned by the college.

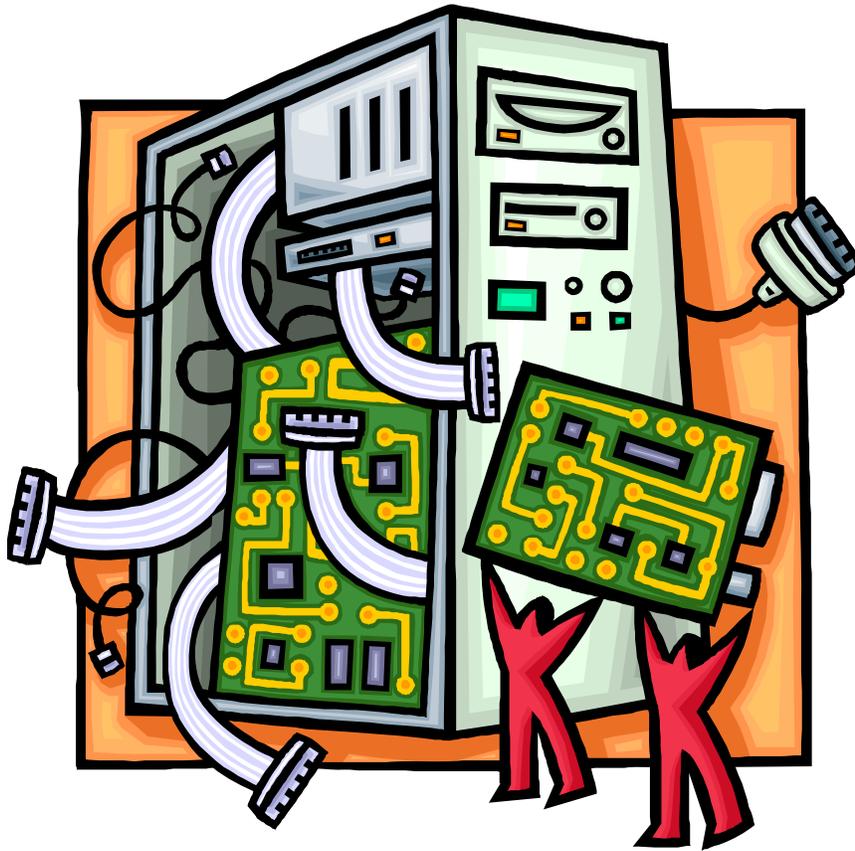
Sergiu Petrescu of Brighton Consulting performed this review over the summer months. His report was finished August 31, 2007. It was given to administration at the beginning of September. The VCCFA Executive has received a copy of the report. If you would like a copy let us know.

It is an extensive and legalistic document.

Concerns of the College's faculty and staff, the ICS department's internal concerns and the analysis of the consultant are thoroughly covered.

Among dozens of proposals the consultant has recommended:

- ◆ That a variety of industry based procedures and standards be implemented by ICS (some which have been partially implemented and some which do not exist),
- ◆ That all computer services be stabilized before new projects are attempted,
- ◆ That the ICS management and communication structure be changed,



- ◆ That helpdesk support be extended in hours per day and days per week,

- ◆ Third party products and services (including helpdesk) be considered,

- ◆ That a variety of further reviews, studies and assessments are required.

Meanwhile computerized life goes on. VCC systems continued to suffer sporadic problems.

Neil King is the current, interim ICS Director, having replaced the retired Des Duggan. A post-

ing has been issued for a new Director for ICS.

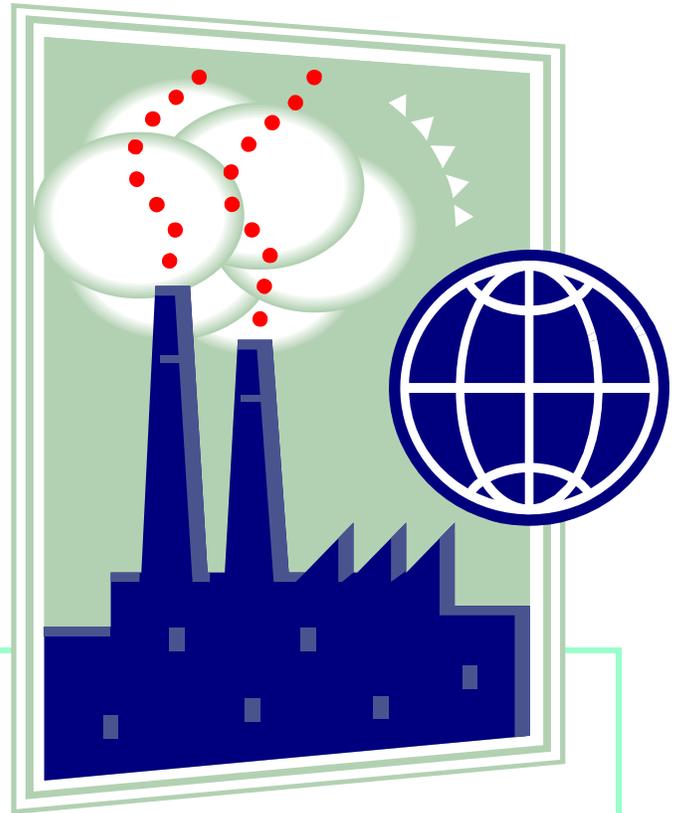
The VCCFA Executive will continue to monitor the progress of ICS in meeting these recommendations and the needs of faculty and staff.

If you have questions or concerns you would like to direct to the VCCFA contact Brock Elliott (<mailto:belliot@vccfa.ca>)

Needy Student Fund Reminder

The VCCFA provides up to \$500 to each of our campus Counseling Departments to help needy students through emergencies. This fund will cover such things as bus fares and basic groceries.

If you have students who you suspect are in desperate straits, please contact the Counseling Department.



Environmental Issues

A group of VCCFA faculty had begun discussions around forming a group interested in Environmental issues. Now Dale Dorn has announced that he has an initiative as well. An announcement should be made soon.

Possible mandates could include; promoting Environment Conservation practises by members, the College and the larger community; educating faculty and/or administration and students about Climate Change and Environmental Issues; lobbying government and industry; providing support to other groups pursuing these goals.

If you are interested in any of these topics, please contact Brock Elliott (belliott@vccfa.ca) Brock's the FA's designated enviro guy.

Thought for the day:

Did you know that Transit Passes are tax deductible? Check out <http://www.transitpass.ca/>

If you are having any difficulty logging into the VCCFA members only site

Call Audrey at 604.688.6210

FPSE WORKSHOPS

Each year, the VCCFA sends several participants to the Federation of Post Secondary Educators Annual General meeting. Our members are a strong voice within FPSE and one of the largest delegations. At the AGM, workshops are provided on a variety of topics. Below are reports submitted to the VCCFA on workshops attended by our members.

What Does International Worker Solidarity Mean Today and Why Should We Care?

Presenter Stephen Benedict

National Director of the International Department of the Canadian Labour Congress

Wayne Avery and I attended this workshop. The workshop felt like perfect timing given that FPSE's Human Rights and International Committee that I sit on put forth a successful proposal for an International Solidarity fund that passed for using half a percent of membership fees to support the Labour International Development Program of the CLC. This would amount to about \$15,000, the equivalent of half a cent per FPSE member per day.

Labour International Development Program (LIDP)

The Labour International Development Program 2002-07 consists of a series of small to medium-sized projects developed in partnership with national trade unions and labour servicing non-governmental organizations (NGOs) in selected countries in the Americas, the Middle East, Africa and Asia. It is a cost-sharing programme supported by the Canadian International Development Agency (CIDA).

LIDP projects build capacity of partner organizations to deliver education on workers rights and workers issues and to support institutional development to foster democratic governance and self-reliance among partners, as well as policy analysis and campaigning.

The LIDP also has a multi-year development education component for union members in Canada. This component consists mostly of week-long schools for local activists and leadership to build awareness, to promote learning, and to encourage involvement in activities and campaigns on global sustainable development and social justice issues. Dialogue between Canadian unionists and our overseas partners are facilitated by study visits to union schools and

participation in union events in Canada, as well as linkage visits by Canadian unionists to our projects in the developing countries.

Fund governance by the FPSE's Human Rights and International Committee

An International Committee (IC), comprised of the Secretary-Treasurer, two members elected by HRISC and two Presidents' Council members will make decisions on fund disbursements. Funding proposals may be initiated by any member, local association, or Presidents' Council or executive member. Vetting of proposals with either the local HRISC or local executive or with the provincial HRISC is strongly encouraged.

Basic outlook and objectives and activities supported by the fund

Basic outlook

The fund rests on the belief that we share experiences, needs and values with all members of the global community. We affirm that what we desire for ourselves we wish for all others around the world.

International solidarity partnerships should be a two-way street. This means that while we can assist others in their local struggles for a decent life, respect and dignity, they can help us to understand better both our own situation and the consequences elsewhere of institutions and policies rooted in our own society.

International solidarity partnerships, as distinct from traditional charity efforts, stress linking to and supporting popular organizations working to advance human rights.

Objectives

The fund:

- ◆ promotes international solidarity projects and actions that support disadvantaged people organizing to realize their basic human rights, projects informed by the values of equality, respect, human dignity and social justice
- ◆ supports the development of solidarity relationships that are appropriately enduring and stable
- ◆ promotes building relationships with others seeking to advance the basic human right to education

FPSE WORKSHOPS

- ◆ promotes awareness of policies or institutions in economically advantaged countries like Canada and the US that foster human rights violations in other countries
- ◆ seeks to inform and enliven the work of our locals and our Federation by encouraging our members to work in the disadvantaged world and by supporting our partners there to represent their work and FPSE meetings and functions
- ◆ advance education about policies or institutions that lead to violations of the human rights of people in economically disadvantaged countries

Activities

The fund will support projects and actions in economically disadvantaged countries that:

- ◆ advance human rights, educators' initiatives, workers' rights, labour organizations and community development
- ◆ advance the right to a publicly-funded education
- ◆ oppose neo-liberal privatization and cuts in education
- ◆ allow individual FPSE members to work directly in support of local human rights
- ◆ allow our partners in local communities to represent their work at FPSE meetings and functions
- ◆ collaborate with other labour organization in BC and Canada for agreed solidarity objectives
- ◆ promote member education about social and economic conditions and popular efforts toward social justice
- ◆ promote or strengthen our members' abilities to teach about global justice issues

Respectfully submitted
Linda Duarte



ESL Workshop

Presented by Leda Reaume, Douglas College; Nora Ready, VCC; and Naomi Klein, North Island College.

There were very useful statistics on recent immigrants – their family situation, income wages and language ability, as well as immigration trends. As has been documented and reported in newspapers, recent immigrants are making lower wages, in spite of being better educated than previous immigrants. High school students in particular fare poorly, with a drop out rate of 40%. We shared concerns about

- ◆ Colleges becoming less concerned about quality education and more about catering to young 'clients'
- ◆ Credentialization issues surrounding private ESL providers and the problems caused by deregulation
- ◆ The need to liaise with feeder countries to ensure a seamless transition
- ◆ The implications of the 2020 document

Respectfully submitted
Cheryl Deyalsingh

Women and Political Action

Colleen Jordan

Colleen is past CUPE BC Secretary-Treasurer and currently a Burnaby City Counselor.

The workshop explored strategies for increasing women's involvement in political action both in government and in their unions. Statistically, across Canada, female participation in Municipal Governments is low. At the moment 16% of Mayors and 30% of City Counselors are female. The traditional role women have played in the family and community has provided them with skills that fit nicely into the political arena. Their experience as mentors, organizers, negotiators, fundraisers, and conflict resolvers has given women training in areas that fit nicely into politics.

The goal is to encourage women to become more active in politics and to ultimately increase the percentage of women in politics to at least 40%. As a closing thought, let's look at the positives. If Martin Luther King had said "I have a nightmare" how many people would have bought into it?

Respectively submitted by
Dianna Morgan

Becoming Cancer Smart and Toxin Free in Today's World

Presenter: Carolynne Fardy, LEAS (Labour Environmental Alliance Society)

Historical Perspective

- Over these two generations, tens of thousands of new chemicals have come in to use every day.
- Few have been evaluated. 1965 UN's World Health Organization established International Agency for Research on Cancer at www.iarc.fr Original evidence linking chemicals to adverse effects on health was circumstantial. Today there is well established science.

1. Chemical Trespass – What is it?

- ◆ 100 plus chemicals in our bodies
- ◆ Children do not have developed bodies that can handle all these chemicals
- ◆ There are a lot more cases of children with ADD/Autism Spectrum

We can protect our property. What about our bodies? What about environment and occupation exposures to toxic chemicals?

What chemically related illnesses or issues are emerging in your workplace? What 'new' environmental diseases are you observing?

- ◆ Asthma is on the increase
- ◆ Work environment issues; new computers/off gases/painting
- ◆ What would be the best practices to deal with these exposures? Get rid of the toxins!
- ◆ What actual barriers to best practices are there? Money, lobby groups
- ◆ What opportunities exist? WCB, Health and Safety Committee

Two generations ago, cancer was a word rarely mentioned except in medical journals. Environmental issues were not common topics of conversation. Today, cancer and the environment are regular topics.

Cancer stats:

- ◆ Cancer is on the increase
 - 1930 – 1 in 10 Canadians could expect cancer
 - 1975 – 1 in 5 could expect it
- ◆ Cancer is the 2nd leading cause of death in children. Some childhood cancers are up dramatically! Up 28% since 1970.
- ◆ Leukemia is up 62%, brain cancer up 50%, bone cancer up 40%
- ◆ 156% increase in thyroid cancer; 20 – 44 year olds ~ 1983 – 2005. Thyroid cancer is linked to PCB and PBDE exposure.
- ◆ 54% increase in testicular cancer; 20 – 44 year olds ~ 1983 – 2005. Linked to endocrine disruptors and reproductive toxins (pesticides).
- ◆ Colgate/tryclozan in the toothpaste and water than can produce chloroform. Low dose matters.
 - ◆ Sunscreen/pabas can be absorbed to the skin.
 - ◆ Early puberty – new study links endocrine disruptors to early puberty.
 - ◆ Cancer is expected to rise 60% over the next 70 years.



2. What about our homes?

- ◆ Cleaning products
- ◆ Personal care products
- ◆ Plastics

Cleaning products – see what they contain. If they contain silica, 2-Butoxyethanol, NPEs or NTA, xylene, etc. – don't use them.

Personal care products – may contain formaldehyde, parabens, cocamide, diethanolamine, and phthalates.

Plastics – they are everywhere and sometimes toxic. Plastic wrap may contain PVCs and phthalates which can bleach out. Bisphenol – an endocrine disruptor.

PBDEs – fire retardants, in plastics and computers. EDC interfering with thyroid function, immune system impairment.

Food – www.foodnews.org/index.php. Lists foods that have toxins.

3. *In the workplace*

- ◆ Right to know
- ◆ Right to participate, look at your health and safety committee
- ◆ Right to refuse
- ◆ Right to no discrimination
- ◆ Use non-toxic markers
- ◆ If you are working in an area that has a lot of chemicals, you can ask for reassignment.
- ◆ Evaluate your workplace – is it as safe as it should be?
- ◆ Here are some sources on the web:

www.leas.ca
www.safeforyourhome.com

Google – Ecosense
Environmentally Friendly Products –
www.environmentalchoice.com

Respectfully submitted
Wayne McNiven

Economic Inequality and the Minimum Wage Presented by Stuart Murray

Researcher

**Public Interest Research Desk – Canadian Centre
for Policy Alternatives**

The main point of this presentation was to point out how economic inequality has been increasing dramatically over the past 30 years, and to make the case for raising the minimum wage in order to address the bottom end of the wage hierarchy.

The presenter referred to the report *The Rich and The Rest of Us* by Armine Yalnizyan. This report documents how the richest 10% are “breaking away from the pack” and are virtually becoming a different class. Although they are not working longer hours, they are steadily becoming more wealthy.

The rest of the pack (us!) are generally working longer hours and working harder. Poor families are earning less – in dollar value – than 20 to 30 years ago. Although average educational levels have increased and there are more experienced workers staying in jobs for longer periods of time *and* the economy is growing, incomes are declining. A significant percentage of our population is not benefiting from our “healthy” economy. Sixteen percent of the workforce earned \$10 and less in 1981 and that percentage *remains the same today* (inflation adjustment taken into account).

The key argument against raising the minimum wage put forth by the Fraser Institute and others, is that it causes disemployment of workers. In other words, raising the minimum wage kills jobs. The example is the small business owner who can't afford to pay her workers more per hour without risking her business. The counter to this argument is that if there is an across the board raise in the minimum wage it will quickly generate more spending power amongst consumers, who are after all workers too.

Who works for minimum wage?

- ◆ Two thirds of are women
- ◆ One quarter are over 25 years old
- ◆ Only 51% of minimum are teens living at home
- ◆ About half of workers who start at minimum wage jobs are stuck in the job 5 years later

The Canadian Centre for Policy Alternatives have chosen \$10 as the minimum wage goal for valid reasons. People need to make \$10 an hour just to reach to poverty line. Using information from 2005, \$20,800 was the income cut off for low income. This was based on someone working 2,080 hours for \$10 an hour. So, if a person simply wants to live a hair's breath above the poverty line, they must earn more than our current minimum wage.

For further reading on this topic go to www.policyalternatives.ca and click on the report titled *Bringing Minimum Wages Above the Poverty Line*

Respectfully submitted
Malcolm Cant & Nora Ready



WHAT WAS WRONG WITH THE \$4,000 FINANCIAL INCENTIVE?

In our last issue we had a little fun with the "FII," the Financial Incentive Index. Over the three years, we figured it might work out to only two years of daily lattes but perhaps one round of golf a month, and a bottle of \$15 wine a week. Was the incentive* worth it? It certainly was for the government whose terrible record on public sector labour relations had given them nowhere to go but up. What about for us?

Full-timers got \$4000 in May. After mandatory deductions, it came out as almost \$2000 but it'll probably end up being a little more than that when one considers that we will reach the annual caps on EI and CPP premiums a little sooner this year. It was nice to get that lump-sum boost. All of us had a useful or enjoyable (or both a useful and an enjoyable) way to use it. Some may be having a bit of a struggle from month to month and no doubt it offered a welcome bit of financial breathing room. So, what's not to like?

Arbitrary Qualification

Top-down rules were set by the government as to who was eligible and who was not. As a member pointed out at our general meeting, some have worked here for many years, but they did not get the full amount because they took an unpaid leave during the fiscal year. Restricting the qualifying period to the immediately prior fiscal year does not look fair to them. There was no real opportunity for the unions involved to negotiate these conditions.

Lack of an Alternative

After the incentive program was announced in November 2005, it seemed there was no opportunity for grass roots discussion or consensus-building within the public sector unions. As each large union (BCGEU, CUPE, BCTF, etc) concluded their individual bargaining before the 2006 deadline, there did not seem to be a visible effort to discuss or coalesce around an alternative.

As the momentum of settlements grew, the government no doubt became happier and happier with their strategy. Opposition to the incentive became an impossible position for a union leader to take.

It was even joked about at our own FPSE bargaining conferences as a sure way to get the "hook" from one's members. Our locals were bargaining in 2007, one year behind the majority of the public sector, and we fell into place with no real hope of seriously challenging the government's plan.

How Big was the Incentive for VCC?

We settled at 2.1% in each of three years (a 6.9% cumulative increase) to steps 11 through 2. Step one, the top step, with about 55% of our people, got a 7.8% cumulative increase.

Our annual payroll in 06-07 was very close to \$34 million. If the number of faculty is assumed as constant over the next three years, then the cumulative 2007-2010 payroll could be projected to be about \$107.6 million.

At VCC, the total amount the College paid out for the incentive was \$1.975 million. It amounts to a 1.84% increase in cost to the employer for the three years. Another way to think of it -- an average 0.61% across-the-board increase in each year.

That means that it is fair to say that about 2.7% instead of 2.1% in each of the three years would have achieved the same financial effect as the bonus.**

Lack of an Ongoing Effect

While one could have still bought the same number of lattes or played the same number of golf games, there are at least three big differences between another 0.6% each year on the salary scale and a one-time lump sum payment.

One, it would have provided a higher base for all future increases, for the rest of one's career. Depending on one's step, annual salaries in 2010 would have been several hundred dollars higher.

Two, any salary-driven benefits such as disability payments or education leaves would have been higher.

Three, a higher salary amount now and higher future amounts would have been factored into one's pension calculations, raising them for the rest of one's life.

The Crimp on Bargaining

VCCFA's bargaining committee did a good job of surveying members, having issues raised, and fine-tuning a package of demands. A reminder of some local and provincial demands:

WHAT WAS WRONG WITH THE \$4,000 FINANCIAL INCENTIVE?

Local:

- ⇒ Maintaining one's step placement for auxiliary work
- ⇒ A minimum number of departmental days
- ⇒ Larger stipend on retirement preparation leave
- ⇒ Mandated Early Retirement Incentives
- ⇒ More Education Leave
- ⇒ Better process on Curriculum Development Leave
- ⇒ More support for working with students with disabilities
- ⇒ Much improved health and safety initiatives
- ⇒ Improved physical working conditions
- ⇒ Across the board PD/holiday replacement

Provincial

- ⇒ Significant salary increase, equitably distributed
- ⇒ Fewer salary steps
- ⇒ More IRA release
- ⇒ Money for local issues
- ⇒ Right of first refusal for terms after 4 months
- ⇒ Better hearing aid, glasses benefits
- ⇒ Qualifying for benefits at 40% workloads
- ⇒ Pension table on inflation and benefits
- ⇒ A Policy Table with government and Colleges

Everything was tabled and we got to it, knowing of course that we would not get everything. Meanwhile, the colleges knew that they could probably get away with settling on salary and very little else and that is essentially what happened. They practiced saying "no" any number of ways and waited as the days ticked down till the deadline. They just waited for us to drop our issues, which we eventually did. We ended up with varied salary scale increases, a policy table and better coverage for glasses.

The point is we will never know what we could have gotten on the other issues because we were not able to seriously test management. We could not because it was felt there was no alternative to taking the incentive and without an alternate strategy we had to settle by the end of March.

When the incentive was joked about as a "bribe," it was not an idle comment. We took money so we would give up stuff we should not have. Part of the reason for that was that this was the first time such a scheme has been tried; the novelty factor should not be discounted. Another was that the momentum of the early settlements in 2006 could not be stopped. Another was that the government supplied just enough for real salary increases to make settling on time tolerable. And another was that

by 2007 expectations for the incentive expectations for the incentive became so high that people had in their minds "spent" the \$4000 a few times over (even though the net amount was closer to \$2000). Few could imagine not getting it.

What about Next Time?

VCCFA Executive and Bargainers felt that the incentive distorted bargaining in 07 to the extent that too many important issues had to be dropped without a fair test of their "winability." Other locals felt the same way. Our delegation to the FPSE AGM in May supported the following successful motion:

That FPSE adopt a policy of opposition to non-negotiable financial incentives which are tied to pre-determined negotiations deadlines; and that FPSE work with other public sector unions who are in bargaining in 2010 to ensure that this kind of incentive does not interfere with free collective bargaining.

It is reasonable to be opposed to these types of incentives. Given our levels of salary, one can see that over three years about half a percent a year in real salary increases gets one to a better place. We now have to start over again in 2010 on the important issues we dropped and no doubt some new ones. We need to go at them in a bargaining process that is free from artificial deadlines and we need to work on alternate strategies. (More on the latter in future newsletters).

If the government tries this scheme again in 2010, we can't just accept it because others are doing it or because of unrealistic expectations of spending power. We know better now and we have to be better prepared.

fc

**The financial incentive was commonly called a "bonus" as in signing bonus. We try not to call it that because that does a disservice to real signing bonuses which have an honorable place in collective bargaining. They are most commonly used at the very end of a difficult set of negotiations, often after a strike. Unions do not usually go into bargaining asking for a signing bonus. It comes up as a way to cement a deal where unions have not been able to get all they want and perhaps their members have suffered financially by taking some job action. There should be no confusion.*

*** This illustration is hypothetical.*

Salaries static over 30 years while Profits up

A study released this summer states that while Canada's economy and workers productivity has improved by 51% over the last thirty years the real average wages of Canadian workers have not increased when inflation is taken into account. If they had done so, average wages would now be \$10,000 higher. Where's the wealth gone? The study says corporations have taken a larger share than they used to. For example, if their share was where it was in 1991, their profits in 2005 would have been \$130 billion lower. To check out the full study go www.growinggap.ca or www.policyalternatives.ca



How BC's 2007 "Housing Budget" became a tax-cut bonus for high income earners

A study released in May shows that instead of using a half billion tax revenue a year in its 2007 budget to actually do something about homelessness (one can build over 2000 units of social housing a year for that kind of money); the government decided it would help the homeless through giving up the revenue through a tax cut. The study demonstrates that in total those making over \$80,000 got \$147 million from the tax cut, while \$84 million went to those making under \$30,000; that's \$147 million to 6.3% of the people and \$84 million to 54.8% of the people. It gives examples of a person at the \$30,000 level getting an \$11 a month tax cut, while a person at \$70,000 gets a \$43 a month cut. How does that help homelessness? Check out the study at www.policyalternatives.ca

Fair Employment Week is an annual initiative that raises awareness off and on campuses of the systemic bias and discrimination against "non-regular" post secondary faculty in North America.

Over the last twenty years, as the list below shows, the VCCFA has made much progress towards equity for non-regulars but there's still a way to go. The union invites new, term, and auxiliary instructors to our social events marking FEW and celebrating the contributions of non-regulars. We hope to see you there. For more information about FEW check out the national website at www.caut.ca.

Downtown and Alberni Campuses

Wine & Cheese Social

Wednesday, October 24th, 2007

3:30 – 5:30 p.m.

VCCFA Office

401-402 W. Pender Street

(Just two blocks west of the Downtown Campus)

Broadway Campus

Unwine & Cheese Social

Tuesday, October 30, 2007

3:30 – 5:30 p.m.

Broadway Union Office, Room 2147

What can non-regulars expect through the VCC-VCCFA collective agreement?

- Immediate placement on the same scale as everyone else
- Pro-rata pay that includes vacation
- Access to pro-rata Professional Development Time and Funds if half time status is achieved
- Clear evaluation procedures
- Right to automatic regularization of the person, not the position
- Access to benefits if half-time status is achieved
- Right by seniority to further appointments after six months of contract work
- Right by seniority for part-time regulars to accrue up to a full-time workload
- No right to overtime for full-timers
- Pro-rata seniority accrual while working as a term
- For part-time regulars, same seniority accrual as a full-time regular
- Pro-rated College-wide seniority, not departmental seniority
- Pro-rated workload
- Full participation in departmental decision-making such as eligibility for election, department head election, and workload profile creation
- Full participation in faculty union meetings, committees and votes
- Full inclusion in grievance procedures
- Protection of human rights and anti-harassment provisions

PREGNANT?

COLLECTIVE AGREEMENTS READY

CALLING ALL TERM INSTRUCTORS WHO ARE NEW MOMS OR PREGNANT

Are you a term instructor who is pregnant or a new mom? Or do you know someone in that situation?

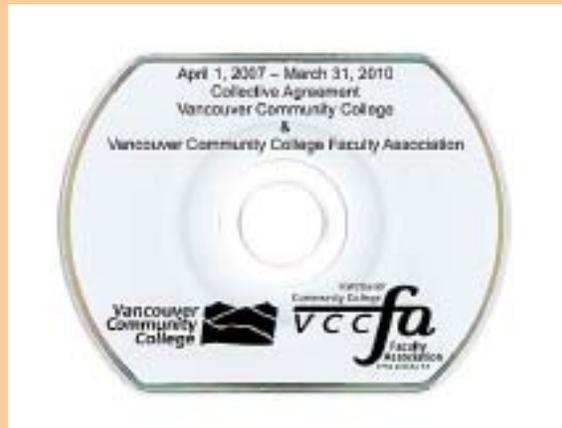


Coming up soon, we have our arbitration seeking maternity leave for term instructors. We want to make sure we are aware of everyone who may be impacted by the outcome of this extremely important arbitration.

For more information, please call the union office.

NEW COLLECTIVE AGREEMENT IS READY!

Our new collective agreement is out. For the first time it is available on disc, small enough to carry around. The discs will be distributed very soon. For those of you who prefer a hard copy, have no fear, we've also got some of them. If you do not receive a new CA, just give the union or human resources a call.



73% of actual size

VCCFA ANNUAL GENERAL MEETING & ELECTIONS

THURSDAY, NOVEMBER 29, 2007

2:30 PM

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

STEWARD NOTES

Back at it...

Another new school year... new, ongoing, and resurfacing issues plus lots of steward activities. Here's a brief run down of some of what we're involved in.

Meetings with Departments

We've been to a number of department meetings to provide general information and answer questions. We are trying to visit different departments to provide updates and generally be available to our members. Just call us if you would like a union rep to visit your department.

Meetings with Management

Lots of them: on behalf of individual members, to sort out ongoing issues and at joint meetings like our labour management meetings. *Please remember, if you are called to a meeting with the College, you have the right to have a steward there to represent, support you and provide advice and information*

Arbitration on Maternity Leave for Term Instructors

Unfortunately, dates we had set had to be rescheduled a number of times due to health issues on the part of the lawyers. We are now hoping to be able to hold the arbitration in November.

Also on its way to arbitration is a grievance regarding the loss of PD because of a bereavement leave.

Resolved Issues and Grievances

We've been able to resolve a number of issues, most of them informally. A grievance involving the use of an updated list of term instructors who have 6 months of contract work was resolved at stage 2.

Also, this summer we finally heard back from the Labour Relations Board on the Hospitality Center Manager position. The LRB had earlier ruled that indeed the position is a union position and should be in the bargaining unit. The college appealed the decision. The LRB denied the appeal, so its decision stands. Currently the position is vacant.

Layoffs

Unfortunately we've had to deal with a number of lay offs over the last few months. When there is a potential layoff, the impacted instructor has a steward and the union works with the College to try to find ways to avoid or at least minimize the layoff. One of those ways is for the College to offer a voluntary departure incentive (VDI) to more senior instructors in the areas impacted. VDIs combined with a variety of leaves has in recent cases avoided a number of layoffs. In the end there were 5 notices issued, and all 5 instructors who received layoff notice were able to transfer into other areas, so were not laid off. This is a good outcome, but of course it did impact on the available work for non regulars in the affected departments.

Interpersonal issues

There are a number of issues of this kind. In our experience difficulties in working relations and communications can be very stressful. They do not seem to diminish with time; in fact they seem to fester and increase. There are a number of resources and supports available to members and departments in this type of situation. They could be dealt with the assistance of human rights office, an external facilitator and/or union stewards.

Concern about Safety

We are hearing more about concerns that instructors have about safety and the impact the threat of violence has on them. This is an ongoing concern and we continue to discuss and raise the problem with the college.

IRA postings

This fall about a dozen department head, assistant and coordinator positions will be posted. Most require departmental elections. Our stewards organize and conduct the elections. For those of you interested in applying for one of these positions, see the college web site for the postings. You do need to apply and need to submit an updated resume. If you have any questions, give us a call.

STEWARD NOTES

IRA Orientation

If you are an IRA or thinking of applying for one, you will want to come to the next IRA orientation, Oct 26. There are 2 orientation days a year.

These are part of our collective agreement (article 13.8). Release time is provided for new IRAs.

Ongoing Grievances

We have a stage 2 grievance about the college's practice of hiring instructors as auxiliaries when they should be term appointments. This is a violation of our collective agreement. Thankfully, it is not a wide spread practice. We've had several meetings with the college on this and while frustrated that it is taking so long, we are hopeful that this can be resolved.

Member Drop Ins

We've just had the latest in our regular series of member drop in at the downtown office, International Ed and at the Broadway Campus and thank those who came by with a variety of questions and ideas.

Stewards

If you have any questions, concerns, issues about the collective agreement or your working relations, just give us a call and we'll arrange for a steward to follow up. If you are interested in being a steward, please call and we can give you more information. Our annual elections are coming up in November.

~ Ingrid



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

DID YOU KNOW?

Workload Profile

Each department has a workload profile which states the assigned duties of instructors. Full time instructors have 25 hours of week of assigned duty. This is usually a combination of student contact time and other duties that support the delivery of instruction, such as preparing, marking, reviewing curriculum, student advising, etc. Of course in most departments, the normal priority is teaching. Article 6 of our Collective Agreement states that it is understood that our professional responsibilities include more than the 25 hours of assigned time, but that 25 is the maximum number of assigned hours, that is where the College can have scheduled time accounted for.

This workload is prorated for part time people. In other words if a full time instructor teaches 20 hours a week and has 5 hours for other duties, a 50% instructor would teach 10 hours a week and have 2.5 hours of other duties.

Each department should have a workload profile that identifies the instructors' assigned duties which are listed in Article 6.

For more information, call the union office.

Advanced Step Placement

Don't forget that under new language, Article 5.8, if you obtain a credential related to your subject and it is the equivalent to a year of study or it's the Instructor Diploma, you can apply for an advanced step placement.

PARTICIPATE

VCCFA welcomes your input.

Send your letter, comments and pictures to the editor.

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www.vccfa.ca

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| | | |
| Karen Shortt | (associate steward) | 443.8525 |
| Leona Friesen | (associate steward) | 443.8715 |

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: _____