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THE 2005/2006 EXECUTIVE

Lizz Lindsay
PRESIDENT (06)

Frank Cosco
VICE-PRESIDENT (06)

Perry Taylor
TREASURER (05)

Colleen van Winkel
SECRETARY (05)

Ingrid Kolsteren
CHIEF STEWARD (06)

Vinit Khosla
NEGOTIATING COMMITTEE CHAIR

Brenda Appleton (06)

George Rudolph (05)

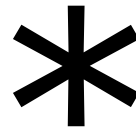
Lorna Downie (06)

Orest Semeniuk (06)

Settimio Sicoli (05)

Virginia Monk (05)

Members Unite on Bargaining Impasse Page 5



VCCFA Wins Court Case Against VCC Page 3

MESSAGE FROM THE PRESIDENT



LIZZ LINDSAY
VCCFA PRESIDENT

Thanks to all the members who made it to the Croatian Cultural Centre Special Meeting on January 27, 2005. Thanks too for the overwhelming support of our Negotiating Committee. Getting local table dates shouldn't be such a challenge. We are ready to start bargaining locally and get your issues on the table. We'll take your support with us when we meet with the College to get a Collective Agreement.

Our next General Meeting is on February 16th

The Executive has had three regular and one Emergency Meeting in January. It is great having Lorna Downie back on the Executive and new member, Orest Semeniuk is getting up to speed quickly.

We've had busy weekends at the various Federation of Post Secondary Educators' meetings. Presidents' Council, Contract Administration Review Committee (Chief Stewards) and the Pension Advisory Group have all held weekend meetings this month.

Our Executive passed a privacy policy which will be posted on our website (see page 10). We've heard from Brenda Appleton that there are unused adjudicated PD funds available so perhaps you can attend that convention you've been thinking about. We are in the process of moving our bank account from CIBC to Van City where some of their profit goes back into the community.

Our investment committee met with Auditor Sharon Lee, for some advice on reinvesting our resources to get a good return on our money. We've met with the Instructional Associates and members at coffee and drop-ins. Ingrid and I met with the new Human Rights Coordinator, Maggie Ross, to welcome her to VCC.

We've provided solidarity pickets and a cheque to support the BCGEU Support Staff Workers as they fight for a fair contract. Frank and I supported our legal team as they presented our Ed Co case in Supreme Court. It was fascinating, and I know Frank will have a full report in this newsletter. Best news, of course, is that we just heard that we won the case plus costs!

Several of us attended the Annual Robbie Burns dinner at the Maritime Labour Centre on January 21, 2005. It is a fundraiser for the Queen

Alexandra Breakfast program, a worthy cause and a fun evening. I've been nominated to the Executive of the Vancouver and District Labour Council again this year and have a January meeting of the City of Vancouver Peace and Justice Committee planning the June 2006 World Peace Forum. I am planning (at my expense) to join the Vancouver District Labour Council solidarity tour to Caracas, Venezuela in April.

Our hearts go out to the victims, their families and the survivors struggling to rebuild their lives after the earthquake and tsunami in South Asia. We donated \$1,000 to Oxfam on your behalf, other FPSE locals donated \$9,000, FPSE donated \$5,000, the BC Fed donated \$25,000 and the CLC donated \$50,000. It is heartwarming to see such a generous response to this tragic disaster and we hope that the promise of matching this money comes to fruition.

Plans are well underway for our annual Appreciation Dinner on February 28 at Cassis Bistro. This is an opportunity to thank the over forty members who serve on various committees and undertake projects on our behalf. It is always a great evening and we look forward to seeing new faces every year. If you would like to become more involved in your union, just let us know.

We are always ready to have coffee with our members and chat informally. Just give us a call and we'll set up a date and time to meet at any campus. We look forward to seeing you at the February 16th General Meeting.

**VCCFA wins Supreme Court Case against VCC
Madam Justice J. Allan:**

~~

**In my opinion the college's submission that this was just an administrative matter is
"untenable"**

The college's example of how, if the VCCFA was right, Education Council would have to be presented with every student's admission is "fallacious"

"I conclude that the (VCC) Board has improperly attempted to circumvent the legislation..."

"The Board purported to improperly transfer the statutory power given to Education Council (to the Vice President of Education)"

VCC's Policy precludes Education Council from any future role in matters clearly within its mandate....this would amount to an "evisceration" of Education Council-

VCC's policy is "contrary" to the College and Institute Act

VCCFA wins costs

~~

On January 19th, Madam Justice Allan of the Supreme Court of BC heard our case against the College for violating the College and Institute Act. The case stemmed from administration's unilateral action in shortening the length of the standard program in the English Language Skills department from 4 to 3 months. The Vice Presidents and Deans involved refused to take the action to Education Council so that Council could "give advice" to the Board as section 23 of the Act sets out. That was in 2002. In 2004, as our case was just about to go to court, the College administration drafted a new policy on changing lengths of programs that specifically excludes Education Council except for an after-the-fact, "for information only" provision. Council said they wanted an ongoing role, the Board ignored that advice, and it passed the policy as written. The VCCFA redrafted the case to take this action into account and we received the decision on January 31st.



This case sets out a very important precedent. This type of issue has not arisen at most other BC Colleges because their administrations have respected the value of meaningful input from their Education Councils. Now, administrations such as VCC's can no longer seek to circumvent the *ongoing* role of Education Council in matters set out under its purview in the College and Institute Act. Whether on matters written up in formal policy statements or whether on individual matters that will eventually come before college boards, the Court has found that the board must consult. VCC administration and, in fact all college administrators in BC, now have clear parameters set out on the limits of their authority.

We thank those members who helped with the initial formulation of the case, especially Cheryl Jibodh and Nina Kozakiewicz of ELS. And we thank our counsel, Leo McGrady, who did a great job and the FPSE which, through President Cindy Oliver, agreed to fund the case but now is off the hook.

See page 4/5

NEWS & REMINDERS

ICBC Workers Get a \$3000 Signing Bonus

In December, Local 378 of the Canadian Office and Professional Employees voted 68% to accept and ratify a settlement recommended by a mediator between themselves and ICBC. The agreement features a \$3000 signing bonus for each employee and a gain-sharing agreement.

OPSEU now in CAUT

The Ontario Post-Secondary Employees' Union is the newest member of the Canadian Association of University Teachers. OPSEU becomes the second provincial federation of unionized college faculty to join. The first was (guess?) OPSEU represents 15,000 faculty at the many colleges throughout Ontario.

New Instructors Group

Thanks to Bonita Eberl for taking on the job of representing us at the FPSE provincial Non-Regular Committee meetings. We are always trying to expand the group so if you are feeling "new" or if you are not a full-time regular yet and want to find out more about your collective agreement rights or how that "hidden" stuff works, let us know.

Rock the Vote Sponsorship

The Canadian Federation of Students traveling road show campaign to get youth involved in the May election has hit VCC. Happy to note the FPSE logo on the side of their van as we are one of the sponsors of the campaign. For more information go to

www.rockthevotebc.com.

TV Ads Countering the Liberal Deluge of Ads

FPSE joined with a group of unions, the BCTF, HEU, BCGEU and the BC Federation of Labour to sponsor some TV spots over the holiday. Although hardly comparable in budget, scope or frequency to the ads the Liberals have been having us all pay for, they were meant to be a tiny but formidable squeak of dissent. There are links through the FPSE home page.

www.fpse.ca



PD Funds Reminders

Adjudicated PD Funds (page 136 of our Collective Agreement)

Brenda Appleton and Wayne McNiven are our reps. Some previously-allocated funding has become available again, so contact them for details (page 10 of the Employee Directory).

PD Funds

Reminder, the end-of-February deadline for application is rapidly approaching. If you have a question, PD Funds Committee people are listed on page 10 of the Employee Directory.

Remember that those who have seven months of assigned duty within the 2004-05 fiscal qualify for a reduced amount of PD and for PD Funds.

VCCFA Scholarship

Just a reminder that applications for the VCCFA Cheryl Draper Memorial Scholarship are to be in the VCCFA office by 4:00 pm, Thursday, March 31st.

In her decision, which can be read in full through a homepage link on our website (www.vccfa.ca), Madame Justice Allan wrote in part:

[40] In this case, I conclude that the Board has improperly attempted to circumvent the legislation by developing a Policy that removes any input of the Education Council into the development of educational policy with respect to the subject matter specified in s.23(1)(e). (ie, cancellation of, or changes in length of, or hours for courses or programs)

[41] By delegating all decisions in this area to the Vice President of Education, or his or her delegate, the Board purported to improperly transfer the statutory power given to the Education Council. Moreover, the Policy precludes the Education Council from any future role in matters that clearly come within its advisory mandate. The evisceration of the Education Council's role is further underscored by the provision that all changes will be presented to that body "for information."

MEMBERS UNITE IN FACE OF COLLEGE STONEWALLING

Over 110 members at the Emergency General Meeting on January 27th voted unanimously to support the motion put forward by the Negotiating Committee:

The VCCFA supports holding a strike vote in the event of an impasse in bargaining.

The atmosphere of the meeting was positive with several new members present and several speakers new to the microphone.

We hope the College administrators responsible hear the message that members are sick and tired of having their representatives and the bargaining process disrespected.

We shall see.



*News Flash
February 2:*

We have just learned that we have some dates for local bargaining from the College starting February 28th.

Watch for reports from the Negotiating Committee and other updates. There will be a report at our next meeting on February 16th. Our chair, Vinit Khosla, is back at the provincial table which has dates scheduled till February 8th.

In her decision, which can be read in full through a homepage link on our website (www.vccfa.ca), Madame Justice Allan wrote in part:

[42] The petitioner (the VCCFA) is entitled to a declaration that the Policy is contrary to the Act.

[43] Further, the Board cannot avoid consultation with the Education Council by characterizing changes in the length of or hours for courses or programs as administrative operational decisions made by the institution. All educational policy decisions encompassed by s. 23 are to be made by the Board, after consultation with the Education Council.

*[44] The petitioner will also have its costs.
Allan, J.*

EXECUTIVE WORK

Some of what the Executive has been up to since its planning meeting in December:

Policy Book

This thankless task has been sitting around for years and finally, thanks to the tenacity of our Secretary Colleen van Winkel, it is starting to look like something. It could even develop into a members' manual.

Contract Administration, Grievances and Bargaining

The Executive gets updated weekly on the progress, or lack of progress on the various issues being dealt with by the Chief Steward and the Bargaining committee. There is often lively discussion around the facts of cases and suggestions given as to the best course of action. For example, the Executive unanimously supports the motion before the membership on taking a strike vote. In any grievance case or investigation, the members involved are not identified.

Privacy Policy

Again after much hard work by our Secretary, this Policy has been approved by the Executive. You can have a look on page 8 and 9. It is designed to conform to the requirements of the recent PIPA, Personal Information and Privacy Act.

New Members

Stewards have agreed to taken on welcoming new members in a little more formalized way.

Tsunami Relief

As we have in other such terrible events we have made a contribution on behalf of the union to Oxfam Canada for \$1000. The BC Fed contributed \$25,000 and the CLC contributed \$50,000.

Election of the Secretary and Treasurer

Our bylaws provide for the President and Vice-President to be elected at-large while the Secretary and the Treasurer are elected annually by the Executive and from within its own members. Luckily for us all, Colleen and Perry agree to stand again and they were acclaimed. We thank them again for past and again now for future service.

Selection of a Non-Regular Representative

FPSE maintains several standing provincial committees made up of a delegate from each local. The Non-Regular Committee deals with issues and advocacy for new, part-time and non-regular instructors. Greg Henderson was not able to continue as our rep, we thank him for his interest. Bonita Eberl agreed to attend November provincial meeting and has since been confirmed as VCCFA's representative

WCB Compliance at the International Education Centre

Colleen, our Health and Safety rep, reported that there are now 8 faculty and administration people trained in the initial levels of first aid at IEC so it is now in compliance.

Decision on Going to Arbitration

Pursuant to FPSE policy, when a current grievance was denied at Stage II, we requested that they consider supporting the case going to Stage III, Arbitration. A positive response would mean that FPSE would fund the process through our joint legal/defence fund. FPSE's recommendation was not to support funding. FPSE does not "own" our grievances. They always belong to the VCCFA. In this case, and this is not always our procedure, we are requesting independent legal advice before making a final decision.



ADMINISTRATION GROWS BY 23%

Administration just keeps growing ~~ Some get pay increases ~~ The magic of reclassification strikes again

Faithful readers know that last February we printed a chart of administration wages for those making salaries higher or comparable to top step faculty. Below is an updating of that chart and a chart of the number of administrators.

We now find that their numbers have grown substantially. We count two new positions at grade 6 and five new ones at grade 5. That means a 23% increase in one year. There was a reclassification of five positions from grade 5 to grade 6. That means a 5% increase in pay.

Administrative Top Steps compared to Faculty Top Step

Percentage increases are over December 1997 amounts.

Number in Parentheses refers to the number of the administrative pay grade.

| | Dec 97 | Apr 00 | Apr 01* | Apr 02 | Oct 02 | Apr 03 | Apr 04 |
|-----------------------|---------------|---------------|----------------|----------------|---------------------------|-------------------|--------------------|
| Pres | 117,200 | 120,000 | 159,400 | 159,400 | 159,400 + 36% | | 165,000 + 40.8% |
| V-Pres | 97,941 (8) | 99,441 (8) | 101,430 (9) | 116,464 (9) | 121,955 (9) + 24.5% | | |
| Deans | 87,229 (6) | 88,947 (6) | 82,221 (7) | 99,513 (7) | 104,205 (7) + 19.4% | | |
| Directors & Registrar | 79,019 (5) | 80,599 (5) | 82,221 (7) | 99,513 (7) | 104,205 (7) + 31.8% | | |
| Associate Directors | | | | | 76,023 (6) | | |
| Others | 60,547 (4) | 61,758 (4) | 62,993 (5) | 69,073 (5) | 72,330 (5) + 19.5% | | |
| Faculty | 61,900 | 65,200 | 66,504 | 71,000 | 71,000 + 14.7% | 73,257 + 18.3% | |

*In April 01, the administration was restructured. Most of the former Deans became VPs and the VP position moved to a newly-created Pay Grade 9. A new category, Pay Grade 7, was created to include both Directors and newly-appointed Deans. Pay grade 4 became 5. One former manager's job has been given a larger portfolio and reclassified as a Director, which has therefore resulted in a 72% increase in potential pay from \$60.5 K to \$104.2K.

cont'd on page 8

ADMINISTRATION GROWS BY 23%

Number of Administrative Positions with salaries comparable to and above the top step of faculty

| | Pay Grade | Dec 97 | Apr 00 | Apr 01 | Apr 02 | Apr 03 | Apr 04 | Feb 05 |
|-----------------------|-----------|--------|--------|--------|--------|--------|--------|--------|
| President | top | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| VPs | 9 | 3 | 2 | 4 | 3 | 4 | 3 | 3 |
| Deans | 7 | 3 | 3 | 6 | 5 | 5 | 5 | 5 |
| Directors & Registrar | 7 | 9 | 9 | 10 | 10 | 11 | 10 | 10 |
| Associate Directors | 6* | | | | | | 1 | 8 |
| Others | 5# | 7 | 12 | 11 | 10.5 | 11 | 11 | 11 |
| | | | | | | | | |
| Total | | 23 | 27 | 32 | 29.5 | 32 | 31 | 38 |

* The Director of Marketing & Communications was the sole position at pay grade 6 but is now joined by a new Director of Aboriginal Education and Services and a new Associate Director of Research.. They also share this grade with five Associate Directors who were reclassified from pay grade 5.

This a group at Pay Grade 5 that include a variety of positions such as Associate Directors,, the Human Rights Coordinator, most Managers and the new Business Manager in CE. There are 5 new positions here, replacing the 5 that were bumped up to grade 6



Non-regular, contract employee, term instructor, sessional, non-permanent, temporary..... and my favourite 'contingent academic labour'.....These and other words and issues relating to non-regular instructors were discussed at the FPSE meeting of the Non-Regular Faculty Committee in November. Members of the Committee from all over the Province met in Vancouver to exchange information. What I learned was that even though it is a challenge to become a permanent employee at VCC, it can be a lot harder and more difficult at other colleges and institutions.

Locals Reports

Emily Carr has the largest percentage of non-regular instructors with 55 regular faculty, 80-90 non-regular faculty, and no regularization language. Faculty there are doing a lot of self-education and research into what other art institutes have in place.

Issues about becoming regularized, as well as other concerns from members across B.C., ranged from non-regulars not being paid for meetings, for required office hours or for curriculum development for courses they may or may not teach, to different pay scales for regulars and non-regulars. Also non-regs find themselves more often than not working in the more remote and less secure campuses. In general members reported an increase in non-regular faculty at their locals.

Barriers to Bargaining and Union Participation

You'd think that with a growing number of non-regulars they would be playing a large role in bargaining. However there are obstacles to participation, due to the precarious nature of securing employment and that non-regular instructors can not get more work just to get release time for bargaining. This is an issue that needs to be addressed, so that non-regulars have more participation in bargaining and other union activities especially as they are increasing in number.

Another barrier to non-regulars getting involved in union activities is childcare. Just from looking around the room at the meeting, the majority of which were women in their childbearing years, this was obvious. A motion was passed to be forwarded to the FPSE that would improve the amount of allowable childcare expenses.

International

Members submitted reports on conferences attended. NAFFE (North American Alliance for Fair Employment) and COCAL VI (Coalition of Contingent Academic Labour). Both showed how the globalization of work and the corporatization of academia is creating more non-permanent work and creating more of a divide between unionized and non-union workers, the non-regulars and permanent faculty, and between management positions and workers. The situation got worse the further south you go. Bad in the U.S. and atrocious in Mexico, where, for example, instructors at the Universidad Autonoma were getting \$7.00 an hour, no benefits or security, while the Dean is paid the same salary as the Governor of Baja California.

A report from CAUT (Contingent Academic Labour Bargaining Conference) commented on specific situations of international education agreements and partnerships where courses shipped abroad and taught by locals plagiarized and teaching conditions of Canadian teachers sent abroad were below standard.

The last word I'll give to Mandy Jimmie, a First Nations Language Instructor at Nicola Valley Institute of Technology, in regards to the many names for non-regular work. "Those are a lot of words for something not so nice. In my language we have several words for giving and sharing. For example the words are different when you give something as an individual, then if you give something collectively as a group."

Well maybe a bit more giving and sharing is what we need from the management and government. Maybe a few more nice words and less 'not so nice words' would be a 'good thing'.

If you have any questions or comments contact Bonita Eberl, VCCFA rep. to the FPSE (Federation of Post-Secondary Educators of B.C.) Non-Regular Faculty Committee. Contact: tel. 604-255-0240.

VCCFA PRIVACY POLICY

INTRODUCTION

The BC Personal Information Protection Act (PIPA) regulates the way private sector organizations within British Columbia collect, use, keep, secure and disclose personal information. "Personal Information" means all information about an identifiable individual. Our union recognizes the importance of privacy, and the sensitivity of personal information received by us for union purposes.

OUR NEED FOR PERSONAL INFORMATION

Information is given to the office for union purposes and will only be used for union purposes.

COLLECTION, USE AND DISCLOSURE OF PERSONAL INFORMATION

The union database is available electronically in the union office to staff solely for purposes of carrying out our work tasks.

The union directory is provided in printed form to staff and executive to facilitate communication and administrative functions within the union. Staff and union personnel are required to use the information with care. Out-of-date directories are to be destroyed.

Commercial use of the union database is not allowed.

The union does utilize the union mailing list on an infrequent basis for the purpose of union direct mailings to members of the union. Those not wishing to receive such mailings may request to the union that their names be removed from the mailing list.

SECURITY OF PERSONAL INFORMATION

The union recognizes its obligation to protect the confidential information of its members. We have arrangements in place to secure against the unauthorized access, collection, use, disclosure, copying, modification, disposal or destruction of personal information.

To safeguard from unauthorized access, information is kept in locked cabinets or locked offices. Electronic data are password protected.

REQUESTS FOR ACCESS TO PERSONAL INFORMATION

The BC Personal Information Protection Act permits individuals to submit written requests to provide them with the following:

- § Personal information under our custody or control; and
- § Information about how their personal information under our control has been used and is being used by us; and
- § The names of any individuals and organizations to which their personal information under our control has been disclosed by us.

We will respond to requests within the time allowed by the Personal Information Protection Act, and will make every effort to respond as accurately and completely as reasonably possible

REQUESTS FOR CORRECTION OF PERSONAL INFORMATION

The Personal Information Protection Act allows individuals to submit written requests to correct errors or omissions in their personal information that is in our custody or control. We will review and respond to such requests in a timely manner.

CONTACTING US

If you have any questions with respect to our policies concerning our handling of your personal information, or if you wish to request access to, or correction of, your personal information under our care and control, please contact Colleen van Winkel, our Privacy Officer at (604) 688-6210. If you are not satisfied with the way we handle your requests, you are entitled to contact the Privacy Commissioner at:

*The Office of the Information and Privacy Commissioner
P.O. Box 9038, Stn Prov Govt
Victoria, B.C. V8W 9A4
Telephone: (250) 387-5629
Fax: (250) 387-1696*

~ January 2005

ELSA Contracts

English Language Services for Adults is a very important federal program that provides settlement and language services to adult immigrants across Canada. Since provinces administer education, the program gets delivered in different ways in each province. In BC it is administered through the Ministry of Communities, Aboriginal and Women's Services, MCAWS. For the 2005-06 fiscal year, MCAWS set up a bidding process for the renewal of service provider contracts. They announced the results of their bidding in late November. VCC, which is the largest provider in BC thankfully was successful. At least 30 FTE faculty jobs depend on this contract. Other long-time providers were not successful and do not actually know why they were not. A campaign has begun to try and get the Liberals to administer this program more transparently--good luck.



Crawford Killian on the new Minister of Advanced Education

After what's been a relatively long time with one Minister, Shirley Bond, the Ministry of Advanced Education is now headed by Ida Chong, MLA from Oak Bay. Crawford Killian quotes "an educator with excellent contacts in the ministry" in his piece in The Tyee (www.thetyee.ca) "The Education of Minister Chong,"

"She'll sit tight, get acquainted with college and university presidents and make a few good-news announcements--mostly about programs approved long before she took over."

Our President Cindy Oliver has asked for an appointment but Minister Chong won't be able to get to her till late February--she's already learned that avoidance technique and proud tradition from her predecessor.

Have a look at the article in the Tyee. Killian does a good job of surveying the structural faults the Liberals have created in the last four years. These faults have largely been hidden through the massive increase in funding by students but they cannot be hidden for much longer.

VCCFA General Meeting

Wednesday, February 16, 2:30 pm,
Room 112 (Theatre) City Centre Campus

Member Drop-Ins

Monday, February 7, Downtown office
401—402 West Pender Street
12 noon—1:30 pm

Tuesday, February 8, KEC Union Office
12 noon—1:30 pm
3:30—5:00 pm

Sign language interpreters will be available

STEWARD NOTES

We're on to another interesting, busy, challenging year.

FINALLY, NO LAY OFF NOTICES, BUT.....

On an up note, for the first time in a very long time there are no instructors on layoff notice. We truly hope we have seen the last of layoffs. Mind you we do still have over a dozen people on the recall list, more than half of them in ESL. Many of the laid off instructors in ESL and ABE are working on temporary recall and more. Many have been working for most of the last year. So we need to ask again, why are they still laid off if there is work for them? Why are they not receiving a full recall? The College says they are not sure if there is ongoing work. But there is usually work for many of these folks. This semester we are even seeing new ESL instructors and instructors who had left the College have been rehired. We will continue to advocate for their recall.

GRIEVANCES- still outstanding

We started the year with 11 grievances, most carried over from last year and continue working on them, preparing for the next stages, and working to resolve them.

There are two Stage 1 grievances, concerning

--a letter being placed on an instructor's file more than a year late

--benefit and pension premium continuance for a person not able to work

We have a Stage 2 grievance, over

--UT workload and equitable treatment of regular and term instructors, revisiting issues we thought were solved fifteen years ago.

We have a number of grievances on the way to arbitration, including

--the right to temporary recall while sick or on maternity leave

--the issuing of layoff notice during sick leave

--the College's unilateral attempt to change our grievance process.

On top of these, we have

--the necessary work to ensure due process to a member who was fired and one who was denied an Early Retirement Incentive

--we are still working to ensure the right of Instructional Associates to have a leading role in Program Reviews

One difficulty with going to arbitration is that it is slow. We have been patiently waiting (well perhaps not so patiently any more) for the arbitrator's decision for the scheduling of PD arbitration for the International Education Department.

GRIEVANCES and ISSUES--resolved

A personal harassment case, which, under the provisions of the Common Agreement, was taken to an outside professional investigator turned into a mediation and has been resolved.

Also resolved is the issue of maintaining three full time equivalent Instructional Associates since one of them is the quarter-time chair of Education Council. By mutual agreement, Sue Aro of Pharmacy has accepted a quarter-time acting position.

OTHER ISSUES.....

There are many other issues, including:

Scheduling, regularization and questions around benefits, sick leave, STD. There are a number of interpersonal issues and communication concerns within departments. Maybe it is the weather, or stress, or whatever, but these seem to be on an increase right now. Teaching as we know is stressful. As a result, we need to be careful and respectful in how we speak and conduct ourselves and be as supportive as possible. The College and union do take these things seriously and will work together to help facilitate better communications. Sometimes an outside person can be hired to assist.

NEW MEMBERS - Non-Regulars

We have a lot of new members in a number of areas. Welcome. Our stewards should be contacting you to answer any questions you might have.

We have had a lot of questions lately from non-regulars. Upcoming Member Drop Ins are listed on page 11.

UNION & ADMINISTRATION MEETINGS

Lizz and I meet with the College regularly and raise a variety of issues. These meetings do

STEWARD NOTES

provide a forum for us to bring important issues to the table. This does not mean things get resolved or settled quickly. But we do get to raise the issues and have a discussion. We have these scheduled for the year.

FPSE

In January I attended the Federation of Post Secondary Educators regular meeting for chief stewards from around the province. These meetings are always very interesting and help put things in a provincial perspective. Once again, we heard that we have more grievances, more arbitrations, more issues than the other locals combined. What's going on? Others report of solving issues. We want to, but seem to be knocking our heads against the cement pillars.

STEWARDS

Our full slate of stewards associates also meet regularly and are ready to answer your questions. Member Information Drop Ins are listed on page 11. Just drop by and find out the latest. We look forward to working with you.

in solidarity for the stewards
ing

**Got a question?
Call a steward.**

**Thanks so much to
all the stewards
for their hard work**

PARTICIPATE

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

Email: vccfa@telus.net

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

DID YOU KNOW?

Under our contract there are primarily 2 routes to regularization.

Which route you are on will depend on how you were initially hired.

One is being hired as a probationary regular. Here, usually after responding to a posting, you are hired as a regular instructor right away and serve a year's probation. The other way, much more common at our College, is to get on as a term instructor. Once you have had 6 months of contract work as a term instructor, you will have right of reappointment. Once you have had 380 days of term contract work in any 24-month period at at least half-time, you will be regularized automatically on the first of the following month.

Most of this subject is covered by Article 4 in our Collective Agreement. However it is a bit complicated, so we advise you to call a steward to discuss your individual situation.

One important thing to note is that whether you are an auxiliary, term or regular - the hiring criteria is the same for everyone. Everyone needs to go through the area hiring recommendation committee and meet the hiring criteria in order to have right to reappointment.

By the way, a third route that occasionally works is when a new or term person is appointed as an IRA. They then automatically become a full time regular.

**We're on the
web
www.vccfa.ca**

Newsletter Editors:

Frank Cosco
and
Audrey Vickaryous

The views found herein
are those of the
contributors and
unless expressly stated
as such by an
Executive member are
not to be
attributed to the
VCCFA or its
Executive

VCCFA STEWARDS

**Ingrid Kolsteren
(Chief Steward)**

688-6210

ikolsteren@telus.net

| | | |
|------------------------|-------------------------|----------|
| George Rudolph | City Centre Campus | 443-8359 |
| Janice Sigston | | 709-5640 |
| Leona Friesen | City Centre Campus | 443-8715 |
| Lyn Lennig | City Centre Campus | 443-8627 |
| Maggi Trebble | King Edward Campus | 871-7254 |
| Malcolm Cant | City Centre Campus | 443-8438 |
| Michele Rosko | City Centre Campus | 443-8492 |
| Pauline Barratt | City Centre Campus | 443-8560 |
| Rene Merkel | King Edward Campus | 871-7370 |
| Rose Marie Watson | King Edward Campus | 443-8495 |
| Wayne Avery | King Edward Campus | 871-7283 |
| Wayne McNiven | City Centre Campus | 443-8438 |
| Cecily May (associate) | International Education | 628-5918 |
| Jim Davies (associate) | King Edward Campus | 871-7312 |

**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: _____