

"El Gordo"

Draper Scholarship ~ March 31st

VCCFA General Meeting ~ April 20th

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THE 2006/2007 EXECUTIVE

Lizz Lindsay
PRESIDENT (06)

Frank Cosco
VICE-PRESIDENT (06)

George Rudolph
TREASURER (07)

Virginia Monk
SECRETARY (07)

Ingrid Kolsteren
CHIEF STEWARD (06)

Brenda Appleton (06)

Cheryl Deyalsingh (07)

Lorna Downie (06)

Maggi Trebble (07)

Settimio Sicoli (07)

Vacancy (06)

MESSAGE FROM THE PRESIDENT



LIZZ LINDSAY
VCCFA PRESIDENT

Spring is definitely in the air with the cherry trees in bloom and crocus and daffodils adding colour to the dreary days.



We've even had some sunshine between the rain and snowstorms. It is great to drive to work and home in the daylight again, summer will be coming soon.

International Women's Day ~ March 8

This month we celebrated International Women's Day by purchasing a table at the VDLC Women's Committee's Third Annual dinner.

Eight women from our local spent a delightful evening of fun and fellowship. The first VDLC Women of Distinction award was given to a friend and long time activist, Sister Judith Radovan. Maggi Trebble, who acted as our Executive hostess for this event, gave a moving report to the Executive about the evening and has a piece in this newsletter.

Thank You Event ~ February 27

Our annual appreciation dinner for more than 30 members who have served the union in some capacity over the past year was a resounding success. We had a wonderful gathering at our block's best eatery by far, Cassis. They even donated a wonderful bottle of wine for a door prize. This gathering has a long tradition in our union. It is an opportunity to thank all of the members who so willingly donate time and energy to make us strong and effective.

The Bargaining Crunch, for the public sector and for three FPSE locals

This past month has seen intensive coverage of bargaining as most of the public sector unions, including VCC support staff, are trying to conclude in time to be eligible for a signing bonus for their members. Faculty at Langara, who did not join in the past Common Table, are still bargaining their 2004 agreement. Last week, they served strike notice after a 90% strike vote.

We've sent a message of support wishing them a just and fair settlement. The union at Fraser Valley, which includes all staff and all faculty together, and who also bargained outside of the Common Table, have an 06-07 wage re-opener; and, our university local, Thompson Rivers University Faculty Association, are bargaining their first agreement as the only faculty university union in B.C.

New Bargaining Committee Needed Soon

We're just anticipating the impending arrival of our new collective agreements and, now, are already planning for the next round, as our contract expires April 1, 2007. This means we are seeking members willing to serve on the next Negotiating Committee. We will be electing our new 6 member team at the April 20 General Meeting. Brenda Appleton and I are on the nominating committee. Give us a call if you are interested or have someone you'd like to nominate.

By-Election

We will also have a by-election in April to replace executive member, Orest Semeniuk whose term is up at the end of the year. We appreciate the contribution Orest made to the Executive and wish him well with his new teaching schedule. The by-election will fill the vacancy until our elections at the AGM in November. If you are interested in running for this vacancy, please let us know.

MESSAGE FROM THE PRESIDENT

Vinit's going

Plans are underway for a pre-retirement party for Vinit Khosla. Vinit has been active in the union for at least 25 years. Most memorable perhaps was his leadership during the strike of 1990 when Vinit and Frank were pictured on the front page of the Province newspaper. Vinit has served on countless negotiating committees, and has been bargaining chair several times. He was active in the steward system and served as Chief Steward for several years. Please join us at a party in his honour on March 30 at the Fraserview Hall and help thank Vinit for all he has done and wish him the best in the future. Unfortunately, there are no tickets at the door, so let us know if you are planning to come.

Scholarship Application Deadline

Calls are out for the Cheryl Draper Memorial Scholarship. This \$1,000 scholarship is for a child or spouse of a member of the VCCFA. The deadline is March 31st with selection of recipient happening in April.

VCCFA at the Labour Council

Congratulations to Ingrid Kolsteren, elected to the Executive of the VDLC at their February meeting. She is joining at an exciting time and will be part of the strategic planning for the upcoming year. Thanks to all our delegates who were there to support Ingrid, especially Brian Haugen who brought out his brothers from the Operating Engineers. We wish her well in this new role.

Executive Work

FPSE Committee Review

Reports were received from our FPSE reps about their committees meetings and the February Spring Conference. We brought our past and present delegates together to prepare a response to an FPSE sub-committees which is looking into the effectiveness of the FPSE standing committee structure.

Bargaining Conference

Preparation for the March conference took some time over several Executive meetings. You'll find reports in this issue. Frank, Ingrid and I attended what will be the first of several gatherings we will have to help us prepare for the next round.

Other conferences are tentatively scheduled for early May and for the early fall. The full FPSE AGM in mid May will probably have quite a lot about bargaining as well.

College Events

We participated in Diversity Week and attended a presentation by PeopleAdmin an on-line application system HR is considering.

ACCC

Again this year, I will be the faculty representative to the Association of Canadian Community Colleges Conference being held in Calgary. The College pays the registration and half the airline cost to assist the FA in having a representative attend this conference. ACCC is also attended by Administrators, Board Representatives, Students and Staff from Colleges and Institutes from across Canada. We have thanked the College Board for this support.

Labour Management

These issues continue to take up much of our time. A climate of mutual respect has been building over the past six months and is enabling us to use a problem-solving approach, resulting in win/win solutions on many issues. Nevertheless, we remain apart on some important issues and, as an example, are currently preparing for the latest mediation/arbitration on workload in those departments with a 8-month teaching year.. Thanks to the many members who have agreed to be witnesses to help us present our case. Because of the arbitration, Ingrid and I will not be able to attend the President's forums which are scheduled on the first day of arbitration.

Important General Meeting ~ April 20

We are looking forward to seeing you at our next scheduled General Meeting on April 20 at KEC Room 2654 at 2:30. Come out to elect your new Negotiating Committee and for the Executive by-election. In the meantime, if you have anything you'd like to discuss, give us a call, the coffee pot is on.

~Lizz

FPSE Bargaining Conference

FPSE Bargaining Conference

March 3-4, Burnaby

At the May 2005 provincial AGM, the VCCFA brought forward a motion that there be a full conference to look forward to the 2007 round of bargaining so that we could have a more open-ended look at which direction we might want to go in. Events, as they often do, intervened. The government announced its signing bonus gambit in November.

We have been told by government that we will have access to a proportional amount for a possible signing bonus in March of 2007. The "open-ended" look became the actual kick-off to the next round.

FPSE has a standing committee on Bargaining Co-ordination and Review, (BCRC). Since Vinit's completion of his duties in December, VP Frank Cosco has stood in for him as our local's rep. Late last year, BCRC reviewed the 04-07 round to date (it's still not finished for all FPSE locals) and prepared a discussion paper on the upcoming round for the Conference.

At the Conference, to which each local sent its President, Chief Steward and BCRC rep, we heard about the state of the 2006 round, which is rapidly coming to a head around us, and we got into the issue and process points raised by the discussion paper.

There was a general consensus that we may benefit from being able to observe the results for 90+% of the public service which is bargaining this year. We will know how the gambit worked out and what any 06-10 settlements look like. There was also a consensus that we will have to be more prepared than ever in order to bargain effectively in the relatively short window available to us this time next year. We still have much to work on, so it was decided that we should have at least two more conferences before bargaining starts. We have to continue work on issues and process. Our sector has to be one of the more complicated ones in terms of process.

On the later point, VCCFA Executive put forward a motion that advises our Presidents' Council to go forward on an FPSE-based model until we have our issues and process decided; and then to look at the question of working formally with other bargaining units in our sector such as the seven BCGEU instructor locals and perhaps other independent faculty locals. In the past couple of rounds we have had BCGEU locals join in right from our initial preparations. This motion passed and will form the conference's advice to Presidents' Council on this issue.

Vinit's Pre-Retirement Bash!!

The bad news: Having just finished the lengthiest-ever stint as Bargaining Chair, Vinit Khosla: former bargaining committee member and chair at least 4 other times, also a former Chief Steward; a past Executive Member; and always a principled union activist who made a huge difference, is gradually leaving us.

The good news: We are going to celebrate his contribution! Please join in the celebration!

Fraserview Hall (8240 Fraser St)

Thursday, March 30, 2006

6 pm

Tickets which look after the meal and go towards the gift are \$20 per person, spouses and friends welcome.

Contact the office at
604-688-6210 or vccfa@telus.net

Bargaining, What Again??!!

Election of Committee at April 20th Meeting

The government's gambit for a "bingo/bonus/ bribe/incentive" as long as we can settle by the expiry of the 04-07 agreement on March 31st next year has already affected our timing. FPSE locals have already had one bargaining conference and are planning another one before the summer. We need our committee in place to start preparations for the next round, including the surveying of members, so that we can be as ready as possible, as early as possible.

We are accepting nominations for the Negotiating Committee now. Please contact Lizz (688-6210) or Brenda Appleton (7343 or 8641) to nominate someone or if you're interested in being nominated. We can provide more information about what release is available and what to expect in terms of time commitment. Nominations will be accepted right up to the vote, but if a person is not at the meeting, we require their signed consent.

As per VCCFA Bylaw 11.02, the committee consists of 6 people elected at large by the general membership, with a minimum of one man and one woman to be elected.

The committee elects its own chair who immediately becomes an ex-officio, but full-voting member of our union executive as well. The committee serves until the signing of a renewed collective agreement, a period which is not to be longer than two years.

The VCCFA budget provides for release for union work such as bargaining prep. The College provides release for times when the union and college are meeting together.



Bargaining Survey coming

One of the first jobs of the new committee will be to survey members on issues for bargaining. If you have something you've been concerned about, you may wish to bring it up at the general meeting, send a note to this Newsletter for inclusion, bring it up with the new committee, or try to get it on the survey. Don't just stew about it.

VCCFA General Meeting

Thursday, April 20, 2006

2:30 pm

Room 2654

King Edward Campus

FPSE Standing Committee Reports

Most of FPSE's standing committees* have a common meeting time on a Friday evening in February. All members, potentially about 100 people, are then encouraged to attend the Spring Conference on Saturday to hear speakers on topics either Committees themselves or FPSE's Executive have recommended. This year's conference took place on February 17th and 18th. Here are reports from a couple of participants:

**[fyi: FPSE is conducting a review of its standing committees structure and functions. You'll find the VCCFA Executive's submission, which was prepared in consultation with our current reps, on page 19.]*

Education Policy Committee Meeting

This was my first full meeting of this committee. In addition to concurring that the Committee was worthwhile and making that our contribution the FPSE review, we covered a few topics:

BCCAT – British Columbia Council of Admissions and Transfers

Secretary Treasurer, Dileep Athaide, reported on the changes in the B.C. post secondary systems that are causing bureaucratic problems within BCCAT. At one time, the universities were considered “receiving” institutions, and the colleges were primarily “sending” institutions. These lines have become blurred.

In addition, there is considerable pressure from private schools to be part of the transfer system. It is now estimated that private schools in this province may have more students than the public system.

WTO/GATT

There is pressure at WTO/GATT talks for education to be considered a commodity and therefore, subject to international trade talks. Canada has fought for education not to be on the GATT agenda. More recently, Canada has softened its opposition by suggesting that “public” education not be on the agenda. The U.S., Australia, and New Zealand, are all pushing to make all education part of these international discussions. The fear for us, is that under GATT, governments will be unable to give preferential treatment to public

institutions, i.e. grants to only the public post secondary institutions. In addition, WTO Education Policy would then override BCCAT policy and decisions.

Degree Quality Assessment Board (DQAB)

This body was created by the Liberals in 2002 as the one which would grant authority to offer degrees. Since then all colleges have scrambled to get degree programs passed. Most applications have been frozen.

Robin Wylie, from Douglas FA, circulated a FPSE submission to the DQA Board Review which contains several recommendations for DQA improvement. This submission can be found on the FPSE website [www.fpse.ca]. On the homepage, click Resources and then scroll down to FPSE Research, then scroll down to FPSE's Submission to DQAB, December 2005. There are substantive issues that are of concern:

- ♣ The board is not representative. There are no faculty or student participants.
- ♣ There is a user pay approach to degree development, and this is expensive for many institutions.
- ♣ The nine standards should be reviewed and revised.

There are many process recommendations (i.e. eliminate or secure the 30 day web posting period, which many feel provide an opportunity for institutions to “poach” curriculum).

Industry Trade Authority / Entry-Level Trades Training Funding Proposal

Lots of concern was raised about how the government is handling apprenticeship programs and skilled trades. The province has a major demand for skilled workers, and it was felt that the former program developed under the NDP which was eliminated by the present government, was far superior to the program now in place. Question: Why would they “fix” something that wasn't broken?

Discussion about a ITA/ELTT Funding Proposal which outlined drastic cuts to 2006 budget, in order to divert funding to apprenticeship programs. This would have hurt smaller colleges especially. Because of FPSE “backroom” pressure, there has been no change, at least for this year.

FPSE Standing Committee Reports

[fyi: There were a couple of subsequent announcements in the Liberal budget which are somewhat worrying. One calls for an increase in Apprenticeship funding with public money, but levels the playing field for private sector trainers. The second gives industry a huge tax cut as long as they commit to training, but is very fuzzy on what accountability measures might be put in place. In fact, the budget documents says straight out the industry will "be consulted," but that's it..]

[fyi: FPSE has produced some very good papers on this topic. Go to the FPSE website [www.fpse.ca], click Resources, then click FPSE Research and scroll down to FPSE's response to "A New Model for Industry Training" January 4, 2003. Also under FPSE News check out the recent forums in Kamloops February 8th]

Reports from FPSE locals

The common theme among all reports was the decline in University Transfer enrolment. All colleges reported on this, and some are looking at potential layoffs because of it. Many colleges reported that they feel that they are now in direct competition with the universities for students. Universities have reduced their admissions standards for first year, and have fewer transfer spots available for 2nd and 3rd year college students. Thompson Rivers University reported that 28 faculty have been given layoff notice, 14 of those positions are in UT, while several are in ABE and ESL. Douglas, whose UT programming constitute 70% of their FTE, is also very concerned about undersubscribed UT courses.

Selkirk FA reported that the Kootenay School of the Arts is being merged with Selkirk College. That will increase both the FTEs for Selkirk, as well as the number of faculty. ~~ Brenda Appleton

Occupational Health and Safety Committee

Excerpts from Colleen's Report to the Executive:
During the round-robin portion of the meeting, we learned that....

At some institutions, the OH&S committee seems to be or work closely with a Wellness coordinator

do at VCC, but it is worth looking into.

Health and Safety Inspections are very hard to undertake at some colleges, while at another, the rep said that's all he feels he does. At VCC, we do seem to be able to keep on top of regular inspections.

Smoking in inappropriate places remains a concern at a number of institutions. At College of the Rockies, their committee met with their regional tobacco reduction coordinator to try to gain a better understanding of the issues surrounding tobacco use. At VCC, smoking near entrances seems to be more of a problem at City Centre than at KEC.

One of the smaller colleges does not have any "working alone or in isolation procedures" and are concerned about safety on campus especially over the weekend. VCC does have a "working alone or in isolation procedure" in place.

Fire drills also came up. The rep from Kwantlen said they have never had a fire drill, at least not in during the 13 years he's worked there. The rep from Nicola Valley said that fire drills are mandated and that their institution has them on a regular basis along with fire extinguisher and fire warden training. While we have fire drills, we do not seem to have a set of "fire wardens" any longer, nor has there been fire extinguisher training. We have talked about the latter at our OH&S meeting and I believe there is an "emergency preparedness plan" being worked on.

I reported that VCC had decided not to purchase defibrillators and the member from North Island was very pleased to tell us that they had been given a defibrillator and that they were really glad to have it.

Field Trips...

There is concern about faculty liability if an accident happens during a field trip. In general, if one is deemed to have been negligent, one can be sued. I mentioned that VCC now has a Field Trip policy complete with risk assessment checklists, sign in/out sheets, and waivers along with a new, Transporting Students policy.

~~ Colleen van Winkel

FPSE Spring Conference

Spring Conference: Plenary with Cindy Oliver and Seth Klein

Cindy Oliver is President of FPSE. Seth Klein is the BC Director of Canadian Centre for Policy Alternatives.

I'd like to say that, as always, I really enjoyed the Spring Conference and wish that such events were open to more members.

It was heartening to hear from Cindy Oliver about meeting with the Deputy Minister and the DM's willingness to listen and come to meet Presidents' Council. I understand that the Minister himself has said that he would come! Whatever the reasons for the change, it is a good one.

Seth Klein spoke about the excellent rate of return one gets on the investment in education. I think it is a tack we should take in dealing with our Board and government as well. The greatest rate of return is seen between a woman who finishes high school and one who doesn't. Society has the choice of paying more at the back end of a social problem or investing at the front end of a social initiative.. The rationale is that the better educated person pays back the investment and more in taxes. It is really a very simple and yet powerful argument.

Seth also spoke about CCPA's BC Solutions Budget 2006, which is available from their website..

~ Colleen van Winkel

Spring Conference: Academic Freedom and Student Rights: Finding a Balance.

The first panelist from Camosun outlined an incident where a student refused to read a book on the reading list for religious reasons.

One of the most interesting comments came from Susan O'Donnell, BC Human Rights Coalition. An accommodation for the student had been made on the advice of the college's lawyer. Susan's response was that more than likely a Human Rights tribunal would have told the student he had to read the book.

Susan's presentation on our Canadian Charter of Rights and Freedoms was short by eye-opening for me. I found it particularly interesting the idea

that there needs to be a balance in our system and "freedom of speech" does not "trump" all, as it tends to do in the States. The idea that there are limits on what you can say when what is said can cause real harm to someone else is, in my opinion, so Canadian!

Pat Clarke from the BCTF had an interesting take on things as well. K-12 teachers do not have "academic freedom" but have had "professional autonomy" which he says is being undermined by "neo-liberal" control freaks. (He is not so worried about the neo-conservative moralists.) Teachers' autonomy is being eroded away by the various accountability measures being put into place, especially standardized tests and having to have curricula with measurable outcomes. He mentioned that one district decided to add teaching critical thinking skills into their curriculum and were told to take it out as critical thinking skills weren't measurable! He says that students that are in the school system now are going to be the most standardized-test tested kids ever, and that the education they have been getting is going to impact on the college system.

~Colleen van Winkel

Spring Conference: Workshop on Mandatory Retirement

I attended the workshop on Mandatory Retirement presented by Ritu Mahil, a lawyer specializing in Human Rights issues. Ritu provided a history and context to the current discussion about eliminating mandatory retirement legislation within B.C., Canada, internationally, the BC Human Rights Code and Canadian case law.

First, it must be understood that the Human Rights Code only protects against discrimination due to age between the ages of 19 through 65. Those older than 65 or younger than 19 are not eligible to claim discrimination due to age. Second, B.C. is only one of three jurisdictions in Canada that continues to have mandatory retirement legislation. It is expected that this legislation will be changed within the next few years.

Changes to Canadian demographics, and changes in employer and union viewpoints are all moving to eliminate mandatory retirement in both legislation and collective agreements. This is due to the fact

that people are living longer, and that the those in the 65+ age range are a larger percentage of Canadian population. For instance, in 2006, 65+ are 13% of the population. That figure is expected to grow to 20% by 2033. In addition, it is becoming increasingly difficult to find qualified instructors to replace those who are retiring.

So far, in the college/university environment, none of the problems that were foreseen with eliminating mandatory retirement have occurred in those jurisdictions where it has been eliminated. It has been found, that few people actually work beyond the age of 65.

There can be some affect on pensions, however. In some jurisdictions where mandatory retirement has been eliminated, eligibility for pensions has been postponed.

In the U.S., for instance, the eligible age to collect full social security has jumped from 65 to 67. This is seen as one method to protect pension funds for the future.

The business community has been a strong proponent against mandatory retirement. In Ontario, where mandatory retirement will become illegal in December, 2006, for instance, the business community was the driving force for its elimination.. For unions, however, the issue is a one of a clash of rights; the individual vs. the collective. Although few people opt to retire after 65 even when they can, there continue to be concerns about the possible impact on pensions if people retire early, as well as whether there will continue to be absolute protection for the right to retire early.

~ Brenda Appleton

Women: A Force to be Bargained With

This slogan decorated the tables at the International Women's Day annual dinner, organized by the Vancouver and District Labour Council.

Our union hosted a table in support of this event and 8 of us were able to attend. It was both a stimulating and fun evening, including dancing and speakers: Libby Davies, MP for Vancouver East and Judy Darcy, leader of the Health Employees' Union. Highlights of the many issues of importance to women touched on during the evening included:

- ♣ on the home front,
- ♣ daycare,
- ♣ women working in low-paid jobs,
- ♣ care of the elderly,
- ♣ pay equity,
- ♣ and poverty, especially poverty amongst Aboriginal women, women of colour, immigrant women and single mothers.

Internationally, there was a recognition that women are fighting back against oppression and asserting their place in building more democratic societies.

Judith Radovan, a former Chilean refugee, was presented with the Labour Woman of the Year Award. She reminded us that Chile now has a woman socialist president. Finally, we joined the Solidarity Notes Choir, which includes Eva Sharell, retired VCC librarian and continuing union activist, in a heartfelt rendition of Bread and Roses.

~Maggi Trebble

INFLATION PROTECTION OF OUR PENSIONS

One issue that is already catching a lot of attention around the FPSE locals is the state of the Inflation Adjustment Account (IAA) from which money goes to ensure that the value of the basic College Pension Plan is protected from inflation. So far, so good. Even though our salaries haven't really kept up with inflation, the value of the Plan has, and will continue to do so for a number of years. *(ed: Dalton Kremer has sent us emails from Mexico which compare the annual increase in the value of his pension to our wage increase, especially when he knows we have swallowed another zero.)*

However, it is projected that this happy state cannot continue and it is argued that the sooner we do something about it, the better. Brian Haugen, our FPSE Pension Advisory Committee (PAC) rep, spoke on this at our last General Meeting and has also spoken to the Executive. Last newsletter included an open letter from the PAC to members of FPSE and Brian's latest report. The essential problem is that the ratio between the number of active members who are paying premiums to the number of retired members who are collecting benefits is moving from favouring active members at 5:1 as recently as 2000, to 3:1 now to parity, 1:1 in the near future.

This means that we have to look at the question of whether we should use some of whatever compensation is available to us in the next round of bargaining to, in effect "pay the plan" before "paying ourselves." Of course, advocates of this approach say that paying the plan is the same as paying ourselves. An example of this would be an increase in the premium we pay. We will be including this question on the upcoming bargaining survey.

One of the FPSE appointed College Pension Plan Trustees, Dominique Roelants of Malaspina FA, gave a presentation to the March FPSE Bargaining Conference on Inflation Adjustments and our Pensions. He is advocating "paying the plan." He has provided the following notes of that presentation, which have been edited for brevity.

What is the Problem?

While the defined benefit of our pension plan is guaranteed there is no promise made by the pension plan to protect your pension from the effects

of inflation. At this point, the pension plan uses funds from an account called the Inflation Adjustment Account (IAA). While that account currently has a significant balance and while employees continue to contribute money to the IAA, the balance and the amount being contributed are not sufficient to fully fund inflation protection.

To give you an understanding of the impact of inflation all you need to do is consider that over 40% of the pension payments made last year to a person who retired in 1985 were because of indexing for inflation. In other words, if there had been no inflation protection then the purchasing power of the pensioner who retired in 1985 would have been reduced by over 40 percent.

The following discusses options that your provincial federation (FPSE) could use to try and solve the inflation problem.

Option 1: Status Quo

The first option is to do nothing and hope that our current contributions and the current balance in the IAA will be sufficient to protect our pensions from the effects of inflation. This is unlikely to be a realistic option because the number of retirees is growing rapidly and inflation has been running at an average of about 2.4% per year for the last five years. In fact, the economic modeling we have done suggests that if we do nothing, the IAA will run out of funds within 20 years. At the time the account goes empty the only money available for inflation protection will be the money coming from current employees. Current employee contributions to the IAA would likely cover less than 25 percent of the effect of inflation.

This option is particularly unfair to people who are more than 10 years from retirement as they will have contributed a significant amount (albeit not enough) to the IAA and will not derive the same benefit from the IAA as recent retirees. As such, this option is not recommended.

Option 2: Put any Signing Bonus from 2007 Bargaining into the IAA

If we think that maintaining the status quo will not adequately protect us against inflation then we need to do something. The question is - what? As many of you are aware, the Provincial Government has

INFLATION PROTECTION OF OUR PENSIONS

offered up an incentive to those unions that are able to negotiate a renewal of their collective agreement prior to the expiry of the old collective agreement. If this incentive is between \$3000 and \$4000 per full time worker, then, in our sector, it would be worth somewhere between \$32 million and \$48 million in total-- assuming that the "signing bonus" money would be available to members of the College Pension Plan that are not in a union (eg, Deans). If the Government agreed, we could potentially direct the whole signing bonus to the IAA.

This option, on its own, will buy us at most two more years of full inflation protection, but if combined with other options could be quite a valuable choice. Unfortunately, this option is not necessarily fair. If some of the members of the plan (for instance, the non-FPSE, BCIT Faculty and Staff Society) decided not to contribute their signing bonus to the IAA and all of the other unions did contribute the signing bonus to the IAA, people retiring from BCIT would still benefit even though they did not contribute - they would be in effect "free riders." For this option to be reasonably fair, there can be no free riders - either all members of the plan would contribute the signing bonus - or no one would.

Option 3: Increase Contributions to the IAA

There are other options than just putting the signing bonus into the IAA. We could negotiate a change to the IAA contribution rates. Currently we contribute 1.09% of our salary to the IAA and the employer matches that (except that part of the employer's matching money pays for retiree health benefits). Any increase to the employer and employee contributions to the IAA would buy us a longer period wherein full indexing would be possible. To give you some sense of the impact of contribution rate changes consider the following table:

Increase in Contribution Rate	Last year at which full indexing would be paid*
none	2023
0.5% each	2029
1.0% each	2042
1.5% each	2070

**Note that these "last years" are an estimate based on a number of assumptions about market performance, death rates and other factors. It is not to be construed as an implied promise that there will be full inflation protection for any length of time into the future. Inflation protection is not a guaranteed benefit - see the next option.*

As you will notice from the table, if contributions to the IAA are increased by 1.5 percent from each of the employer and the employee - then we estimate that we could fully fund inflation protection until 2070 instead of 2023.

As mentioned above, the contribution of the signing bonus on its own does not increase the length of inflation protection by more than 2 years. If combined with an increase in IAA contribution rates by 1.5 percent each, using a \$40 million signing bonus would buy us an additional 9 years of inflation protection, to 2079.

It is important to note that increasing the contribution rate to the IAA still does not guarantee inflation protection. The youngest members in the plan could still potentially lose out if the increase is not large enough (although they would not lose out as much as if nothing is done about the IAA.) Another problem is that we may not be able to fully deduct contributions to our pension plan as the Income Tax Act limits the percentage of an employee's salary that can be put in a registered pension plan.

Option 4: Make Inflation Protection Guaranteed

The fairest possible approach for all plan members, is to actually negotiate a change to our pension plan to make inflation protection a guaranteed benefit. If you look again at the table above, you will notice that the first 0.5 percent increase in contributions to the IAA buys us only an extra six years and the last 0.5 percent increase buys us an extra 28 years. This is not a surprising result because we are getting closer to the contribution rates needed to make inflation protection guaranteed. In 2003, the College Pension Plan's actuary estimated that we would need to increase both employer and employee contributions to the IAA by between 2 to 3 percent each in order to guarantee inflation protection. The actual contribution rates needed to guarantee inflation protection will depend on a number of factors including the balance of the IAA at the time the actuary does the calculations. The larger the IAA balance, the lower the required contribution rates.

cont'd on page 10

As such, putting any 2007 signing bonus in the IAA may make the most sense when it is combined with making inflation protection a guaranteed benefit. The reason for this is that when we negotiate an increase in employer-side IAA contributions, that increase will need to be costed as part of our salary increase. The lower that increase has to be, the more we will be able to put on the salary scale.

The disadvantages of this approach - as with any approach that increases contributions to the IAA - include the fact that there would be less money available for salary increases (for this round only) and the fact that there may be some question about whether all of the employee contributions to the pension plan would be tax deductible.

Summary

In summary, during the 2007 round of negotiations we would potentially be able to significantly address the problem of our pensions not being guaranteed for inflation. As indicated above, if our pension payments are not protected against inflation, then the purchasing power of our pensions will decline significantly over time.

For the cost of forgoing between 2 and 3 percent of a salary increase and increasing our own contributions to the IAA by between 2 and 3 percent we could make inflation protection part of the defined benefit. This approach would be the fairest to the younger plan members as they will know that inflation protection is as guaranteed as the basic pension is now.

If we are planning on making inflation protection a guaranteed benefit - we should also consider putting any signing bonus into the IAA as the effect would be that more money would be available for a salary increase because the employer would not need to contribute as much to the IAA to guarantee the benefit.

If you have any questions or comments, please feel free to contact the author.

~Dominique Roelants
Malaspina Faculty Association
droelant@malun1.mala.bc.ca

*You are also welcome to contact the VCCFA.
This issue will be part of our bargaining survey.*

*If you do contact Dominique, please copy the VCCFA
[vccfa@telus.net] so that we can keep track of members' concerns.*

Vacancy on the Union Executive

Thanks to Orest Semeniuk of Hairstyling who, unfortunately has had to resign from the Executive. There will be a by-election at the April 20th General Meeting to fill out his term till our AGM in late November. For nomination information, please call the office.

Community Action Committee

Our committee's been active lately recommending the Executive issue grants to the WISH Drop-In Centre of \$1000, and \$500 grants to the YWCA Crabtree Corner Childcare, McGregor Childcare, and the Downtown Eastside Women's Centre. The Committee is chaired by Jane Parker

Non Confidence Vote

It's the third anniversary of our overwhelming vote of non-confidence in the College President and the appointed members of the College Board. As it does annually, the Executive is reviewing the status of that vote and has considered a proposal which it will put before the members at the April General Meeting.

UPDATE — New Common PD Fund Retirement Seminars

Common PD Fund is the almost \$200,000 fund, one of the results of 2004-07 Common Table bargaining. The process for allocating money from this fund was put together quickly for activities in 2005-06.

The Committee that recommends to the VP Education on applications is made up of administrators, Dave Donaldson and Lila Heilbrunn and VCCFA reps Wayne McNiven and Brenda Appleton.

The committee has been working on a "sign-off" system where, for an application, a union rep will sign indicating the FA's recommendation, then the application goes to either administrator for their sign off. It then goes to a VP for final approval.

The application cut-off for activities in 2005-06 was March 1st. About \$145k was allocated. At this point the College is saying there's no carryover and no further applications will be accepted for 2005-6.

Applications are now being accepted for activities in 2006-07. Please send them to Maria Lambert, Administration, City Centre. From April 2006, it has been determined that each year about half of the Fund will be allocated to an increase in the number of Education Leaves. For 2006-07, of the remaining \$100,000, available for conferences, etc., about \$65,000 has already been recommended by the committee and many have been approved.

The committee will be working on improving and clarifying its procedures and criteria and as your reps on the committee, we thank you for your patience.

Brenda Appleton (Library) and Wayne McNiven (CACE)

Retirement Seminars Coming Soon to a College Near You

The BC Pension Corporation has announced a series of retirement seminars for members of the College Pension Plan.

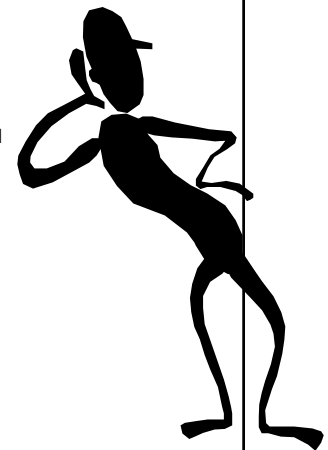
The retirement seminars are a great way to find out about your pension plan and how it works for you. The seminars are open to all plan members including plan members on long-term disability benefits. The College Plan encourages plan members to bring along their spouse or partner to the seminar.

To register for the seminar go to the [College Pension Plan web-site](#) and look for the retirement seminar registration info. The two and a half hours seminars are free but you do need to register to attend.

Seminars with fewer than 26 registrations may be cancelled. You are asked to register at least 14 days in advance of the seminar.

Seminars have been scheduled around the province over the next four months. At VCC, it's

**Friday May 12
10:00 am - 12:30 pm
Vancouver Community College**



NON-REGULAR GOES POSTAL ALMOST

Scythe in hand, dressed in a black hooded outfit, a non-regular instructor at Malaspina U/College strolled onto campus.... his message, "The Spectre of Employment," was part of an extension of Fair Employment Week onto Halloween last October. Ironically, this instructor was soon to receive the 'axe' himself four weeks later.

He was told he would not be given work next term. His local steward/rep went into overdrive to stop this. There was no legitimate reason why the instructor should not be given work. The college relented.

During Fair Employment week, this instructor sat at his desk/display handing out peanuts, with mascot, "Malice Peanut" on a nearby poster. His theme -- working for peanuts. At too many colleges, there is a huge difference in salary between regulars and non-regulars doing the same work. (Examples: \$5,000 vs. \$9,000 per course at UCFV; and, 57% of what a top of the scale instructor is receiving at Malaspina), Other non-regulars cautiously approached, telling him he was very brave but also telling him they are too afraid to speak out, or make any complaint. This is a common sentiment at too many colleges across the provinces. "Keep your head low until you get regularized"

Then what? Once regularized, do you help your brothers and sisters struggling below you, or do you just go "Phew, Thank God, that's over!" Non-regulars need support from their regular colleagues. An instructor shouldn't have to dress up as a blade-wielding psycho to get attention. The need is real. The inequality is obvious. Moreover, the desire of management at many colleges to thwart any increase in the rights of non-regulars seems clear.

Let's take a look at the unpleasant crop of losses from recent bargaining and the actions of some administrations.

Thompson Rivers University

-management wants to eliminate regularization. The employer is proposing a new category of non-regular who would be appointed to five year contracts.

College of New Caledonia

-multiple rounds of layoffs have eliminated a lot of non-regular faculty in academic areas

Kwantlen

- changes in regularization language are having an impact. There are far fewer Type 2 (annual contract) positions available this year. Some instructors have been redesignated as Type 1. They lose benefit coverage, they have only one pay grade, with no increments, and with no process to assess initial placement. They are not given yearly contracts.

University of the Fraser Valley

-the union decided to give up its regularization language in 2001. Only 25% of the courses can be taught by non-regulars, resulting in overload work being taught by regulars to avoid having to "regularize" people

Camosun

-without automatic regularization, the college continues to claim much work is unpredictable in the third year preventing regularization even though instructors may have worked steadily for 3-5 years. Regularization only seems to happen when a situation reaches the point of a formal grievance.

North Island College

-sessionals lost professional development in the last round of bargaining.

Emily Carr Institute of Art and Design

-having taken their management to the strike vote stage late last year, they were able to get some significant, recuperative pay bumps for non-regulars but still were not able to achieve regularization language

FPSE's NonRegular Committee

While constantly hearing about all the problems and variations in the treatment of non-regular instructors, the Non- Regular Faculty Committee has reviewed areas of working conditions in the collective agreements of the locals and has come up with suggested bargaining objectives based on what the best language and practice in each area (i.e. PD, benefits, regularization).

Bargaining 2007

VCCFA's collective agreement is often held up in many areas as good or best practice especially when it comes to regularization language. It would be good to see many other college instructors who are struggling with regularization language and issues related to unfair treatment benefit from examples of equal, fair and reasonable practice. And, there is still a lot of room for improvement in our own agreement. In the 2007 round we need to have these issues brought forth and ratified, whether we are bargaining at a common or local table. And, we need to support ourselves and other locals so, in the future, unhooded instructors can brandish a collective agreement as a weapon and not be offered peanuts.

Bonita Eberl

VCCFA Non-Regular Faculty Committee Rep.

OCCUPATIONAL HEALTH & SAFETY AT VCC

BC labour law requires the establishment of an OH&S committee at each workplace. Our reps are Roland Moutal, Dennis Shorter and Colleen van Winkel from KEC and Elli Cox, Pauline Barrett and George Rudolph from City Centre. The following is a report by Colleen on recent committee proceedings

Programs

Our Joint OH&S Committee has seen first drafts for a "Hearing Conversation Program" and "Hot Work Program." The first draft of the "Blood-borne Pathogens and Infection Control Program" raised a number of questions and so further information is needed.

Noise Survey

In November, an extensive noise survey was undertaken at the college focusing on any area with a potential for noise levels over 85 db. We expect those results soon and they will be used to inform the final draft of the "Hearing Conversation Program."

Outdated Fire Extinguishers

We recently had a company come in to test and update all the fire extinguishers. The company has been called in to finish the job. *(Ed: If they're getting rid of it, can I have the shiny brass one from City Centre?)*

Material Safety Data Sheets

During inspections the MSDSs are usually checked and it continues to be a challenge to have every department keep these up to date.

Defibrillators

At a recent meeting we asked if we would be incorporating the use of defibrillators at the campuses. We had participated in a pilot project a couple of years ago but have decided that we would not have them. The decision was reached in conjunction with our college doctor.

Ongoing Issues

Air quality and temperature continues to be an issue in some of the rooms at the City Centre Campus. Complaints usually result in the air being monitored and tested. Some instructors whose office area includes a photocopier feel that the air quality is poor and that the photocopier is giving off gases or chemicals such as ozone which is not tested for. Do photocopiers need specific venting? Do the new ones give off "gases" or just heat?

There have been a lot of break-ins at the KEC campus. Rooms are left locked while students go to the audio or computer lab but still people have broken in especially in some of the more peripheral areas. The College had put deadbolt locks on all offices, resource rooms and labs and is now adding deadbolts to all classrooms.

Who pays for ergonomic related items? Most times the response seems to be to find the money in the department budget. On the other hand, some things are paid for through the Health and Safety budget – example: a standing computer station for someone with bad back problems. Are there guidelines around this issue?

At City Centre there is some secure parking under the building. Parking passes can be also be purchased for evenings by students and at times (hockey nights) the parking lot has been open to the public. Consequently, instructors have come and not been able to find underground parking. There are two other lots close by but in both one can often and too easily feel unsafe. Some instructors leave regularly after 10:30 p.m. and so going to one's car parked next to Victory Square is not a pleasant nor particularly safe thing to do.

This parking situation was raised as a safety issue and the College has agreed to keep better track of the number of passes being sold and to cut back on them if instructors are unable to find parking. Parking passes for students now will expire once their course is finished.

~Colleen van Winkel

(ed: OpsCo has raised the issue of the impact of the new SkyTrain station on safety at KEC. A meeting is scheduled for April.

If you have some concerns or input please pass them on to the union office or email fcosco@telus.net)



Highlights from the College Board Meeting, February 23rd

Surpluses keep coming!

Pete Legg, acting VP Finance, reported on the college's third quarter, up to the end of 2005. Once again, the college surplus is higher than predicted. \$1.1 million.

Deficit in Student Access

Once again, as expected, the college continues to fail to meet its targets. Without the "double counting" of Learning Centre activity, it's running at 85% of its target. This same deficit is occurring in many BC Colleges. It is a sign of the failure of our own college board and administration to ensure student access, and it is a general sign of the failure of the BC Liberals' whole approach to post-secondary education.

Most other colleges are really worried about their UT programs, especially in the Lower Mainland where universities have been allowed to poach students who would traditionally have gone to colleges. At those colleges, their applied programs are doing relatively better. At VCC, they're not.

Transfers to capital

In January, all colleges received one-time grants from the Ministry to address cost pressures. VCC received almost \$800,000. VCC Board voted to transfer it to its Capital Fund.

The college is now estimating its year end surplus to be \$1.8million above its budgeted \$3 million surplus. It voted to allocate \$1.4 million of this to capital, and possibly up to \$1.6 million if the surplus goes higher. Furthermore, \$200 thousand would be carried forwarded for "strategic projects," and \$200 thousand would go to student bursaries.

The VCCFA commented that it was at least appropriate that some money go to students since they are the ones helping to create the surplus through paying high tuitions and "college improvement taxes." It would have better if they had switched the amounts.

Changes to Board members

February's meeting was the first with Mark Stock in the Chair. It was announced that former chair, Gordon Barefoot would be leaving the Board after the June meeting. Mr. Barefoot will have served out his maximum 6 years. Sung Van is also planning to leave the Board, after serving for five years.

Staying with Paladin Security

It was announced that the college would be staying with Paladin Security as it's renewing its contract with them..

VCCFA

Cheryl Draper Memorial

Scholarship

Deadline

4 pm

Friday, March 31st

MORE\$ MORE\$ MORE\$

MORE ADMIN

President +9% VP +19%

You might not have been amongst those worried about the salary of our College President and VPs, but our College Board certainly was. In February, the President was given an effective increase of over 9%, effective April 1st. His salary goes from \$165,000 to \$180,000. From April 2000 to April 2006 his salary has increased 50% (8.3% a year); for the top faculty step, 16% (under 3% a year).

Our new VP-Education, Alan Davis, was probably getting more at his former Ontario college than the current VCC VP rate of \$122,000. He now gets \$145,000, off the VP scale at VCC. Not to be left behind, VP-Advancement and Education Services, Linda Martin, also moves off-scale to the \$145,000 level. For her that's an 18.9% increase this year. Her salary has gone up almost 46% since April 2000. VP-Finance and Administration, Pete Legg, stays on scale at the \$122,000 rate.

More of Them Too!!

It's to be expected that Pete Legg and the other administrators are due for a raise next fiscal, but the amounts have not been determined yet. What has changed recently, as VCC has gotten smaller, is the number of administrators whose salaries are at or above the top step of faculty salaries. In 1997, it was 23 people. From April 2001 to April 2004 the number was between 30 and 32. As of April 2006 it is 41.

Almost all of the recent increase is in the group that includes:

5 Associate Directors; in Facilities, Human Resources, Labour Relations, Research, and VCC International

2 Associate Registrars

1 Director of Aboriginal Education

1 Senior Program Coordinator in Continuing Studies

Budget Process for 2006-07

Department Heads had their input into next fiscal's budget during the fall. From that input, an Educational Plan, which describes the level of activity the College plans to deliver, and a draft Budget to support that activity are developed. College Executive presented the Educational Plan to Education Council in February. At their March meeting Council advised the Board that it meets with their approval. It is essentially a stand-pat plan. The Board and its Finance Committee have reviewed the Draft Budget document and it has now been presented to Operations Council, who will be asked to vote on it on April 11th. The President has put out an Update that comments on the Budget. He will take input on it at his Forum on March 23rd. The Board will receive input on it at their open forum on March 30th. The Board is slated to give its final approval on April 27th.

The VCCFA Executive will consider its position and its vote at OpsCo; most likely the VCCFA will have input at the forums held by the President and the Board.

If you wish to have a copy of the budget, please contact our office.

OPERATIONS COUNCIL: Tobacco Money for VCC?

Should VCC accept Money from Imperial Tobacco?

Should VCC count the Saturday Mandarin Classes as part of its Activity?

Operations Council is a forum for managers and constituency groups which is mandated to advise the VCC Board on matters and policy which are primarily non-educational, though it can be argued that at a college, everything is educational. The VCCFA has two voting reps on the Council, Lizz Lindsay and Lorna Downie.

At the March meeting a few issues provided for much more fireworks than usual, especially tuition fee increases and the proposal to solicit money from Imperial Tobacco.

Tuition Fees

The fee increase is contained within the College's 2006-07 budget proposal, which received its "first reading" at this meeting. It calls for a 1.8% increase in tuition fees.

Student reps on Council argued that this increase was unnecessary as the College has been running at large surpluses for a number of years.

Tobacco Money for the new Building at KEC

As part of its fundraising plans for the new building, the Foundation and the Capital Campaign Council are recommending that they accept a significant gift from Imperial Tobacco. We pointed out that the College's policies on Sponsorship and on Rental of Facilities, specifically prohibit the promotion of tobacco or alcohol products.

Shouldn't those prohibitions guide VCC in this capital campaign as well? Several administrators spoke in favour of the contribution. Surprisingly, because VCC administrators are almost always united on matters of policy, two (Sandra Bailey and Gyda Chud) spoke against it and voted with the FA and students in opposition. The recommendation squeaked through 7-6, but it remains unclear what will be done with it.

New Counting System for FTEs

Deanna Rexe presented on the province's new FTE methodology for counting FTEs. It is hoped that it will be more fair, consistent and transparent than the rather fractured system that has been used to date. Questions remain and we will probably need to watch this development quite closely. For example, we have learned that all activity will now be counted, except perhaps International Education. That means that even the private Mandarin School which rents facilities on Saturday could become part of the college's reported activity. We also wonder how activity reports that include contracts taken on by the college during the year will correspond to Ministerial targets given at the beginning of the fiscal.



Announcement

Dedication of Jan Essig Collection Trinity Western University Library

Jan Essig, who taught Pronunciation for over 30 years in the ELS Department, died in August, 2003. Her extensive pronunciation collection of books and materials has been donated to the Trinity Western University Library. They are having a reception to honor her and the gift on April 21 at 7 pm. Everyone is welcome. For further information, call Norma Boutillier, local 7255 in ELS, or at home at 430-8033. If you would like to attend, please RSVP to Amanda Baker, [Amanda.Baker@twu.ca].

FPSE's Recent Lobbying

Apprenticeship, Developmental Education, the Spring Conference

FPSE President Cindy Oliver, the Executive and our Staff have been doing a great job recently of trying to get our message out to the public. Just in the last month Cindy's had an hour of call-in time on both CKNW and CBC 690 radio. She's been doing the same around the province as well. This recent campaign kicked off with the "FPSE Day in the Leg" last fall, when all of Presidents' Council met in Victoria and met with as many MLAs as possible. There has been better contact between FPSE and the new Minister, Murray Coell and his Deputy Minister. Cindy was invited to accompany him to Ottawa for the national meeting of Advanced Education Ministers.

Please check out the FPSE website [www.fpse.ca] to find Seth Klein's presentation on investing in Post-Secondary education given at our Spring Conference and FPSE's commentary on the provincial budget. They are on the homepage.

Click FPSE News and you will find a piece dated February 8th on the forum on Skills Training in Kamloops that FPSE co-sponsored (another one's happened recently in Prince George) and pieces on Developmental Education.

The January 16th piece is FPSE's own brief, *Opening Doors, Building Confidence*, which our own Ingrid Kolsteren did a lot of work on. The February 2nd news piece contains a link to Shauna Butterwick's report, *A Path out of Poverty: Helping Low-Income Adults Upgrade their Education*, which was co-sponsored by FPSE.

Good Stuff!



VCCFA's Input

... on FPSE's Standing Committees

As part of the committee review, we have forwarded the following:

That there be no change to **Presidents' Council**, nor the **Bargaining, Contract Administration, Pension Advisory, Education Policy**, or the **Occupational Health and Safety Committees**

That the **Non-Regular Committee** not be changed but perhaps strengthened through the addition of regional caucuses that could focus on common issues such as members working at many colleges in the Lower Mainland, or the difficulty of maintaining sustainable workloads in parts of the Interior.

That the **Professional Development Committee's** mandate be changed again by re-establishing its former responsibility for helping organize and plan the Spring Conference. The Conference would become a professional development opportunity for all faculty and interested partners. With increased access to PD funding, FPSE could charge a fee that recovers some of the costs of hosting the event. If this function is not re-established, it is our recommendation that the committee be disbanded. Required PD information could be obtained from the locals through normal channels.

That the **Human Rights and International Solidarity** and the **Status of Women Committees** move to Caucus status. They would have more open memberships based on activists throughout the province and could be well served by a list serve available to all interested members. Issues requiring FPSE action could be raised effectively as has been done by the Developmental Education Caucus. Those issues requiring resolutions to the AGM could be sponsored by the Caucus, which could then seek a co-sponsoring local, whose support would guarantee their going to the AGM. FPSE currently has two other groups with Caucus status; one on GLBT issues, and one on Developmental Education issues.

The only committee we did not comment on is **Disability Management and Rehabilitation**. We are not members of the provincial benefits plan and do not take an active role on this committee.

Lizz Lindsay, for the Executive

STEWARD NOTES

Taking care of Business... From the Stewards:

We continue to be busy.... Stewards are involved in a range of activities from supporting members at grade appeal, conducting department elections, serving on committees, representing members at informal and more formal meetings with the college, clarifying rights, and answering questions.

Meetings

Stewards spend a lot of time in meetings. To answer questions, provide information, and just sort through stuff, we meet with members, departments, or small groups. Of course, we represent our members at any meetings they might have with the College, especially those that have the potential for discipline (remember to always go with a steward). Recently, we represented a member where, although the College had a whole list of concerns, everything was put to rest. We also have other kinds of more problem-solving meetings such as those when there's a potential lay off. Working with the College recently, we have been able to avoid a potential lay off or at least push it back.

Non-Regular Instructors

We are becoming increasingly concerned about the amount of auxiliary work some of our members are doing and questioning why that work is contract work. We've raised this with the College and discussion continues. We are concerned because working on time-sheet is a disadvantage for our members. It should be limited to specific conditions. If you have any questions on this, please give us a call.

Vacation Carry-Over

If you have any vacation time left by the end of March, you will have probably seen the college's new form on which to request vacation carry-over. **It is important that you fill in that form and make the request.** The college is taking the position that if you do not request carry-over to the next fiscal, you will lose it. We strongly disagree with that position and will take up any case where carry-over might be denied. Nevertheless, it would be prudent to fill in the forms. Better yet, take your holidays within the fiscal. It is fun! Besides, we have worked hard to

have the holiday time and many non-regular instructors count on that replacement work.

Grievances

Since our last newsletter, we are pleased to report that our grievance about the 11 banked days has been satisfactorily resolved. We have also been able to resolve a couple of other issues before they became formal grievances. However, our grievance on the interpretation of Article 12.3 of the Common Agreement was denied by the college. This involves the maintenance of one's step placement when laid off from one college and then hired by VCC. With support from FPSE, we are taking it to the Joint Administration and Disputes Resolution Committee (JADRC) which has been established by the Common Agreement.

The jurisdictional grievance about the new Manager position in the Center for Hospitality is going to the BC Labour Review Board. Recently, the College posted another manager position that we believe should be a bargaining unit position. It is for a Service Manager in the Center for Trades. We have filed a Stage II grievance on this. These jurisdictional issues are very important as they are about protecting and keeping what is appropriately our work in the VCCFA bargaining unit.

Two days this week have been set aside for the workload arbitration. This important equity issue concerns the rights of regulars and part-timers. The union and College have agreed to try to mediate this grievance and will spend a day with the arbitrator, Robert Blasina, acting as mediator. We are hopeful that we can find a mutual agreement, but if not, we will be going to arbitration on the second day. We thank our members who have been so supportive and patient while waiting many months to have this resolved. A special thanks to those who will be appearing as witnesses.

FPSE

I joined Lizz and Frank at the FPSE Bargaining Conference in early March. We were updated on what was going on in other sectors and discussed some of the trends in bargaining. Although it seems

STEWARD NOTES

like we only completed bargaining a little while ago, already we are talking about next time. Another FPSE activity was the spring conference where we were involved in a workshop on Developmental Education, specifically ABE.

Collective Agreements

You soon should be getting a copy of our new 2004-07 collective agreement. Stewards have copies now and it is out on our website (as well as on the college's). Watch for member information session coming up.

Section 12 Decision

In a decision by Bud Gallagher, Vice Chair, on March 14, 2006, the complaint against the VCCFA which alleged that we acted arbitrarily and in bad faith in not continuing a dismissal grievance has been dismissed by the BC Labour Relations Board.

~Ingrid
for the stewards

DID YOU KNOW?

Family Sick Days

The Common Agreement provides for 5 family sick days per fiscal year. They do not come out of our accrued sick time. The days are not carried over. Each new fiscal we have 5 days to use for the year if needed.

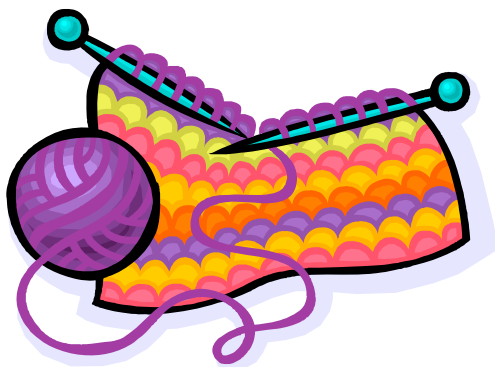
Seniority

The new seniority list, as of March 31, 2006, will be out soon. It will include all those who have had a contract. Seniority for those on term contracts is prorated to full time equivalents. For regular instructors a day is a day. Once a new instructor has 6 months of term appointments, they will have reappointment rights.

Also, one of the changes coming out of bargaining is that seniority for term instructors will hold for 24 months from the last day of one's last appointment.

Knitticisms ... and Other Purls of Wisdom

If you have any knitters on your gift list, check out this book offered by Voyageur Press (and currently on sale). It is full of wonderful historical images and black and white artwork as well as clever articles designed to amuse any knitting enthusiast. Go to www.voyageurpress.com



Do you have questions?
Wondering about leaves?
Seniority?
Retirement?
PD?
Scheduling?
Workload?

Call a steward!

PARTICIPATE

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

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Karin Steichele	(associate steward)	871.7206
Leona Friesen	(associate steward)	443.8715
Marilyn Morris	(associate steward)	628.5902

**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: _____