

## SPECIAL EDITION

A MESSAGE FROM THE VCCFA PRESIDENT

**SURVEY RESULTS  
INSIDE**

### **Welcome Back Faculty**

ON BEHALF OF our Executive, I want to welcome you back to what hopefully will be a more stable year at VCC. We are well aware that we still have faculty on advanced notice and layoff notice in several areas and have faculty dealing with transfers. We continue to work with the members and departments involved.

WE WOULD LIKE to extend a special welcome to our new faculty. We are looking forward to meeting you and welcoming you in person. Try to come out to our upcoming General Meeting and watch for a special new member event.

IT IS GOOD to see the activity level increase at each campus as students return for the fall semester. September is a particularly busy month for faculty and for our Union. Thanks to those of you who responded to our survey in June. The results are in this Newsletter thanks to the work of VP, Frank Cosco.

THIS FALL OUR focus is preparing for bargaining. The Negotiating Committee, chaired by Vinit Khosla, is waiting to hear from you. They have sent out their first notice with an invitation for you to send your ideas, issues and suggestions. They are also holding drop-in sessions and invite your participation. They will hold special drop-ins and will have part of the agenda at the upcoming General Meeting.

FALL MEETINGS HAVE started with a vengeance. The Presidents' Council of CIEA had their weekend meeting early this month. Chief Stewards and Bargaining Chairs met this past weekend; they will be followed by meetings all of the various CIEA Committees over the next few weeks. Thanks to the members who represent the Union at these weekend meetings.

GOVERNANCE ELECTIONS ARE in process. Thank you to the members willing to serve on Education Council. Please remember to vote either on October 1 or 2. These folks deserve our strong support.

WE HAVE HAD the opportunity to welcome new and continuing members at several Department Meetings, and to talk about our activities this fall. If you have not had a meeting with us, please encourage your Department Head to give us a call.

THIS IS AN ideal time to get your Professional Development Funds request in to the committee, as original receipts often get lost over the next few months. Our Collective Agreement has also made Adjudicated PD Funds available, up to \$1,000 every two years, to allow faculty to attend conferences or take courses.

WE ARE LOOKING forward to seeing you at our General Meeting on September 30 at the Croatian Cultural Centre. The focus of the meeting is budget and bargaining. See you there.

In solidarity,  
Lizz

# RESULTS OF THE ELEVEN-POINT SURVEY OF THE VCCFA MEMBERSHIP IN JUNE, 2003

## ON THE WORK OF THE UNION

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IN JUNE THE VCCFA put out a membership survey on the effectiveness of the performance of elected officers and stewards, its communications, meeting attendance and other issues. We thank those who responded. Although the overall number of responses was not as high as we would have wished the survey has and will be useful. The union executive appreciates the generally high ratings both from those who regularly attend union meetings and those who don't. We will use the results to continue to improve on what we have been doing and to reflect upon where and how we can change for the better.

--Lizz Lindsay

Notes:

Surveys were mailed out to approximately 500 members who were asked to return them through post or campus mail. Sixty-seven (67) surveys were returned. Fifty-one (51) identified themselves as regular instructors, 4 as terms, 2 as being on recall, one retired and 9 did not identify their status.

Numerical ratings were on a 5 point scale, with 5 indicating "very effective" and 1 indicating "not effective." Those who chose "Don't Know or Not Applicable" were not included in the numerical ratings and calculations. Mean average ratings are given, rounded to the nearest tenth.

Each set of comments is reported in the chronological order the response was received

### 1. Effectiveness of the Union Leadership

	Very Effective				Not Effective		N/A
	5	4.5	4	3	2	1	
<b>Responses</b>	<b>22</b>	<b>1</b>	<b>25</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>6</b>
<b>Average Rating from 60 responses</b>				<b>-</b>	<b>4.0</b>		

- all working hard, concerned, approachable & available--thanks for the opportunity for input and for your hard work
- excellent leadership
- require new President & VP to gain strategy & vision...current pair trying to continue Dalton Kremer's regime but times have changed
- thank you for your hard work & dedication
- a fabulous group of committed & hardworking individuals

# RESULTS OF THE ELEVEN-POINT SURVEY OF THE VCCFA MEMBERSHIP IN JUNE, 2003 ON THE WORK OF THE UNION

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- as effective as possible considering low morale at College in general (especially in ESL & ABE)
- other than a newsletter & bulletin, I wouldn't know they exist
- Please note, the NDP lost the last election
- The leadership works tirelessly on our behalf! Thank you!
- I appreciate the ongoing support for the library through tough times
  
- In these difficult times, I have to commend the leadership. You had a collective agreement that you had to abide by, but you still sought to soothe the personal aspects
- "barking up the wrong tree"
- I just feel there's some historical antagonism between management and the union. There may be some personal issues involved.
- These are terrible times at VCC and the Pres, VP and Chief Steward are doing an excellent job of coping with the destructiveness of this administration
- effective in what specifically?
- I'm retiring soon, many thanks to Ingrid for her endless patience and help.
- Best wishes to you all

## 2. An estimate of how many times respondents had worked with a Steward

**Of 39 responses**

**5 indicated six or more**

**6 indicated four to six times**

**15 indicated two or three times, and**

**13 indicated once**

## 3. Effectiveness of the work of the Stewards

	<b>Very Effective</b>					<b>Not Effective</b>	<b>N/A</b>
	<b>5</b>	<b>4</b>	<b>3.5</b>	<b>3</b>	<b>2</b>	<b>1</b>	
<b>Responses</b>	<b>22</b>	<b>19</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>20</b>
<b>Mean Rating from 44 responses</b>				<b>-</b>		<b>4.4</b>	

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- got good advice, 4 yrs ago
- knowledgeable, compassionate direct
- indecisive, vague, too interested in management relations & not enough in collective agreement--lack overall knowledge or understanding
- excellent
- open minded and agreeable to non FA events to be posted on their board
  
- Wasn't able to get back to me at important times., so talked to other stewards and got conflicting information about bumping. However, for the most part very helpful. I appreciated having someone to talk to about the whole process.
- have never worked with a steward
- very effective in communicating information on changes taking place
- helping with our department coordinator election, very clear on process, very balanced, respectful, supportive
- my steward was very approachable
  
- She was there for me, and for that I am extremely grateful
- Ingrid's very clear, kind, patient
- I don't think I would have made it without my steward, thank you Ingrid
- Ingrid's very knowledgeable and helpful
  
- "aiming for the utmost"
- The stewards are very understanding and supportive.
- My steward is doing an excellent job
- After talking to others who've had dealings w/ stewards, I believe they're doing a great job
- Stewards do an excellent job, all of it voluntary, of helping members to protect their rights as employees
  
- Although steward couldn't solve immediate problem it pointed to item which could be addressed in next round of bargaining

## 4. Effectiveness of Union Communications (newsletters, bulletins, meetings)

	Very Effective				Not Effective			N/A
	5	4.5	4	3	2	1		
<b>Newsletter</b>	34	2	21	6	1	0	2	
<b>Bulletins</b>	28	1	26	4	1	0	4	
<b>Meetings</b>	19		20	13	2	3	7	
<b>Average Ratings for</b>	<b>Newsletters, from 64 responses</b>				<b>4.4</b>			
	<b>Bulletins, from 60 responses</b>				<b>4.4</b>			
	<b>Meetings, from 57 responses</b>				<b>3.9</b>			

# RESULTS OF THE ELEVEN-POINT SURVEY OF THE VCCFA MEMBERSHIP IN JUNE, 2003 ON THE WORK OF THE UNION

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- need more interaction, (how?)
- excellent communication
- too much of newsletter is Frank Cosco's personal view...all publications should indicate the author....just look at the quality, clarity, thoroughness & effectiveness of this survey
- wish more members would attend meetings
- historically, our best and sometimes our only source of info. Well researched positions & info. Fills the role the college administration really should be filling
  
- not all that frequent are they?
- meetings would benefit by encouraging more participation. Even questions posed haven't been openly welcomed
- except for mailed letters, I'm not aware of the above forms of communication as I only worked casual
- meetings are not well-attended -- effective only to those who are there
- newsletter & bulletins are the main ways I get union info
  
- more information from and about members, grievances won, pension information,
- networking w/ other labour groups
- Lizz is a very good leader!
- Meetings: " like a dog with a bone - won't let go of certain issues"
- I personally would like to see meetings that don't go over 1.5/2 hrs in length.
- What about your website? I go there first, often but it is not updated
  
- Have there been any bulletins lately?

## 5. An indication of how often members attend meetings

<b>Mean rating from 66 responses</b>		-	<b>3.3</b>
<b>6</b>	<b>Always</b>	<b>1</b>	
<b>5</b>	<b>Usually</b>	<b>20</b>	
<b>4</b>	<b>Often</b>	<b>11</b>	
<b>3.5</b>		<b>1</b>	
<b>3</b>	<b>Sometimes</b>	<b>3</b>	
<b>2</b>	<b>Rarely</b>	<b>24</b>	
<b>1</b>	<b>Never</b>	<b>6</b>	

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## 6. Top reason for not attending meetings more often

- inconvenient time & location for night people--e.g., 6/19 is before exams,
- don't want to have beer breath
- workload, illness
- time factors
- time
- based on agendas, don't see them as productive use of my time nor of any value
  
- time constraints--children
- no time to go off campus in early afternoon
- too busy
- too busy with work
- other commitments
  
- work schedule
- no beer
- other work pressures
- time waste, long, repetitive, spends too much time on things like bylaws, etc, political boredom -- better ways to waste my time
  
- time of the meetings
- 1- location 2-the tone, I'm tired of listening to the negativity & admin bashing
- time conflict
- unable to get to meetings as most if not all were 3pm Thurs and had a lab at that time, not convenient
- work! workload is increasing!
  
- never start on time
- Almost always on a Thurs and start too late, always had to leave earlier. 1 or 1:30 would be better
- conflicts w/ work schedule
- exhaustion
- evening classes
  
- not aware of the meeting date/time
- because of my day off
- conflict w/ teaching schedule, difficult to assign work because of department and student expectations
- occasional conflict w/ scheduled classes in which it is difficult to assign work
- timing -- I work evenings but have day job and family to juggle
  
- teaching commitments, too difficult to just give assignments
- I work part-time. They are often held on days when I'm not in & do not have childcare
- Workload combined w/ having to travel to KEC
- needs of students
- Teaching and having to work up a report on the day's class immediately following the end of the day

# **RESULTS OF THE ELEVEN-POINT SURVEY OF THE VCCFA MEMBERSHIP IN JUNE, 2003 ON THE WORK OF THE UNION**

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- sense of hopelessness- tired of adversarial politics- tired of cut backs
- distance
- schedule
- work
- workload in department
  
- nothing seems to happen
- Timing. They are often late afternoon when I have to pick up and be with my children
- Conflict with work / marking schedule
- need to pick up children after work
- no time
  
- the only time I don't attend is when I'm on holidays
- time conflicts
- conflicts with the time of the classes, class teaching
- retired
- people who do not want to attend meetings will find reasons not to
  
- time frames--I work part time, having responsibilities outside college
- I attend almost all meetings
- people complain so much without seemingly looking for solutions
- not applicable
- have work to do or I don't want to hear more bad news

## **7. Instructors have permission to leave assignments for students in order to attend General Meetings, what else would enable you to attend meetings more often?**

- Not applicable for night teachers
- set schedule for the year
- evening meetings
- transportation
- meetings have little/no meaningful or useful items, therefore, nothing.....
  
- earlier meetings
- have them on campus (KEC) about 3 pm
- start at 4:30 or later
- close the department
- if they were at KEC or the Biltmore, the Croatian Centre is awkward
  
- [punctuation, run on sentence] be practical
- have them on line
- better meeting times
- better location, Biltmore & Croatian Centre aren't easy by transit
- Friday meetings?

# RESULTS OF THE ELEVEN-POINT SURVEY OF THE VCCFA MEMBERSHIP IN JUNE, 2003 ON THE WORK OF THE UNION

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- re low attendance...maybe during the next year, executive members can do guest appearances at faculty meetings in all departments to raise our profile, give people a chance to vent, whatever
- schedule on campus at 3:30pm
- nothing
- hold a meeting at the International Education Centre occasionally
- advance notice of the meetings
  
- I have no problem
- vary the schedule -- they are always afternoon -- how about Fridays?
- hard to say, because of indirect pressure from students and short teaching term,
- crucial times for field trips, guest speakers, can't be changed.
  
- more notice
- more Wednesday meetings
- When we lengthen the program, right now is very compact and condensed.
- a reasonable workload! meetings later, 4pm
- nothing, I could easily attend
  
- I live too far away
- don't know
- always at the same time every month. We could schedule them into calendars
- I attend meetings that I feel are important
- Money for babysitting! Assignments for children. How about a crèche on site?
  
- meet Fridays
- not a thing--I attend the meetings whenever I'm teaching a class
- set up and publish an annual meeting schedule... max 3 or 4 meetings a year ...publicize key issues ahead of time
- I come to all of them so I don't know
- I don't usually have a problem getting away

## 8. What has the union done well in recent months?

- dealt with budget, administration's leadership problem, layoff-recall issue
- responding to cuts
- collective bargaining
- can't think of anything
- gotten some Voluntary Departure Incentives
  
- exposed the College's frauds
- information for members
- communication...dealing with administration
- everything: advocacy, support, education & lobbying, all handled professionally & effectively
- keeping us informed of college administration's attempts to mask the cuts as response to a deficit
- communicating the concerns of the members to the administration and government

## **RESULTS OF THE ELEVEN-POINT SURVEY OF THE VCCFA MEMBERSHIP IN JUNE, 2003 ON THE WORK OF THE UNION**

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- running meetings, introducing bylaws, etc
- helped laid-off members
- complained about everything
- updating the news, deep research into specific matters,
- taking attitude firmly in crucial matters
- conducted a campaign on the true nature of the budget and the necessity of cuts to programs and positions
- very good at communicating re tuition increases & program cuts & monitoring excesses college has accumulated, seems bizarre
- supported us well
- speaking up at Board meetings, taking a stand
- super effort re layoffs
- dealing w/ laid off faculty members
- support my department's grievance, fabulous job re layoff situation
- avoided layoffs in our department
- don't know
- represents us --communicates well --good executive -- especially kudos to Lizz & Ingrid
- dealing w/ the layoffs & the publicity campaign to try to prevent the downsizing
- communication
- keeping members informed
- Everything. Thank you for your constant presence & hard work.
- Every steward is wonderful!
- I feel the union is readily accessible and willing to help and to work with me
- 1-kept us informed; 2-revealed college's budgetary slush fund--how about a legal challenge?
- Kept its membership apprised of status and kept the Board and administration accountable
- communicated with membership--fought the cutbacks--retrieved the Instructional Associate positions information
- information to help laid-off people
- helped laid off people, gave information, a voice on my side
- handled layoffs, supported people very well
- communicated
- I don't know
- worked tirelessly for those who have been laid-off
- Been sympathetic& supportive to members.

# RESULTS OF THE ELEVEN-POINT SURVEY OF THE VCCFA MEMBERSHIP IN JUNE, 2003 ON THE WORK OF THE UNION

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- performed well in trying to overturn the college cutbacks
- communicated re changes to/in the college... the management of VCC has been circumspect at best... w/ out yr assistance employees ...(?)
- researching and advocating alternatives to management's plans re the budget and layoffs
- presented results of survey on Admin; helped people on layoff; stayed true to members communication
  
- mounted good offence against administration and board - very open with members-
- challenged administration to be more public
- advocacy
- supported people laid off, made public the strategy of management--that they did not need to layoff this year

## 9. What could the Union have done better in recent months?

- get more members on committees
- issues should not be challenged on a self-serving basis by people w/ high seniority
- work on member issues, concerns rather than self-serving issues..
- ..produce a more effective plan for the two new Instructional Associates..
- help people to embrace change positively, instead of digging in & saying we should just do same old
- Unite the membership
  
- assure no claw-back on pensions
- It's amazing how much FA does (and so well) in these difficult times
- I don't know. I always felt the union exec was working very hard for all of us!
- spend our money (not yours) on some practical things that would benefit members
- provide a lawyer for an instructor who was/is wrongfully accused of harassment by a student
  
- promoted better working relations with administration. We are one college & need to work together. The cynicism and negativity and lack of respect to all members of the college is disgusting
- looking at the objectives, can't think of anything more you could do in these times
- think the union is working extremely hard during this diff time
- very difficult to counteract the corporate mode of VCC Administration & Board
- The bumping process should be clear, all stewards need to have the same info. People on layoff should get release to do paperwork. It's very time-consuming, unfair while working full-time. Couldn't use PD. Union needs to fight so halftime layoff can get fulltime spot. I was limited. No one had to accommodate me, this is wrong! I was told I could bump half of someone's job, which wasn't true. Challenging Deans is hard, they want "recent experience," which isn't possible! Deans don't write back even though they say I can bump. Still in process and upset that it is so flawed and unfair.
  
- not come across as being (or not being, but I wasn't 'there') so negative against the Board and Administration
- steer the same course
- don't know
- don't know
- not much

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- hard to say--we're all between a rock and a hard place!
- circulated official assessment of president and vice presidents
- I wish we had a better relationship with administration but I'm not sure how it could have been done differently. I just wish some mending of the relationship could be possible.
- more media--letting the public know what's happening to our college and students
- What I would offer is not really acceptable by law!
  
- helped ensure a more effective Code of Ethics, Do we have a union rep on the revision committee?
- communicate with instructors who are part-time
- don't know
- nothing
- don't know
  
- can't imagine, very difficult times
- "get real"
  
- Persuaded the college to change its mind about cuts and tuition fees.
  
- Better inform the public about the elimination of the Business & Computer Studies Department
- communicated re recalled employees moving into my area
- I think the union has done as well as any union could under the circumstances. Some people have criticisms but they seem to forget them when they themselves need help
- I always like to see the collaborative approach if possible rather than a confrontational one--to acknowledge the needs of administration as well as the faculty needs and rights

## 10. Please rate the overall effectiveness of the Union

Very Effective					Not Effective			N/A
5	4.5	4	3	2	1			
23	2	21	7	3	2		8	
<b>Mean Rating from 58 responses</b>			-	<b>4.1</b>				

- Knowledgeable, hardworking, concerned
- I have found recently that a meeting with management without union presence is more productive than with union there

# RESULTS OF THE ELEVEN-POINT SURVEY OF THE VCCFA MEMBERSHIP IN JUNE, 2003 ON THE WORK OF THE UNION

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- After the 97% non-conf vote, Lizz Lindsay said "I will bring this result to the Board, if they don't act, I will demand the resignation of the President Dale Dorn." The Board did not act...Lizz did not demand Dorn's resignation. I am very disappointed. No announcement at all is better than an empty threat.
- I particularly value the effort the Executive & leadership makes to promote all members' participation and to allow all views & voices. This is the foundation of a well-functioning organization.
- I think as effective as possible in this negative political climate
  
- This arrived in an unsealed envelope!
- keep up the good work
- It's time to get away from the 60's style of labour/management relations. The FA executive are responsible for the toxic work environment that has developed.
- It is only as effective as the members, there are a lot of people at VCC (not all of them) who feel we don't need a union
- our union reps work extremely hard for little recognition--I'm grateful
  
- As a term I was not introduced to the union or union stewards covering my department on orientation.
  
- How can we mobilize more members? Despite the passivity, the executive & stewards are doing a superlative job! fabulous work!
- keep up the good work
- The government and employer will try to rob us of our past advancements in the next round of negotiations. We need to educate our members, employers + government so that we won't let this happen
- Let's face facts, has Premier C listened at all, or even given any credence to CIEA or any other faculty organization? Not blooming likely.
  
- I would like to see more protection of instructors at the department level.
- Thank you Lizz for all the lunch mtgs. Great way to communicate
- "only seeing things one way"
- The union seemed to have a good, fair, well-thought-out case against the college's reorganization in ESL. Why didn't the college listen? Why was the process so adversarial? I can't help but feel that there's more than meets the eye between union and management. What happened to the vote of non-confidence? Why didn't union members pull together to support affected members?
- I would like to suggest that we continue the professional development of our members. The 'college' is uninterested in our professional lives.
- needs to be more specific, effective at what?

## 11. Any other questions or comments?

- use committees more to spread workload
- thank you
- Get rid of Pender office...move back to college...reduce release of president and vice president and reduce dues. Please publish the results and comments...would be helpful and a good start.

## **RESULTS OF THE ELEVEN-POINT SURVEY OF THE VCCFA MEMBERSHIP IN JUNE, 2003 ON THE WORK OF THE UNION**

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- I just want to thank the executive of behalf of all of us members & everyone who volunteers their time.
- Find ways to involve the large number of members who don't know/don't care about the union
- Thank you for representing us so well!!
- Layoffs should not be by seniority but by skill profile. Otherwise, you end up laying off the most skilled instructors and keeping the deadwood. If a business was run this way, it would go bankrupt.
- The VCCFA has done a lot of damage to the college's reputation. As a result of negative publicity, departments have to increase their marketing efforts in order to assure employers, current and future students that we are still offering quality programs. Yes, college is changing but it's our new reality. Deal with it. The majority of British Columbians voted for change. We may not agree with the change but we cannot forget that we are public servants and as such, must serve the public.
- In a tactical sense, since the cuts have been made and program growth has begun in designated areas & recognizing that non-ABE/ESL instructors are happy with the future of VCC, I feel it's time to tone down the anti-administration rhetoric so that we don't alienate members who may feel the past is behind us. We may need to crank things up for negotiations, but for now let's cool it. (ps: I am a very proud to be a member of a very principled association.)
- reorder the items in the constitution
- need a list of stewards covering which department and contact numbers
- the problem should start with the next negotiations
- Why are so many members passive during the recent upheavals?
- CIEA should be more vocal too--not just written press releases. FA and CIEA need to be more hard lined, as a force to be contended with. Sometimes it looks and feels like we're too nice, soft, patient and understanding. Where's our fight?
- Difficult times; a learning process for all.
- Should send stewards for training, procedures should be followed as per collective agreement
- thank you to all, thank you
- thank you, thank you
- Keep up the good work!
- Great Work! Very democratic!
- Put on workshops, speakers, create an intellectual life commensurate with what we are and what we do in our classrooms
- past experience gives me confidence in VCCFA Executive
- We have to be careful not to turn inward and attack ourselves. The union is not the group that caused the devastation of the last 2 years. We need to remember that.
- Keep up the good work. Thank you for a job well done.
- I would like to see a process between administration and the VCCFA that is less inflammatory & (more) respectful. I recognize it is a less than perfect environment but there are many good things about our working environment. It is certainly much better than working in the private sector. Is there a way the FA can engage Administration that challenges present circumstances, let's go of the past wrongs and creates an environment that allows creativity to flourish while acknowledging change must and will happen. The private sector has many cuts that are brutal. Why do we think we are beyond these cuts?
- I appreciate how available and clear and supportive VCCFA people have been when I deal with them

# WHAT ARE STEWARDS DOING?

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New school year, new issues alongside the ongoing issues.

Stewards continue to be busy answering questions, meeting with members, talking on the phone supporting our members and trying to resolve the problems.

Most of our issues get resolved informally or at pre-grievance. In the past while these have included: scheduling, step placement, pd and regularization. On the more formal side, some grievances have been satisfactorily resolved. The actions being grieved included: lack of access to maternity leave, a "letter on file" problem, and a number of issues that flowed from an external investigation. The latter two have been satisfactorily resolved.

Layoffs, transfers, recall and the many issues that morph from layoffs continue to be very troublesome for us all. This fall many of our members are not here, others are still on what seems to be eternal layoff notice, while others are in new departments as a result of transferring. This is quite difficult for both the instructors who have moved into new areas, but also for the receiving department, especially when this results in others receiving layoff notice. The pain and distress of the cuts is not over. Here is a current look at where we are at. Numbers are approximate as things are still changing and some instructors are in more than one category.

Number of instructors on recall list	50
Number of instructors who took severance	20
Number of members who transferred	20
Number on advance or notice (includes partial layoffs)	30

We continue to put forth our demand for ERIs and Voluntary Departure Incentives as a way to mitigate some of these layoffs.

Currently we have 6 outstanding grievances.

- ◆ Policy Grievance- College is challenging our grievance process. We will be taking this to arbitration with CIEA support.
- ◆ PD Grievances-2 grievances are at arbitration; however, our arbitrator became a judge so we are in process of getting another arbitrator. These are long overdue for resolution as our members are working under very difficult circumstances.
- ◆ Recall and Maternity Leave- 2 grievances that were denied at Stage 2. We are advancing them to arbitration, our Stage 3. We feel strongly that our members who are on maternity leave, are pregnant or have had a child, have the same rights as others.
- ◆ Term Instructor- College broke what was to be a lengthy commitment. We have advanced this to Stage 2 and will be meeting the College next week.

The College has done some investigations in response to complaints about members. In these cases stewards attend the meetings. Please let us know if you are called in for any meetings. You and your union representative have a right to be at meetings with the College.

As well our stewards are involved in IRA elections and sit in on selection committees.

We hold regular Steward Drop Ins. Watch for dates. Many thanks to our stewards. We love to hear from you so call if you have any questions.

In solidarity ..... Ingrid Kolsteren

## **DISCUSSION AND DESSERT**

### **With the Human Rights Coordinator**

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**Monday October 27 at KEC ROOM 5025**  
**Wednesday October 29 at City Centre ROOM 208**  
**Between 12:00-1:00**

**You are invited to a brown-bag lunch discussion to meet the New Acting Human Rights Coordinator, Linda Duarte, to discuss any questions or concerns you may be having. As faculty, staff and administrators we all work as a team in order to ensure that VCC is a work and learning environment that is free from discrimination and harassment.**

The one-hour workshop over lunch will:

- Discuss human rights under VCC's policy and Collective Agreement
- Inform you of and What Your Rights are and the process if a complaint is made against you, the department or the college
- Discuss human rights issues that have arisen at our college and list ways to prevent future issues from happening

Linda will be available until 2:00 to continue the discussion

**Bring your lunch and dessert will be provided**

~ Space is limited so book early by phoning Linda at 7040 0R 8310 OR email [lduarte@vcc.ca](mailto:lduarte@vcc.ca) ~

## **DID YOU KNOW?**

You are entitled to 15 days of PD if you have 7 months of assigned duty at 50%. This includes term & recall work.

If you have worked for 6 months as a term instructor since January 02, you have the right to reappointment by seniority in your area.

All instructors, terms, auxiliaries & probationary regulars need to go through an Area Hiring Recommendation Committee also known as AHRC.

You have 4 months to appeal your step placement.  
Have questions? Call a steward!

## **WELCOME TO NEW MEMBERS!**

We will be having a new member orientation. Watch for details!

## UPCOMING EVENTS & MEETINGS

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- ♣ CIEA Professional Development and Status of Non-Regular Faculty Committee Meetings, September 26/27
- ♣ **General Meeting, Tuesday, September 30, 2:30 pm  
Croatian Cultural Centre**
- ♣ **VCCFA Website Launch, Wednesday, October 1**    [www.vccfa.ca](http://www.vccfa.ca)
- ♣ Meeting with Practical Nursing Department ,Wednesday, October 1
- ♣ **Education Council Elections, Wednesday, October 1 and  
Thursday, October 2**
- ♣ CIEA Education Policy and Human Rights Committee Meetings,  
October 3/4
- ♣ **Negotiating Committee Drop In Sessions, October 7**
- ♣ Meeting with Auto Collision Department, Mid October
- ♣ Meeting with Dental Assisting Department, October 20
- ♣ IRA Lunch Meeting, October 23, Croatian Cultural Centre, 12 noon
- ♣ Meeting with CACE Department, October 24
- ♣ Bargaining Conference of all CIEA locals, October 24/25
- ♣ Beer & Pizza Night for Terms and New Members, October 29
- ♣ **Annual General Meeting, Thursday, November 27,  
Croatian Cultural Centre, 2:30 pm**

**WHAT'S HAPPENING ON .....**

**TUESDAY, SEPTEMBER 30<sup>th</sup>**

**VCCFA GENERAL MEETING**

**2:30 pm**

**CROATIAN CULTURAL CENTRE**

**WEDNESDAY & THURSDAY**

**OCTOBER 1<sup>st</sup> & 2<sup>nd</sup>**

**EDUCATION COUNCIL ELECTIONS**

**in the Mall at City Centre**

**near the Cafeteria at KEC**

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

Newsletter Editors:

Frank Cosco  
and  
Audrey Vickaryous

for the  
VCCFA Executive

Contributions  
Welcome

email us at  
[vccfa@telus.net](mailto:vccfa@telus.net)

## VCCFA STEWARDS

**Ingrid Kolsteren**  
**(Chief Steward)**

**688-6210**

[ikolsteren@telus.net](mailto:ikolsteren@telus.net)

Rose-Marie Watson  
Maggi Trebble  
Jim Davies  
Grant Gibson  
Lyn Lennig

KEC 443-8495  
KEC 871-7254  
KEC 871-7312  
LOA  
LOA

[ebwatson@shaw.ca](mailto:ebwatson@shaw.ca)  
[mtrebble@shaw.ca](mailto:mtrebble@shaw.ca)  
[jimd@vcc.ca](mailto:jimd@vcc.ca)

Holly Cole  
Moreah Hamend  
George Rudolph  
Rene Merkel

CC 443-8437  
CC 443-8523  
CC 443-8360  
KEC 871-7370

[hcole@vcc.ca](mailto:hcole@vcc.ca)  
[mhamend@vcc.ca](mailto:mhamend@vcc.ca)  
[grudolph@vcc.ca](mailto:grudolph@vcc.ca)  
[rmerkel@vcc.ca](mailto:rmerkel@vcc.ca)

Janice Sigston (Steward in Training)

Wayne McNiven  
Wayne Avery

CC 443-8438  
CC 443-8449

[wmcniven@vcc.ca](mailto:wmcniven@vcc.ca)  
[wwavery@vcc.ca](mailto:wwavery@vcc.ca)

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**To all VCCFA members:**  
**Please print any changes that may apply to you**  
**and forward through intercampus mail to the VCCFA office**  
**Attention: Audrey**

### Notice of Address Change

Last Name: \_\_\_\_\_

First Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ Province: \_\_\_\_\_

Postal Code: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Effective Date: \_\_\_\_\_

Division: \_\_\_\_\_

Department/Area: \_\_\_\_\_

Status: \_\_\_\_\_