



## President's Page

**LIZZ LINDSAY  
VCCFA PRESIDENT**

FOR THOSE OF you who have joined the College since our last Newsletter, welcome to VCC. Congratulations to our two new Instructional Associates, Sandra Bailey and Mary Waddington. We wish you all the best in your new roles and are looking forward to working with you.

CONGRATULATIONS TOO TO Peter Hopkinson, Instructor in the College Foundations Physics Department. Peter has won the prestigious 2003 ACCC Award for Teaching Excellence. The Award will be presented to Peter at the ACCC Convention being held in Vancouver in May.

### Quite a start to 2003

THERE HAS BEEN a great deal of activity over the last few months some geared to acquiring information that seemed to be in constant flux. It's been difficult getting our heads around the College Budget. Documents have been released at in-

camera meetings, we've received them with only a few days to interpret them and our many attempts to question the College for clarification have been ignored.

THANKS TO THE over 100 members and students who attended the College Board meeting on April 3rd. The energy and signs were great and it made a statement to the College Administration that this Executive works with our members and students.

**At the Board meeting we had an opportunity to clear up some possible misperceptions.**

**Let me share some of them with you:**

~ THE VCCFA IS NOT opposed to the new Strategic Plan. We think the concept of dynamic schools with new energy and focus is a good one. We do not have a need to stay with the status quo at all costs; our measured reaction to last year's round of cuts is evidence of that.

~ THE VCCFA IS NOT opposed to the College creating what might be called an "innovation fund" of about a half-million to start out with. Such a fund is long overdue.

~ THE VCCFA DOES AGREE that the current funding formula for VCC does not deliver government funding to the College in an equitable manner and applauds the administration and Board Chair's efforts to move the Ministry on that question.

**However:**

~ WE DO THINK that implementing the Strategic Plan needs to be more gradual and less disruptive, money needs to go to delivering training first then surpluses, and that the Board holds a duty of trust for students and programs.

**We think the concept of dynamic schools with new energy and focus is a good one.**

.... cont'd on page 11

---

# The College Board passes the 2003/04 budget

(continued from front page)

As for the quotes/  
comments from  
the front page ....

~Gordon Barefoot took pains to remind the crowd that these surpluses are not guaranteed, that there's always a lot of risk involved. Granted, wish they'd take the risk of offering the programming and made it difficult for Victoria to cut next year, now they've made it easy, some risk.

~IN RESPONSE TO VCCFA President Lizz Lindsay's remarks, Board Member Robert Tarnowski said that VCCFA had not done its part in not offering up concessions when previously asked. Guess he really believes all this grief is necessary or that the planned surpluses should be larger.

~ AT ONE POINT in his justification of the plan Chair Barefoot, said this was the type of planning that other companies were doing.

~WHEN DISCUSSING THE pre-Liberal years and the College's overproduction, President Dorn said, "why wouldn't we serve as many students as possible?" Okay, we give up, what's changed?

**Now posted at more  
than \$ 1.8 million ...**

**Surpluses just keep getting  
bigger**

The final draft of the budget statements still had some surprises.....

**2001/02 deficit \$2.35 million**

**2002/03 surplus \$1.14 million**

**2003/04 surplus \$3.65 million  
(revenue-expenditures) + \$1.14  
million (02/03 surplus) =**

**\$4.79 million**

**Subtract (-)**

- ◆ **\$2.35 million (deficit, which  
the President refused to try  
to amortize)**
- ◆ **\$0.60 million (one time capital  
transfer)**

**equals (=)**

**\$1.84 million in  
discretionary funding  
VCC is planning for  
03/04**

**In their budget  
presentation VCC divides  
this into ~**

**\$0.4 million for  
"new initiatives,"**

**\$0.37 million for  
"severance,"**

**and**

**"\$1.07 million as  
"excess."**

THIS ANALYSIS INCLUDES the new initiatives money and the "severance" money in the surplus total because they are unfettered.

WHEN DIRECTLY ASKED if the College was planning any further layoffs driving severance in 03/04, Trish Pekeles, Chief Financial Officer, said "No," that the money, \$376,000, was a contingency. Neither she nor VP McArthur-Blair could explain what it is a contingency for.

# Open Letter to CUPE 15

BECAUSE WE FELT it has been up long enough, we have taken down the copies of our March 18th Open Letter to all CUPE 15 members at VCC. It had been posted on our various notice boards around the college.

OUR LETTER WAS in response to the comments made by three staff employees of VCC who spoke under the auspices of a CUPE 15 slot at the February 27th Board public forum for constituency groups.

THEY USED THE time to offer suggestions and comments on where the Board could save or raise money. Their remarks touched on raising tuition fees, concessions by support staff, replacing faculty with staff, and with negative remarks about the VCCFA collective agreement.

CUPE 15 IMMEDIATELY RAISED the issue with us. CUPE 15 is a large union made up of staff at City Hall, Langara, VCC and Emily Carr amongst other components. They assured us these comments were not authorized by them. Our Open Letter pointed this out and went on to say that we continue to regard the CUPE 15 membership as allies and that both our unions have some big fights ahead where we will be needing each others' support.

SINCE THEN WE understand that VCC members of CUPE 15 are considering their future union-membership options. We wish them well.

WHATEVER THE RESULT, we expect that the comments that were made were one-time aberrations and look forward to future collaborations.

--Lizz Lindsay

## CIEA (College Institute Educators' Association)

AS ANNOUNCED AT the April 10th General Meeting, we are sending 14 delegates to the 2003 Convention and AGM in Prince George, May 20 - 25.

WE ARE SUBMITTING two motions from the union, one dealing with funding for developmental programs and one dealing with the continuing need for public education on the epidemic of HIV/AIDS and calling for CIEA locals to support such efforts however they can.

Please contact the VCCFA office should you have any questions or comments.

## International Labour Organization & Court Challenges

THIS WEEK SAW the beginning of the HEU and GEU court challenge of Bill 29, the Liberals attack on their collective agreement rights.

THIS FOLLOWS THE ILO's critique of the Liberals whole program regarding labour legislation. Last year CIEA joined with GEU and other public sector unions as part of a Charter Challenge of a large part of their agenda, including Bill 28 which directly affects our agreements. We hope it will reach the Supreme Court later this year.

## Survey and Feedback on the work of Union Executive

ALTHOUGH WE HAVE been sidetracked by all the budgetary and layoff difficulties we have not forgotten our plan to conduct this survey. It will probably be out in late April or early May.

# EDUCATION COUNCIL MEETINGS

## Education Council's Advice as Light as a Feather

EDCO HAS HAD some difficult meetings in the last couple of months as it tried to come up with appropriate advice to the Board on the cuts.

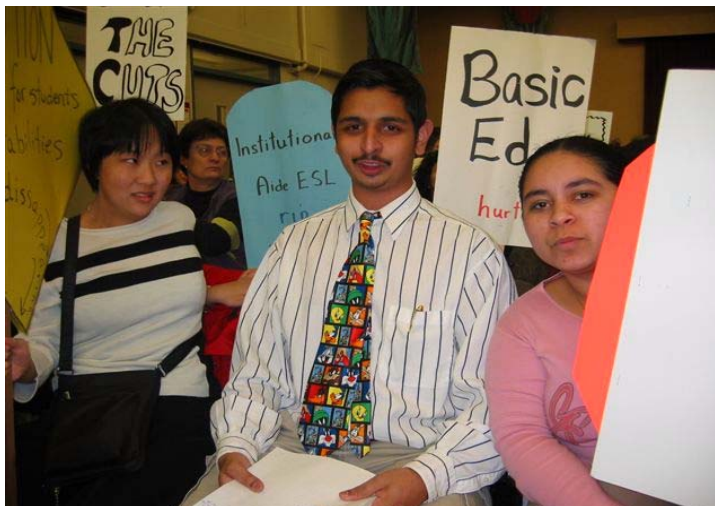
A SUBCOMMITTEE WAS formed and a special meeting held. Divisive debates ended in decisions where usually administration members would vote as a block against motions supported by staff, faculty and students. Even the simple idea that Administration should provide written rationales for its proposed cuts was hotly debated and is still not resolved.

After all this anguished work they arrived at two motions of advice which can be summarized as:

*Do everything possible to save VCC's unique programs whose loss would be irrevocable.....and to continue (as they had with the partial restoration) to restore all the reduced or eliminated programs where there is a community need.*

The motions were presented at the Board but there was no follow up motion, no discussion, and no acknowledgement of Education Council's views.

Editorial comment: It is troubling to watch Deans, who are, one would think, administrative advocates for their programs, vote against these motions.



Students from the Office Core Skills program in the Community and Career Education Department collected over 2000 signatures in support and asked the Board not to cut their program.

Time the Board spent considering this advice:

zero minutes and zero seconds



Holly Cole of CACE, spoke on behalf of Office Core Skills as well.

## June Meeting — Commemoration of Lost Members & Election of Negotiating Committee

**Thursday, June 19th,  
2:30 pm, Croatian Cultural Centre**

AS LIZZ HAS mentioned there will be a commemoration of the many members we have lost in the past year and a half.

THIS WILL BE our only planned meeting till the fall so the VCCFA Executive is scheduling the election of our new negotiating committee at this meeting. The Committee will then be able to start its preparatory work in a prompt fashion.

MARCH 31, 2004 MARKS the expiry of our current collective agreement

IF YOU ARE INTERESTED, please call the office for more information. The Executive will begin an active search for nominations soon.

### **All you wanted to know about the VCCFA Negotiating Committee**

~ the Negotiating Committee is comprised of six voting members elected at a general meeting

~ voting members include all regular instructors--full or part-time whether active or on leave, all term instructors whose seniority rights have not expired (Art 10.2.3), and all regular instructors on the recall list [auxiliary instructors only have voting rights during the calendar month of employment and therefore could not reasonably expect to retain their eligibility over the many months it usually takes to conclude a collective agreement]

~ there is no longer any restriction on how many committee members must come from either main campus

~ the Committee cannot be all men or all women

~ the Committee selects its own chair who then becomes an ex-officio member of the union Executive (with voice, but no vote)

~ the Committee serves from its election till the signing of a renewed Agreement, there's a two-year cap on its term, it's very hard to predict how long any particular round of bargaining will take

~ current practice is for the Executive to propose to the general membership a budget line for the Committee that supports member training, course fees, committee research and support, and committee member release for preparatory meetings (release for actual negotiating meetings with the college are covered by the college)

~ recent practice has seen a intense level of preparatory work starting in the fall with usually weekly meetings, leading up to the face-to-face bargaining phase

~ the Committee's first duty is to negotiate an agreement that is satisfactory to the membership

---

**MARCH 31, 2004 MARKS the  
expiry of our current collective  
agreement**

## PUBLICITY AND ACTION COMMITTEE

---

The Publicity and Action Committee, has ended a very intense phase of work, which culminated in the VCC Board meeting on April 3rd.

WE THANK THE many instructors who showed up for the meeting and to those who made signs, the coffin, armbands, and the banners. All demonstrated their views with passion and dignity. Their support was felt and appreciated by all presenting on behalf of programs, students and faculty. We had extensive coverage in all three Chinese-language daily newspapers and good coverage on CKNW.

WE ARE STILL awaiting Minister Bond's reply to three very direct questions we posed in a March 25th letter:

1. *Since her Ministry's funding letter stated, "...this funding (an extra \$600,000) will assist VCC in mitigating some of the reduction in developmental programming in 2003/04," was she comfortable with only half of it going to that purpose?*
2. *Does she find it acceptable that VCC is publicly planning on not delivering 8 or 9% of its quota of student FTE so that it can create surpluses?*
3. *Since the President has reported that he was not going to ask for deficit amortization, would not the Ministry consider offering it to the college? This would allow more gradual repayment so that VCC would not be allocating \$2.34 million to that purpose in one fiscal year, 2003/04, and would thereby free up most of that money for program delivery?*

UP TILL THE summer we still have a lot of activity planned:

- ◆ Visits to MLAs and MPs
- ◆ Follow-up letters to agencies, media and political officers who we have met with in the last while
- ◆ Media Ads
- ◆ Contact to departments affected by cuts to see what they might want done

A NOTE OF thanks to our Wednesday lunch regulars who do most of the brainstorming and planning around our activities:

Janet Zlotnik, Bonita Eberl, Lyn Lennig, Ingrid Kolsteren, Lizz Lindsay, Virginia Monk, Maggi Trebble, Nina Kozakiewicz

A special note to Yvonne Lewandowski, Pat Kennedy and Heather Chan who have been most helpful recently.

OUR MOST HEARTENING meeting in the past few weeks has been with the Vancouver School Board, which was meeting in expanded committee with Parent Advisory Committee Heads and Vancouver Teacher union Heads. What a breath of fresh air! People involved with education governance who were informed and concerned, and who put services to students in the forefront of their actions.

The Committee Chair and the School Board Chair sent letters to the VCC Board Chair expressing their concerns about the cuts.

-Frank Cosco

## FEATURE STORY

---

# VOLUNTARY DEPARTURE INCENTIVES

For most of 2002 the Union advocated for a package for senior instructors who were willing to retire and by doing so reduce the number of people in their area who would be laid off.

**IN JANUARY THE COLLEGE announced its plan. They would offer 95% of the instructors actual severance to a maximum of \$40,000 for anyone volunteering to leave the College in place of an instructor who was on layoff. This was offered under article 6.4.2 in the Common Agreement.**

**23 members applied. 19 incentives were offered. (3 of the applicants were from areas not impacted by layoffs; 1 is under grievance). 15 instructors accepted the incentive, 10 in ESL, 3 in ABE and 2 in the Library.**

To date 16 instructors in ESL, 1 in ABE and 1 in the Library have had their notices withdrawn. We expect that there should be a few more withdraws/recalls in these areas.

It is with mixed feelings that we see these 15 instructors leave with the voluntary incentive. We are pleased to see this as it makes room for those laid off and provides those who are leaving with an incentive, but it does not change the cuts to our programs. We are losing instructors and their classes and this is a loss to our College and Union.

What this level of interest has also demonstrated is that instructors are interested in incentives. We have indicated to the College that we want our Early Retirement Incentives back.

## GOVERNMENT CHANGES TO PHARMACARE REGISTRATION ~ URGENT ~

Although most active members may not directly be accessing Pharmacare, **REGISTRATION IS MANDATORY. DO IT BEFORE MAY 1st. Go to**

<http://pharmacare.moh.hnet.bc.ca>  
and register online

If you do not have internet access, call 1-800-387-4977 for more information.

You will need the following information for you and your spouse:

- ◆ Care Card Number
- ◆ Social Insurance Number
- ◆ Birthdates (all dependents)
- ◆ Net income for 2001 (line 236 of your 2001 tax return)

# STEWARDS

---

## REPORT FROM THE STEWARDS

### Work of the stewards has not slowed down.

LAYOFFS, THE MANY issues and questions that flow from there (including recall and transfers) and a myriad of other concerns continue to keep our stewards busy. Here is a summary of some of their issues/activities.

The good news is that as a result of the Voluntary Departure Incentive and the 'restoration' funding, approximately 31 instructors have had their notice withdrawn or their layoffs reduced.

We are pleased that the layoffs have been lessened. This is particularly good news for the individuals impacted. However, the programs are still cut; we still have many many members who are on layoff notice on top of those already laid off. Layoff status continues to shift and change. Here is the current situation: (approximately as of writing)

#### CURRENT LAYOFFS

ADVANCE NOTICE ~ 5  
NOTICE ~ 36  
RECALL ~ 40

#### TRANSFERS

MORE INSTRUCTORS HAVE applied to transfer than in the first round of layoffs. We do not yet know how this will unfold as quite a few are still in process. There are some issues around meeting hiring criteria. In some cases the College deemed the instructors did not meet the hiring criteria and could not transfer. Some are being challenged while some have been resolved at pre-grievance.

We do believe that instructors need to be able to do the work in the areas they transfer into. We also hold that the College needs to do what it can to mitigate the layoffs and find work for those laid off. The College needs to support the people who are long time employees as they move into new areas as a result of cuts or elimination to their programs. It is difficult to move into new departments especially when the move could potentially displace others. It is hard for the receiving departments.

These are stressful times. It is hard to deal with the layoffs, transfers and continue working when others may be laid off as a result of a transfer. This puts a lot of pressure on a department as they welcome and orient new people while at the same time support others who may be going through the loss of work. This can be complex. Currently we have a situation where an instructor on notice transferred to a new area, only to find her self on advance notice again as a more senior instructor transferred into the area. The transfer process is really one that seeks to have the most senior people working. Thank you for your work and support in all this dislocation and upheaval. If you have any questions, please call a steward.

In order to transfer an instructor needs to meet the hiring criteria

and have the necessary seniority. If one meets the criteria but does not have the seniority they can be on the recall list for the area.

#### RECALL

QUESTIONS AND ISSUES continue to emerge. Currently many instructors are on temporary recall while others have turned down work. This has caused a shortage of substitute instructors. It turns out that the College needs the very people it laid off. The recalled instructor is often called at the last moment and needs to be ready to work wherever they are needed. And needed they are. Thanks to those on recall for being so flexible and ready.

We've had a couple of situations where the College made an error in not offering work to someone on the recall list. They have been resolved at the pre-grievance stage. One is about to go to Stage 1 as we believe there was work that should have been issued to someone on the recall list.

The change from the cuts has made for some incredible scheduling challenges in many departments. The ESL division is looking at reorganizing changes. This will have big impacts on peoples' working lives. We have been meeting with ESL departments to discuss how instructors may choose their new departments

...cont'd on page 10

...cont'd from page 9

and are planning on coming up with an agreement with the College on this.

**PD**

WE'VE HAD A few issues that have been resolved at the pre-grievance level. One was around an instructor's right to use pd to attend a workshop; another was the right to reschedule when the instructor had been called to jury duty during pd time. Both have been resolved and the instructors were able to take their pd.

**Reminder you are eligible for pd if you work 7 months at 50% as a regular instructor (includes recall) or contract.**

**ACCOMMODATION**

WE HAVE WORKED with instructors who require accommodation. One is a gradual return to work; the other is an ongoing accommodation for a disability. Any one needing any kind of accommodation is encouraged to contact a steward.

**MATERNITY RIGHTS**

THERE ARE A number of outstanding issues around maternity rights. Some of the issues are related to recall, layoff notice and our new maternity EI top up provisions. We've had a couple of meetings with the College and are waiting for a response from them.

**NEW MEMBERS**

WELCOME TO OUR new members. We hope to be meeting with the new members soon.

**INTERPERSONAL STUFF**

STEWARDS ARE WORKING with members about issues of interpersonal communication. In some cases this involves the Human Rights Officer. In another situation the College has hired an outside person to work with one of the departments as they sort out numerous issues in establishing a positive and respectful work place. In these stressful times of change departments may well need some extra support.

**GRIEVANCES**

**PRE-GRIEVANCE-** We are questioning available work for a laid off instructor.

**STAGE 1 - TRANSFER-** The College deemed an instructor did not meet the hiring criteria. We are challenging this and taking this to grievance.

**SEVERANCE DENIAL — STAGE 2**

One of our members was denied severance. The Union took the position that she should be entitled to severance and all other rights under the layoff language. This issue has been satisfactorily resolved and the instructor will be receiving her severance.

**VOLUNTARY SEVERANCE**

**DENIAL — STAGE 2**

One of our members was denied the right to apply for the Voluntary Severance Incentive as she had written a letter indicating her desire to resign prior to knowing about the incentive. The College has denied it at stage 2. We are seeking further advice on this.

**We advise anyone thinking about leaving the College to talk to the union first.**

**ARBITRATION**

WE FINALLY HAVE dates for the PD grievance at International Ed. Unfortunately they are not till October.

We filed a Stage 2 coming out of a harassment investigation. It was denied and we have referred it to CIEA for arbitration.

**OTHER**

WE CONTINUE TO hold Steward Drop Ins. We've just finished a round of them at KEC, International Ed and downtown. We will have more next month. We are also meeting with departments.

The stewards are planning an all day meeting in June.

If you have any questions, don't hesitate to call a steward.

for the stewards  
ing

**Thanks to the Stewards for their hard work and dedication.**

## LIZZ LINDSAY

... cont'd from page 2

~MOST OF THE cuts will mean a complete denial of access for the students and potential students affected. It is clear from the non-mitigating use of mitigation money that the College no longer wants to do the training they have cut. Therefore, we believe that the Board has a social responsibility to work towards finding alternate providers for the viable training they are opting not to do.

### What's next?

YOU CAN REST assured that we have not gone away and have not given up. There is much to do on the short-term. We will continue to speak up for this College, our programs and the essential work we do and have done in this community.

IT IS SHOCKING to see that the College is budgeting for surpluses, contingencies for unplanned severance, and innovation funds while under producing FTEs. At the same time they are promising to look at more student fee increases in specific programs and at the Board meeting they even had the nerve to bring up faculty concessions. Somehow we have not given enough to these surpluses.

### Administration continues to flourish.

AS WELL AS being larger than ever, with no cuts planned despite planning about a 10% smaller operation, they do have flexibility within their budgets. One department, Financial Services, had enough money in its budget to hire a consultant, pay that person \$160,000 in 2001/02 (more than Dale Dorn's \$159,000 in basic salary) and still come in within budget; and to repeat the exercise in 02/03 (we don't have the amount spent yet).

DURING THE SAME period, the College did not have enough money to attract a VP Finance with desirable qualifications and experience in that area.

### Special Commemoration at the June 19th Meeting

THE TERM NON-RENEWALS, the layoffs and the voluntary departure incentives will mean the loss of many activists and friends.

WE PLAN TO honour them and their contribution to the union and the college at our June 19 meeting.

PLEASE PLAN TO attend to wish them well.

THIS BLEAK AND chilly spring is bound to end soon. We can anticipate the warm, sunny days of summer just around the corner. I hope that you have been able to enjoy a relaxing and refreshing Easter long weekend.

lizz

## PARTICIPATE

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

Email: [vccfa@telus.net](mailto:vccfa@telus.net)

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

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

Newsletter Editors:

Frank Cosco  
and  
Audrey Bourke

for the  
VCCFA Executive

THE 2003/2004 EXECUTIVE

**Lizz Lindsay**  
PRESIDENT (04)

**Frank Cosco**  
VICE-PRESIDENT (04)

**Perry Taylor**  
TREASURER (03)

**Colleen van Winkel**  
SECRETARY (03)

**Ingrid Kolsteren**  
CHIEF STEWARD (04)

**George Rudolph** (03)

**Settimio Sicoli** (03)

**Thomas McLeod** (04)

**Brenda Appleton** (04)

**Cheryl Draper** (04)

**Vinit Khosla** (04)

## 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  
CC 443-8575  
CC 443-8606

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

Holly Cole  
Moreah Hamend  
George Rudolph  
Rene Merkel  
Janet Zlotnik  
Wayne McNiven  
Wayne Avery

CC 443-8437  
CC 443-8523  
CC 443-8360  
KEC 871-7370  
CC 443-8438  
CC 443-8449

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

**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: \_\_\_\_\_