



## President's Report

By Terri Van Steinburg

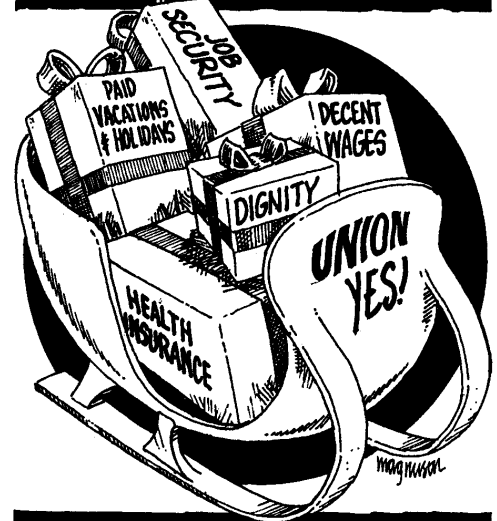
Seasons Greetings! I'm sure you are looking forward to spending some time with loved ones over the holiday season and taking a break from hectic schedules at the university college. We in the KFA will also be spending time with family and friends over the holidays. The KFA office will be closed from December 23 through to January 4. If you need to reach us in an emergency please leave a message at 604-599-2200.

I have been reflecting on the events that took place this past year and I thought I would share my reflections with you here.

### Year begins and ends on sour note

At the beginning of 2004 we heard rumours that Kwantlen management was planning to unilaterally increase class sizes by five students across the board. The rumours were soon confirmed and the KFA began an unprecedented fight back campaign to stop these increases from happening. KFA members adopted a plan of action that included a rally that took place on the Surrey campus where Jim Sinclair, President of the BC Federation of Labour, Cindy Oliver, President of the Federation of Post Secondary Educators, and others spoke, and a letter writing campaign which saw letters pour in from Canadian and International faculty associations. We also asked FPSE to request CAUT censure if necessary, but it

## HAPPY HOLIDAYS



## MAY ALL YOUR GIFTS BE UNION-MADE

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never came to that. The management of Kwantlen backed off their plan before this could happen. This campaign was successful due to the unity of KFA members and the leadership of Outgoing KFA President, Nancy Clegg.

The proposed class size increase, we were told, were due to an alleged projected multi-million dollar deficit in 03/04 and beyond university college budgets. The KFA, in good faith, participated in a series of sustainability meetings with Kwantlen management, trying to get solid information from management in order for us engage in informed discussions and determine whether there was indeed a revenue gap was next to impossible. These meetings ended with management tabling a list of concessions as follows

- increase in class size limits, especially for nursing;
- erosion of non-regular type II faculty rights;
- and employee paid LTD instead of employer paid (an increased cost to each of us of \$1400 per year)

The Labour Management Relations Committee meeting at which these concessions were tabled ended with the KFA refusing to discuss them.

According to the audited statement of March 31, 2004 the university college has for the year ending 2004 \$4.6 million revenue over expenses and had \$6 million for the fiscal year ending 2003. The repeated cries from management of deficit problems are sounding less and less credible and part of an overall strategy to intimidate us into giving up rights and benefits under our collective agreement.

**Provincial Bargaining**

Bargaining at the Provincial level began in June of 2004, and as you will read in the FPSE Bargaining Bulletin on page 15, progress has been slow. The joint FPSE and BCGEU bargaining committee has put a great deal of time and thought into the development of bargaining demands and proposals. Unfor-

tunately, many of the employers' counter proposals have contained fewer rights or benefits than those we currently have. The tone taken by the employer during these negotiations has been condescending and disrespectful. As a result, little progress has been made. There seems to be a real push system wide toward unfettered management rights. This has already shown itself at our local bargaining table which opened this week (see Maureen Shaw's article).

**Support Staff Bargaining**

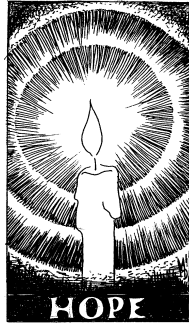
Local BCGEU bargaining has not progressed well either. The last strike vote at Northern Lights Community College saw 90% in favour of strike while BCGEU at Kwantlen got an 88% mandate. Support staff are seeking a wage increase of 7% in a new four year agreement, as well as benefits parity with faculty. I have assured the BCGEU at Kwantlen that the KFA members will do what ever we can to support their bargaining objectives up to and including respecting their picket line, should one go up.

Sadly, we end this year on another sour note. The provincial government has announced the cancellation of the English Language Studies for Adults program at Kwantlen. We are not alone in our dismay. Many agencies that have a long history in serving the immigrant population in BC have also lost their contracts with no explanation given. We are seeking meetings with management to ensure faculty work is protected as much as possible.

To end this article on a positive note, I would like to thank all of our hard working activist and members who have supported the KFA in its endeavors this past year. Without you we couldn't accomplish all we do.

Again, best wishes for a happy holiday season.  
Until next time,  
Terri Van Steinburg





## Grievance Report

By Mary L. Griffin  
Vice-President—Grievances

A little while ago, I sorted through the piles of old files, papers never picked up by students, duplicate copies of English department minutes from ten years ago (that sort of thing) and filled up two boxes which I labeled *Confidential Shredding* and someone from facilities came and took them away. My office looked slightly more orderly. The whole experience got me thinking about how we use and how we relate to our offices. In the Humanities area, an awful lot of what we actually do takes place at a desk outside the classroom or lecture room. Much of our instructional activity takes place not so much in the classroom but in the one on one engagement we have with students in interviews or in the commentary we provide to marked work.

I suspect that the ways in which individuals relate to their offices are as varied as the individuals themselves. I remember when I was a student wondering how Professor H. could bear to work in a room bare of anything but a desk and bookshelves empty of anything but piles of marked papers. Professor M. next door inhabited an Ali Baba's cave of books and pictures, a veritable scholarly home away from home, and it was in this office that he preferred to hold small seminars and at the very end of term to offer his graduate students tea and even dry sherry. Professor H was known for inviting all his students, undergraduate and graduate, to a huge chili fest at his home at the end of every academic year, and it was while attending one of

these that I realised that he kept all his books and his research papers at home, and I understood why he did not utilize his university provided space in the same way as did Professor M or Professor K whose office also groaned with books, photographs and the occasional teddy bear. The purpose of all this nostalgia is to highlight the fact that offices provide different things to different people. Some see offices as reflections of the institution and feel that offices should have a standard look; others feel strongly that offices should reflect the people who work in them, and others have no strong feelings either way.

At Kwantlen, the provision of office space is covered in clause 12.09 of the Collective Agreement.

*All faculty members teaching one-half time or more shall be provided with office space on the campus where the majority of their courses are taught. Further, the Employer will, upon the request of a faculty member, complete Income Tax Form No. T2200 (Declaration of Employment Conditions - Office Employment Expense).*

How we use this space differs, of course. Some people want to spend the majority of their working life on campus either in the classroom or in their offices; others prefer to fulfill the majority of their non-classroom duties off campus. In other words, how one uses an office for one's own individual work is going to depend on one's own work habits and to a cer-

tain extent, I suspect, on the kind of discipline one is in.

As Kwantlen develops, the pressure on office space is likely to grow. Many of us, particularly if we teach on more than one campus, find that we use the trunks of our cars as portable filing cabinets. Already, some departments have more office space than others. Some departments are able to have their faculty offices clustered together; others have their instructors separated from each other. There is some consideration of allocating office space based on what people do in the office.

I would argue that just as it is unwise to attempt to mandate a particular kind of pedagogy, it is unwise for any of us to try and define how someone should use an office, or what constitutes full time use of an office. The office is as necessary a tool to support teaching as are the library, our internet services, the provision of chalk, the bookstore, and so on. Individual instructors' use of these various supports will vary from term to term, from course to course. Similarly, then, we should avoid situations where it may well seem as if certain activities are valued over others and rewarded with premium office space;

such apparent privilege does not contribute to collegiality or good morale. No matter in which area we work, in what mode we work, whether we mark at home or on campus, whether we research or not, or, if we research, whether we are able to conduct it on campus or not, we all need an office. All of us need a place on campus to maintain our personal resources for class. More important, all of us need a place to engage in private discussion with colleagues and with students who are the prime focus of our work, and until it is possible for **all of us** to have individual, private offices, let us avoid creating a situation where some of us are perceived to be more equal than others of us.

Our office space affects our working conditions, and our working conditions are negotiated and recorded in the Collective Agreement. If you have any insights on this issue, you should contact your representative on the Working Conditions Committee. I've listed its membership below. Maureen Shaw, Terri Van Steinberg, Douglas Torrance, Karen Inglis, Russel Ogden, Richard Simon, Cosimo Agostino, Balbir Gurm, Bob Hiltz, Caroline Daniels, Lorraine Irvine, and Gillian Gausboel.





## Negotiations Report

By Maureen Shaw  
Vice-President—Negotiations

### **B**argaining begins with provocation and threats

Your KFA Bargaining Committee met with the employer for the first time on Monday, December 6, 2004 to negotiate a Protocol Agreement. Just after we reached agreement on our Protocol document, the employer spokesperson, lawyer Colin Gibson, presented a letter that we considered both provocative and threatening. In that letter the employer indicated that they wish to get rid of the Common Agreement portion of our collective agreement and if we wished to retain any parts of it we would have to renegotiate them. This letter suggests that many of the excellent provisions of the Common Agreement, such as Maternity and Parental Leave, employer paid long term disability, job security, copyright and intellectual property, harassment protection and so on will disappear unless we are successful in bargaining to retain them! We pointed out that the Common Agreement legally forms part of our collective agreement and that its provisions will continue unless the parties agree to delete them. We also suggested that the employer was trying to set potentially illegal and improper conditions on bargaining.

In addition, the letter said that

"Kwantlen reserves the right to [exercise the rights granted by the Public Education Flexibility and Choice Act] before or during the life of our new collective agreement." In other words, the employer threatened us last year with unilaterally imposing working conditions and class size increases on us, and they will try again if they so choose.

This letter is especially insulting given the time of year and the amount of stress KFA members are experiencing trying to complete marking, revise curriculum, prepare for the next semester, meet with colleagues on count-

less committees. Time and again, we in the KFA hear from faculty members about the loads they are carrying because of the changes Kwantlen is undergoing. Faculty members are working to implement these changes without compensation, time or recognition. We see more managers hired with ever increasing compensation every year and we are to continue to do more with less.

The bargaining session ended with a discussion of future bargaining dates: the KFA indicated 14 days when we were prepared to bargain and the employer was prepared to offer one



*"...the employer indicated that they wish to get rid of the Common Agreement portion of our collective agreement..."*

and a half days. We hope to hear about more dates when they are available. Your Working Conditions Committee will be meeting early in the New Year to finalize the KFA proposals. We will also meet with members to update them on negotiations.

Given this beginning to our local bargaining and the tone set at the provincial table that Terri has reported on, we will need to be ready in 2005 to defend our collective agreement and to support our bargaining demands. Please stay tuned!

The KFA Bargaining Committee members are listed below. Please contact them or me if you have more questions.

**The KFA Bargaining Committee:**

- Maureen Shaw, Chair, KFA Vice-President—Negotiations, local 2149
- Terri Van Steinburg, KFA President, local 2259
- Russel Ogden, Social Sciences, Related Sciences, local 2190
- Cosimo Agostino, Applied Arts, local 2552
- Balbir Gurm, Community & Health Sciences, local 3157
- Bob Hiltz, Trades/Horticulture, local 2912
- Caroline Daniels, Student Support/Co-op, local 2701
- Gillian Gausboel, Non-Regular Faculty, local 3365
- Linda Sperling, FPSE Spokesperson, 604-873-8988

**The Kwantlen Employer Bargaining Committee:**

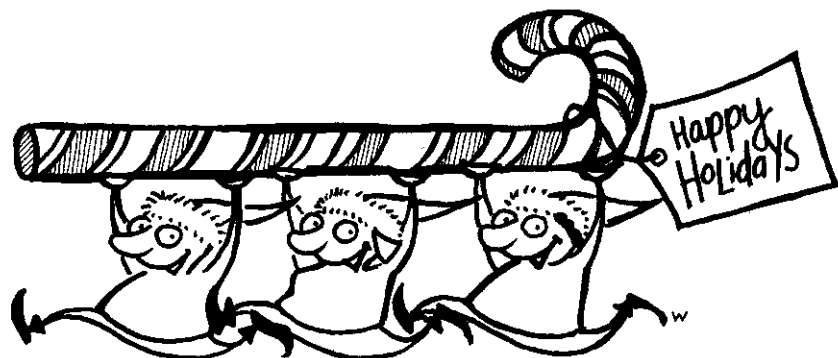
- Colin Gibson, lawyer, Spokesperson
- Liz McKinlay, Associate Vice-President, Human Resources
- Derek Francis, Vice-President, Learner Support
- Linda Heska, Manager, Employee Relations
- Rob Fleming, Dean, Faculty of Humanities
- Arthur Coren, Dean, School of Business

**Grievances**

I have still been overseeing many of the issues and grievances that have come our way and some important matters remain unresolved: the definition of “unanticipated work” under Article 1.04 and the effects for non-regular faculty; management rights in relation to Deans visiting post probationary faculty members’ classes; the use of guided study contracts; maternity leave and its effect on regularization; layoffs; regularization; complaints against faculty members; selection of co-ordinators; allocation of office space; bargaining unit work.

**Happy Holidays**

I wish all of a restful holiday season and hope to meet with many of you at the KFA Holiday socials the week of December 14. I am also sure we will be meeting regularly in 2005 as bargaining continues. We will ensure you are informed.



## **KFacts Facts:** ***Let the Facts Speak for Themselves***

Between 1986 and 2001, government support for universities in Canada fell by 4.5%. Revenue from student fees more than doubled over the same period. - Source: Canada Millennium Scholarship Foundation

...real per-student funding has declined significantly since the early 1990s—by 21% for universities and 10% for colleges. - Source: FPSE News Release, November 18, 2004, *Study on BC Post-Secondary Financing*

A recent Statistics Canada report on university tuition fees shows that [since 1990] the average undergraduate fee increase across Canada was 185 per cent. In Alberta, it was 273.4 per cent. In B.C., fees went up by 161.9 per cent... - Source: Vancouver Sun, November 24, 2004, Shirley Bond, *Students to get the opportunities they deserve*

About one-half of college graduates and bachelor graduates (graduates from a university bachelor's program) from the class of 2000 left school owing money for their education, mostly in the form of government student loans... On average, bachelor graduates with student debt owed about \$20,000 to all sources. College graduates owed almost \$13,000. - Source: The Daily, April 26, 2004, *National Graduates Survey: Student Debt*

In 2004, almost 14% of Canadians under the age of 25 were unemployed and 27% were afraid of losing their job. - Source: The Canadian Labour Congress, *Report Card 2004*

Over the first half of 2004, 24% of Canadians between the ages of 25 and 64 could only find work in the form of a temporary paid job, part-time job, or through self-employment...almost a third of women held jobs in these more precarious types of work – 31% compared to 18% of men. - Source: The Canadian Labour Congress, *Report Card 2004*

This year, 10.6% of Canadians over the age of 25 earned less than what is needed for a full-time worker to pass the low income threshold with a full year's work (calculated to be \$9.65/hour). - Source: The Canadian Labour Congress, *Report Card 2004*

Almost one in five British Columbia children lives in poverty. That's 19.6 percent of 167,000 children, more than the entire population of Nanaimo and Prince George combined. The BC rate of child poverty is the third highest in Canada and is significantly higher than the 15.6 percent for Canada as a whole. - Source: BC Campaign 2000, *Child Poverty in BC – Fact Sheet #2*, November 24, 2004

...only 38% of unemployed workers are covered by the Employment Insurance Program. ...75% of the unemployed used to be covered before the system was 'reformed' [in 1996]. - Source: The Canadian Labour Congress, *Report Card 2004*



## Secretary-Treasurer's Report

By Al Valleau  
Secretary-Treasurer

### **R** RSP Room for the 2004 Tax Year

I realize that, if you are like me, you don't think about RRSPs until about mid February, but I thought it might be useful to remind you now that you should check your Canada Customs and Revenue Notice of Assessment for 2003 to see how much, if any, room you have to contribute to an RRSP for the 2004 tax year. In particular, those of you who bought back pension over the past two years might want to check to see if this is the year when you can contribute again to an RRSP. It will, of course, depend upon how much back pension you purchased, as the amount you purchase has an offsetting consequence to the value of the total money you have put aside over the years for pension.

Canada Customs and Revenue allows each taxpayer to shelter from taxes a set amount for pension each year. Under some circumstances, when you purchase back pension, you affect the amount of pension room you have. If you have purchased RRSPs up to your limit each year and then bought back pension, you probably will have created a situation whereby you have actually sheltered more per year than Canada Customs and Revenue allows you to. In this instance, you have to wait until the amount you are in excess of your pension allowance has dropped below the amount you are allowed to shelter before you can again contribute to an RRSP.

Do keep in mind that RRSPs simply allow you to shelter money from be-

ing taxed until you retire. When you retire and move your money out of an RRSP, you will be taxed on it. The two advantages of RRSPs are that they defer taxation and that the deferral will hopefully allow you to be taxed on that money when your marginal tax rate is lower.

### **For Fee Financial Advisers**

At the last FPSE Pension Advisory Meeting, we were treated to a presentation by a "for fee" financial adviser. I am sure you are familiar with "financial advisers" associated with banks, trust companies and investment houses, but I am not sure if many of you have given thought to "for fee" financial advisers.

The difference between a financial adviser who works for an investment house or financial institution and one who works "for fee" is simple but not as obvious as most of us would think. Many of the financial advisers who work for investment houses make a fair portion of their money off the commissions they make from getting people to invest. They, in effect, are making a good portion of their income in the same way that insurance brokers or stockbrokers make their money. Every time you invest, your adviser is paid a commission. In some investments, limited partnerships come to mind, the investment broker takes a percentage of the amount of money you initially invest. Say, for instance, you want to invest \$5,000, and the commission is 10%. In this case, the person investing your money gets a commission of \$500 from your initial investment. The remainder of your investment,

\$4,500, is the amount that actually goes into whatever you have purchased. In other words, you are paying a premium on top of the value of the investment that you have chosen because you have had someone make your purchase for you.

In contrast, a "for fee" financial adviser makes his money by charging you for the time he or she spends with you examining your financial position, your investments, your debts and your goals. "For fee" investment advisers do not make money from commissions; instead, they investigate your financial options and counsel you as to how to best further your financial goals. If there is interest in having a "for fee" financial adviser come to the college to tell you more about this type of financial advice, please contact either myself or phone the KFA office and we will see if we can arrange for an individual to come and give a presentation.

Just so you know, the individual who addressed the Pension Advisory Committee informed us that he did not make his money from the volume of business he had; he made his money from the ongoing relationship he had with his clients. He also noted that his firm charged between \$50 and \$265 an hour and normally would not open an account with a family for work that would amount to less than \$2,000.

**Faculty Performance Review Committee Update**

On Thursday, December 2<sup>nd</sup>, the Faculty Performance Review Committee meets for the first time to review the faculty performance review system and address any problems with the system. In the meantime, the old performance review system remains in place. (See last month's KFAacts for an overview of the performance review system).



To all KFA members:

Please print any changes that may apply to you and forward through intercampus mail to KFA, Surrey Campus or by email to Erica.Todd@kwantlen.ca

Thanks!

**Notice of Change of Address**

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

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

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

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

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





## International Travel and Security

By Russel Ogden  
Member-at-Large

The previous edition of KFAacts called attention to the new policy K.2, which required faculty to register all foreign travel related to KUC business. Faculty identified a number of concerns about the policy, which appeared intrusive and paternalistic.

On December 2<sup>nd</sup> Balbir Gurm (KFA Community & Health Sciences Rep) and I met with Derek Francis (VP Learner Support) and Liz McKinlay (Assoc VP Human Resources).

We were delighted to learn that Kwantlen has no intention to enforce K.2, no faculty will be disciplined for refusing to file the requisite paperwork, and the administration does not believe it has the authority to decline faculty the right to travel. Derek Francis assured the KFA that K.2 should be viewed as a "service and not an intrusion." It is intended to be used by staff who want Kwantlen to know their travel details in case of emergency.

In other words, participation in K.2 is voluntary and staff can provide only the information they wish to offer when completing the "Study Abroad Employee Registration Form."

The KFA was told that K.2 was developed out of a legal "duty of care" to students. There are approximately nine students currently traveling abroad as part of their studies. Kwantlen has recently learned that the duty of care to staff is not as strong as that required for students.

Derek Francis expressed his intention to review policy K.2 as well as the accompanying registration form. He welcomed the KFA's input and we expect that the future version will be less paternalistic.

In the interim, faculty and staff are assured that participation in the registry is entirely voluntary.

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### Update: Draft Academic Freedom Principles

In view of concerns about the Education Council's February draft "Principles on Academic Freedom," a newly constituted committee was struck. A revised draft was circulated in November and it has received more positive reviews than the previous version. The new statement defines academic freedom in language that reflects accepted standards in Canada and by UNESCO. The KFA was concerned about "fiscal responsibility" limitations that were written into the earlier versions of the proposed policy. These qualifiers have now been removed. Notwithstanding Kwantlen's initiative to establish a policy on academic freedom, this is also a bargaining issue, locally and provincially. The KFA believes the employer should provide legal advice, representation and indemnification to faculty who encounter problems when they are exercising their academic freedom in good faith.

**You're invited to join us  
for a holiday  
celebration!**



**Enjoy holiday treats  
with your colleagues!**



**Langley Campus:  
Tuesday, December 14th  
11:30 am to 2:00 pm  
Room 2030**

**Richmond Campus:  
Wednesday, December 15th  
11:30 am to 2:00 pm  
Room 1260**



**Surrey Campus:  
Thursday, December 16th  
11:30 am to 2:00 pm  
Room B206**

**Newton Campus:  
Friday, December 17th  
11:30 am to 2:00 pm  
Room 1-205**





## Report on the B.C. Federation of Labour Convention

By Barry Johnson

KFA Executive Representative, Trades/Horticulture

This past week I had the opportunity, along with Terri Van Steinburg and Maureen Shaw, to represent the Kwantlen Faculty Association at the 48th annual BC Federation of Labour convention. Being a first time delegate, I first attended an orientation meeting for new delegates. Once this was completed, we were off to the main floor of the Vancouver Trade and Convention Centre. Brother Gord Larkin played guitar and led us in the very passionate rendition of "Solidarity Forever."

The agenda gave us a clear look at the days ahead. We listened to many excellent Canadian and International Labour leaders, as well as a few politicians.

Mayor Larry Campbell was the first speaker. Larry is a friend of organized labour and is onside with its values. His speech was very uplifting. He gave many examples of his relationship with working people and their unions, and was well received.

We then began debating resolutions sent in from Federation affiliates and a number of unexpected emergency resolutions added to the agenda.

As the week progressed, many resolutions were brought forward and discussed. There were a lot of resolutions to work on, and by week's end the issue of trades was

brought up in a composite resolution:

*Therefore be it resolved that the B.C. Federation of Labour create an agenda for change to apprenticeship and skills training that will:*

1. *Be inclusive of all partners;*
2. *Reward those employers that promote apprenticeship training and penalize those that do not;*
3. *Promote access for students into apprenticeships;*
4. *Ensure that the Red Seal program will not be compromised;*
5. *Set targets for the number of apprentices;*
6. *Re-instate curriculum development; and*
7. *Re-instate skills upgrading programs.*

I was asked by our union to speak to this resolution when it was brought to the floor and I did so. I spoke on one of my experiences where a company I had worked for had a two-tier system in place. They hired a minimum of licensed Red Seal technicians to handle repairs requiring certification. All other repairs were done by a work force that was made up of almost all new Canadians working in poor and unsafe working conditions. The employer did not hire apprentices because they could pay less than scale with mostly unskilled labour except for the few required for certifying the repairs. There was no chance for advancement for

those who wanted an apprenticeship because the employer was not required to offer it.

The point being that this is what the dismantling of ITAC has re-created:

- A cheap labour pool of workers;
- Workers not offered the chance of apprenticeship;
- Inability of workers to achieve a progressive training program;
- Lack of a pay scale that would increase as they advanced toward their Red Seal;
- The respect and financial rewards they deserve.

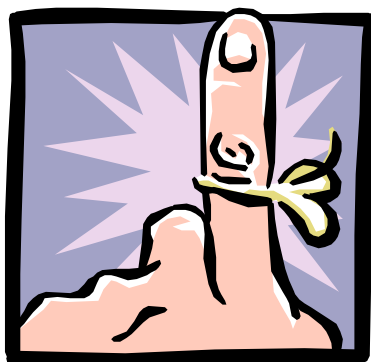
The current government is encouraging this with the roadblocks they have built into its replacement, ITA. They reduced the office staff and counselors who were the glue that kept the apprenticeship system together. We no longer have our compulsory trades: Automotive technician, automotive collision repair technician, automotive painter, electrician, plumber, pipe fitter/steam fitter, sheet metal workers, power line technician, roofers, sprinkler system installers and refrigeration and air conditioning mechanics. Under this government, all eleven lost the compulsory certification. Therefore, employers can

now hire cheap non-union, unskilled labour.

The next step in Campbell's agenda is to allow employers to open and operate their own training programs and train the employees at their discretion. We all know what this means: they will have open access to the ITA website and employers will be encouraged to send them to private training on the employer's agenda. This will reduce the number of apprentices and ELTT students available to the public post secondary institutions such as Kwantlen.

The truth is, brothers and sisters, we all have to realize this and be prepared for the next election coming on May 17, 2005. The only way to stop the erosion of proper trade training is to elect a government that will follow through on the intent of this resolution.

Both Provincial NDP Leader Carol James and Federal NDP Leader Jack Layton promised to put teeth back into training apprentices and education in general. We must work together to support the political parties that will stand up for public post-secondary education and trades training before it is too late, or post secondary education will be gone as we know it.



***Are you on the January–December annual parking pass plan?***

**If so, don't forget to renew your pass before classes begin in January!**



## Study on BC post-secondary financing released: Government must rein in tuition fees, ensure new seats fully funded.

November 18, 2004—BC's 6-year tuition freeze is not to blame for cost pressures in the post-secondary education system. During the freeze, which was in place from 1996/97 to 2001/02, real-per student funding for universities was flat and increased slightly for colleges. This is the central finding of a new report, which calls on the province to re-introduce the tuition freeze and restore per-student funding to 1991 levels.

*Financing Higher Learning: Post-Secondary Education Funding in BC*, released today by the Canadian Centre for Policy Alternatives, examines real (inflation-adjusted) provincial support for BC's post-secondary system over the 1990-2004 period.

"The early 1990s saw the start of a much needed expansion in BC's post-secondary education system," says Marc Lee, coauthor of the report and economist with the CCPA. More than 40,000 seats were added to the system between 1990/91 and 2003/04 (a 38% increase, the largest ever in BC's history).

However, real per-student funding has declined significantly since the early 1990s—by 21% for universities and 10% for colleges. Most of the decline occurred before the tuition freeze was introduced, at a time of rapid expansion in the post secondary system.

John Malcolmson, co-author of the report and a CCPA research associate, says this is an important lesson for the current government. "The province should continue with its plan to create 25,000 new college and university seats between now and 2010. But it must adequately fund both the existing system and the new seats. Otherwise tuition will continue to skyrocket. This approach just reduces one barrier to post-secondary education – the number of seats – while increasing another."

The report finds that tuition fees have jumped 76% (average inflation-adjusted) since the freeze was lifted as a way to relieve cost pressures facing universities and colleges. "Every hike in tuition raises the affordability bar higher for BC families seeking a post-secondary education for their children," says Lee.

The report estimates that restoring per-student funding to 1991/92 levels would have required an additional \$220 million in operating funding in 2003/04. To fully fund the promised 25,000 new seats, a further \$200 million in annual operating funds will be required by 2010.

Financing Higher Learning: Post-Secondary Education Funding in BC is available at <http://www.policyalternatives.ca/>.



## Common table negotiations adjourn Focus shifts to local bargaining

**D**ecember 3, 2003—Bargaining to renew the Common Agreement between faculty members of the Federation of Post-Secondary Educators of BC and the BC Government and Service Employees' Union, and employers adjourned on December 2. Members of the joint union negotiating committee now head home to consult with members in preparation for a resumption of common table negotiations in the New Year. Many local unions have or are seeking local bargaining dates in December and January.

Prior to adjourning, unions delivered a strong message to employers. Negotiators said that members are not prepared to accept employer positions on many key issues such as academic freedom, educational technology, international education, regularization, job security and improved health and welfare benefits.

George Davison, FPSE's negotiating committee co-chair, said that given the substantial change post-secondary institutions have experienced in the past three years, and the resulting pressures for educators, unions expected employers to be much more prepared to deal with fundamental rights and education quality issues. "We are surprised and angered that we have hit a brick wall on so many fronts," said Davison. BCGEU co-chair Dan Bradford said that employers must be prepared to

deal with the significant recruitment and retention problems in BC post-secondary institutions. Noting that BC faculty are falling behind those in Alberta and Ontario, Bradford said that faculty salaries here need to be competitive with the rest of Canada.

Unions tabled 32 demands during this phase of Common Agreement negotiations, covering all priority areas except salary, the elimination of secondary scales, caps and bars, and the term of the agreement.

Union negotiators will be seeking to confirm dates with employers for resumption of common table bargaining in the New Year. Once home some unions will hold special bargaining meetings and ensure job action readiness as they prepare for the next stage of bargaining. Unions will seek to have canvassed issues with employers at the local level and be prepared to move as quickly as possible to conclude negotiations when the parties return to common table negotiations in the New Year.

Unions have tabled Common Agreement proposals in four areas: work-life balance; quality education; equity and fairness; and recruitment and retention/fair compensation. Backgrounders are available in each of these areas.

[Visit [www.kfa.bc.ca/bargaining.htm](http://www.kfa.bc.ca/bargaining.htm) for links to these backgrounders and other bargaining news]

## The Holiday Season: a Time for Joy?



But there is little joy for millions of workers who sew and assemble the gifts we are buying this season and the products we buy throughout the year.

### DID YOU KNOW THAT:

- 60% of all toys sold in Canada are made under appalling working conditions in Asian factories, mainly China. (<http://sweatshop.clc-ctc.ca/en/toys.html>)
- Sweatshops exist also in industrialized countries like Canada, the U.S., Britain and many others.
- Child labour robs 250 MILLION children of their youth each year.
- 1.3 BILLION people in the world today struggle to survive on \$1 per day.
- Every day, 20,000 children die from preventable illnesses due to poverty.
- In Central America and Asia, in Vancouver, Toronto, Montreal, New York and Los Angeles, sweatshops exploit women, children and prisoners who assemble the clothes we wear, the toys our children play with, even the rugs on our floor.

Child labour... sexual harassment... beatings... firetraps with locked doors.

These are realities for many of the workers who make the products we buy.

**YOU CAN MAKE A DIFFERENCE!**

<http://sweatshop.clc-ctc.ca>  
[sweatshop@clc-ctc.ca](mailto:sweatshop@clc-ctc.ca)



# YOU CAN MAKE A DIFFERENCE!

## It doesn't have to be that way!

Workers are exploited because the big stores pressure their contractors for ever lower prices. The contractors pressure the workers for ever lower wages and move their factories to the countries with the lowest wages and fewest labour and environmental protections. That, in turn, drives wages here lower in a desperate struggle to keep jobs at home.

## What can you do?

1. Be an ethical shopper. Make conscious choices. Ask who makes what you want to buy.
2. Ask for products bearing a "union made" label. The union label is a mark of fair working conditions.
3. Tell your friends about sweatshop and trade issues that affect communities worldwide.
4. Order the "Ethical Shopping" booklet from your Canadian Labour Congress (CLC) representative or by visiting:  
<http://sweatshop.clc-ctc.ca/ethical.html>

**According to a 2002 Vector Poll, Canadians are concerned about the working conditions under which the products sold in Canada are made.**

**More than a third of Canadians refuse to buy products they believe are made in sweatshops or by child labour.**

**YOU CAN MAKE A DIFFERENCE!**

<http://sweatshop.clc-ctc.ca>  
[sweatshop@clc-ctc.ca](mailto:sweatshop@clc-ctc.ca)



## 2004-2005 KFA Executive

<b>Name &amp; Position</b>	<b>Campus</b>	<b>Phone</b>	<b>Email</b>	<b>Term ends</b>
<b>Terri Van Steinburg</b> <i>Incoming President</i>	S	2259/2259	Terri.VanSteinburg@kwantlen.ca KFAPresident@kfa.bc.ca	2006
<b>Nancy Clegg</b> <i>Outgoing President</i>	R	2151/2151	Nancy.Clegg@kwantlen.ca	2005 <i>(Currently on PD)</i>
<b>Mary L. Griffin</b> <i>Vice-President-Grievances</i>	S	2187/9161	Mary.Griffin@kwantlen.ca VPGrievances@kfa.bc.ca	2005
<b>Maureen Shaw</b> <i>Vice-President-Negotiations</i>	S	2149/2149	Maureen.Shaw@kwantlen.ca VPNegotiations@kfa.bc.ca	2006
<b>Al Valleau</b> <i>Secretary-Treasurer</i>	S	2188/9274	Al.Valleau@shaw.ca	2005
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<b>Val Innes</b> <i>Access</i>	L	3338/9635	Val.Innes@kwantlen.ca	2005
<b>Ann Marie Davison</b> <i>Science/Applied Science/Technology</i>	R	2655/9541	AnnMarie.Davison@kwantlen.ca	2005
<b>No Rep</b> <i>Humanities</i>				
<b>Tom Thorner</b> <i>Social Sciences</i>	S	2185/9270	Tom.Thorner@kwantlen.ca	2005
<b>Harj Dhaliwal</b> <i>Business</i>	R	2157/9337	Harj.Dhaliwal@kwantlen.ca	2006
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<b>Terry Nanubhai</b> <i>Non-Regular Faculty</i>	N	2965/9900	Terry.Nanubhai@kwantlen.ca	2004
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<b>Alice Macpherson</b> <i>Ombudsperson</i>	S	3040/3040	Alice.Macpherson@kwantlen.ca	2006
<b>Erica Todd</b> <i>KFA Administrative Assis-</i>	S	2152/2152	Erica.Todd@kwantlen.ca office@kfa.bc.ca	