



KFA Acts



A newsletter of the Kwantlen Faculty Association
<http://www.kfa.bc.ca>

Volume 12

November 2003

With bargaining approaching sometime next year, this seems a good time to look back to see how we have fared since the beginning of this collective agreement in April of 2001.

The lifts we negotiated were 2% for year 1, 2% for year 2, and 2% for year 3 and some "market adjustments." At top of scale, these lifts came to 12% over the life of the agreement.

The Consumer Price Index (CPI) for Vancouver was 116.0 for 2001, 118.6 for 2002, 121.8 in September of 2003 (Statistics Canada website) and by next March 31st, it will be even higher. The total increase in the CPI since the start of our current contract is 5%. So we have come out ahead, in real terms, by 7% as of September, but keep in mind that the 7% gain will decrease as the CPI inches upward.

How have excluded employees fared? A study of the *Public Bodies Report* for 2000-01, 2001-02 and 2002-03 reveals that, between 2001 and 2003, Deans received lifts of about 18%. The one Vice-President who did not change jobs during that period received a lift of 30.6%, and the President received a whopping increase of 33.2%! Not bad for a College with serious budget constraints.

But the *Public Bodies Report* can be misleading because it reports income over a period of a year, rather than income at a particular date, such as April 1st, as does



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our collective agreement. So in the interests of honesty in reporting, the KFA has asked, under the terms of the *Freedom of Information and Protection of Privacy Act* (FOIPOP), for the salaries of employees in excluded positions as at April 1st of 1999, 2000, 2001, 2002 and 2003.

The KFA has also asked how much has been spent over those same five years on or by employees in excluded positions on international travel while on Kwantlen business. The FOIPOP Commissioner, Dean Cathy MacDonald, has asked for an extension of the 30-day period provided for responding to FOIPOP requests because of the "large number of records" and "volume of information" involved. The answer could be interesting.

Ethical Shopping

November already! Must mean that shopping season approacheth.

The KFA urges you to think about shopping ethically this year. You will find an ethical shopping brochure in your mailbox within the next couple of weeks, compliments of the KFA Political Action Committee. Please take time to read the brochure, and vote with your buying dollars against sweatshops that exploit vulnerable employees in Canada (yes!) and around the world.

Kwantlen Foundation Lottery

Step right up! Here's your one-half of one percent chance to win \$1,000 each payday while donating half your ticket price to student bursaries! What a deal! The Kwantlen Foundation's fund-raising scheme has got us all a-twitter in the KFA Office, but strangely, none of us has signed up. I wonder why.

The Foundation is looking for 200 people to pledge \$10 each payday, with a prize of \$1,000 every two weeks – fully half of the money they collect. So the ticket price only increases bursaries by half the face value.

What if you were to give the Foundation \$10 each payday and ask for a tax receipt? You would be enriching bursaries for Kwantlen students by the full \$260 per year, and at marginal tax rates of 40% to 45%, you would only be paying \$143 to \$156 to do it.

The KFA heartily recommends that faculty who wish to contribute to student bursaries eschew the lottery scheme and donate directly to the Kwantlen Foundation. With any luck donating could turn out to be as addictive as gambling.

In solidarity,
Nancy Clegg

KFA General Meeting

Friday, November 28th

3:00 pm – 6:00 p.m.

Room G1205B, Surrey Campus

Guest Speaker:

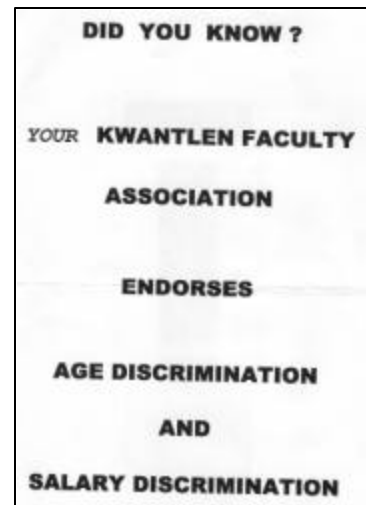
Professor Michael Piva, History Department, University of Ottawa,
Chair of CAUT Collective Bargaining and Economic Benefits Committee
speaking on **Salary Structures at Universities**

HAVE YOU SEEN THIS SIGN?

In fact, the KFA has been fighting age and salary discrimination.

On November 19, 2002, the KFA filed a policy grievance asking the Management to agree to strike Article 21:

- (a) A faculty member shall retire from continuous full-time employment at the University College on August 31st, following the member's 65th birthday.
- (b) A retiring faculty member may, upon his request, be offered employment as a non-regular type 1 faculty member, subject to the following conditions:
 - (i) the retiree shall be automatically placed on the interview list for non-regular type 1 employment consideration by the Search Committee;
 - (ii) those non-regular type 1 appointments shall not exceed half-time;
 - (iii) the retiree must re-apply annually for non-regular type 1 employment.



The remedy sought was that the College would continue to employ, at a workload level of less than full-time, any regular faculty member who wished to continue working past the age of 65.

Management refused to do so. The KFA supports faculty who want to work past age 65 in their regular positions.

If any party is endorsing age and salary discrimination, it is the College.





Grievance Report

Maureen Shaw

Vice-President-Grievances

Since my last report, the work on grievances has continued to be heavy, with several complex matters still to be sorted out. The KFA is dealing with grievances and issues related to student complaints, lay offs, leave requests, compensation, qualifications, duty to accommodate, and short and long term disability, to name just a few.

Stewards' Workshop

To ensure that the KFA is able to assist members in as many ways as possible and with more people trained, we held a Stewards' Training Workshop for the KFA Executive Representatives, led by CIEA Staff Representative Linda Sperling, on Friday, October 18.

Many of your hard working, elected representatives attended and will be better prepared to provide advice and assistance to you. (See the back page of this *KFacts* for a listing of the Executive Representatives.)



Please contact them if you need help or support. The more members of our union are trained and involved, the better off all of us are.

CIEA Bargaining Conference

I also think it is important that we are all informed beyond our local, on provincial and national developments in labour relations, grievance handling and legislation. Our working conditions and rights are affected and influenced by many factors outside this institution. CIEA, of course, has a vital role to play in connecting us with other CIEA locals, providing reliable and current labour relations advice, and informing us of developments in labour law and collective bargaining. Terri Van Steinburg and I attended the CIEA Bargaining Conference October 24 and 25 and we gained a good understanding of the current labour relations climate (there is both good and bad news), and Terri will report elsewhere and more fully on that meeting. I presented to the Conference on national developments and trends in bargaining and I will expand on some of my points in future newsletters.

CLC Working Concerns

Last week, I attended two meetings in Ottawa—the CLC (Canadian Labour Congress) Executive Council, of which I am a member as President of NUCAUT (National Union of Canadian Association of University Teachers), and the CAUT (Canadian Association of University Teachers) Senior Grie-

vance Officers Workshop. Both of these events gave me insights into national trends and issues.

The Canadian Labour Congress is active on a number of fronts: health and safety, with the recent Supreme Court ruling on chronic pain and the Westray Bill C45 on corporate killing being major gains for workers; health care, with Roy Romanow pointing out that the battle to save public health is not yet won; training; literacy; globalization and trade agreements; pensions; apprenticeships.

CAUT Grievance Officers Workshop

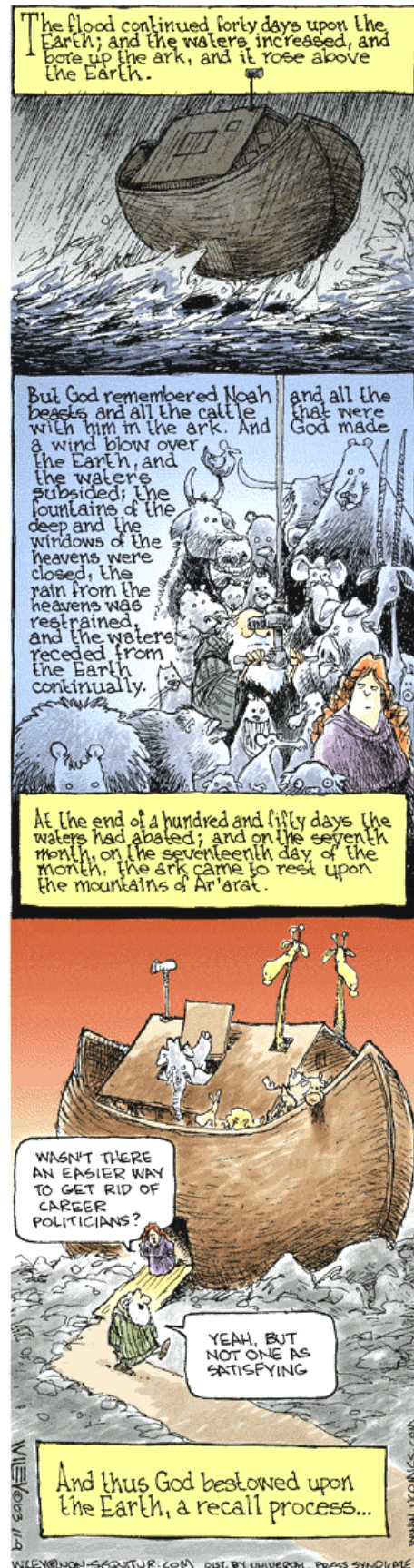
The CAUT Senior Grievance Officers Workshop brought together representatives from over 40 faculty associations across Canada to discuss the current issues and upcoming challenges we are facing.

Although we were a diverse group from a wide range of institutions, small, medium and large, research intensive to largely undergraduate, the grievance officers discovered we dealt with common concerns: discrimination; workload; mandatory retirement; sick leave and long term disability; duty to accommodate; member vs. member conflict; contracting out; over use and exploitation of contract faculty; intellectual property; privacy protection, and others.

The various faculty associations may differ in many ways, but we were all heartened to hear that we were not alone nor unique in facing the complex set of issues affecting our members' working lives.

I have appreciated the opportunity to connect with provincial and national colleagues, and I return to Kwantlen better informed and ready to assist KFA members. And I expect that more KFA representatives will be working on issues and grievances with me!

Maureen Shaw





Kwantlen Faculty Association

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October 16th, 2003

Mr. Arvinder Bubber
Chair, Board of Governors
Kwantlen University College
12666 - 72nd Avenue
Surrey, BC V3W 2M8

Dear Arvinder,

At last evening's Board of Governors meeting, you reminded Board Members to get their Presidential evaluations in quickly so the evaluation process could proceed.

Your remark was surprising because the KFA was not aware that there was a Presidential evaluation being conducted. Kwantlen Governance Policy 4.4, "Process for Presidential Assessment", states under *Process*:

8. External agencies may also be asked for input and internal agencies will be asked for input.

It is our understanding from discussion at the September 2002 Board meeting that *internal agencies* refers to the KFA, the BCGEU and the KSA.

The KFA hasn't yet received the request for input, and wonders if perhaps you are unaware of this omission. I assure you we are certainly willing to participate in this process.

I look forward to receipt of your reply.

Yours truly,

Nancy Clegg
President

C: Mr. Skip Triplett
Ms. Kim Richter

When Policy and Contract Collide...

After fighting at the September 2002 Board meeting to retain the right in College policy to evaluate the President, the KFA discovered at the October 2003 Board meeting that a Presidential evaluation was under way.

Reproduced here is the correspondence between the President of the KFA and the Chair of the Board of Governors.

What happens when policy and contract collide is that faculty lose their voice.



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RECEIVED OCT 21 2003

17 October, 2003

Board of Governors

Nancy Clegg
President
Kwantlen Faculty Association
12666 - 72nd Avenue
Surrey BC V3W 2M8

Dear Nancy,

Thank you for your letter of October 16, 2003. I appreciate your willingness to participate in the Presidential evaluation. However, the Board decided that it would not survey any internal agencies during this particular Presidential evaluation, as the President's current contract states that this comprehensive evaluation will take place every three years. Since an evaluation including the internal agencies was conducted in 2002, the Board will not conduct a comprehensive Presidential evaluation in 2003.

I trust this addresses your concern regarding Policy 4.4.

Sincerely,

Arvinder Bubber
Chair
Board of Governors

C Skip Triplett
Kim Richter

This correspondence raises some interesting questions.

Why does the College have Governance policies?

Does the KFA have a role to play in presidential evaluations?

Should contracts signed by the Board respect College policies?





Negotiations Report

Terri Van Steinburg –
Vice-President-Negotiations

At the Annual General Meeting last April, the Constitution and Policy Committee presented a number of recommended changes to the KFA constitution. All but one of those proposed changes were approved. The proposed changes to Article 10.4 were sent back to the Committee for discussion and investigation. Article 10.4 states:

The Ombudsperson will investigate non-contractual complaints concerning the action of the University College administration made to him/her by a member of the Association, and should he/she be unable to satisfy the complaint, report his/her recommendations therein to the President of the Association. Formal complaint procedures may then be initiated.

The concerns raised at the General Meeting focused on the apparent lack of redress for “non-contractual issues.” The Committee has investigated the matter and has come to the conclusion that the constitution directs non-contractual issues to the Labour Management Relations Committee. Therefore, the Committee will again recommend at the November 28th General Meeting that Article 10.4 be removed.

If you have any questions or concerns on this or any other constitutional matter, please don't hesitate to contact me at Local 2259, Panteli Tritchew at Local 2484, or Alice Macpherson at Local 3040.

Bargaining Conference

Maureen Shaw and I attended the CIEA Bargaining Conference on October 24th and 25th along with other Chief Bargainers, Chief Stewards and Presidents from CIEA locals around the Province. For more information about the conference see the CIEA news release on page 14.

Did you know that Article 7.7 of the Common Agreement provide for a leave of absence for up to five (5) days per year without loss of pay or benefits for compassionate reasons or because of family illness?

Until next time,
Terri Van Steinburg



On November 11th “Let us remember those who have given their lives in the name of peace throughout the world.”





Finance Report

Al Valleau – Secretary-Treasurer

'I'm afraid I don't quite understand,' said Alice.
'It gets easier further on,' Humpty Dumpty replied.

Lewis Carroll, *Through the Looking Glass*

On Hallowe'en when all the happy goblins were out trick or treating or people were dressing up as their alter egos, I was attending the fall meeting of CIEA's Pension Advisory Committee (PAC). As always, the meeting went from 7 pm to 10 pm on Friday and concluded on Saturday with a second session from 9 am to 4 pm. PAC meets two to three times a year and it is, as John Wilson, Committee chair, notes, the best attended meeting of all the CIEA committees.

Putting in Your 35 Years

All of us, after all, hope that we will have a life after work, although the concept of freedom 55 that was advertised in RRSP season a few years ago is all but a dream for most of us who work in the college system. The average age that people in the college system obtain full-time employment is between 38 and 40. To get the maximum pension in our system, you have to have worked full-time for 35 years. On average, that means that people will be between 72 and 75 before earning a full pension, something our employer is not encouraging. The College is currently enforcing mandatory retirement at age 65, even with a looming shortage of qualified personnel on the horizon in a number of

fields in the not too distant future. (See page 3 for more information.)

Nonetheless, the thought of a good pension is paramount to all of us, especially when we realize that most of us will live until we are in our mid-80s. In reality, some of us will be working in the college system for about the same number of years that we will be retired after we leave our jobs. As such, we desperately need to make sure that our pension is one that will hold us in good stead after we retire.

Benefit Costs Affect Pensioners

PAC meetings are always packed with information. This was my fifth meeting in a year and a half, and as I said during one of the breaks on Saturday, it is no wonder that PAC members are expected to be members of the Committee for four years. The first time people attend a PAC meeting they feel like they have dropped into an alternate surreal and complex reality, one run by actuarial projections for the next five to fifteen years. And you thought budgeting for your next summer holiday was complex!

There are some things happening to our pension that you should be aware of. In general, the pension plan is very healthy; however, with the increase in costs to the Medical Services Plan of BC and the increases to the cost of extended health care plans for retirees, the pension plan may not be able to continue to cover the cost of MSP premiums for pensioners much longer.

Retired Teachers' Association

On an alternate good note, you all should know that when you retire from the College you are eligible to join the B.C. Retired Teachers' Association (RTA). Sam Lewindon, formally of Langara College, has been active in setting up an affiliate branch of the RTA for retired college instructors. As Sam noted, the RTA may be of interest to instructors when they retire as it gives its members access to insurance programmes for home insurance, as well as out of province and out of country travel insurance. As well, the Association has information on travel and tours, has an information-sharing network and arranges social activities.

Sam also noted that at present there is little done for people to prepare them for the way that retirement will affect their lifestyle. He noted that quite a number of retirees have problems in the first five years of retirement if they have not thought out how retiring will affect them. If you are interested in the RTA, there are some pamphlets on the Association at the KFA office in Surrey. Come by or call local 2200 for more information.

www.pensionsbc.ca

If you are wondering how much money you will get from your pension when you do retire, you can go to the Pension Corporation's web site at www.pensionsbc.ca and use the pension estimator to find out how much your pension will be and how much retiring at different ages will affect that pension.

At present, the information on the web site is based on your 2002 pension statement, which you received last February. It will be updated to reflect your 2003 statement some time in February or March. Some time after that, the Pension Corporation

hopes to have its website updated so that it reflects increases in your service as your employer reports it. Of course, the update to people's statements early in 2004 will include a great number of pension buy-backs and so a number of people will see their pension increase.

Don't forget that your pension is based on your five highest-paid years of employment with the College so that an increase to your salary not only affects your take-home pay but also has a long-term effect on how much pension you will receive per month when you retire. The higher your pay before you retire, the higher your pension when you retire.

Clock Survey

We are reprinting our survey on clocks to make sure that as many people as possible voice their opinion on the placement of classroom clocks. If you want to have your voice heard, fill in the survey on page 15 and send it to the KFA office in Surrey.

The blank space for comments has brought to our attention the fact that there are cleanliness and repair issues out there as well. If you have a concern that you feel Facilities should hear about, please make note of it on the survey.

Getting to the Point: Not by a Long Chalk

My pet peeve for the month is chalk. Have you noticed that when you go to use a new piece of chalk it almost invariably breaks? I realize that there is a trade off between hypo-allergenic chalk and chalk that is hard on the black boards and hard on our health, but I'm wondering if people other than myself are finding that the chalk breaks far too easily. (No, I have not been taking steroids that have affected my strength).

Al Valleau

Disability Management at Kwantlen

Ann Marie Davison

Executive Representative, Science, Applied Science & Technology

I wear a few hats with regards to the KFA. As a member of our Social Committee, I look forward to having fun with you at various events. My position as the executive rep for Sciences and Applied Sciences is not too demanding, as so far none of you have come to me with issues/concerns. What keeps me busiest is the Kwantlen Rehabilitation Committee and the CIEA Disability Management and Rehabilitation Committee (DMRC).

Many CIEA locals who signed the common agreement have a Rehabilitation Committee with equal representation from faculty and administration that advocates on behalf of faculty who are going on Long Term Disability. Your Disability Management Committee faculty reps are myself, Bob Perkins and Fraser Crinklaw. The committee works with the faculty member, their administrator, and Maritime Life to plan the return to work and ensure that any needed accommodations are in place.

The KFA generously sent me to a one day meeting last month called the "Bottom Line Conference" concerning depression and anxiety disorders in the workplace. The conference was hosted by the B.C. Division of the Canadian Mental Health Association (CMHA). Depression and anxiety disorders are now the second most common type of disability claims. One of the themes of the day was the importance of a healthy workplace in minimizing the effects of mental illnesses on workers. A healthy workplace requires trust and is poisoned by feelings of lack of control; perhaps some things the SLT should be thinking about

more seriously.

Immediately following the conference was the CIEA DMRC meeting. Members from locals all over the province get together twice a year to learn from each other. This meeting included an excellent presentation by Sarah Hamid-Balma from the CMHA.

You should be aware that there is no such thing as "stress leave". In order to qualify for benefits, you must provide medical documentation supporting a diagnosable condition such as depression, bipolar disorder, or generalized anxiety disorder. Claims will be denied otherwise. If you are considering applying for disability coverage for a mental condition, I recommend that you contact the KFA or the faculty reps on the Rehabilitation Committee. All such enquiries are handled confidentially.

There is a free self-care guide to working through minor depression available at www.mheccu.ubc.ca/publications. Cognitive behavioural therapy (teaching patients to replace unhealthy thought patterns with healthy ones) is as effective as medication at treating cases of minor depression. However, this is not covered sufficiently by our extended health plan. For both physical and mental disabilities, our coverage is too reactive and pro-medication, and does not adequately cover prevention and non-prescription alternatives. If you agree that our benefits should be more comprehensive, contact your WCC rep or the KFA executive and support them in bargaining.

Stay happy and healthy,
Ann Marie Davison

Safety?

Jim Jamieson, Chair, KFA Occupational Health & Safety Committee

British Columbia has had one of the best health and safety standards in Canada. The Occupational Health and Safety Regulations of the Workers' Compensation Board contain some of the best and most comprehensive protection for workers found in Canada.

Unfortunately the current government is busy revising the legislation from their anti-worker perspective and many of our protections are threatened. Their blanket approach of doing away with at least 33% of all regulations is being sold as a way of freeing business from unnecessary restrictions. Streamlining things has a universal appeal but a one-sided approach with little concern for anything other than profits for businesses does not bode well for the rights of workers.



The current legislation gives us

1. The **right to know** about the dangers in the workplace.
2. The **right to participate** in workplace health and safety activities through the joint OH&S Committee or worker representative.
3. The **right to refuse** unsafe work.
4. The **right to no discrimination**. You cannot be fired or disciplined for participating in OH&S activities.

Our current representatives on the OH&S committees at Kwantlen are:

Richmond: **Mary Boni**
Newton: **Alice MacPherson**
Surrey: **Claude Lassigne**
Kitty Leung
Langley: **Jim Jamieson**

An excellent example of proposed legislative changes that will put workers at risk and also threaten Kwantlen's apprenticeship programmes are the proposed changes to the new *Safety Standards Act* passed in the spring of 2003.

The current system requires workers to be trained and serve apprenticeships before they can do specific tasks. It also has government inspectors with the power to fine and stop work when needed. The new system will have a non-governmental body under the full control of the corporations administering the credential-

ing of workers, examination of workers and the enforcement system. The changes are being sold under the need to be globally competitive.

So what could this mean for Kwantlen's pre-apprenticeship and apprenticeship programmes, for the safety of workers and for the quality of work done in the province?

There will be fewer qualified people needed. One of the first trades affected has been the electricians. The new regulations allow non-qualified workers to work under the supervision of a person who "... is author-

ized under the *Act* to perform that type of work, ... and provides guidance and assistance to the individual..."

This means that someone qualified in an area of electrical work can supervise as many as can be handled, non-qualified workers off the street. There is no ratio system such as there is in all trades at the present. The mentoring system of training that sees an apprentice learn the trade while working with other skilled trades is gone. In order to make a profit and compete, contractors will be forced to hire unqualified workers creating danger to workers and the public. Fires, electrocutions and high insurance claims may be the result of these changes. The employer decides who is qualified to do regulated work under the new electrician rules.

The other trend is to have the contractor responsible for inspecting the quality of their work. The new "field safety representatives" can be hired by the contractors to inspect work or could even be the foreman on the job or the owner of the company. So much for the protection of workers or the public.

Despite threats to the system we still have many rights under the current legislation and we have representatives on all campuses who will help you if there is a situation where you feel unsafe or threatened. Please contact our committee members for help with any safety issues you encounter and please consider working to replace our current government.

The Key to Access is Faculty Flexibility, according to UCs

From "Igniting the Economy – Erasing Student Access Barriers. The University College Solution", the University Colleges of BC response to the Ministry of Advanced Education's Mandates working paper.

"Over [the period to 2010] the University Colleges of BC are going to be required to replace 34% of their full time faculty..."

"Even now, our teaching situation is stretched. During the 1998-99 school year, BC had the equivalent of 5.3 full-time university teachers per 1,000 19-29 year-olds compared with the national average of 7.3 teachers. Compared to our population base, BC has the smallest share of full-time faculty in Canada." (page 7)

"We believe the steps to support the process of increasing community learning capacity are as follows:

"...

"2. Legislation in the form of Bill 27 (Education Services Collective Agreement Act) and Bill 28 (Public Education Flexibility and Choice Act) is meant to provide labour flexibility." (pages 8-9)

REMI NDER!

Applications for Education Leave are due December 1st!

Exeter Pays Canadian Prof \$140K Damages

Russel Ogden, a criminologist at Kwantlen University College in Surrey, B.C., has won \$140,466 in damages from Exeter University after it broke a commitment to protect him while he conducted his PhD dissertation research on a secret global network conducting assisted suicides. Ogden studied at Exeter between 1995 and 1998.

The U.K.-based university was ordered to pay damages to Ogden because of its failure to abide by an assurance it would help keep secret the identities of the many respondents who told Ogden they had provided euthanasia and assisted suicide for terminally ill people.

"Years of my life were squandered solely because of Exeter's refusal to keep its written commitments and follow its own policies," Ogden says.

In 1999, Exeter's Senate Committee of Academic Enquiry ruled the ethics committee that oversaw Ogden's research had "mis-handled" his case and "demonstrated serious incompetence." The committee also found the level of supervision fell short of the university's published standards. Nevertheless, the university refused to offer a remedy.

The only recourse Ogden had was to petition the university's "visitor," in Exeter's case the Queen. His appeal to the Queen as visitor was handled by the Lord Chancellor, who was ordered to take jurisdiction on her behalf.

The Lord Chancellor's department confirmed the findings of the academic enquiry, scolded Exeter for its refusal to award a remedy and ordered damages for "negligent action."

Ogden spent two years interviewing more

than 100 people in Canada, Britain, the Netherlands and the United States who claimed first-hand involvement in helping people with AIDS commit suicide.

To conduct his interviews, Ogden had to offer respondents absolute confidentiality, particularly if courts ordered him to release their names.

Exeter's ethics committee initially approved this guarantee of confidentiality and gave a written statement recognizing "that entry into commitments of this kind is integral to the pursuit of truth through sociological research, and (we) accept the obligation to support and sustain those who do so."

But in 1997, two years into his research, Ogden learned that just five days after he received ethical approval, the chair of the committee had quietly altered the statement, rescinding the committee's support. The change meant Ogden's research participants were misled about the true conditions for their informed consent.

In his ruling, the Lord Chancellor said "the main consequence of that negligence was he could not use the research he had undertaken in reliance of the university's assurances. In practice therefore he was denied the opportunity to obtain a PhD at Exeter University."

Ogden had previously fought a high-profile battle with Simon Fraser University over its refusal to financially support his legal efforts to protect the confidentiality of the subjects in his MA thesis research, which had uncovered 34 Canadians with AIDS who had died through assisted suicides. Ogden's research received widespread attention in the mid-1990s and changed understanding of suicide among people with AIDS.

Reprinted with permission. CAUT Bulletin, November 2003, www.caut.ca.

2004 Bargaining preparation begins in earnest

Recruitment, retention and regularization on the agenda

Faculty and staff from CIEA locals came together in Vancouver on October 24 & 25 to discuss the upcoming round of bargaining to renew collective agreements expiring in March 2004. The bargaining conference made a number of recommendations with wide support from locals across the province.

CIEA will begin the work of bringing together a provincial bargaining council and will explore the possibility of a common table for the system in the upcoming bargaining round.

All partners in faculty bargaining will be invited to the table, including the BCGEU which represents faculty in seven institutions.

CIEA president Cindy Oliver said that issues of recruitment and retention will loom large once again in bargaining. "We know that about one-third of faculty are approaching retirement age in our institutions – a pattern that is replicated across the country and internationally. At the same time, student demand is up and critical shortages are also predicted in the skilled trades and many technical and health occupations.

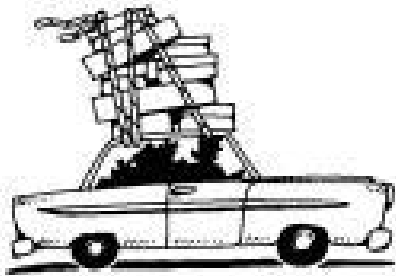
Shortages are predicted for those teaching university level education, which affects the labour market for more than one-third of faculty in BC's colleges, university colleges and institutes," said Oliver.

Conference delegates heard about settlement trends across the country and noted that the Canadian Association of University Teachers is recommending the successful CIEA approach to scale compression in the 2001 bargaining round as a model for university faculty across the country. CAUT is also encouraging university faculty locals across Canada to look carefully at a maternity leave top-up program based on language CIEA locals achieved in the Common Agreement in 2001.

Participants canvassed a range of issues for the upcoming bargaining round, including improving working conditions for non-regular or temporary faculty and identifying ways to best use the federal compassionate care leave provision that comes into force through the Employment Insurance program in January 2004.

The next bargaining conference is scheduled for February 2004. In the meantime CIEA locals, elected officers and staff will be busy preparing for bargaining.





To all KFA members:
Please print any changes that may apply to you
and forward through intercampus mail to
KFA, Surrey Campus

Thanks!

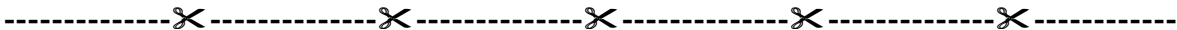
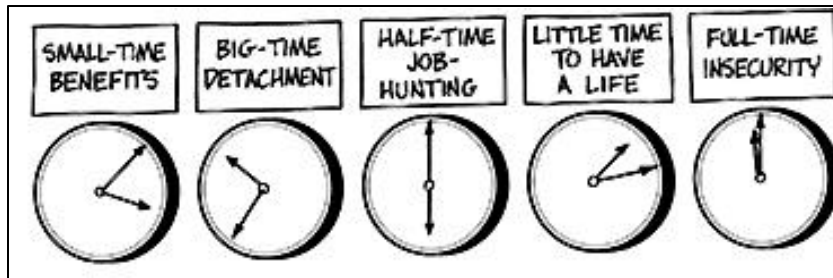
Notice of Change of Address

Last Name: _____ First Name: _____

Address: _____ City: _____ Postal Code: _____

Home Phone: _____ Work Phone: _____

Department: _____ Effective Date: _____



Survey on Clocks in the Classrooms

There should be clocks in every classroom	AGREE	DISAGREE
There should be no clocks in the classrooms	AGREE	DISAGREE
The clocks should be placed	ON THE FRONT WALL	ON THE SIDE WALL

Other comments _____

2003-2004 KFA Executive

Name and Position	Campus	Phone	Email	Term ends
Nancy Clegg <i>President</i>	R	2151/2151	kfpresident@kfa.bc.ca	2004
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