



President's Report

The Fall 2004 semester is now under way, but not without a few registration glitches. As usual, some students who needed courses to graduate found them full, while others were dropped from class lists or prevented from registering because of technical glitches. This Fall has been worse than usual, with about 75 students needing special permission from instructors to enroll as overload students in sections.

If students approach you and ask to get into your full section, please direct them to the Registrar's Office. The Registrar's Office will determine whether there is reason to ask an instructor to take a one-student overload, and if so, send the request to the KFA. The KFA will then contact you with the request. Whether you take the student is entirely up to you.

Memorials

It is with great sadness that we mark the passing of three of our colleagues over the summer: Jacqueline Duffy (Anthropology), Bill McLoughlin (Psychology), and Jane Yamamoto (ECE). Both Jacquie's and Bill's names have been added to the memorial plaques, but Jane's has not because she was laid off three years ago.

The KFA has asked the President's Office for a reconsideration of Policy G.4



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that governs the memorial plaques, so that we may also remember colleagues who once worked with us but were laid off during program cuts. The programs may disappear but the contributions those faculty made to the institution remains.

Budgeting Angst

Remember when the College President announced last year that class sizes would be increasing, beginning with the Summer 2004 semester? In case you've forgotten, let me remind you.

Initial projections for the 2004-05 Kwantlen budget indicated a \$5 million shortfall. Class size increases would be necessary to close the revenue gap, the administration told us. Initially, we in the KFA thought that increasing class sizes would mean more students for the institution and more revenue to close the gap, but we were incorrect. Increased class sizes were to be combined with the same number of students meaning lower costs as sections were cut and faculty laid off.

We launched a "fight-back" campaign and received tremendous support from our brothers and sisters in FPSE (CIEA), at CAUT and in the broader labour movement. The KFA entered talks with the management wherein we urged them to honour our collective agreement, and if they chose, to

bring proposed class sizes to the bargaining table where they belonged.

The KFA prevailed. Class sizes were not increased, and the College managed to balance its budget in part, sadly, on the backs of students with yet another tuition increase. Incredibly, the management also engineered a salary increase for themselves as I reported in last month's *KFacts*.

So it was with some trepidation that I listened at the August 18th meeting of the Board of Governors to Kwantlen's Director of Finance report that he is projecting a \$2.9 million deficit for 2005-06. How seriously should we take this projection? A look at Kwantlen's recent budget history is instructive. (Looking prior to 2002 is not useful because the Provincial Government grant, which makes up the largest chunk of Kwantlen's revenue, changed from formula funding to block funding in 2002.) **See Table 1 below.**

In the past two budget years, Kwantlen has brought in surpluses totaling over \$10 million. And in spite of a \$5 million deficit projected last fall for the current fiscal year, the budget that went to the Board was balanced. It remains to be seen whether we end up with another surplus on March 31st, 2005.

A provincial election is scheduled for May 17th of next year. The Provincial

"Tuition around the province has increased drastically, and by over 200% at Kwantlen since the current Government took office"

Table 1: Kwantlen University College Budget—History

Year	Initial Projection	Actual Outcome
2002-03	Balanced budget projected	\$5.97 million surplus
2003-04	\$4.5 million deficit	\$4.63 million surplus
2004-05	\$5.0 million deficit	Balanced budget predicted
2005-06	\$2.9 million deficit	?
2006-07	\$6.3 million deficit	?
2007-08	\$10.2 million deficit	?

Government has just announced it expects a \$700 million surplus this year and plans to hand it out to worthy causes such as post-secondary education. It is not unimaginable that it might throw some money Kwantlen's way, in an effort to rehabilitate its reputation after earning so much bad publicity over huge tuition increases across BC.

projected deficit for 2005-06 contains \$2 million for the Cloverdale Campus (as did the budgets for 2002-03, 2003-04 and 2004-05) so there should be a cushion in the event of cost increases. The Provincial Government has indicated, we are informed, Kwantlen need only contribute \$3 million toward the Campus, a sum already set aside.

Nevertheless, the College cannot depend on the whims of politicians when it budgets. Fortunately the

• Nancy Clegg
President



Bear Creek Institute
Presents:

Palestine Is Still the Issue
a documentary by John Pilger

John Pilger's film on Israel/Palestine graphically reveals the daily struggle faced by Palestinians. The piece also interviews Israelis who oppose Sharon's denial of self-determination for Palestinians, including those refusing to be conscripted into the armed forces.

Date: Wednesday, September 29th, 2004
Time: 4:00 p.m.
Location: Room G1205A Surrey Campus

Admission free. All welcome.



Grievance Report

By Maureen Shaw
Vice-President—Grievances

On Labour Day, educators probably spend the day as I am, preparing for the new academic year with anticipation and anxiety. However, we should also consider the meaning of this day meant to celebrate labour. We spend so much of our lives working, but rarely do we take the time to put our work in context of what has come before and what is to follow. As union members, we have protections and rights that many workers have fought to gain; unfortunately, many still do not have or have lost these rights and protections.

One of the most compelling books that I have read recently about the plight of many workers is Barbara Ehrenreich's *Nickel and Dimed: On (Not) Getting by in America*. In it she describes her attempts at getting by while working at minimum wage jobs in various parts of the United States. She forces her readers to pay attention to the courage of those who struggle to make ends meet in impossible circumstances: high rents, long hours, low wages, no protections, and heartless employers such as Walmart.

What she depicts is depressingly real for many of our students, we must remember, and they are facing ever-increasing levels of debt in order to study and escape the low wage trap. At the same time, the earnings of many workers are declining in real terms, and our job security and benefits are eroded by the pressure to downsize and lower expectations for most except the top 5% of income

earners. At Kwantlen, our management is rewarded by significant salary increases while faculty or staff are offered zero. In addition, Kwantlen continues to raise tuition fees.

Many of us worked in low wage jobs in the beginning of our working lives, and we may have learned a great deal from that experience. I remember the vulnerability of my positions, the hard work that was often unrecognised, but I also had the hope and opportunity of post-secondary education to keep me going.

Now for many, post-secondary education is unreachable because of the financial barriers put up and the low wages most earn. Try to imagine how you would get by on \$8 an hour. That translates into \$320 per week (at 40 hours) or \$16,640 per year gross. Then consider the impact of tuition at \$107 per credit or \$3,510 for a full academic year. On top of that is the cost of living, with rent probably around \$7,000 per year. Those of us who have sons and daughters entering the workforce know what they are facing if they cannot find well paying work. And wages continue to be suppressed for most.

Solidarity with health care workers

Recently, I spent time in the hospital and I owe a huge amount of thanks to our health care system and those who work to provide the care. The system is successful only because of the people in it and their remarkable dedication and attention. Everyone struggles with

“...post-secondary education is unreachable because of the financial barriers put up and the low wages most earn.”

the system's inadequacies, but they also come together in many ways to ensure that the patient is number one. I laud our doctors, nurses, technicians and hospital staff, and I am so angered by the attacks on their incomes and job security, all for the sake of the corporate bottom line.

The workers in the health care system all deserve better than what they have been handed lately. If we are going to "fix" health care or preserve it, the workers are the ones who will do it. I hope the politicians debating the issues and proposing the solu-

tions remember who provides the care.

Next academic year

Good luck with your classes and students over the next year. Enjoy your work and remember that many appreciate your efforts and will continue to do so over the years. Your labours are not in vain. And if you encounter problems in your work, come to the KFA for assistance. We are here, as other unions are, to improve your working lives.

• Maureen Shaw
Vice-President—Grievances



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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:** _____





Negotiations Report

By Terri Van Steinburg
Vice-President—Negotiations

Welcome, faculty, to the 2004/2005 academic year! In case you missed it, we are re-running the bargaining process timeline published in last month's issue.

Provincial or Multi Institutional Discussions (MID) Table

February 2004

- College Institute Educators' Association (CIEA) and BC Government and Service Employees Union (BCGEU) hold a joint bargaining conference to discuss common bargaining demands.
- Based on the Unions' MID demands, KFA members vote unanimously in favour of the following motion: "That the KFA agrees to participate in provincial bargaining to achieve the bargaining objectives presented at this meeting."

March 2004

- The Post Secondary Employers Association (PSEA) distributes their compensation document "Definitions of Compensation for Faculty and Support Staff Bargaining."
- PSEA sends a letter to the KFA explaining that the provincial government has made the PSEA the **exclusive** bargaining agent for the Employers in the post-secondary sector, and that under PSEA bylaws "an individual institution has no authority to conclude a collective agreement that has not first been approved, ratified and executed by PSEA." Further, the terms and conditions of any tentative agreements **must** be within the PSEA mandate.

- The Employer tables a Draft Protocol agreement.
- First meeting between Unions and Employer takes place.
- Bargaining dates are set for May and June, 2004.

April 2004

- Unions table a Draft Protocol agreement.
- Employers table their second Draft Protocol agreement.
- The KFA invites Kwantlen University College to join the MID table

May 2004

- Kwantlen University College responds to the KFA's invitation to join the MID table, indicating they "have decided not to participate in such a Table."
- Unions hold meetings to discuss protocol, review bargaining demands and prepare a tabling document.
- PSEA, CIEA and BCGEU agree to a Partners Pension Table.
- The Unions release a bargaining backgrounder and a news release entitled "Post-Secondary Educators Begin Bargaining."

June 2004

- The Unions present the Employer with our Tabling Document containing the Unions' bargaining proposals.
- The Employer tables its MID Bargaining Proposals.
- The Unions release Bargaining Bulletin 2 entitled "Post-secondary unions and employers table bargaining proposals."
- The Employer and Unions agree to scope of the MID table

MID table negotiations will resume in mid-October. I will continue to represent KFA members at the MID table. Despite our best efforts we have as yet been unable to convince Kwantlen to join the KFA at the MID table.

Please bookmark and check the CIEA and BCGEU websites for bargaining updates. You can also find the bargaining bulletins I cited above at either website listed below.

<http://www.ciea.bc.ca/news/bargaining.htm>

<http://www.bcgau.ca/378>

Local Bargaining

October 2002

- KFA Contract Review Committee (CRC) is formed to review contract language, identify problems or weaknesses in the collective agreement, assess membership priorities and make recommendations to the Working Conditions Committee in preparation for the next round of bargaining.

February 2003

- CRC begins a strategic review of current collective agreement.

March 2003

- CRC develops and distributes a bargaining questionnaire to KFA members.

June 2003

- Bargaining questionnaire results are reported in the June issue of *KFacts*.

September 2003

- The Working Conditions Committee is elected at General Meeting.
- A bargaining survey is developed by the Working Conditions Committee and distributed to KFA members.

October 2003

- The Working Conditions Committee begins putting together local bargaining demands.

March 2004

- CIEA provides a two-day bargaining workshop for the Working Conditions Committee.

April 2004

- KFA members endorse local bargaining demands at the Annual General Meeting.

May 2004

- The KFA local Bargaining Committee is formed.

A great deal of time and effort has brought us to where we are now. I expect local bargaining will begin sometime this fall. Thanks to the hard work of the Contract Review Committee and the Working Conditions Committee, the KFA is ready.

• Terri Van Steinburg
Vice-President—Negotiations

In Memorium

Jacqueline Duffy

Anthropology

Bill McLoughlin

Psychology

Jane Yamamoto

Early Childhood Education



Finance Report

By Al Valleau
Secretary-Treasurer

There seem to be some problems with the way the post-probationary as well as the probationary review system is being administered. The present review system was put in place because of the hard work of faculty and administration who worked together over a number of years to develop a review system that the Kwantlen Faculty Association and the College agreed to utilize.

This last spring, the committee that worked on the evaluation system, the Faculty Performance Review Committee, met again as differences have arisen in the way the system is being administered at the College. It is important that everyone understands that there is an agreed system of review and that any changes to that system should be dealt with by the joint Faculty Performance Review Committee, and that faculty should not participate in any forum outside of that committee or with individual administrators who deem that they want their faculty to help develop or refine the system to reflect how they think the system should operate.

The KFA is the faculty's bargaining agent, and no one should co-operate with administrators who feel that they can the review system within their own area unilaterally.

The Post-Probationary System

The document that post-probationary faculty should receive from their dean when they decide to start their review should note that the review sys-

tem is faculty driven, that it can be started at any time during a three-year cycle, and that faculty must, during a three-year cycle be reviewed by a minimum of four sections. In other words, instructors may choose their required four sections from different semesters within the three-year cycle. Faculty may, of course, request to be reviewed by more than four sections, but, in each three-year cycle, they must choose a minimum of four sections to review them and have those reviews forwarded to their dean.

The post-probationary review system is basically formative in nature, geared to help faculty obtain feedback on their teaching. (In contrast, the probationary review system is basically summative in nature, geared to generate information for administrators that will help them decide whether the abilities and skills of new faculty are in accord with the demands of the teaching duties at Kwantlen.)

Peer Review and Self Evaluation

During each three-year cycle, post-probationary faculty are also required to have a peer review them and report to the dean that he or she has done a peer review. Unlike the probationary review system though, the post-probationary system does not require the peer reviewer to write a report to the dean; instead, the peer simply fills in a form declaring that the peer review has taken place and that the reviewer has talked to the post-probationary faculty under re-

"Know what the intent of the review system is and know what your bargaining agent has and has not agreed to with the College."

view about what she or he has observed.

The third component of the post-probationary review system is the self evaluation, which post-probationary faculty use to review their feedback and reflect on their teaching and other facets of their work at the College. The post-probationary review system makes it clear that if a dean has evidence that a post-probationary faculty member is not fulfilling his or her duties, this dereliction of duty will be dealt with through a different, summative review process.

The Results

After completing a post-probationary review, the dean must communicate with faculty that s/he has examined the review material. That should be the end of the review process.

The review system did not envision a ranking or grading system of faculty. The committee felt that such a system could be manipulated and introduce subjective, divisive elements that were not constructive. It felt that the review system took as its recognized stance that it was a necessary performance check, but that it should not be used in any way to rank, demean or create divisive feelings between instructors.

It has come to the KFA's attention that in certain areas the intent and philosophy of the review system is being debased. Know what the intent of the review system is and know what your bargaining agent has and has not agreed to with the College. If you feel the system agreed to by the KFA and the College in a letter of understanding is being breached, report the breach to the KFA office. Do not cooperate with any process that runs contrary to the agreed process or enter any discus-

sions with administrators who wish to use or apply a process that is contrary to or a "refinement" of the agreed to review process.

The Faculty Performance Review Committee is to meet again between the end of September and the beginning of October. If you have any questions about the review process, contact the KFA office or one of the faculty members on the Faculty Performance Review Committee: Balbir Gurm and Al Valleau.

The State of Post-secondary Wages

I intended to write an article on, among other things, the provincial government's advertising campaign that shows how many more seats it has generated this fall across the province, but as I was very concerned with what is happening in the faculty review process, I will only leave you with these brief thoughts:

Although they are patting themselves on the back for the increase in seats in the post-secondary sector, the members of the government in Victoria are not telling anyone who is paying for the increases in seats. Ask your students; they will have a good sense of who is paying, or look at the fact that the government has been rumoured to want no increases in salary at the college level.

With that in mind, here is an article from *The Province* from Sunday, September 5, 2004:

Survey suggests Canadian wage hikes to average 3.2%

TORONTO (CP)—A survey of Canadian employers suggests wage increases will average 3.2 per cent in 2005.

The Hay Group management consultancy said Friday that 83 per cent of surveyed organizations plan to provide base salary increases next year, with the average 3.2 per cent raise exceeding the projection of a 3 per cent increase one year ago.

The survey, conducted over the summer, polled more than 500 Canadian organizations in the public and private sectors. The forecasts varied slightly by job level, ranging from an anticipated increase of 2.8 per cent for trade jobs to 3.2 per cent for executive positions.

The survey also found geographic differences: from a high of 3.6

per cent in Alberta to a low of 2.3 per cent in some parts of Atlantic Canada.

Bonus targets as a percentage of base pay range from 6 per cent for trades jobs, 15 per cent for middle management and 30 per cent for executives. (A57)

If Atlantic Canada is receiving the lowest raises at 2.3 per cent, what does that say about our government and our impending negotiations? Welcome to the other coast, complete with unsavoury anomalies.

•Al Valleau
Secretary-Treasurer

For more information:
<http://www.righttoprivacycampaign.com/>

The logo for the Right to Privacy Campaign features the words "Right to" in white, "PRIVACY" in large white letters with an orange outline, and "Campaign" in white. To the left of "PRIVACY" is an orange icon of a computer monitor with a triangle on its screen. The entire logo is set against a dark blue circular background with an orange border.

Goal of "Right to Privacy" Campaign:
The individuals and organizations supporting the "Right to Privacy" campaign, have set the following as their goal and the basis on which they are working together:

No contracting out of information or information management to any company subject to foreign laws that violate the privacy rights of Canadians, like the USA PATRIOT Act.



Workload Issue: Faculty Recruitment for Research Ethics Board

By Russel Ogden
Member-at-Large

You may have heard that the Research Ethics Board (REB) is seeking new members and that the Office of Research and Scholarship would like to expand the committee from five members to about 30.

Faculty attending the August divisional meetings learned that the REB now consists solely of a chairperson. The other four members who served faithfully for the past two years have resigned.

Without a duly constituted REB, Kwantlen's drive to become a research institution is seriously compromised. Universities must be in compliance with the federal *Tricouncil Policy Statement: Ethical Conduct for Research Involving Humans* (TCPS) and all research funded through the main granting councils (SSHRC, CIHR, NSERC) requires REB review.

In other words, an REB is essential if Kwantlen hopes to attract research funding and grow into the 2010 vision of becoming a leading research institution.

What's Required of an REB?

Effective REB members must be familiar with the Kwantlen ethics policy and possess a detailed understanding of the 90-page TCPS document. In addition to awareness of policy, an REB must also have familiarity amongst its members, so that a culture of understanding and cooperation can be nurtured while the committee navigates its way through the complex ethical issues often raised by research.

In the Spring term, our five-member REB reviewed 27 applications for research ethics review, plus many requests for policy exemption and interpretation. The rationale underlying a 30-person committee is that the workload would be spread across many people rather than a few. Under the proposed model, subcommittees would review about five applications per semester. According to the VP Research, most applications would be reviewed by email and meetings would be infrequent.

In my view, there are problems with ethics review by email because it is often ineffective for discussing sensitive issues. Moreover, the TCPS states "face-to-face meetings are essential for adequate discussion of research proposals and for the collective education of the REB."

Speaking as a member of an external ethics committee, I can say that the responsibilities of an REB are great, the time investment is large, and the knowledge requirement is constantly evolving. It is not unusual for a single ethics application to require over 10 hours of careful scrutiny.

Kwantlen's REB members have worked tirelessly to meet the needs of its research community and to support KUC's imperative to be a leading research institution. I know first-hand of the dedication of our former REB, having taxed its collective intellect last year when I submitted a proposal to interview a group of covert death providers. The committee was diligent, thoughtful, and took its job seriously.

"...an REB is essential if Kwantlen hopes to attract research funding ..."

Resignations

Why did four members of Kwantlen’s REB resign? Because the 1/8 time release that they had been receiving was to be discontinued for the coming academic year. At the very time that the REB was experiencing increasing workload and also becoming more comfortable with its operations, members were being asked to forgo their time release yet continue doing the work.

Without an REB compliant with the TCPS, faculty researchers will be ineligible for funding from federal government sources. The pattern will continue: faculty will do unfunded research off the sides of their desks.

Does this sound familiar? We will continue to be asked to do more, with less.

Solution to the Problem

The TCPS says that universities must “ensure that the REB has the appropriate financial and administrative independence to fulfil its primary duties.” If the Office of Research and Scholarship is serious about research, it must ensure that its REB has resources, including teaching release, to properly serve faculty researchers.

•Russel Ogden
Member-at-Large

Closing the Equity Gap

A portrait of Canada’s university teachers, 1996-2001

Summary

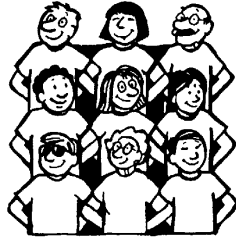
Canada's professoriate is rapidly getting older and, despite some progress in recent years towards greater diversity, remains largely white and male. An analysis of detailed data from the 2001 Census reveals that women, Aboriginal peoples, and visible minorities continue to be under-represented amongst academic staff and earn less. Other key findings include:

- Nearly 30 per cent of professors were over the age of 55 in 2001, up from 26 per cent in 1996.
- Of all full professors, just 15 per cent are women.
- Female faculty employed full-time earn only 80 per cent of their male counterparts.
- For female faculty employed on a part-time basis, the earning gap is even wider. Women earn less than 70 per cent of what their part-time male colleagues do.
- Aboriginal Canadians are largely absent from the ranks of academia.
- Visible minority university teachers earn well below the average salaries of all professors and are more likely to experience unemployment.

Taken together, the data shows that much more work is needed to be done to ensure greater equity within the academy.

• From the CAUT website
http://www.caut.ca/english/publications/review/200407_closingequitygap.asp

Note: This portrait focuses on universities not our college system.



Unions Make a Difference in People's Lives

By Ken Georgetti
President, Canadian Labour Congress

In Canada today, almost one in three workers is unionized, because unions make a difference in people's lives. Unions continue to work hard to help employees get organized and enjoy the coverage of their own collective agreement. And, consistently, in opinion surveys, workers provide their unions with approval ratings above 75%. What political party or business institution would not envy such approval ratings?

Efforts by workers at Wal-Mart stores in several provinces to join a union, have received a lot of attention lately. Despite intense resistance from the company and despite many setbacks, some have managed to win and more want to try.

Why do they keep trying? Because workers know that unions make a difference. Unionized workers earn an average of \$5/hr more than their non-union counterparts. They also tend to have more and better benefits like pensions, dental and drug plans, life and disability insurance, even scholarships for their kids. Just as important, they have more respect at work through better job security and lower levels of harassment and discrimination.

For corporations like Wal-Mart and for governments who imitate them, the bottom line is never about the well-being their workers, their workers' families and the quality of life in the communities where they live. That is why, time and time again these companies and these governments find themselves on the wrong side of peoples' efforts to raise their standard of living so they can achieve their dreams and improve their quality of life. The noise of today's consumer bargain will never drown a working citizen call for fair-

ness, equality, shared prosperity and democracy.

For more than a century, unions have made a difference in people's lives because unions are people – working citizens – that get together to win something better for the lives that they invest in their work. Higher wages, safer working conditions, weekends, pensions and other benefits gained at work helped them tend to the health and education of their loved ones and their communities. Education programs, from basic literacy courses in the early 1900s to anti-racism and anti-harassment workshops today, helped working people become better citizens and better employees.

These successes explain why, throughout the last century, the strongest economies were in countries with strong labour movements. The economies that are the envy of the world sprang from the fairer distribution of wealth and economic success that unions bring about in fostering family-supporting wages and democratic participation. It is no accident that the democratic and popular victories of Lech Walesa, in Poland, and Nelson Mandela, in South Africa, brewed from workplace mobilisations. For the same reasons, the 20 countries rated "best to live in" by the United Nations' annual Human Development Report all have strong labour movements.

But in the last decade, things changed. Working people lost ground for the first time in more than a generation to the Wal-Mart low wage credo of servitude. Standards of living stalled. Important programs like unemployment insurance or public medicare slipped. Rising education and training costs meant fewer

opportunities for our children. Governments, listening to powerful corporations made tax cuts and other changes to policy that produced a windfall for the corporate sector and for the rich individuals who ran them. The value of stock options, bonuses and other schemes CEOs and other heads of business used to pay themselves shot through the roof. But when the market caught up with the indecency of it all, working people ended up paying the bills. Too many lost incomes, benefits, and retirement savings.

Today, people worry about the future. Many worry they won't have enough money to retire or to live after they stop working. Many worry about whether they will keep their jobs. Many worry about access to training and post-secondary education and the kind of jobs that will be there for their children and grandchildren. Many wonder whether our health care system will be there for them when they need it: because they see the wait times, the growing cost of drugs, the regular delisting of services and the eroding down-spiral of privatization.

In the labour movement, we know that it doesn't have to be that way.

Whether they face Wal-Mart, Aliant or the new financial backers of Air Canada, the government of Gordon Campbell or Jean Charest, working Canadians know they will be seen, they will be heard and their presence will be felt wherever decisions are being made, as long as they enjoy membership in strong unions. Our elected politicians should remind themselves daily that the majority of the citizens of Canada

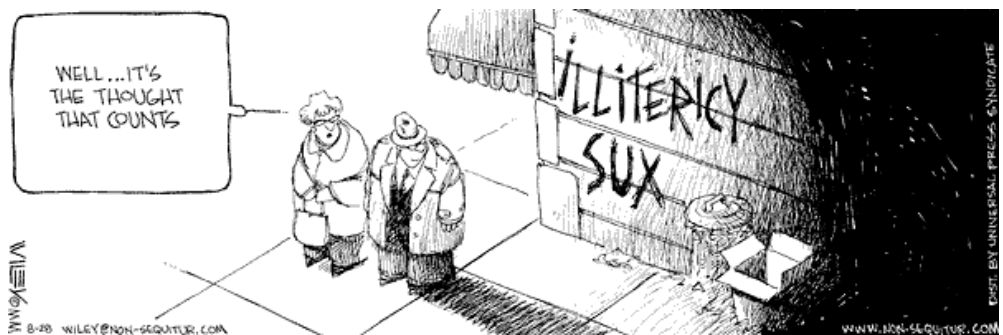
are workers. Focusing on what is important to workers, therefore means focusing on the issues that are relevant to the vast majority of citizens – who hold the votes they need to stay elected.

In the coming months, Canadian labour will be the voice for the Prime Minister to hear: the voice of working citizens, with realistic solutions on the issues that are relevant to the vast majority. That agenda expects government action to protect pensions, to strengthen and expand medicare, to modernize employment insurance including its training components, and to repair Canada's international reputation on workers' rights.

Canadian workers and their unions know that, to succeed, Wal-Marts and their imitators in business and government must share their success with the people who make success possible – their workers. A pat on the back or a free hotdog at the summer picnic are not enough. The best workers in the world come from communities with good education and training opportunities, accessible and affordable health care, and the kind of economic security that comes from high wages and good pensions. The most productive workers in the world – not only for their employers, but for themselves – are unionized, because they know that from the shop floor to the floor of Parliament, unions make a difference in people's life.

Happy Labour Day.

• From The Canadian Labour Congress website <http://www.clc-ctc.ca>





The FPSE Page

Opening Doors for Every Student

Coalition aims to create more opportunities to learn

Today the Coalition for Public Education is launching a provincial public awareness and political action campaign entitled "Opening Doors for Every Student." The campaign is sparked by one simple question: Why can't B.C.'s young people get all the education they want and need?

"Students keep running into barriers — skyrocketing tuition fees, the elimination of grants, and massive debt," says University of Victoria student Scott Payne, B.C.'s representative on the national executive of the Canadian Federation of Students. "The provincial government needs to take responsibility for holding young people back from getting a post-secondary education and take steps to solve the crisis that it has created."

Coalition members are thousands of people across the education sector from pre-school to post-graduate. They represent students, teachers, school support staff, post-secondary educators, and university faculty who share a deep concern that quality public education is being eroded and opportunities to learn are being denied.

"With 2,500 fewer teachers, scarce resources, larger classes, and less support for students with special needs, everyone in the public school system is feeling the strain," said Jinny Sims, president of the B.C. Teachers' Federation. "We've got to reverse these cuts and restore strength and stability to our schools."

Barry O'Neill, president of CUPE B.C., noted that more than 100 schools have closed since 2001. "With several communities being forced to adopt the four-day school week and others to reduce school days and student services — all against the wishes of parents — our children's educational opportunities are the bleakest they've been in more than a decade," O'Neill said.

"More than 2,100 qualified students were turned away from B.C. universities last year and I wouldn't be surprised if at least as many were turned away this year," said Norma Wieland, president of the Confederation of University Faculty Associations of B.C. "Clearly students understand the importance of post-secondary education. All they need is a chance to succeed."

"This isn't just about students and families. Our provincial economy needs educated, skilled workers now. By underfunding education, government is taking B.C. in the wrong direction," said Cindy Oliver, president of the Federation of Post-Secondary Educators.

"Since taking office the Campbell Liberals have raised tuition by up to 100 percent, eliminated student grants and apprenticeship programs, cut child care services, and lowered the minimum wage for young people," said BCGEU President George Heyman. "This government has closed the door to higher education at a time when we should be opening doors to young people."

Through the "Opening Doors to Every Student" web site, British Columbians will be able to get the facts on current issues in education. It includes a tuition fee and living expenses calculator for parents who need to know what kind of bills they'll be facing when their children head to college or university.

Coalition members will also be available to speak to groups at schools, on campuses, or in the community. They will share their knowledge and experience on a wide range of issues. As well, they'll encourage parents and concerned citizens to talk to their MLAs and other candidates about the necessity of investing in public education at all levels. For more information, please visit: www.opening-doors-bc.ca

"We've got to reverse these cuts and restore strength and stability to our schools."

2004-2005 KFA Executive

Name & Position	Campus	Phone	Email	Term ends
Nancy Clegg <i>President</i>	R	2151/2151	KFAPresident@kfa.bc.ca	2006
Maureen Shaw <i>Vice-President- Grievances</i>	L	2149/2149	MDShaw@shaw.ca	2005
Terri Van Steinburg <i>Vice-President- Negotiations</i>	S	2259/2259	VPNegotiations@kfa.bc.ca	2006
Al Valleau <i>Secretary-Treasurer</i>	S	2188/9274	Al.Valleau@shaw.ca	2005
Russel Ogden <i>Member-at-Large</i>	S	3169/9050	Russel.Ogden@kwantlen.ca	2005
Val Innes <i>Access</i>	L	3338/9635	Val.Innes@kwantlen.ca	2005
Ann Marie Davison <i>Science/Applied Science/Technology</i>	R	2655/9541	AnnMarie.Davison@kwantlen.ca	2005
Mary Griffin <i>Humanities</i>	S	2187/9161	Mary.Griffin@kwantlen.ca	2006
Tom Thorner <i>Social Sciences</i>	S	2185/9270	Tom.Thorner@kwantlen.ca	2005
Harj Dhaliwal <i>Business</i>	R	2157/9337	Harj.Dhaliwal@kwantlen.ca	2006
Ihor Pona <i>Applied Arts</i>	R	2717/9795	Ihor.Pona@kwantlen.ca	2006
Jed Sheehan <i>Trades/Horticulture</i>	N	2947/9391	Gerard.Sheehan@kwantlen.ca	2005
Jan Penhorwood <i>Student Support</i>	L	3236/3236	Jan.Penhorwood@kwantlen.ca	2005
Balbir Gurm <i>Community & Health Sciences</i>	S	2267/9320	Balbir.Gurm@kwantlen.ca	2005
Terry Nanubhai Non-Regular Faculty	N	2965/9900	Terry.Nanubhai@kwantlen.ca	2004
Ronnie Skolnick <i>Status of Women Committee</i>	N	3022/9852	ronick@shaw.ca	2005
Alice Macpherson <i>Ombudsperson</i>	S	3040/3040	Alice.Macpherson@kwantlen.ca	2006
Erica Todd <i>KFA Administrative Assistant</i>	S	2152/2152	Erica.Todd@kwantlen.ca	