

kfacts

promoting the welfare, professional interest, and working conditions of KFA members

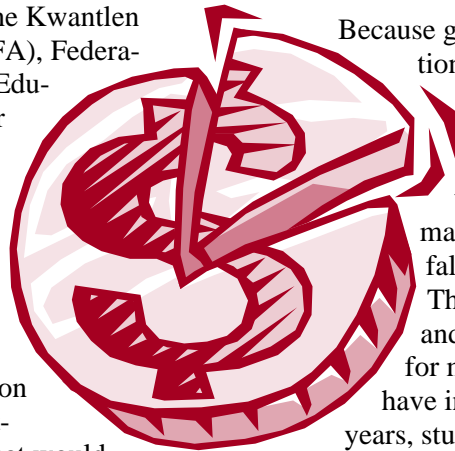


Provincial Budget 2008

On February 19th, 2008 the provincial budget was announced with a primary focus on the so called "green economy." There is very little in the way of funding for the public post secondary system. There was a small increase to the Ministry of Advanced Education's budget, but that fell far short of the target for better funding that the Kwantlen Faculty Association (KFA), Federation of Post-Secondary Educators (FPSE), and other FPSE locals advocated for in their respective presentations to the Select Standing Committee on Government Service and Finance. We recommended that an additional \$200 million be added for public post-secondary education. That would represent a 10% lift in the Ministry of Advanced Education's budget which would bring real per-student funding back to the level it was in 2001. Instead, per student funding is on a projected decline over the next three years.

The Kwantlen publication "Creating Our Futures, Kwantlen University College

Action Plan 2007," states that "The proportion of post-secondary institution's revenues coming from the provincial government has dropped from 58.1% in 1993-94 to 45.6% in 2003-04. In addition, the Ministry of Advanced Education's share of the provincial budget has dropped from 8.1% in 1995-96 to 7.3% in 2005-06."



Because grants fall short of institutional needs, costs are shifted onto the students.

Kwantlen and other institutions have turned to tuition fee increases to make up some of the short fall in government funding. This has made accessibility and affordability a real issue for many students. As fees have increased over the last five years, students have been forced to drop out all together, drop back from full-time to part-time or take on enormous levels of debt. Under the current tuition fee policy, we are forcing today's students to pay a far higher portion of the cost of post-secondary education than did students in previous generations.

In addition, adequate funding is critical

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Emergency Preparedness: Are We Ready?

How prepared are we for an emergency? Does the institution have a plan if something extreme were to happen? Where do you take your class in case of fire and how do you account for your students? These are just some of the questions that you should ask yourself and the employer.

In recent days, we have seen a number of incidents making headlines in the national and local media, from tragic shootings to campus lock downs and closures. These events have raised awareness around campus security issues, and raised questions around campus violence and how it is dealt with. The recent events at the University of British Columbia and Douglas

College have shown us that our corner of the world is not exempt from emergency response issues.

How prepared is Kwantlen? Emergency preparedness has been discussed at the Labor Management Relations Committee for the past few months. Management has reported that they are drafting revisions to policies, procedures and protocols around a number of security/emergency response matters. The institution has the responsibility to prepare an emergency response plan and communicate its plan to students and employees before, during and after any incidents.

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Grievances and Arbitrations

Arbitrations—Final Stage to Achieve Resolution—Sometimes We Win!

The KFA currently has three arbitrations underway with more on the way, depending on the outcome of these three. Arbitration is the final stage when the 3-Step Grievance process under the collective agreement fails to bring successful resolution to disputes between the Employer and the KFA. An arbitration is a legal process wherein each side presents arguments to an independent third party.

We have just learned that **we won** the arbitration involving the rights of non-regular faculty under Article 1.05(e). (Read the Award online at www.kfa.bc.ca)

We fought for the rights of non-regular faculty who meet the test for conversion to regular status, which includes the following: the faculty member has a workload of 50% or greater for each of two (2) consecutive appointment years of work; there is a reasonable expectation of ongoing employment at a workload level of at least 50% in each of two semesters within the appointment year subsequent to that in which the entitlement to conversion arises or there is a reasonable expectation of an ongoing workload as-

signment of at least 50% on an annualized basis within the appointment year subsequent to that in which the entitlement to conversion arises; the faculty member is qualified for the work that is available; and the faculty member's performance reviews have been satisfactory.

The employer sought to overturn Arbitrator Munroe's decision for Malaspina and Kwantlen in 2000, and to limit the kind of work that can be considered ongoing. We were compelled to take this case forward to arbitration—we cannot let the Employer claw back faculty rights for which we have fought long and hard.

The second arbitration is about the denial of regularization to five faculty members in Criminology. The arbitrator is Judi Korbin; it began February 18 and 19 and will resume in early May. Other regularization grievances await the outcome of these two arbitrations.

We settled through mediation two grievances set to go to arbitration on issues related to biased Search and the denying of a faculty member future employment. The faculty member has returned to a position at Kwantlen.

We have another arbitration set for June

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Important: Pay Increases as of April 1, 2008

All Regular and Non-Regular Type 2 Faculty will receive:

Step	11	10	9	8	7	6	5	4	3	2	1
April 1, 2008 to March 31, 2009	82,591	77,893	72,557	69,587	67,038	64,490	61,941	59,393	56,844	54,295	51,746

All Non-Regular Type 1 Faculty will receive:

Effective April 1, 2008	Contact Hours	Per Semester Credit*
Classroom Related	16	1,845.04
Reality Environment	20	1,845.04
Simulation Environment	24	1,845.04

Effective April 1, 2008	Contact Hours	Per Semester Credit*
Individual Learning	24	1,845.04
Practicum Supervision	32	1,845.04
Equiv. for a 3 credit course		5,534.10

Kwantlen Emergency Phone Numbers

Campus:	Local 8-1-1
Fire/Police/ Ambulance:	Dial 9-1-1
Langley:	604-599-3276
Newton:	604-599-2976
Richmond:	604-599-2676
Surrey:	604-599-2076
Cloverdale:	604-598-6076
	(or options 1 or 2)

Emergency Preparedness

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Whether you are a new employee or have worked at Kwantlen for several years, it is a good idea to review emergency response procedures.

Here are some suggestions:

1. Take your belongings to class—an emergency closure of a building may not allow for entry to get car keys, wallets or purses for an extended period of time.
2. Have a current, paper copy of your class list to account for your students in case of evacuation.
3. Talk to your class and predetermine where you would meet outside of the building. This will allow you to account for everyone and inform authorities if someone is missing.
4. Check your classroom and office locations for security and emergency numbers, as well as telephones. Know the numbers ahead of time and have them handy.
5. Notify security if you are working alone.
6. Take notice of your surroundings and call security if anything concerns you.

Bob Davis

Vice-President, Negotiations

Provincial Budget

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for maintaining the comprehensive mandate that Kwantlen is supposed to provide to our communities. Government needs to ensure that institutions like Kwantlen, which serve communities with a significant immigrant population, have the funding required to provide programs like English Language Training in order to meet skills and labour shortages. Unfortunately, this budget ignores the needs of students and the demand for skills.

The provincial government's announcement in the throne speech made it obvious that post secondary education isn't a budget priority:

"New steps will be taken to expand B.C.'s public university system, provide new clarity of purpose in our post-secondary institutions and create new opportunities for higher learning. Funding will be targeted to where it is needed most, to meet skills demands with added training capacity for skilled workers."

What these next steps will look like is unknown. In reading through the budget material, Campus 2020 does not appear to be a priority either. In fact, although the

Ministry of Advanced Education's service plan states that the Ministry has received the *Campus 2020 Thinking Ahead* report, the Ministry is working on a transformative plan to implement its recommendations. Furthermore, although the Ministry states that it has already made Adult Basic Education tuition-free, undertaken a review of student financial assistance, and announced a review of the private career colleges legislation, the Ministry does state the following:

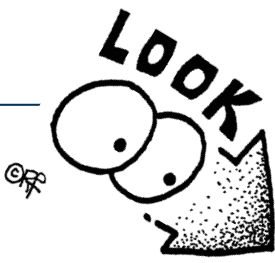
"This Service Plan foreshadows many of the actions the Ministry will be taking as part of Campus 2020. However, the Ministry's position on some of the recommendations is not explicitly incorporated into the plan as consultation with our partners is still ongoing."

What does this mean for us?

The KFA will continue, as we always have, by lobbying and advocating for better funding for Kwantlen and by adhering to the KFA principles for Kwantlen that we have endorsed (<http://www.kfa.bc.ca/principles.html>).

Terri Van Steinburg

President, Kwantlen Faculty Association



MARK YOUR CALENDARS!

**KFA ANNUAL
GENERAL MEETING**

FRIDAY, APRIL 15

1:30-4:30 PM

D128, SURREY CAMPUS

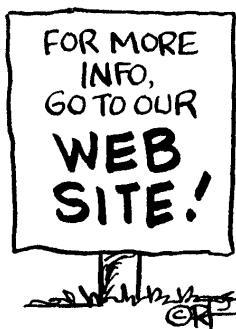
Letters to the Editor?

Send them to Panteli Tritchew,
Panteli.Tritchew@kwantlen.ca,
with the subject title "KFAacts
Editor."

Have you recently moved?

Be sure to let us know! Send an
email to Erica.Todd@kwantlen.ca

☰ Kwantlen Faculty
Association
12666-72nd Avenue
Surrey BC
V3W 2M8
Tel 604.599.2200
FAX 604.599.0797



We're on the Web!

Visit us at:

<http://www.kfa.bc.ca>

Letter to the Editor

Dear Editor,
Kwantlen's Draft Policy G.27 on ethical conduct in research says that faculty members hold "primary responsibility for student research." What are the labour implications for this? If a student engages in unethical conduct in research it is likely that the faculty member will only learn of this when the violation is discovered, probably by the faculty member. What sort of protections does the Collective Agreement offer for faculty held responsible for student misconduct?

Further, our Interim REB prefers that the supervising instructor be noted as the principal investigator for research done by students. Does the KFA recommend that faculty disclose the conflict of interest that this causes? After all, a faculty member should not be permitted to as-

sign grades for student research when the faculty member is also the principal investigator. Moreover, how is it ethical for a faculty member to claim principal investigator status when the relationship is really one of supervision?

*Russel Ogden,
Criminology and Sociology*

Dear Russel

The KFA is also concerned about these and other aspects of the Draft Policy. We will be submitting our response to the Draft Policy on Research Involving Human Participants to the Research Ethics Board Task Force.

The Editor

Grievances and Arbitrations

(Continued from page 2)

on the issue of management arbitrarily assigning a cross-appointed faculty member to only one department, contrary to the wishes of the faculty member and the department chairs. This arbitration focuses on the rights of faculty vs. management rights. (See Article 2.01)

Grievances

We have grievances on a range of issues: nursing workload (3); regularization (3), awaiting outcome of arbitrations; improper discipline (1), improper allocation of time releases (1), improper procedures in relation to an international project (1); denial of increments while on sick leave (1).

An encouraging sign: we have been able recently to resolve a number of grievances and hope that this trend continues.

Layoffs

We are assisting members who have received layoff notices and insisting that all their rights are protected – especially their rights to be considered for alterna-

tive employment or to canvass other options to avoid layoff. (Article 7)

Member to Member Conflict

We are assisting members in a number of areas who are experiencing problems with their colleagues. It is always difficult when conflicts arise and it is important that all parties are represented. We also must emphasize the legal role the employer has to provide an harassment-free, non-toxic workplace.

Questions?

Please call or email me or your Executive Representative if you have questions about your rights under the collective agreement or concerns about your working conditions. We will do what we can to assist you. A complete list of KFA Executive can be found online at <http://www.kfa.bc.ca/executive.html>

*Maureen Shaw
Vice-President—Grievances
Kwantlen Faculty Association*