

A Year In Review— 2008/2009 Academic Year

It's been quite a year! Much has happened: since the beginning of September, 2008, among other events, Kwantlen has become a university, Education Council has turned into Senate, and faculty members have been involved in the many issues and discussions around the transition to university status. Along the way, in addition to university related matters, both a federal and a provincial election produced governments that are not friendly to post-secondary education; a provincial budget was brought down, with no wage increases in the public sector in 2010, 2011, and 2012; housing prices plummeted; the stock market crashed; massive layoffs occurred; and unemployment increased dramatically.



...see page 5

So ... what did it all mean to Kwantlen and the KFA?

In this special issue of **KFACTS**, we take a look back at the events and issues that have occupied us—and, of course, you, too—for the past academic year.

September 2008

September was an eventful month, when Kwantlen's transition from college to university began in earnest. With the change becoming official as of September 1, Education Council turned into Senate, and immediately, issues important to faculty members arose.

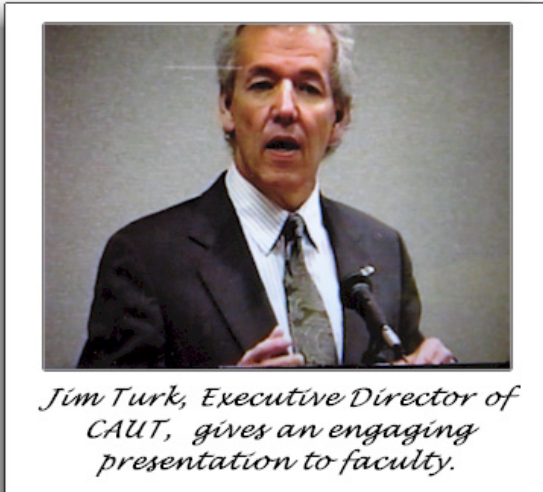
As a result, your KFA ...

- began the discussion on both the retention of non-regular members' voting rights and Learner Support faculty's being deemed faculty members and having the right for Senate representation.
- issued Special Bulletin #1, "Transition from Education Council to Senate," and Special Bulletin #2, "Kwantlen's Evolution: University College to Polytechnic University."
- began meeting with Senators to discuss KFA/Senate issues.



October 2008

As fall began and the Conservative Party formed a minority government again, faculty members were settling into their duties. October was full of activity, with transition, budget, and the College Pension Plan concerns, as well as social events.

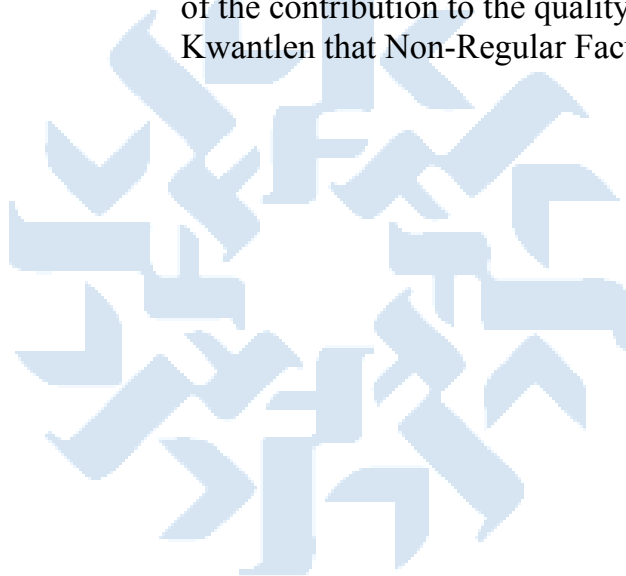


Your KFA ...

- organized, along with the Federation of Post Secondary Educators, a special panel discussion entitled “*Becoming a University: Myths and Realities*,” featuring Dr. Jim Turk, Executive Director of the Canadian Association of University Teachers (CAUT). Dr. Turk spoke about the transition to university status and how it will affect Kwantlen instructors.
- presented recommendations for the 2009

provincial budget to the Select Standing Committee on Finance and Government Services, an all-party committee of the Legislative Assembly of BC.

- notified faculty members about College Pension Plan updates in light of the sudden economic downturn.
- held its always popular annual Chairs’ and Coordinators’ Lunch, an opportunity for the heads of departments to meet each other, discuss common issues, and enjoy a delicious lunch.
- hosted, as part of Fair Employment Week, its annual Non-Regular Faculty Lunch in recognition of the contribution to the quality of education at Kwantlen that Non-Regular Faculty make.



November 2008

America elected its first black president, the stock market continued to fall, and the economy worsened as faculty members entered the second half of the Fall semester.

YOUR KFA ...

- held its first “Koffee with the KFA,” an informal, social gathering over coffee and treats. Held at each campus, “Koffee” was a chance for faculty members to talk with their KFA representatives, eat, or simply take a break.
- successfully defended regularization rights again, announcing the Korbin Arbitration decision on the issue of management’s right to post faculty work when faculty members are due to be regularized. Although the decision itself is lengthy, in response to grievances on behalf of our members, the KFA successfully defended regularization rights in that Arbitrator Korbin held that “in the event that the situation arises when there is a reasonable expectation of an ongoing workload ... and the Employer regularizes and posts the position ... with the result that someone other than the faculty member is appointed to the position, then the onus will turn to the Employer to provide clear evidence as to why that particular faculty member did not achieve regularization. Such evidence must demonstrate good faith.” An appeal has been launched, however, on the second part of the decision, which concerns when regulation becomes effective.
- sent delegates to the BC Federation of Labour Convention.



December 2008

As Canada seemed to be headed toward a coalition government, the creation of faculty councils became a hot topic as faculty members started looking forward to the end of term and final exams.

YOUR KFA ...

- issued Special Bulletin #3, “Creation of Faculty Governance Structures,” in response to the establishment of faculty



*MLA Sue Hammell
speaks at the National Day
of Remembrance Memorial*

councils.

- held its annual memorial service on the National Day of Remembrance and Action on Violence Against Women, in remembrance of the 14 women who were killed in the École Polytechnique Massacre.
- held its annual Activist Dinner, recognizing the contributions of faculty members to both Federation of Post-Secondary Educators (FPSE) and KFA committees and events.
- hosted its annual KFA Christmas Social at the Surrey campus. The very well attended

social, which featured great tasting food and a chocolate fountain, was another chance for faculty members to talk with their KFA representatives, eat, or enjoy some holiday cheer.

January 2009

Obama took office, serious changes to the College Pension Plan were announced, and the federal budget was brought down as faculty members started the optimistically named Spring semester.



Your KFA ...

- opposed the College Pension Plan Board's changes to the plan that would stop subsidizing extended health benefits for retirees and also cap inflation protection.
- were busy, working diligently on representing the faculty members' best interests on such issues as those related to workload, unfair discipline, crosslisting, the Chancellor's Chairs, and International Education.
- sponsored "There's More to It Than Money," an interactive workshop presented by the Post Secondary Branch of the BC Retired Teachers Association and designed to complement the College Pension Plan Retirement Workshop.

February 2009

The provincial budget was announced, with almost no increases to operating grants for post-secondary institutions and no wage increases in the public sector for the next three years.

YOUR KFA ...

- held a well attended General Meeting on the Richmond campus, during which bargaining and pensions were discussed. Of special interest during the meeting was an open forum on university transition.
- was awarded the United Way Union Spirit Award. The award is in recognition of a union's commitment to furthering the shared common values of a caring, healthy, and inclusive community through the work of its members in support of the United Way.

March 2009

The amendment to the Elections BC Act that would have restricted third party spending on advertising during the provincial election—Bill 42, the “Gag Law”—was ruled to be unconstitutional by the BC Supreme Court. March was another eventful month, with ceremonies, an open forum on university transition, and social events.



YOUR KFA ...

- continued with its commitment to support Kwantlen students at the Scholarship and Awards Ceremony. Three students were awarded the Kwantlen Faculty Association Award, and one the École Polytechnique Memorial Award.
- co-sponsored a visit and an open forum on university transition by CAUT President Penni Stewart and Executive Director Jim Turk.
- supported the reversal of the decision in Senate that the Associate Dean is a faculty member. At issue was Associate Deans' representing faculty members on Senate.
- held another successful “Koffee with the KFA.”
- hosted its KFA Pub Night. To be a regular occurrence, the KFA Pub Night offered faculty members an opportunity to meet their representatives, enjoy an exciting hockey game on the big screen, socialize with their colleagues, eat, and have fun.

April 2009

As the last month before the provincial election arrived, and the Kwantlen Political Science department hosted a debate on electoral reform, faculty members again started looking forward to the end of term and final exams.

Your KFA ...

- held a well attended Annual General Meeting, during which elections for a number of important positions were held, the annual budget was approved with a dues increase for which members voted in favour in order to support the work of the KFA, and constitutional amendments were voted on.
- hosted a popular End of Term Barbeque in the courtyard of Building G at the Surrey campus, where faculty members again had another opportunity to meet their representatives, socialize, and eat some delicious barbequed food. The weather was beautiful, and everyone had a great time.



KFA faculty members enjoy some sun and grub at the "End of Term BBQ"

May 2009

The provincial election ended with the Liberals again winning a majority—not a favourable result for post-secondary education—and with the defeat of the referendum on Single Transferable Vote. With the Spring term ending, faculty members started to gear up for the Summer term.

Your KFA ...

- continued to work diligently on representing the faculty members' best interests.
- sent delegates to and participated in the FPSE Convention and Annual General Meeting.

Premier Campbell shuffled Cabinet, and the Summer term got under way.

Your KFA ...

- were still busy, working diligently on representing the faculty members' best interests through arbitrations, grievances, and the like.
- held its Executive Retreat, during which the executive worked hard reviewing the year that had passed and preparing for the year to come.

On-going throughout the year

Your KFA ...

- represented faculty members' best interests through arbitrations, grievances, and the like.
- continued just "being there" when faculty members had questions to ask or needed a sympathetic ear.
- worked to improve labour relations through Labour Management Relations Committee meetings.
- lobbied municipal and provincial governments regarding funding for post-secondary generally and Kwantlen specifically.
- continued its work on the joint Management/KFA Performance Review Committee, which is addressing concerns around performance review.
- participated in FPSE committees, including its Executive Committee.
- attended all FPSE conferences.
- participated in joint KFA-Management committees, such as the Occupational Health and Safety Committee and the Disability Management and Rehabilitation Committee.
- participated in numerous Kwantlen-wide committees, such as the Olympic Committee, the Naming Committee, and the Mission and Mandate Task Force.
- raised issues around campus security and emergency preparedness so that we now have in place better communications and procedures.
- sponsored the now up-and-running Union Counselling program, operated by faculty members for faculty members. Volunteer union counsellors are available to all KFA members and their families for any issues or problems of personal impact. This program augments available services such as the Employee and Family Assistance program but does not replace them.




Letters to the Editor?

Send them to Joel Murray,
Joel.Murray@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

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We're on the Web!

Visit us at:

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

THE YEAR TO COME: MARK YOUR CALENDARS NOW!

Koffee with the KFA	Sept. 18, 2:30-3:30	Surrey, B206
	Sept. 24, 9:30-10:30	Cloverdale, 1853
	Sept. 25, 9:30-10:30	Richmond, 1260
	Sept. 30, 2:30-3:30	Langley 1055
Fall General Meeting (Social to follow)	Oct. 16, 2:00-4:30	Surrey, D128
Chair & Coordinators Lunch	Oct. 23, 12:00-2:00	Surrey, B206
Non-Regular Faculty Lunch	Oct. 30, 12:00-2:00	Surrey, B206
Pub Night <i>New location!</i>	Nov. 6, 6:00-9:00	Celtic Times

For more events, please visit us on the web at:
<http://www.kfa.bc.ca/events.html>



Have a problem? Not sure what to do? Consider talking to a KFA Union Counsellor.

Who are we?

We are faculty members, like yourself, who have been trained to act as a resource to provide peer support to our fellow members who are trying to cope with workplace, personal or family challenges.

What do we do?

We can help you to identify and deal with problems by providing peer support and connecting you to services in the community. We are here to listen, identify the problem, and refer members to the proper community resource. Dealings with members are kept **strictly confidential** and referrals to community resources are completely voluntary.

Phone: 604-599-3169

Email: uc@kfa.bc.ca

We're here for you.