



# kfacts

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

## Fair Employment Week: Working for Fairness

Each year, this is the week that post-secondary educators across Canada speak out on the issues faced by contract academic staff (also called “sessionals” or “non-regulars”) and advocate on their behalf for better pay and working conditions. This year, “Fair Employment Week” falls on the last week of October, from October 25 through 29.

### Contract Academic Staff: Who Are They?

According to the Federation of Post-Secondary Educators of BC, approximately 30% of FPSE members are contract academic staff, and of those, the majority are women. Contract, or contingent, academic staff are known at Kwantlen as non-regular faculty members. The category of “non-regular” is further divided into two types: non-regular type 1 and non-regular type 2 faculty members. A general characteristic of non-regular work at Kwantlen is that it is specific or specialized in nature. However, some faculty work for years in non-regular positions. Many work at several different institutions simultaneously in order to cobble together enough work to earn a bare minimum living.

Did you know that in the U.S., nearly 70% of all college courses are taught by contract faculty? In some Canadian universities, almost 50% of the courses are taught by non-regular faculty.



### The Issues

#### Inequitable Salary and Benefits

In spite of the Kwantlen Faculty Association’s best efforts at the bargaining table, non-regular faculty do not enjoy the same working conditions as regular faculty. Non-regular type 1 faculty are paid on a secondary scale (about 50% of the top of the regular scale), and they have no benefits and little job security—yet they

teach the same courses that regular faculty members do and are expected to have the same qualifications and credentials as regular faculty and, with few exceptions, to do the same work.

Non-regular Type 2 faculty at Kwantlen have some of the same working conditions as regular faculty. For instance, they are paid on the same salary scale. Nevertheless, their benefits are pro-rated, and their job security is limited.

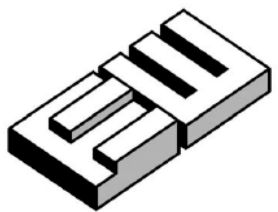
#### Fear of Losing Employment

In general, because of the nature of non-

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**fair employment week**  
week of action for contract academic staff  
**October 25-29, 2010**



**Did you know?**

- *That the FPSE Non-Regular Faculty Committee works to promote better and more consistent representation of the interests of those members of FPSE locals who are involuntarily deprived of job security, salary or benefits normally accorded faculty within their respective locals?*
- *That Non-Regular Type 1 (NRI) faculty do not have the same sick leave as Non-Regular Type 2 and Regular faculty? NRI faculty draw on a fund for sick leave benefits on a first come, first served basis. When the fund is exhausted, however, no further sick pay is available to NRI faculty during the fiscal year. (CA Article 15.07)*

# Working for Fairness

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regular work, faculty who are hired into this type of work may feel that they are at risk of losing their employment: they simply may not get another semester, another section, or another term of work.

Common to both Type 1 and Type 2 faculty is the intimidating effect that not having the protection of regular work can have. Non-regular faculty may feel that they should not speak out because they are concerned that by doing so, their prospects for procuring future work may be harmed.

## Fair Employment Week And Non-Regular Faculty

Fair Employment Week is our opportunity to value the contributions of our colleagues who do not hold a regular position at Kwantlen, to acknowledge their issues, and to advocate on their behalf.

Fair Employment Week means working for fairness for non-regular faculty at Kwantlen: full access to scale, full benefits, and full job security.

Non-Regular Faculty deserve:

- pay on the regular scale pro-rated to the percentage of an employee's appointment.

- provision of benefits pro-rated to the percentage of an employee's appointment and with the ability to "buy" a full package of benefits if required.
- job security in the form of a guarantee to be able to continue teaching the courses taught in the past (and new courses) on a seniority basis (providing, of course, that the employee receives favourable evaluations).

## What You Can Do

Support Fair Employment Week and non-regular faculty members by:

- picking up a Fair Employment Week chocolate from the Kwantlen Faculty Association office at the Surrey campus in Birch B201.
- talking to your colleagues about the issues faced by non-regular faculty.
- advocating for fair working conditions for non-regular faculty both within Kwantlen in by talking to your local MLA.
- supporting the bargaining demands of the KFA.



*Join Us!*

## Non Regular Faculty Lunch

**Thurs. Oct., 28  
12-2pm  
D220, Surrey  
Campus**

*RSVP to  
Erica.Reimer@Kwantlen.ca*

## KFA Presentation to the Select Standing Committee on Finance and Government Services

On September 16, 2010, Joel Murray, Member-at-Large, made a presentation on behalf of the KFA to the Select Standing Committee on Finance and Government Services. In his submission, Joel drew attention to the lack of proper funding for post-secondary education, highlighting the underfunding of Adult Basic Education and Trades and Technology programs at Kwantlen and offering a real-life result of this

underfunding in terms of the effect on students. The submission also offered five recommendations to the Select Standing Committee on Finance and Government Services to include in its report to the Minister of Finance.

The full presentation is available on our website:  
[http://kfa.bc.ca/pdf/SSCFGS\\_2010.pdf](http://kfa.bc.ca/pdf/SSCFGS_2010.pdf)



## Did you know?

- That the mandate of the FPSE Disability Management and Rehabilitation Committee is to assist locals to identify and assess the disability and rehabilitation needs of members and to support the development of local Joint Rehabilitation Committees?
- That if you are absent because of illness, or that if you expect to be absent, you have to notify the Employer? (CA Article 15.06(b))

## Some problems aren't black and white.

Sometimes we all could use a little help figuring out what to do next.

Union Counsellors are trained KFA members who provide peer support to fellow workers trying to cope with workplace, personal, or family challenges.



For confidential support:

604-599-3146  
uc@kfa.bc.ca

## Sick Leave Benefits And You

One of the reasons I am most thankful to work in a unionized environment is the sick leave benefits that regular and non-regular type 2 faculty can access. Many of my friends and family who are not unionized just do not get paid if they become sick or injured and cannot work.

I've been the Co-chair of the Kwantlen Rehabilitation Committee since its inception eight years ago, and now I am also the Chair of the Disability Management and Rehabilitation Committee (DMRC) of the Federation of Post-Secondary Educators of BC.

### Disability Management And Rehabilitation Committee

The DMRC is a joint committee with equal representation from faculty and management. The committee exists to assist our members who become ill or injured and cannot perform their regular duties. Also known as the Rehab Committee, we help members throughout the sick leave process with the goal of a successful return to work, if and when the member is healthy enough to do so.

KFA members should be proud to know that our Rehab Committee has one of the best reputations in the province, due in a large part to the level of trust that has been built between the committee members. Both sides of the table truly are working towards the common goal of doing what is best for the employee.

### What Happens If You Become Sick Or Injured

Although none of us plan to become sick or injured, it is wise to know ahead of time what is available if you do. According to Article 15.06 of the Collective Agreement, all regular employees and active non-regular employees employed on a continuing basis for at least a four month period with fifty percent or more of a full-time workload are entitled to:

- full pay for 30 calendar days
- Short Term Disability for 21 weeks at 70% pay
- two years of Long Term Disability also at 70%

- an extension past the two-year limit Long Term Disability if the member is still seriously disabled

With these benefits, however, also come responsibilities: the member must participate in the rehabilitation process in order to continue receipt of benefits.

Here are a few other things to be aware of:

- You must inform your supervisor if you become seriously ill or injured while on vacation.
- Things usually take longer than you expect. Be patient with your healing process and with the reintegration back to your workplace.
- While on disability, you may not return to work without medical clearance from your doctor, no matter how well you feel. Although our members have a strong work ethic, returning too early may cause longer-term health problems.
- Many members have a graduated return-to-work plan, where they initially return part time and gradually build up to their normal workload.
- All return-to-work plans must be approved by the Rehab Committee, with input from the member, the member's doctor, the member's supervisor, and Manulife. This means that a Return-to-Work meeting is usually scheduled before the member comes back to work to ensure that everything necessary has been arranged in order to support a successful return.

The Rehab Committee is strongly committed to confidentiality. Your faculty representatives are myself, Ann Marie Davison, at local 2655; Fraser Crinklaw at 3340; and Bob Fuhr at 2968. If you are currently on disability, expect one of us to contact you. We would also be happy to answer any questions you may have, whether you are on disability or if you are in anticipation of making a claim.

In Solidarity,

**Ann Marie Davison**



## Did you know?


- A community of donors have rallied together to form the Philanthropists' Circle. The goal of the Philanthropists' Circle is to inspire individuals and corporations to increase their generosity when it is needed most.
- These visionary community leaders have generously offered a 100% match for all new donors and donors who are returning after a lapse in time. Donors who gave last year and increase their contributions by a minimum of 15% will have their increase matched

### Letters to the Editor?

Send them to Joel Murray, Joel.Murray@kwantlen.ca, with the subject title "KFACTS Editor."

### Have you recently moved?

Be sure to let us know! Email: Erica.Reimer@kwantlen.ca

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## We're on the Web!

Visit us at:

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

# Labour and the United Way

United Way has enjoyed a strong and long-standing partnership with organized Labour. The Labour movement and United Way have a special bond – both are agents of positive social change and have worked together for over thirty years to ensure that workers and their families have access to the social services that they need. The Kwantlen Faculty Association has been a strong supporter of the United Way workplace campaign and was instrumental in helping to raise \$71,808.29 last year.

Kwantlen employees won the United Way Quantum Leap Donors

Award for achieving an extraordinary (quantum) leap in employee participation. In 2008, our participation was 3% (45 employees). The team decided to triple this number for our 2009 goal. We achieved 17% participation (208 employees). We have a lot of room for growth with approximately 1500 employees!

The Canadian Labour Congress and the United Way developed ten basic principles to guide Labour's participation in the United Way. The second principle is especially relevant to our campaign:

Union members have a responsibility to their community. They must co-operate with their fellow citizens in making the community a good place in which to live, work and raise children. They must be concerned about the availability of adequate health, educational, recreational and social services for the whole community.

Three things impress me about the United Way – so much so that I have committed to chair the campaign for a second time. First, this organization identifies critical social issues in our

communities through research and community input. Decisions are made about where our money goes by identifying needs and through measurably proven successes. Second, the administrative costs are only 15%. This compares to the national average of 26% while large fundraising events, such as some runs and walks, cost more than 40%

of donations and telemarketing companies charge up to 90%. Finally, the United Way's focus is on prevention. I know that when I give, the money will be used wisely. Most notable is that the United Way's strategies lead to greater community impact.



The United Way focuses extra attention and resources on priority areas to strengthen our communities' capacity to address social issues: our dollars are invested in research and social programs for our children 0-6, children 6-12 and seniors' independence. Additional research and social services are focused on poverty reduction, immigrants and newcomers, homelessness prevention, and food security.

For me, it is fitting to donate to the United Way, as I know that prevention is most effective and that by investing in children, my teaching will be even more effective once those children reach my classroom. In fact, because of the Philanthropist Circle's 15% matching incentive (see side bar), I have decided to significantly increase my donation.

This is the time when communities need to rally to provide for our most needy. Governments have cut back drastically, and social programs have been hit hard. I invite you to join me and other KFA members in donating to the United Way this year.

**Ronnie Skolnick**

