



# KFA MEMBERS RATIFY NEW COLLECTIVE AGREEMENT

By Maureen Shaw

**O**n Friday, April 1, 2005, KFA members ratified the Memorandum of Agreement between Kwantlen University College and the KFA. This memorandum establishes the basis for a new three-year collective agreement, which will expire March 31, 2007. Some important issues will still have to go to mediation/arbitration for final determination. The memorandum of agreement was reached after 3 days of government initiated mediation with the assistance of mediator Peter Cameron.

## What does the new agreement include?

Rollover of local and common agreement, except for agreed modifications:

1. Revisions to the harassment procedure.
2. Eye vision exams covered at \$75 every 2 years.
3. Retirement bridging benefit coverage for 90 days following retirement.
4. New provision for partial sick leave and partial disability benefits.
5. All required health and safety apparel and equipment supplied by employer.

## ANNUAL GENERAL MEETING

When: April 15, 2005

Where: Park Room

Delta Town & Country

6005 Highway 17

Delta, BC

Time: 3:00—6:00 PM

Highlights:

(Details @ [www.kfa.bc.ca](http://www.kfa.bc.ca))

2005-2006 KFA Budget

Constitutional Amendments

Elections for KFA Table

Officers

Elections for Executive

Representatives

Update on Mediation

### Kwantlen Faculty Association

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## Inside this issue:

Negotiations' Report	1-3
President's Report	4-5
Grievance Report	6
FPSE News	7
Members' Letters	8
Change of Address	9
2004-2005 Executive	10

- 6. A Common Faculty Professional Development fund set at .6% of faculty salary.
- 7. An addition to the current letter of understanding # 10 on International Work that ensures no KFA member is forced to take on Kwantlen work in another country.
- 8. An integration of the local and common agreement into one document.
- 9. A new salary scale as set out below and 1.5% plus X% added to the Type 1 rate April 1, 2006.

*Option 1 Salary scale (see page 3)*

Processes to resolve issues

We also agreed to different “processes” to resolve issues between the KFA and the employer using mediators Peter Cameron or Vince Ready. The following items are subject to mediation/arbitration:

- 1. The 2% “value shifting” to be found from savings in our collective agreement (more explanation below)
- 2. All issues related to regularization
- 3. Parental and compassionate leave
- 4. Targeted labour adjustment
- 5. Distributed learning
- 6. Article 1.2 of the current Common Agreement “Future Legislation”
- 7. Performance Review/Evaluation

- 8. Any dispute about the interpretation, application, or implementation of the Memorandum of Agreement

**The 2% Value Shifting**

KFA members voted for the salary option that included a 2% stipend on each step of the scale. However, it was made clear that the value of this 2%, also called “net zero,” has to be found within our collective agreement. Therefore, the KFA Bargaining team will be looking for possible savings that have an equivalent value. We estimate the value to be approximately \$750,000. We have several ideas where to find this money, including the value of the Cross college meeting times and an improved matrix, the Employment Insurance rebate, the equivalent to the new .6% professional development fund (see above), administrative efficiencies, and others. We have had informal, preliminary discussions with the employer but we will be seeking the mediation assistance of Vince Ready who can make a final, binding decision.

Maureen Shaw  
Vice-President-Bargaining

**LATEST DEVELOPMENT:**

The KFA and the employer will be in mediation/arbitration with Vince Ready April 14th and 16th to attempt resolution on the key outstanding issues.

**THE 2% SOLUTION**



Credit: Wilson/Calm

**And now for the movie version!**

Just as we were struggling with the concept of “Net Zero” (see Maureen Shaw’s article) of “finding the 2% solution,” an announcement came out about the movie being filmed on the Langley campus.



The film is called “Absolute Zero.” Little did we know that our collective bargaining would so quickly become a subject of a movie!

## Option 1 Salary Scale

STEP	April 1, 2003 to March 31, 2004	April 1, 2004 to March 31, 2005	Not later than August 1, 2005 to March 31, 2006	April 1, 2006 STEP	April 1, 2006 to March 31, 2007
			See Note 1		See Notes 2, 3, and 4
				1	\$ 75,674 <i>\$ 1,513</i> \$ 77,187
1	\$ 73,257	\$ 73,257	\$ 73,257 <i>\$ 1,465</i> \$ 74,722	2	\$ 73,257 <i>\$ 1,465</i> \$ 74,722
2	\$ 68,238	\$ 68,238	\$ 68,238 <i>\$ 1,365</i> \$ 69,603	3	\$ 68,238 <i>\$ 1,365</i> \$ 69,603
3	\$ 65,445	\$ 65,445	\$ 65,445 <i>\$ 1,309</i> \$ 66,754	4	\$ 65,445 <i>\$ 1,309</i> \$ 66,754
4	\$ 63,048	\$ 63,048	\$ 63,048 <i>\$ 1,261</i> \$ 64,309	5	\$ 63,048 <i>\$ 1,261</i> \$ 64,309
5	\$ 60,651	\$ 60,651	\$ 60,651 <i>\$ 1,213</i> \$ 61,864	6	\$ 60,651 <i>\$ 1,213</i> \$ 61,864
6	\$ 58,254	\$ 58,254	\$ 58,254 <i>\$ 1,165</i> \$ 59,419	7	\$ 58,254 <i>\$ 1,165</i> \$ 59,419
7	\$ 55,857	\$ 55,857	\$ 55,857 <i>\$ 1,117</i> \$ 56,974	8	\$ 55,857 <i>\$ 1,117</i> \$ 56,974
8	\$ 53,460	\$ 53,460	\$ 53,460 <i>\$ 1,069</i> \$ 54,529	9	\$ 53,460 <i>\$ 1,069</i> \$ 54,529
9	\$ 51,063	\$ 51,063	\$ 51,063 <i>\$ 1,021</i> \$ 52,084	10	\$ 51,063 <i>\$ 1,021</i> \$ 52,084
10	\$ 48,666	\$ 48,666	\$ 48,666 <i>\$ 973</i> \$ 49,639	11	\$ 48,666 <i>\$ 973</i> \$ 49,639

\* *Italized denotes stipends*

**Note #1:** Add 2% to all steps of the Salary Scale as a result of "Net 0 money"

**Note #2:** Add 3.3% to the top of the Salary Scale. (1.5% \* 2.2)

**Note #3:** An employee who has spent 12 months at step 1 by April 1, 2006 shall move to the new step on April 1, 2006. Others will proceed to the new step on their normal increment date.

**Note #4:** The difference between the 1.5% increase on April 1, 2006 and the April 1, 2006 to March 31, 2007 total salary increase of any faculty collective agreement that includes the Provincial Salary Scale shall be applied to the top step of the scale effective April 1, 2006. Such application shall be made as soon as practicable and applied retroactively.



Credit: Wilson/Calm

## from the desk of the President

**I**t's good to be back! As many of you know I took ill earlier this winter and spent some time in hospital. I'm feeling much better now and want to thank all of you for your expressions of concern for my health and support for me and my family. It is greatly appreciated. I want to offer a special thank you to Maureen Shaw and Mary Griffin, KFA Vice Presidents who went above and beyond the call of duty while I was away.

I would also like to thank the Bargaining Committee members, Maureen Shaw, Russel Ogden, Balbir Gurm, Bob Hiltz, Gillian Gausboel, Cosimo Agostino, and Caroline Daniels for their hard work on our behalf. This round of bargaining was particularly challenging given that our local employer refused to participate in the Multi-Institutional Discussions (MID) and then, when we finally agreed on local bargaining dates, tabled a number of serious concessions, not the least of which was the elimination of regularization. At the end of the day and with the assistance of mediation we were able to achieve an agreement (see Maureen Shaw's article on page 1).

This new agreement, however, includes more mediation/arbitration processes, on 7 key issues (3 of them already agreed to at the MID) that could not be bargained to resolution with our employer. This reliance on outside processes is symptomatic of

the poor state of labour relations at Kwantlen.

The labour relations climate has been on a steady decline in 2005, evidenced by the Kwantlen BCGEU support strike and the way KFA members' pay was docked by the employer. The policy grievance filed has resolved some of the concerns, but we are still sorting through many of the anomalies created. One has a tendency to believe this is a new phenomenon, but in a recent search for information in binders containing documents from past Annual General Membership meetings, I ran across the following:

*We were the last CIEA local from the Common Table to settle our agreement, and that fact says something about what is sometimes referred to by management as "the Kwantlen way." ...management has endlessly tried to skate away from their "good faith" obligations even when doing so causes more harm to the institution than good.*

These words were written by past KFA President, Doug Fletcher after the last round of collective bargaining in 2002. Little has changed it seems since then. Management now refers to "made in Kwantlen solutions" and their skating abilities are in top form.

While the provincial government did

step in at the end of the bargaining process, it must be pointed out that they created this situation in the first place by setting the bargaining climate that included Bill 28, a 0 – 0 mandate, giving the Post Secondary Employers' Association (PSEA) responsibility for bargaining on behalf of the government and not backing that up with any real legislative teeth and finally tasking us with finding our “net zero” or 2% compensation in our own collective agreements. The mediation frenzy in mid-March was made necessary partially because employers (ours included) opted out of the MID. The PSEA delegated their responsibility to bargain to local employers who then went sideways to the direction taken at the MID and tabled major concessions.

Through the Federation of Post Secondary Educators and the MID table a framework for settlement was achieved. KFA members have benefited from the hard work of the FPSE negotiators and staff representatives at the MID table. Also through their efforts and those of the government, Kwantlen was brought into the process and thus our deal was made possible through the three days of intensive mediation, again with the assistance of FPSE, this time staff representative Jeff McKeil. The FPSE will continue to provide financial and staff resources to us as we work our way through the mediation arbitration process.

Until next time,

Terri Van Steinburg

**APRIL 28  
NATIONAL DAY OF MOURNING FOR  
WORKERS KILLED OR INJURED ON THE  
JOB**

On April 28th, 2005 workers across the country will mourn the loss of life and injury to their brothers and sisters due to occupational accidents and illness. The theme this year is “20 Years Later—The Struggle Continues”.

It was 1984 when the Canadian Labour Congress first began marking April 28th as a Day of Mourning to honour Canadian workers killed or injured on the job.

The CLC is asking all Canadians to observe the National Day of Mourning by:

- Pausing to remember workers killed or injured on the job of the Day;
- Ensuring that flags at your workplace are flown at half-mast on the Day;
- Attending Memorial Services organized in the communities



In our area:

April 28 - New Westminster and District Labour Council, ceremony, noon, Port Coquitlam city hall.

April 28 - Vancouver & District Labour Council, noon, workers' memorial in park at PNE grounds.

Got a problem in the workplace?



## from the desk of the Vice President-Grievances

First a few figures.

1. Working days this semester  
*Rough count excluding stats and GEU job action days :* 63
2. Queries from members  
*(excluding queries about BCGEU job action, docked pay, etc.)* 67
3. Grievances arising from queries: 11
  - Still at step 1* 7
  - Step 2* 1
  - Resolved* 2
4. Policy Grievance on Pay 1 Resolved
5. Grievances carried over from last year or arising out of incidents from last year 2
  - Step 3* 1
  - Waiting for an arbitrator* 1

The issues covered here fall primarily into the following areas:  
 issues concerning layoff  
 issues arising from performance review  
 issues arising from regularization  
 issues arising from search processes

There have also been questions about pay, about the benefit plan, about calculation of and entitlement to PD and vacation days, and questions about faculty to faculty tensions.

As you know, the issue of regularization is one that is going to be dealt

with in the mediation/arbitration process following upon our ratification of our new collective agreement. The KFA remains very concerned about practices that appear to prevent our members from attaining regular status or that appear to interfere with their accessing 100% regular positions.

The issues arising around search processes and performance review are connected to regularization and job security. Instructors need to feel that the ideas and skills they share with their students are valued, and they need to know that different pedagogies and opinions are recognized as being an integral part of a vibrant, dynamic educational institution. Given the concerns that I hear in my office, I am not confident that faculty do feel so valued. I am somewhat depressed by the number of conversations I have had recently about people who are looking forward to their retirement, not because they have specific plans but because they simply do not want to be here much longer.

This is not a good situation for any of us. I am hopeful that the next few weeks will bring us a renewed sense of security and optimism. Otherwise, I'm afraid my grievance list will continue to grow.

Mary L. Griffin  
 Vice-President Grievances



## FPSE President's Commentary by Cindy Oliver

### **The May 17 Provincial Election**

**I**t's time to send a message—An education shouldn't cost this much.

There's an election coming and the Federation of Post-Secondary Educators is getting involved.

We asked our members what they thought about the issues, the record of the BC Government on education and other issues, and the level of political involvement they want to see from their organizations. The answers were pretty clear.

Post-secondary educators are very concerned about students—and what has happened to students during the Campbell Liberal's term of government. They want us to talk about the government's track record, to help raise the profile of post-secondary education and to play a role in shaping the debate around the issues.

Our campaign is based on a simple message: An education shouldn't cost an arm and leg...and under the Campbell Liberals, it does.

Providing enough money for post-secondary education should be a priority for every government—it's key to a successful, model economy. It's key to the future success of our citizens and the health of our communities.

Post-secondary educators see students every day who are suffering because of rising tuition and the loss of student grants. Funding that has not kept up with inflation or government's plan for growth in

student numbers.

Post-secondary educators also bear the cost of underfunding. Our students are dealing with more stress and need more from us. We manage ever more complex information and new technologies with fewer resources and less support.

Under the Campbell Liberals the Canadian tradition of a public post-secondary education system is being eroded. This government has privatized the funding of post-secondary education—with more coming from students, families and private fundraising and less from government.

The Campbell Liberals have also deregulated private training and created private universities. Privatization will only place more cost pressures on students and families.

It's not good for students; it's not good for our future. It's not good for BC.

The track record of the Campbell Liberal government doesn't jive with the glossy ads and the effusive slogans—like “the best place on earth to learn”. Post-secondary educators want their organizations to talk about that track record and to hold government to account.

In our campaign, we're asking voters—students and families, post-secondary educators and the public in general—to think about post-secondary education and to raise the issues. This campaign is about the message we give politicians during the provincial election campaign and on Election Day.



Credit: Wilson/Calm

# Members' Letters

**H**ello fellow faculty,  
We wanted to let you know that the librarians did not work at all during the recent BCGEU job action days. We did not keep the library open (our Dean and management did), we did not work at home and we did not cross any picket lines.

The Surrey and Richmond libraries were kept open by Deans and managers from IET and we understand that only very minimal services were offered, like the computer labs and study rooms. So please remember that the Kwantlen librarians are faculty, and despite what was advertised about "available library services" during the strike on the Kwantlen website,

we did not take part and did not encourage students to cross the picket lines.

Signed,  
Jan Penhorwod  
Chris Burns  
Margaret Brown  
Elaine Samwald  
Mirela Djokic  
Sigrid Kargut  
Lin Brander  
Phyllis Liu  
Colleen van de Voort  
Linda Rogers  
Robert Gore  
Caroline Daniels  
Denise Dale  
Lisa Hubick  
Susan Bruchet  
...and our contract colleagues



## Earth Day April 22, 2005

April 22nd will once again see millions of people worldwide show their concern about our future on this earth. Events celebrating Earth Day will be organized in most communities in Canada.

### Welcome!

The KFA has a new FPSE staff representative, Weldon Cowan. Weldon replaces Linda Sperling who retired this year. The KFA would like to thank Linda for her years of service to the KFA. We also would like to welcome Weldon on board.



The KFA regrets the recent passing of two KFA activists: Velma Cole (formerly Barbolet) and Brenda Goldman. Both of them contributed enormously to the development and strength of our union. Brenda was an Executive Representative from the Health Division for many years and served on several KFA committees. Velma served as the Status of Women representative and was the driving force behind the “Brothers & Sisters Working Together for a Better World” quilt, hanging outside the Administration area on the Langley campus.



To all KFA members:

Please print any changes that may apply to you and forward through intercampus mail to KFA, Surrey Campus or by email to Cheryl.Austin@kwantlen.ca

Thanks!

### Notice of Change of Address

Last Name: \_\_\_\_\_ First Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## 2004-2005 KFA Executive

<u>Name &amp; Position</u>	<u>Campus</u>	<u>Phone</u>	<u>Email</u>	<u>Term ends</u>
<b>Terri Van Steinburg</b> <i>President</i>	S	2259/2259	Terri.VanSteinburg@kwantlen.ca KFAPresident@kfa.bc.ca	2006
<b>Nancy Clegg</b> <i>Past President</i>	R	2151/2151	Nancy.Clegg@kwantlen.ca	2005
<b>Mary L. Griffin</b> <i>Vice-President-Grievances</i>	S	2187/9161	Mary.Griffin@kwantlen.ca VPGrievances@kfa.bc.ca	2005
<b>Maureen Shaw</b> <i>Vice-President-Negotiations</i>	S	2149/2149	Maureen.Shaw@kwantlen.ca VPNegotiations@kfa.bc.ca	2006
<b>Al Valleau</b> <i>Secretary-Treasurer</i>	S	2188/9274	Al.Valleau@shaw.ca	2005
<b>Russel Ogden</b> <i>Member-at-Large</i>	S	3169/9050	Russel.Ogden@kwantlen.ca	2005
<b>Val Innes</b> <i>Access</i>	L	3338/9635	Val.Innes@kwantlen.ca	2005
<b>Ann Marie Davison</b> <i>Science/Applied Science/Technology</i>	R	2655/9541	AnnMarie.Davison@kwantlen.ca	2005
<b>Wayne Fenske</b> <i>Humanities</i>	S	2179/9480	Wayne.Fenske@kwantlen.ca	2006
<b>Tom Thorner</b> <i>Social Sciences</i>	S	2185/9270	Tom.Thorner@kwantlen.ca	2005
<b>Harj Dhaliwal</b> <i>Business</i>	R	2157/9337	Harj.Dhaliwal@kwantlen.ca	2006
<b>Ihor Pona</b> <i>Applied Arts</i>	R	2717/9795	Ihor.Pona@kwantlen.ca	2006
<b>Barry Johnson</b> <i>Trades/Horticulture</i>	N	3028/none	Barry.Johnson@kwantlen.ca	2006
<b>Jan Penhorwood</b> <i>Student Support</i>	L	3236/3236	Jan.Penhorwood@kwantlen.ca	2005
<b>Balbir Gurm</b> <i>Community &amp; Health Sciences</i>	S	2267/9320	Balbir.Gurm@kwantlen.ca	2005
<b>Terry Nanubhai</b> <i>Non-Regular Faculty</i>	N	2965/9900	Terry.Nanubhai@kwantlen.ca	2005
<b>Gillian Gausboel</b> <i>Status of Women Commit-</i>	R	3365/9575	Gillian.Gausboel@kwantlen.ca	2006
<b>Alice Macpherson</b> <i>Ombudsperson</i>	S	3040/3040	Alice.Macpherson@kwantlen.ca	2006
<b>Cheryl Austin</b> <i>KFA Administrative Assis-</i>	S	2152/2152	Cheryl.Austin@kwantlen.ca office@kfa.bc.ca	