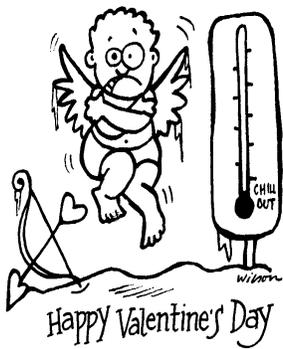




President's Report

By Terri Van Steinburg



Unilateral Move By Employer Angers KFA

There must be something about January! Last January we were faced with an Employer who chose to disregard our collective agreement and announced a unilateral increase in class sizes. We fought back with the support of our allies in the FPSE, BC Federation of Labour and CAUT and won that battle. This January 28, our Employer once again took unilateral action and cancelled Reading Break and rescinded our vacation and professional development for the months of April and May. Our Employer also indicated that requests for professional development and vacation days will not be approved. Your KFA Executive was angered by the administration's actions, as were the members, many of them attending the Emergency Membership Information Meeting on February 1 in Richmond. As we informed our membership that day, the KFA has filed a grievance asking that our Reading Break and our vacation and PD days be reinstated and that we be paid fairly for the days that the BCGEU members take job action. A grievance meeting has occurred and we wait to see if management decides to rescind its actions, consult with us and find an acceptable and fair way to deal with this situation.

GENERAL MEMBERSHIP MEETING

When: February 18, 2005
 Where: Park Room
 Delta Towne & Country
 6005 Highway 7
 Delta, BC
 Time: 3:30—6:00 PM
 Come and hear updates on the KFA bargaining and labour relations at Kwantlen.
 Plan to attend and let your voice be heard.
 Social in the bar afterwards.

Kwantlen Faculty Association

Room B201
 12666 72nd Avenue
 Surrey, B.C.
 V3W 2M8

Phone:
 604-599-2200

Fax:
 604-599-0797

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

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BCGEU Job Action

Job action by Kwantlen support staff members of the BCGEU has raised a number of questions from KFA members, which is to be expected. Keep in mind that we are a third party in this dispute. We can encourage the Kwantlen administration to return to the bargaining table and our provincial government MLAs to assist in finding an acceptable deal so we can get back to teaching and learning at Kwantlen.

KFA Strike Pay

Many of you have had questions with regards to the strike pay in these situations. The KFA pays \$50.00 for each day of lost pay up to 5 days. After that, the Federation of Post Secondary Educators pays \$40.00 out of its Defence Fund and the KFA tops that up to \$50.00. We may want to discuss how we use our Defence Fund resources at our General Meeting scheduled for February 18. We do need to keep in mind that we may need the fund for our own action in the near future.

advance on compensation issues under the provincial government's imposed mandate of 0 and 0, but we have also run into roadblocks when negotiating rights issues. However, we haven't had to face concessions at the Provincial Table. As you will read in Maureen Shaw's report, this is unlike our local bargaining where Kwantlen management have tabled a number of serious concessions on important issues like regularization.

The KFA wants to listen to you

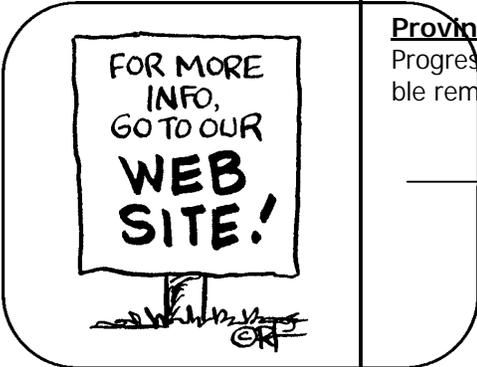
In previous KFAacts, I indicated that we were in for a tumultuous year and we know more turmoil is ahead. We have our own bargaining underway and we have a provincial election on May 17. I have appreciated hearing the input of many members over the last while and although there is not always universal agreement, I am impressed by the respect that underlies our KFA discussions. I ask you all to stay together, to continue the dialogue to understanding and to remember the forces that brought us to this place.

Until next time,

Terri Van Steinburg
President

Provincial Bargaining

Progress at the Provincial Bargaining Table remains slow. It has been difficult to



Got a problem in the workplace?



Just recently, I have been asked many questions about how the KFA works, what it does, what governs our behaviour as union members, and what individuals can do in response to the current situation. I thought, therefore, that in this month's KFACTS article I'd try and answer those questions.

Two documents are important to us as members of the faculty association: our KFA constitution and the collective agreement. The constitution governs how the faculty association conducts its business, and the collective agreement is the contract management has bargained and then signed with us that outlines our working conditions.

Our constitution, approved and drawn up by us, is filed in Victoria as required by the Societies' Act. We can change our constitution by special resolution, and there is a committee overseeing the constitution to ensure that it does give us the guidelines we need to conduct our union business.

In Clause 2.2 and 2.3 of our constitution, we have agreed that we will not cross picket lines put up by the KFA and that we will honour other unions' legal picket lines.

The collective agreement outlines our relationship with our employer and is achieved as a result of negotiating with the employer. Both parties sign it. The collective agreement provides protection for us, affirming our right to respect legal picket lines, for example, and outlining our rights to vacation and

Grievance Report

By Mary L. Griffin
Vice-President—Grievances

PD days. If the two sides disagree about how to interpret the collective agreement, one side or the other then *grieves* what it sees as a breach of the agreement. Ideally, grievances should be seen as a problem solving exercise in which both sides can work out an appropriate solution to the perceived breach of the collective agreement. In practice, it is usually the union who grieves what it sees as management's breach, and I've set out below some points that I hope may clarify the grievance process for those of you who have asked me to explain things.

A Policy Grievance:

covers a breach in policy or of the collective agreement that often affects several people and which the union believes reflects a major breach of the intention and spirit of the collective agreement.

An Individual Grievance:

is made on behalf of a member (or members) suffering because actions by management or actions allowed by management have in our view broken the collective agreement.

Not everything that a member does not approve of is grievable. The KFA as your union decides whether a grievance can be made and how far a grievance should proceed.

One cannot make a grievance against a fellow faculty member. A grievance is

always against the actions or inactions of management or violations of the collective agreement and now violations of legislation such as Human Rights.

Some grievances can be resolved quite quickly; others take more time. The steps of a grievance are as follows:

Step 1 A meeting with the Dean that allows the union to outline its case. If the dean responds in the negative, denying the grievance, then the process moves to

Step 2 A meeting with the Vice President. If the Vice President denies the grievance, the process moves to

Step 3 A meeting with the President. If the President denies the grievance, then the process moves to

An Arbitrator – an external neutral party who conducts a quasi-judicial hearing and decides the outcome. This decision can be appealed to the Labour Relations Board.

If a dispute needs to be resolved by an arbitrator, The Federation of Post Secondary Educators (FPSE) handles the case for us. At all times, we have the services of our staff representative from FPSE to help us prepare and present grievances.

In most unions it is the practice for the shop steward to handle grievances at

step 1 and for the chief steward (vice-president grievances) to handle grievances from step 2 onwards. Often, unions have stewards' committees. We are starting such a committee, as a sub-committee of your executive, here at Kwantlen. The function of a stewards' committee is to oversee grievances, develop strategy for conducting grievances, and to give advice to the chief steward and to the executive as a whole.

The Current Situation demands that we must live according to our constitution and observe GEU picket lines as we have agreed to do in clause 2.3 of our constitution. As you know, the KFA is grieving the decisions made by management in response to the GEU job action. A really important strategy to remember in any labour relations situation is **WORK NOW; GRIEVE LATER**. Keep working as you would normally, observe picket lines when they are up, and let us know if you have any difficulties.

At our general meeting on February 18, I will update you on the current state of grievances and problems that may initiate grievances.

In solidarity

Mary L. Griffin
Vice President Grievances



Negotiations Report

By Maureen Shaw
Vice-President—Negotiations

Bargaining with the employer has begun.

In previous meeting and articles in KFAacts, we have reported on bargaining. KFA members ratified our KFA proposals some time ago but we have only recently been able to meet with our employer. The provincial Common Table negotiations have been underway for some time, but Kwantlen management decided not to be part of those negotiations. They wanted "a made in Kwantlen solution" even though they invoke the provincial government mantra and edict of zero-zero for public sector compensation. We know the BCGEU job action has occurred because of the provincial government's wage freeze (and the BCGEU members have gone longer than we have without a salary increase). So we are forced to bargain locally knowing that our management will invoke the mantra and then try to jam it to us.

On February 2, 2005, we exchanged proposals with the employer. My email of that day reported on the employer's proposals:

We saw in the employer's proposals:

- no money
- no benefit improvements
- removal of most Common
- Agreement provisions, including Copyright and Intellectual Property, Maternity and Parental Leave, Harassment
- elimination of regularization

- major revision to the definitions and categories of faculty members
- less job security
- less lay off protection
- longer probationary periods

To expand further, what we saw was a plan to create a hierarchy of faculty, with different levels of pay and job security, a vision of job ghettos and an expendable work force. They have not yet given us the details, but the management spokesperson, lawyer Colin Gibson, indicated that they wanted to eliminate regularization because "it has not worked at Kwantlen" (no further explanation given so far.) The word 'flexibility' was repeated several times. They also want to evaluate us more and force more accountability measures on us.

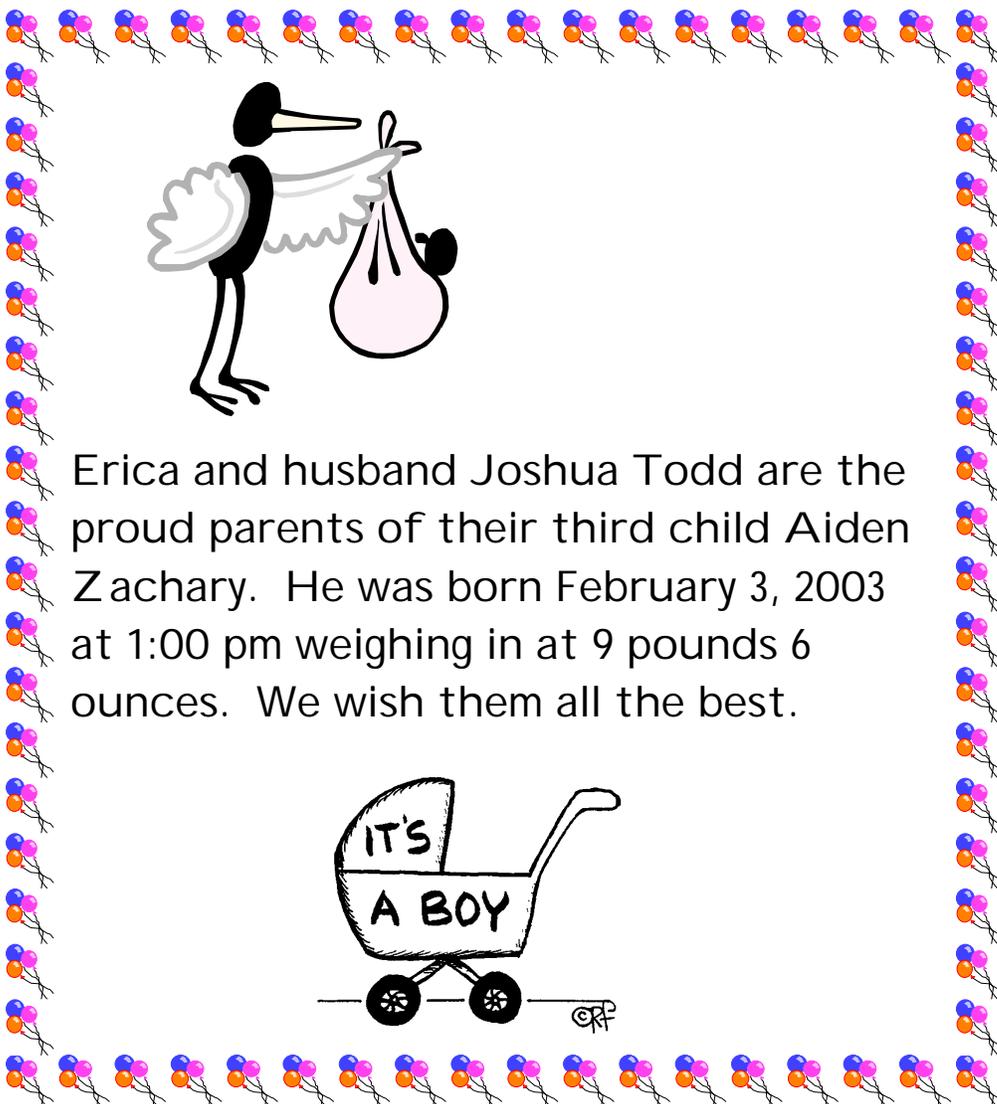
The KFA has fought for many years to improve working conditions, job security, compensation for all faculty members, to ensure equity for all. We have joined with other FPSE locals to make gains to that end. We and other FPSE locals have been recognized in CAUT and American post-secondary unions/associations as being the leaders in bargaining fair and equitable conditions for all faculty and in going against the trend towards unfair part time working conditions and contingent academic labour. Now our management wants to undo those gains and go backwards in the fair treatment of faculty.

Our management said to us that they

wanted Kwantlen to be the institution of "choice" for students and future faculty members. The KFA indicated that they shared that hope but had different means and ways to achieve it, one of them being improved regularization and equitable pay and benefits for non-regular faculty members. Our proposals also seek improvements for all faculty in terms of compensation, benefits, job security, working conditions, rights, including academic freedom and intellectual

property.

Bargaining continues February 7, 8, and 17 and we will be able to provide an update at our February 18th meeting. We may be asking you then for further support of our bargaining goals.



Erica and husband Joshua Todd are the proud parents of their third child Aiden Zachary. He was born February 3, 2003 at 1:00 pm weighing in at 9 pounds 6 ounces. We wish them all the best.



Secretary-Treasurer's Report

By Al Valleau
Secretary-Treasurer

The world is such a marvelous place I have been thinking. Why just the other day when I was reading the local newspaper, I noticed an article entitled "The Future Isn't What It Used To Be" that told me we no longer needed to build more transportation systems and expand existing ones as such a large part of the population, the Baby Boomers, who account for 32 percent of the Canadian population, are rapidly approaching retirement when they will drive less, take existing transit and live in higher density living spaces. When I read that and the fact that council in Surrey had that in mind when they planned for growth of at least 30,000 for the south Surrey region where new retail development was going ahead, I just had to write my English friend Jonathan Swift who lives in Dublin as he has always been interested in society's progress and how those voted into office have to consider the well-being of the society they serve when they make their decisions.

A week did not go by before I got an e-mail back from my friend who, in his usual way, helped me understand the decisions that were occurring in my community. He noted that in the country of Topinambo, where those in charge were faced with slowing population growth and financial restraint, they were very careful how they proceeded. They realized, Jonathan remarked, that they could not, in all good conscience, continue to expand public facilities. They felt

they had to take into consideration the need for and benefit of everything they undertook. After all, he told me, they reasoned that they were the caretakers of society, and so they had to set a good example. To this end, they often met with functionaries from other parts of the state. At one of these gatherings, he told me, the leaders of the county of Yerrus met with the leaders of Kirk and the other areas to discuss their current and future spending, the restraints of the central government and the need to make tax concessions to the MLIF industry that had been, they considered, part of the backbone of the local economy over the last ten years. While speaking of their fiduciary responsibilities, the representatives thought they should be responsible for evaluating their own wages in a time that called for prudence and restraint. Jonathan wanted to make sure that I understood that they, in this land that was so careful to plan its future and be prudent in its decisions, were careful to compare their wages with one another. In fact, he noted, they felt so strongly about their fiduciary responsibilities that, rather than giving themselves wage increases that would be unpalatable to their constituents during this period of restraint, they would, instead, simply make sure that all of them were being remunerated using common guidelines, benefits and bonuses. They, of course, were prudent enough to have a round table discussion with one another and disclose,

each to the other, their pay scale and how they were rewarded for their performance and how their jobs were classified within the wage scale. At the end of their discussion, they came up with the reasonable idea that the scale by which they should be paid should be the same throughout the country. They noted that even in countries like Canada, a country, Jonathan reminded me, that was internationally lauded for its treatment of regional inequalities and dealt with those inequalities by introducing a scheme of equalization payments, whereby citizens working and living in one area of the country would have the same access to the wealth of the land as those living in other, more affluent regions of the country. As such, they immediately passed a motion that they would all accept the current highest top of scale, the one already being paid to

one of the cantons around Kirk, review their performance and only allow themselves bonuses when they exceeded the standards they set for themselves. Jonathan reminded me of the prudence of such decisions and wondered whether or not the same type of prudence was being practiced where I lived when decisions were being made. He asked pointedly whether or not, in negotiating salaries, these fair and reasonable principles were being adhered to by everyone as he noted such principles should not, and here I quote him, "be liable to the least objection," especially by those remunerating themselves at the public's expense.

We can only wish that Jonathan's clear, sensible principles will be applied in our society in the way that he notes they have been applied in Topinambo!



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: _____

City: _____ Postal Code: _____

Home Phone: _____ Work Phone: _____

Department: _____ Effective Date: _____



UCK Resistance Movement Rises at KUC

By Mark Twain
Member-at-Large

Say No to UCK at KUC
A positive message from the UCK Resistance

In recent weeks faculty and students have been seen sporting buttons bearing messages claiming to be inspired by the "UCK Resistance". In KUC's halls people have been overheard chanting "Just say no to UCK".

Concerned about the pervasive and unpleasant UCK, people have mobilized to support the UCK Resistance. Some have offered to expand the simple button messages to more aesthetic designer T-shirt wear. Spongebob Squarepants even lent his name to the campaign. The Sponger was recently spotted at a KUC Foundation fundraising event, and he raised thousands of dollars after he appealed to administrators to share some of their wealth to help stop the UCKing at KUC.

Skip Triplett was one of the first to hand a cheque (undisclosed amount) over to Spongebob. "There's too much UCK at KUC", said Triplett. "I'm not sure what UCK even is. I get it confused with KUC. But I'm committed to stopping it". Triplett then pledged 10% of the entire KUC payroll over a three week period for January. "And there will be more." he said. "I'm going to amass my own KUC Fund." Administrators reportedly decline Skip's payroll pledge. "We like UCK." they said.

KUC Fund? "Oh dear," sighed UCK Resisters. "He didn't listen."

Activists in the UCK Resistance are furious with Triplett. "He got it wrong. Skip confused KUC with UCK. He's completely misunderstood our point. We hope Spongebob will talk to Skip. He has influence. We hope Skip will figure it out and stop UCKing people around."

FAQ's

1. Can I join the UCK Resistance?

Yes. Just say no to UCK at KUC. The Resistance supports positive messages against UCKy things.

2. What's UCK? Is it in the dictionary?

UCK is hard to define, but you'll know it when you see it. There is a lot of UCK at KUC. Don't look for it in the dictionary because it is not there. Look at your working conditions and pay cheque. There is UCK there. Lots of it.

3. Is KUC in the dictionary?

KUC looks like UCK, but it is not in the dictionary either.

4. Can I get a cool UCK Resistance button?

Yes. We've printed one here. Cut it out, or make your own.



Update from the Status of Women Committee

By Gillian Gausboel
Chairperson

National Day of Remembrance and Action on Violence against Women

After my night class on December 6, 2004, I stood alone in the quiet Surrey courtyard and looked at the 14 candles still quietly burning amidst the snow in front of the library, and thought of the women we had remembered earlier in the day. At noon, many members of the Kwantlen community gathered in front of the Surrey library and in Newton at a memorial organized by Tally Wade to remember the 14 women killed at Ecole Polytechnique in Montreal on December 6, 1989. Balbir Gurm opened the Surrey ceremony, and our KFA President Terri Van Steinburg shared with us ways we can help end violence against women. Penny Priddy, Surrey Councillor, spoke of the challenges women continue to face, especially in the face of this provincial government's elimination of funding to women's centres and other cuts. Penny stressed the importance of ending the cycle of violence against women by providing safe environments for our children. I read each murdered woman's name and short biography while students placed red roses on the memorials and lit a candle for each woman. Although the candles had burnt out by 10:30 that night, the memory of the lives the lights represented will not be extinguished because many students learned the names of the 14 women killed 15 years ago, and were reminded of their responsibility to create a world free of violence against women.

March 6-March 12: International Women's Week & March 8: International Women's Day

A meeting will be held early in February for us to organize for March 8. Canada's theme for International Women's Week this year is "You Are Here: Women, Canada, and the World." Since the first International Women's Day on March 8, 1977, women and men around the world have marked this day by reflecting on how far we have come in the fight for women's rights, and by raising awareness about the issues that women still face. At Kwantlen we will be celebrating and raising awareness this day, so if you would like to get involved in any way, please email me at gillian.gausboel@kwantlen.ca or leave me a message on my voicemail at 605-599-3365.

"I want for myself what I want for other women: absolute equality."
--Agnes Macphail, first woman Member of Parliament

Food for Thought:

BC Government cutbacks have hurt women and families:

- Ministry of Women's Equality—eliminated
- Funding to Women's Centres—eliminated March 2004
- Tuition deregulation—ended the tuition freeze and increased tuition by 35-300%

(source: BC Coalition of Women's Centres)



2005 Will Be A Defining Year For Education

By Cindy Oliver,
FPSE President

We begin the New Year with a strong sense of the importance of friends and allies and a reminder of how quickly our world can change. The tragedy which has unfolded in Southeast Asia over the past several weeks also reminds us all that we must care for one another as individuals, as unions and as nations.

We ended the 2004 year at the BC Federation of Labour convention - where hundreds of trade unionists came together to debate and discuss the major issues of the day and to decide on future strategy. At that convention FPSE put forward an emergency resolution concerning the erosion of literacy programs and their support systems, and we received overwhelming support. The convention also endorsed an updated education policy. As Chair of the BC Fed's Education Committee, I am very pleased that the committee's work had such a positive outcome.

Now we enter 2005 - a year that will be a defining one on a number of fronts. For all FPSE members, the May 17, 2005 election will be very important. We know that the most vulnerable in our society - many of whom were our students when they could get access to our programs - have a huge stake in the outcome. This is one of the reasons that we have partnered with the Canadian Federation of Students to support a "Rock the Vote" (www.rockthevotebc.com) campaign, encouraging young people and others to get registered and vote in the election. We have also devoted considerable resources to activating our membership and informing the public about the issues facing post-secondary education.

For many FPSE locals, significant work is occurring to bring about a positive conclusion to bargaining in 2005. Many critical issues can and should be dealt with at the bargaining table. The provincial government's expensive advertising campaign to convince British Columbians that this is the best place to learn, to work, to live and to invest has continued at an unrelenting pace throughout the Fall and into the Winter. We know that an essential part of this vision of our province being a great place to live relies on adequate funding for quality education and equity in our institutions.

The coming year will see us working together as never before. For the many post-secondary educators who have not traditionally gotten involved in elections, I strongly urge you to think about making your voice heard in the next provincial election. The public listens carefully when educators talk about our students and our institutions. Your provincial federation and your local association have resources and supports to help you become involved at whatever level you care to.

I wish you all a wonderful year and I look forward to each of us, individually and collectively, making a difference in our institutions and communities this year.

2004-2005 KFA Executive

<u>Name & Position</u>	<u>Campus</u>	<u>Phone</u>	<u>Email</u>	<u>Term ends</u>
Terri Van Steinburg <i>President</i>	S	2259/2259	Terri.VanSteinburg@kwantlen.ca KFAPresident@kfa.bc.ca	2006
Nancy Clegg <i>Past President</i>	R	2619/9379	Nancy.Clegg@kwantlen.ca	2006
Mary L. Griffin <i>Vice-President-Grievances</i>	S	2151/2151	Mary.Griffin@kwantlen.ca VPGrievances@kfa.bc.ca	2005
Maureen Shaw <i>Vice-President-Negotiations</i>	S	2149/2149	Maureen.Shaw@kwantlen.ca 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
No Rep <i>Humanities</i>				
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
Barry Johnson <i>Trades/Horticulture</i>	N	3028/none	Barry.Johnson@kwantlen.ca	2006
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 <i>Non-Regular Faculty</i>	N	2965/9900	Terry.Nanubhai@kwantlen.ca	2005
Gillian Gausboel <i>Status of Women Committee</i>	R	3365/9575	Gillian.Gausboel@kwantlen.ca	2006
Alice Macpherson <i>Ombudsperson</i>	N	3040/3040	Alice.Macpherson@kwantlen.ca	2006
Cheryl Austin <i>KFA Administrative Assistant</i>	S	2152/2152	Cheryl.Austin@kwantlen.ca office@kfa.bc.ca	