



KFA Acts



A newsletter of the Kwantlen Faculty Association
<http://www.kfa.bc.ca>

Volume 12

December 2003

At this time of the year, most faculty are looking forward to the Christmas break, and we in the KFA Office are no different. We wish you a pleasant holiday season and a rewarding 2004.

We are closing the KFA Office from December 20th until January 5th. However, if you need to get in touch with the KFA during that period, please call the general office phone number at 604-599-2200. I will be checking messages during the office closure.

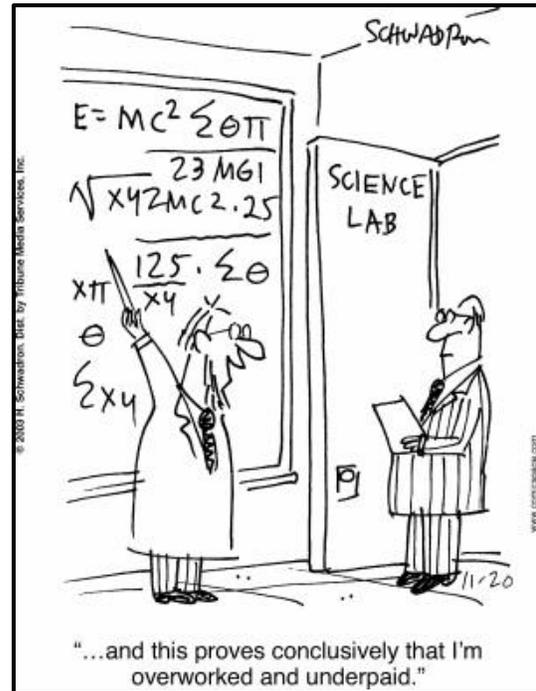
P3's – Parking and Personal PD

Are you on the January-to-December annual parking pass plan? If so, don't forget to renew your pass before classes begin in January.

Regular and Non-Regular Type 2 Faculty: Don't forget about your \$100 annual personal PD either. You can claim expenses related to your job such as newspaper subscriptions, internet service provider expenses, books, etc. You should use Expense Report form A1001 that you will find in your mailroom, note that the expense is "personal PD" and send the completed form with receipt attached to Maureen Berry, Finance, Surrey Campus.

November General Meeting

Forty-eight waterproof faculty turned out on November 28th to hear Michael Piva, Chair of the CAUT Collective Bargaining and Econ-



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omic Benefits Committee, speak on salary structure at universities. His remarks were eye-opening for many of those present. (The KFA taped Professor Piva's remarks. If you would like to hear them, please contact me at local 2151.)

Professor Piva commented that salary structure in the BC college and institute system is preferable to that in the universities. For one thing, we have only ten steps on our salary scale while some universities have as many as 40 or 45. A professor could be hired at the bottom of the scale and never make it to the top during her career.

Professor Piva also suggested that if the BC college and institute system wants to be competitive, the bottom of scale should be around \$52,000 and the top of scale – and it would be better if we had fewer than ten steps – should be at least \$80,000.

Our next General Meeting is scheduled for Friday, February 20th at 10:00 a.m. There are no classes that day as February 19th and 20th are reading break, so all faculty should be able to attend. We will be talking primarily about bargaining.

Post-Secondary Education a Priority

The Provincial Government's Select Standing Committee on Finance and Government Services held hearings around the province in September and October to give people an opportunity to tell them how our tax money should be spent. I presented on behalf of the KFA. The College of the Rockies Faculty Association and the University College of the Cariboo Faculty Association made presentations too.

I note from the list of presenters in the report that there was no presentation from

either Kwantlen University College or the University College Consortium.

Nevertheless, a great majority of presenters apparently stressed the importance of the public post-secondary system in ensuring a future of economic growth and well-being. We have reprinted my verbal remarks to the Finance Committee on pages 9 to 12. If you would like a copy of the KFA's written submission, please call me at local 2151.

Thanks!

As this year comes to a close, I want to thank my fellow KFA Table Officers – Terri Van Steinburg, Maureen Shaw and Al Valleau – for all their help and support. The KFA President's job is busy and stressful. Having great colleagues to work with makes the job easier.

I also wish to thank all the KFA Executive Representatives who are listed on the last page of this newsletter. Our Executive Representatives get no time release to do their KFA work; it is done out of the goodness of their hearts, and they deserve a big round of thanks from us all.

Last, but certainly not least, I thank the KFA Administrative Assistant, Kathy Purser, for her work in the Office. Kathy is the one constant in the KFA, and putting up with a rotating set of Table Officers and Executive Representatives requires flexibility and extreme patience.

Season's Greetings

Once again, I wish you all a very restful and happy holiday season, and I look forward to seeing you next year!

In solidarity,
Nancy Clegg

**Next KFA General Meeting:
Friday, February 20th, 2004 • 10:00 a.m. til noon
Room G1205B, Surrey Campus**



Grievance Report



Maureen Shaw

Vice-President-Grievances

As 2003 draws to a close, it is time to reflect on the last year. In the six months I have held this position, KFA members have kept me very busy dealing with numerous inquiries, problems, and grievances. This position provides lots of variety, with a new situation or challenge to face almost daily.

The KFA now has more than 800 members, and as you can well imagine, the more the members, the more the likelihood of conflict, disputes or misunderstandings that need to be resolved. Sometimes these can be addressed quite easily with a phone call; more often, considerable investigation and discussion are necessary. Many matters can be resolved informally, but often the issue needs to be addressed formally, especially when there is a clear violation of the collective agreement.

Formal Grievances

It is difficult to count all the informal issues I have dealt with, but the formal grievances are easier to keep track of. Since May 2003, I have filed 11 grievances affecting 20 individuals and 2 policy grievances. Seven of these grievances have been resolved. Four grievances filed by my predecessor, Bob Perkins, remain unresolved, but we are close to resolution on some of those.

Four of the 2003 grievances related to layoffs of 12 faculty members, and four of them involved discipline of faculty members. One grievance was on behalf of a

non-regular type 1 who should have been type 2. One policy grievance disputed Kwantlen's layoff procedures and the other was about fairness in compensation for Nursing faculty.

Informal Requests for Help

In addition, I am helping a number of members who are on short or long term disability leaves, answering questions, ensuring their rights are protected and assisting in their return to work. Member to member conflicts also take up a good portion of my time. Conflicts in the workplace are inevitable, and the KFA attempts to assist those in conflict to find a resolution either through informal discussion or if necessary, the grievance procedure. Increasingly, too, student complaints are creating problems for faculty members.

Lots of Help!

My work in the grievance area is assisted greatly by the other KFA Table Officers, the KFA Executive Representatives and the CIEA Staff Representatives, especially Linda Sperling. The KFA had hoped to provide additional time release to 3 Executive Representatives for the Spring semester, but the Employer denied our request for leaves. The KFA, in my opinion, does need to ensure adequate representation for its members and develop succession plans. The grievance arena is increasingly complex, with labour and human rights law changing rapidly. In the next semester, we will work

on ways to train and involve even more members. CIEA can provide more workshops for our representatives to learn more about grievance handling, labour and human rights law.

In closing, I wish you all a happy and restful holiday season. I encourage you to call me

or your Executive Representative if you have any questions or concerns about your working conditions, job security, compensation, benefits, seniority, interpretation of the collective agreement. The KFA is here to assist you!

In solidarity,
Maureen Shaw

Living in a Liberal Wonderland

(sung to the tune of Winter Wonderland)

Families cry, are you listening?
In their eyes, tears are glistening
After two years in five
Your welfare's denied
Hopeless in a Liberal Wonderland.

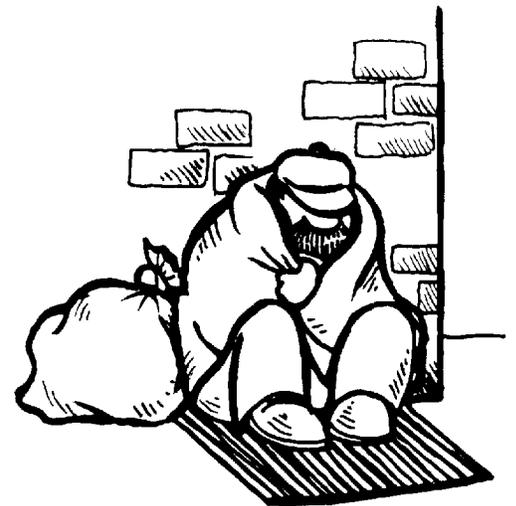
Gone away is compassion
Now that Scrooge is the fashion
How you'll live on much less
Is anyone's guess
Hungry in a Liberal Wonderland.

At the carpark, we can build a shelter
Wrapped in cardboard, we'll sleep on the ground
Hope we're moving up the housing wait list
'Cause in 2010 we know they'll tear it down.

There are jobs, just believe me
Murray says – grab a squeegee
Work at 12 years of age
You're on minimum wage
Or jobless in a Liberal Wonderland.

City councils ask: what is the impact?
Murray says: the numbers are unknown.
We say there'll be thousands on the doorsteps
But you can do the math when you're in town.

Later on we'll conspire
Warm our hands by the fire
But we're begging tonight, it just isn't right
Homeless in a Liberal Wonderland.





Negotiations Report



Terri Van Steinburg –
Vice-President-Negotiations

It's hard to believe another year has almost passed! It has been a busy year indeed and I, like you, am looking forward to spending some time with family and friends over the holiday season.

Bargaining

The shrinking of the public sector in BC has signified a meaner labour relations climate, which will undoubtedly lead to requests for dramatic workload increases in our system. In all likelihood our next round of bargaining will be a challenging, to say the least. The Employer has already indicated at faculty/department meetings that they will be looking for productivity increases via increased class sizes, as well as suggesting, prematurely in my view, that there will be no salary lifts next bargaining round. All this before formal bargaining has begun!

Those of you who were at our recent General Meeting were lucky enough to hear Michael Piva of the University of Ottawa and Chair of CAUT Collective Bargaining and Economic Benefits Committee comment on the state of collective bargaining in post-secondary institutions across Canada. We recorded Michael's talk and will, hopefully, in January publish some of the highlights of his remarks in *KFacts*.

You will be interested to know that despite what we are being told about our value, Michael noted that our salaries are not competitive with salaries in the private sector. He suggested that right now the

top of our salary scale should be \$80,000 and the floor should be \$52,000. The most recent settlement in the post-secondary sector in Ontario resulted in raises of 5%/3%/3%. Certainly, if we look at the raises excluded personal in the College have received over the past three years, we can see that they have managed to keep their salaries competitive and have exceeded that settlement.

Michael also talked about the lifetime earnings advantage of fewer steps on the salary scale, and the drawbacks of differential wages. He further noted that systems of merit pay lead to inequities in compensation among faculty and generally lower morale as a result.

Stay tuned, there will be a lot more on bargaining in the year ahead!

Labour Management Relations Committee

In my *KFacts* article last January, I indicated that compensation for PLA and the Chair/Coordinator Guidelines document were still unresolved. I am happy to report that both of these issues have now been resolved. I will provide more information on these in the New Year, but in the meantime if you have any questions on either please give me a call at local 2259.

Other issues discussed this past year at LMRC include:

- ✓ Assignment of work
- ✓ Valued contributions of faculty

- ✓ On-call issue in Horticulture
- ✓ ACP Math Letter of Understanding
- ✓ Time release issue in the School of Business
- ✓ Summer semester teaching assignments
- ✓ Faculty student email lists and the protection of privacy
- ✓ Poor working and learning conditions on the Newton campus and the effect these issues have on employees and students
- ✓ Layoff procedures
- ✓ Student overload agreements
- ✓ International education

Constitution and Policy Committee

A number of changes to the KFA Constitution were approved this past year. As mentioned here before, the Constitution and Policy Committee is now focusing on developing policies and procedures to accompany our Constitution and By-laws.

Social Committee

This Committee has brought a spirit of fun to the association. This past year the Social Committee organized the First Annual Celebrate Faculty Dinner and Dance (watch for the Second Annual in the spring), and Holi-

day Socials to each campus. It isn't too late to join our small, but enthusiastic committee so if you like organizing social events big and small we'd like to hear from you.

Working Conditions Committee

Lastly, I wanted to let you know that if you missed the chance to tell the union where to go in bargaining via the bargaining survey you can still let us know through your Working Conditions Committee representative. They are:

Access Business Humanities Social Sciences/Related Studies	Helen Mendes Richard Simon Karen Inglis Russel Ogden
Trades/Horticulture Applied Arts Community & Health Studies Student Support/Co-op Science/Applied Science &Technology	Bob Hiltz Cosimo Agostino Balbir Gurm Caroline Daniels Douglas Torrance
Non Regular Faculty Status of Women	TBA Louise Purchase

Until next year,
Terri Van Steinburg





Finance Report

Al Valleau – Secretary-Treasurer

This is a scan of an old photograph of two carabinieri entering St. Mark's Square. A copy of this photograph was hanging in the apartment we rented this summer in Venice. I would sit there in the livingroom and look up at the picture wondering what it was like, snow in Venice.

I've seen Venice in January when the tides were flooding St. Mark's and the Venetians had placed sawhorses and plywood walkways across the square for people to walk on. I've also seen Venice in the fog and in the hot sun of summer, but I've never seen it in the snow. It is a magical place in any weather, but snow covering the patterned paving stones, the line of light standards leading to the bell tower across the square, and, in the haze of the snow, the ghostly statues standing on either side of the roof-top bell ready to strike it on the hour, make the square more evocative and haunting. And, of course, there on the right hand side of the photo is the side of St. Mark's itself.

One day while we were walking around Venice, I saw the photograph being sold at a stand in front of the Galleria del Acade-

mia. It now graces our downstairs bathroom wall. And every time I enter the room, I am transported back to Venice, back into that soft snowfall, into that inviting haze.



Winter does have an effect on all of us, and the images we associate with winter with its short days and long black nights settle in on us as the term ends and the rain continues. I begin to understand that it is not just commercial Christmas advertising that drives people to put lights up on their houses and decorate their living space with ornaments that are bright and cheerful.

It is necessary to bring some brightness back into the bleak landscape that we see around us as we move toward the winter solstice, toward the point in the year when the axis of the earth shifts once again and we begin the long journey the other way back toward that period in the year when the days become longer and the nights' intensity dwindles.

We are not so much different from the generations that have come before us. We, like they, create celebrations that dot the year and give meaning to the shifts in season, shifts in landscape, shifts in mood. So as I

look out my study window into a grey wind-swept sky and see the bare branches on the magnolia covered with drops of water, I think pleasant thoughts, enveloped in the warmth of our house.

Surrounded by the natural darkness of this time of the year, however, it is hard to forget that members of the provincial government have been making working in any job related to public service harder and harder. They talk about accountability, and productivity increases, but they only think of productivity in terms of volume, not quality, so the quality of life in the province suffers with cuts to medical care, cuts to services for seniors, cuts to welfare, cuts to counseling, and cuts to social service organizations in general, and the people who have chosen professions where they are helping people find themselves with low morale.

We are all heading into a contract year, and the government is signaling that the public sector will be getting 0-0-0 over the next three years, even though settlements in the post-secondary system east of BC in Canada have averaged over 3% per year. It seems that in BC it is okay for people in business to "receive a reasonable return on investment," but it is not reasonable for anyone working for a living to receive a reasonable

return on their labour.

The greed of a few outweighs the needs of the many might be the motto of this government. They have no idea how angry and disheartened they are gradually making the populace. There will be an election in May 2005. Maybe things will change. As you can see, being the Secretary-Treasurer of our union has made me more cynical than usual about politics. It has also given me a closer look at our institution; like all institutions, not surprisingly, it is fraught both with good intentions and human frailty.

So it is time to snuggle up with a good book, watch a good movie and forget the petty larcenies of daily life. "The world is too much with us late and soon" 'tis true, so light a candle, put up some lights and celebrate, not the glitz and commercial gaudiness of the season, but the beauty and grace of life, of friendship and the joys of the simple things.

I lift a glass to you all and wish you the best from our brightly lit home surrounded by wind and rain to your brightly lit home hopefully surrounded by light, hope and good cheer.

Al Valleau



Post-secondary Education is a Priority with British Columbians

The Provincial Government's Select Standing Committee on Finance and Government services held hearings around the province this fall. Their report states, in part:

The Committee was struck by the consensus among witnesses representing different sectors of the economy that any additional funding in future years should go first to improve access to public post-secondary education. ... we strongly endorse the public's preference for more funding for the post-secondary system.

Report on the 2004 Budget Consultation Process, pages 12 and 15.

The KFA presented to the Standing Committee on October 10th. The following is the Hansard record of the KFA presentation.

Our next presenter is Kwantlen Faculty Association: Nancy Clegg and Terri Van Steinburg. You can begin when you're ready.

N. Clegg: Madam Chair, members of the select standing committee, I thank the committee for setting aside time to hear me today. My name is Nancy Clegg. I am the president of the Kwantlen Faculty Association and an economics instructor on the Richmond campus at Kwantlen University College. I'm also a Kwantlen product. In my mid-twenties I started attending Kwantlen as a part-time student. I was able to complete the courses I needed to transfer to university, all the while working and raising children too. Had it not been for ready access to post-secondary education in my home community, I could have not got the start that ended with a masters degree in economics and my happy return to Kwantlen.

My colleague, Terri Van Steinburg, is a vice-president of the Kwantlen Faculty Association. Terri has taught in access programs on Kwantlen Surrey and

Langley campuses and is currently the coordinator of the federally funded sheet metal youth internship program on our Newton campus.

The Kwantlen Faculty Association has 800 members who teach at Kwantlen University College in a wide range of programs, including trades, adult education, career programs, university transfer disciplines and bachelor degree programs such as fashion, interior design, nursing and business administration. The Kwantlen Faculty Association represents the collective bargaining interests of its members, and it's concerned with the educational needs of our students in the communities we serve.

Kwantlen University College, serving Richmond, Delta, Surrey and Langley, is the largest university college in Canada. This year Kwantlen has been asked to produce over 8,400 full-time-equivalent students, a number that translates to approximately 15,000 actual students. These students come from one of the most culturally, ethnically and economically diverse areas of

the country. Kwantlen is located in the fastest-growing region of the province. Within ten years we estimate that demand for post-secondary education in our region will increase by at least 150 percent to about 21,000 full-time-equivalent students.

Kwantlen has for many years been working overtime to provide education for our community. Our utilization rate, based on actual FTEs relative to funded FTEs, was 104.2 percent in 1999-2000. In each of the following three fiscal years, it was greater than 100 percent. In the most recent fiscal year Kwantlen's utilization rate was 103.6 percent.

These exceptionally high utilization rates put great stress on our facilities. Classes are scheduled from 8 o'clock Monday morning to 10 o'clock Thursday evening, from 8 o'clock in the morning till 5 o'clock in the afternoon on Fridays, and from 9 a.m. till 4 p.m. Saturdays. No space is wasted at Kwantlen. In my faculty office we have three full-time instructors sharing two desks, one phone and one computer. Kwantlen's high utilization rate also means there's a strong

continuing demand for educational support in the form of library and counselling services, and the growth in Kwantlen's programs to satisfy the demand for undergraduate degrees requires ever-increasing library holdings to facilitate the research required for upper division courses.

Kwantlen's trades programs are currently located at our Newton campus on 77 Avenue. These premises were originally warehouses and were converted to shops and classrooms, but they're wearing out. Roofs leak, mould grows, and exhaust fumes penetrate classroom walls. Thanks to your capital financing, we have broken ground on our new Cloverdale facility, but much work remains to be done at that site. The need for skilled tradespeople in British Columbia is great today and is expected to increase over the next ten to 20 years. Kwantlen is ideally situated to provide trades training but badly needs space and modern facilities in which to operate. We strongly urge the government to ensure that capital funding is soon in place for the completion of our Cloverdale campus.

The Kwantlen Faculty Association applauds the government's recently announced literacy initiative, which will put \$700,000 towards providing support for community programs that help adult learners with language skills. Kwantlen's education and employment alternative programs and its adult basic education programs are designed to fill just that need. It is important for British Columbians who are struggling with basic literacy and numeracy that these programs remain tuition-free. Once

these learners have mastered basic skills, they will be able to find productive work and repay the cost of their education to society through their income taxes.

The Kwantlen catchment area is ethnically and culturally diverse, making it one of the most exciting places in British Columbia to live. British Columbia and Canada have benefited from the inflow of people from around the world. Not only do we benefit, we depend upon immigrants to keep our labour force growing. Canadians are now reproducing themselves at a rate of about 1.2 children per couple. Left to their own devices, our population, our labour force and our economy would shrink. It is therefore essential that we welcome immigrants from around the world and provide access to English-as-a-second-language training. The more easily they can enter the Canadian labour force, the sooner they will be making a positive contribution to the British Columbia economy.

We must not ignore our students who are graduating from high schools and looking for a university education. In the last fiscal year Kwantlen registered over 2,500 full-time-equivalent university studies students. Demand for our undergraduate programs in both our university transfer disciplines and our own degree programs is expanding. Kwantlen now offers eight undergraduate degrees and last June conferred a record of 190 baccalaureate degrees.

The health of British Columbia's economy depends upon the ability and the creativity of its labour force. The more highly

educated and well-trained our labour force is, the better the economy will function and the faster it will grow. Kwantlen, together with its sister institutions Simon Fraser University and University College of the Fraser Valley, cannot meet the demand for university studies. It is essential that the government provides sufficient funding to allow post-secondary education in the Fraser Valley to expand so that our young people can get the education they need to become tomorrow's leaders.

In summary, the Kwantlen Faculty Association urges the provincial government to do the following: (1) ensure that capital funding for our Cloverdale campus is soon in place so that our trades and technology programs will have the proper facilities to provide the training B.C. so urgently requires, (2) devise a post-secondary capital expansion plan to ensure that future needs are met, (3) ensure that adult basic education remains accessible and tuition-free, (4) provide adequate funding for ESL programs and (5) provide adequate funding for programs that assist those most at risk in our society.

B. Locke (Chair): Thank you, Ms. Clegg. I'll now ask members of the panel if they have any questions.

I have one, if I may. I know that Kwantlen, Simon Fraser and the University College of the Fraser Valley are doing a study on post-secondary places in the South Fraser, and I wonder if that study is finished yet or at what stage it is.

N. Clegg: My understanding is that the final study isn't finish-

ed. However, I did attend a presentation earlier this semester that looked at projected numbers over the next ten to 15 years and the ability of institutions to serve those numbers, with a lot of assumptions in place. I assume the study will be ready fairly soon, but I don't think it has been finalized yet.

B. Locke (Chair): Thank you very much, and thank you both for your time. We appreciate it.

Oh, I apologize. Ida Chong had a question.

I. Chong: I know Kwantlen University College was spoken of quite highly by a former MLA from this area, Fred Gingell, and I know you have honoured him. That was a very magnanimous gesture.

My question regarding student spaces — and we've heard from other universities, colleges and university colleges as well.... Student spaces are an issue. With the new technologies and new ways of learning, do you see the opportunity to have the new BCcampus initiative work well with you? As much as it would be good to have as many new brick-and-mortar buildings built, sometimes they just take so long, and students don't want to wait. Can you see how that would work to help increase spaces and whether we should be looking at funding of that area as opposed to the bricks and mortar? Can you give me your opinion?

N. Clegg: I think the two programs are complementary. I actually have taught on-line, so I have some experience in dealing with students without seeing them face to face. Actually,

I saw them during exams, but that was it. Some students are suited for that kind of learning. They're self-starters. Typically, they're mature students. A lot of my students signed up because there were no face-to-face classes, and those students had a very difficult time.

I think there is definitely a place for a program like BCcampus, particularly in the less heavily populated regions where it's really hard for people get to an actual establishment. Perhaps I'm a little old-fashioned. I think there's a real place for face-to-face education and that kind of dialogue — the extra explanations you can answer with if someone has a question. I think it's really necessary to continue expanding our bricks and mortar, but there's certainly a place for on-line education. For access, for mature students, for people who work shift work or who travel a lot, there's definitely a place for some on-line education.

W. McMahon: I'm from rural British Columbia, and university colleges are certainly important for the students in my area. Most of the students actually end up in Alberta rather than in the interior or on the coast. I'm wondering if you know how many students registered at Kwantlen are B.C. students and how many are coming in from out of province. Do you have any idea?

N. Clegg: I can't give you any numbers. I'm trying to remember the data that has come across my desk. I suspect students from other provinces are probably fairly small in number. Our outside-B.C. students tend to be international students, off-

shore students. Being located as we are right in the middle of the lower mainland, we draw the huge majority of our students from our local neighbourhoods.

W. McMahon: I certainly support university colleges, and thanks for your presentation.

D. Hayer: Thank you very much, Nancy. I served on the board for the Kwantlen University board of governors, and I have a daughter and nephew attending right now at Kwantlen University College. I'm happy to see the Cloverdale campus finally starting to do something rather than make the announcement over and over again.

One thing we did as a government was where Kwantlen College and Simon Fraser University and other colleges can work together and provide better service to the students. How is that initiative going?

N. Clegg: I think it's going quite well. One of the problems for, say, University College of the Fraser Valley and for Kwantlen University College is that we have a huge demand for university studies, and we have a huge demand for students who want to do their first or second years at Kwantlen and then transfer to a university. But the universities put caps on the number of transfer students they will accept. It's a problem for students. If they really want to go to university, it's good for us, because we're now providing those degree programs.

There are definitely initiatives underway to address education in the lower Fraser Valley as a system rather than as isolated institutions. The faculty associa-

tion is completely supportive of any kind of initiative that's going to increase access to our students and provide easier and faster progress through their

undergraduate education.

We appreciate it.

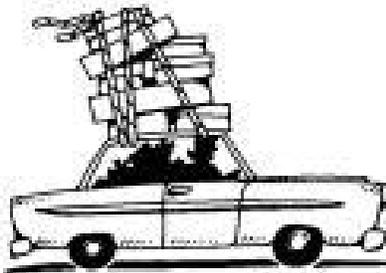
B. Locke (Chair): Thank you very much for taking the time out of your day to present to us.

N. Clegg: Thank you for hearing us.

From the *Times Higher Education Supplement* of 24 October 2003, p.4

"Statisticians this week delivered a damning verdict on scientific standards applied in performance monitoring of higher education and other public services. A working party of the Royal Statistical Society claims performance indicators have become a costly charade that denies public accountability and damages rather than improves service."

The press release can be found at <http://www.rss.org.uk/archive/reports/231003.pdf> and the full report at <http://www.rss.org.uk/archive/reports/PerformanceMonitoringReport.pdf>. The website of the Royal Statistical Society can be found at <http://www.rss.org.uk/>



**To all KFA members:
Please print any changes that may apply to you
and forward through intercampus mail to
KFA, Surrey Campus**

Thanks!

Notice of Change of Address

Last Name: _____ First Name: _____

Address: _____ City: _____ Postal Code: _____

Home Phone: _____ Work Phone: _____

Department: _____ Effective Date: _____

National meeting of educators reviews bargaining trends across Canada

BC will face tough competition for post-secondary faculty and staff given the collective agreement settlements across Canada. Commenting on reports at the semi-annual meeting of the Canadian Association of University Teachers (CAUT), Cindy Oliver, President of the College Institute Educators' Association of BC, said that salary settlements in the range of 3 to 5 per cent a year have become the norm across the country.

"I am struck by the dramatic upward trend in settlements. This was not the case a few years ago and we can really see the impact of looming faculty and staff shortages," said Oliver. "All institutions clearly face increased pressure to offer competitive salary, benefits and working conditions to faculty and staff given access pressures and vacancies due to retirement."

In its October 2003 submission to the BC Standing Committee on Finance and Government Services, CIEA outlined the need for the committee to address funding issues, including those related to recruiting and retaining qualified faculty and staff. College, university college and institute faculty are nearing retirement age in record

numbers. Some 45 per cent of those enrolled in the College Pension Plan are 50 years of age or older. At the same time, occupational forecasts indicate a growing need for post-secondary educators, given the projected growth in the post-secondary student population.

Oliver said that CIEA locals across the province are gearing up for bargaining and monitoring what is happening at universities and colleges in other provinces. "Our provincial government promised to protect education. To do this, government must expand access for students and maintain and improve quality in a very competitive environment," said Oliver.

Oliver also indicated that she was pleased to see that in the recent *Report of the Standing Committee on Finance and Government Services*, the legislative committee supported the need to put more resources into post-secondary education in BC. "I urge government to move quickly to add those resources," she said.

More information about faculty settlements across the country is available from the CAUT website, <http://www.caut.ca>.



2003-2004 KFA Executive

Name and Position	Campus	Phone	Email	Term ends
Nancy Clegg <i>President</i>	R	2151/2151	kfpresident@kfa.bc.ca	2004
Maureen Shaw <i>Vice-President -Grievances</i>	L	2149/2149	mdshaw@shaw.ca	2005
Terri Van Steinburg <i>Vice-President -Negotiations</i>	S	2259/2259	vpnegotiations@kfa.bc.ca	2004
Al Valleau <i>Secretary-Treasurer</i>	S	2188/9274	al.valleau@shaw.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
Mary Griffin <i>Humanities</i>	S	2187/9161	Mary.Griffin@kwantlen.ca	2004
Tom Thorner <i>Social Sciences</i>	S	2185/9270	Tom.Thorner@kwantlen.ca	2005
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