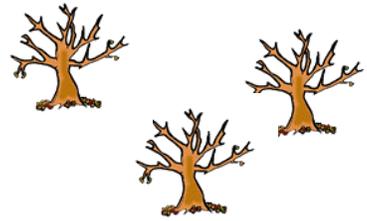




KFA Acts



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

Volume 11

January 2003

Welcome back to another year at Kwantlen University College! I hope you had a refreshing break and are happy to be back at work. As I look back at the past year, several challenges stand out, and as I look forward I see challenges yet to come.

Last year brought us the infamous *Public Education Choice and Flexibility Act* that legally voided many of our working conditions. Faculty at Camosun College and Vancouver Community College have experienced workload changes as a result; fortunately we at Kwantlen have not.

Last year also brought us the promise of reduced provincial funding and increased student FTE targets that have already resulted in one program cancellation and several program reductions, and just over nine faculty layoffs. As a faculty association we grew in numbers, however, as additional faculty were hired to teach the 140 new university transfer sections scheduled to meet the FTE targets.

Last year further brought us the Provincial Government's offloading of many of the medical costs that were previously paid with tax dollars onto employers and pension plans. Our College pension plan Trustees were faced with the decision of how, and how many, medical services to pay for in the coming years. The KFA held information sessions and contributed to the discussion of how the Trustees should proceed.

★ ★ General Meeting ★ ★

Thursday, February 20th

10:00 am - 12:00 noon

Room G1205A

Surrey Campus

- ✓ Guest Speaker
- ✓ Discussion of Overload Issue
- ✓ Financial Reports

★ Door Prizes

★ Food

★ Great company

Check out the KFA website for more information!

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

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And last year brought us the administration's declaration that the KFA Executive is not a College committee; therefore faculty who are elected to the Executive are not eligible for a College-provided substitute, if necessary, to attend Executive meetings. This became an issue when we discovered that there are no longer any non-teaching blocks in the timetable. Classes are scheduled from 8:00 a.m. on Monday through to 7:00 p.m. on Friday, and all day Saturday too. The KFA grieved the loss of the non-teaching blocks but were estopped because we did not grieve in time – there have been no non-teaching blocks for at least a couple of years.

(I wonder what the KFA Executive is, if it is not a College committee. Is it an external committee as would be, for example, a Walmart Employees Social Committee? The KFA Executive directs the work done by KFA representatives on *real* College committees, and is an essential part of the governance process.)

This year will bring us more challenges. Funding from the province for the 2003-2004 budget year will shrink by 2.9% while the student FTE target will increase by 1.1%. Inflation can be expected to erode the provincial grant by at least 2.5%, and offloaded provincial medical costs will put further pressure on an already tight College budget. These budgetary problems are sure to have an effect on faculty.

The administration is smoothing university transfer course offerings so that 40% occur in each of the Fall and Spring semesters, and 20% occur in the Summer semester. The new schedule means that some faculty who traditionally teach during the Fall and Spring semesters may be required to teach in either the Spring and Summer semesters or the Summer and Fall semesters. Faculty may also be required to teach on Sundays as suggested by the following statement

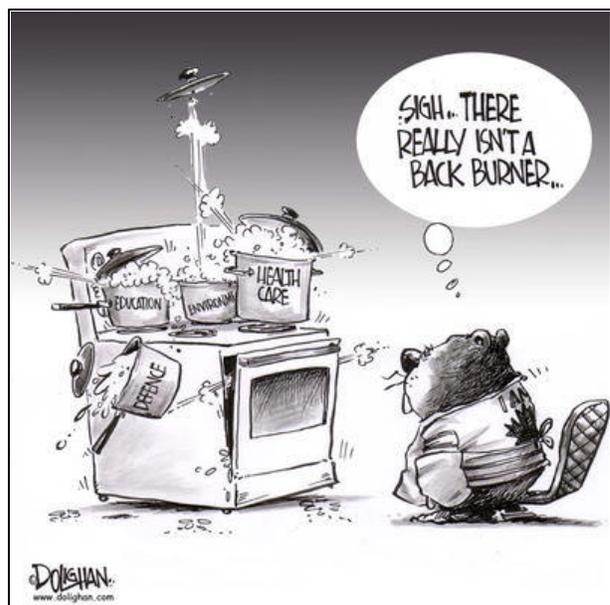
that will appear in most ads and promotional materials: *Please note programs, service and other related activities may be offered on any day of the week.*

Lest this report seem too dismal, I include some positive items too. Last year we received an average salary lift of 6.5%, and this year we are slated to receive a further 3% lift. Parking rates have not increased, and we can now claim \$100 personal PD to almost offset the cost of an unreserved annual parking pass. Our working conditions have not been unilaterally altered, and we expect the College to continue to respect our negotiated Collective Agreement.

The KFA will be hosting another pension seminar with John Wilson, CIEA Pension Plan Trustee. We will be holding a faculty appreciation dinner, and are planning another panel discussion for sometime this spring. Watch future *KFacts* for more information.

I invite you to call or email me with any concerns or comments you may have.

Respectfully submitted,
Nancy Clegg
President





Grievance Report

Bob Perkins –
Vice-President-Grievances

Welcome to the New Year!! I hope that everyone had a good holiday break and that the new semester is off to a good start. I have been very busy with course overload requests to start my semester this week as well as my own teaching, one section of second year organic chemistry. We have had our first Table Officer meeting for 2003 and welcomed Ron Correll on board as the incoming Vice President of Grievances. He and I will be working together for one day a week to allow him to become familiar with the ins-n-outs of what comes across my desk in a typical day. He will be taking over completely on June 1st when my 4 years in the position comes to an end.

I'll briefly describe some of the issues that I have dealt with since the beginning of December.

Regularization

Article 1.04(e) of the KFA Collective Agreement deals with the necessary requirements for a faculty member to be regularized; i.e., conversion from non-regular to regular status. The same requirements can be also used to determine whether or not to increase the regularization percentage for a part-time regular faculty member. In the past month we have been successful in achieving the regularization of a non-regular faculty



member and increasing the regularization percentage for five other part-time regular faculty members. Give me a call (2149) if you have any questions about the process. The situation for CE faculty members is slightly different and is governed by Article 1(b) of LOU#6. I am presently involved with one situation in this area.

Peer Conflicts

I have been involved with two different situations where faculty members within the same department are having problems. It is important for everyone to realize/remember that grievances cannot be filed against another faculty member. It is the responsibility of the Employer to maintain a professional working environment. Any grievance would be filed against the Employer. Where necessary, the Employer would employ the services of an external mediator to try and resolve any contentious issues.

Evaluations

Do you take your evaluation seriously? Have you been procrastinating about getting it finished? I have been dealing with four separate situations over the past 2 months in which two different faculty members have been removed from their coordinator duties and two others that have been

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Negotiations Report

Terri Van Steinburg –
Vice-President-Negotiations

Happy New Year to you all! I hope you had a pleasant holiday season and are feeling rejuvenated and ready to get back at it. I had a very enjoyable time – with lots of family, friends, and food.

The first KFA Executive meeting of the year will be held this week. It was extremely difficult to find a time when all of the area representatives could meet – in fact we were unable to do so. This is a distressing situation given the importance of these meetings for conducting the business of the association and for providing timely responses to labour management issues.

The Kwantlen Student Association is planning two events for students on each campus. The Student Welcome event will be held January 13th – 16th and Awareness Week will take place February 3rd – 6th. The KFA has been invited to participate, so look for our table, and stop by to say hello.



Labour Management Relations Committee (LMRC)

LMRC meets for the first time this year on Monday, January 13th. Prior Learning Assessment (PLA) will be on the agenda once more. The key points to be worked out are compensation for PLA, and compensation for past PLA activity. Other matters to be discussed at the LMRC table include:

- ✓ Assignment of Work
- ✓ Valued Contributions of Faculty
- ✓ On-call Issue in Horticulture

As always, if you would like to discuss any of these matters, or if you have an issue for discussion at LMRC, please contact feel free to contact me.

Constitution and Policy Committee

The Constitution and Policy Committee will be meeting January 20th to continue our work on constitutional change, and the development of a new policies and procedures manual.

Contract Review Committee (CRC)

The CRC meets January 15th. The mandate of the committee is to review contract language, identify problems or weakness in the collective agreement in preparation for the next set of negotiations. This is a formidable task, but the committee is up for the challenge.

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Terri Van Steinburg,
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removed from the qualified faculty list in their department.

We are also still discussing a variety of other issues with the Employer, including overload payment, PLA payment, guided study assignments, cross college meeting times and faculty retirement.

Social Committee

Finally, a reminder that the Social Committee is meeting January 22 at 10 am, so it's not to late to get involved. The committee hopes to bring a spirit of fun to the Association, and will begin by planning an event for the spring. If you'd like to take part, bring your ideas and enthusiasm to Room B206 on the Surrey campus.

Until next time.
Bob Perkins

Respectfully submitted,
Terri Van Steinburg



Are you the person your friends and family turn to when they need help planning a social event?

Do you enjoy organizing social activities like dinners, barbecues and dances?

If you answered yes, then the KFA has just the committee for you! According to a long time member, the KFA began as a social organization, and we feel it's time to get in touch with our roots. If organizing social events is your area of interest or expertise please contact Terri Van Steinburg at local 2259, or email at terri.vansteinburg@kwantlen.ca



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2002-2003 KFA Executive

Name and Position	Campus	Phone	Email	Term ends
Nancy Clegg <i>President</i>	R	2151/2151	kfpresident@kfa.bc.ca	2004
Bob Perkins <i>Vice-President-Grievances</i>	S	2149/2149	dr_bob70@hotmail.com	2003
Ron Correll <i>Vice-President-Grievances Elect and Non-Regular Faculty</i>	R	2810/9993	ron_correll@shaw.ca	2005
Terri Van Steinburg <i>Vice-President-Negotiations</i>	S	2259/2259	negotiations@kfa.bc.ca	2004
Al Valleau <i>Secretary-Treasurer</i>	S	2188/9274	alvalleau@shaw.ca	2003
Helen Mendes <i>Access</i>	S	2389/9348	Helen.Mendes@kwantlen.ca	2003
Paul Richard <i>Science/Applied Science/Technology</i>	R	2769/2769	joeymocha@yahoo.ca	2004
Mary Griffin <i>Humanities</i>	S	2187/9161	Mary.Griffin@kwantlen.ca	2003
Susana Phillips <i>Social Sciences</i>	R	2647/9358	Susana.Phillips@kwantlen.ca	2004
Dave Evans <i>Business</i>	S	2169/9143	Dave.Evans@kwantlen.ca	2004
Mary Androsiuk <i>Applied Arts</i>	R	2627/9617	Mary.Androsiuk@kwantlen.ca	2004
Jed Sheehan <i>Trades/Horticulture</i>	N	2947/9391	Gerard.Sheehan@kwantlen.ca	2003
Susan Morris <i>Student Support</i>	R	2513/2513	Susan.Morris@kwantlen.ca	2002
Gail Hills <i>Community & Health Sciences</i>	S	2376/9236	Gail.Hills@kwantlen.ca	Fall 2003
Alison Nishihara <i>Status of Women Committee</i>	R	2572/9532	Alison.Nishihara@kwantlen.ca	2003
Alice Macpherson <i>Ombudsperson</i>	S	2426/9954	Alice.Macpherson@kwantlen.ca	2004
Kathy Purser <i>KFA Administrative Assistant</i>	S	2152/2152	kfauxil@kwantlen.ca	