



KFA Acts

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

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Summer is coming and so are summer holidays. We are closing the office on Monday, June 30th to take advantage of a very long weekend, and for the rest of that week to give the office a good cleaning. At least one of the Table Officers will be available throughout the summer months. If you need to reach someone, please call the general KFA line at 2200.

Continuing Education

The College's audited 2002-03 financial statements were presented at the Board of Governors meeting on May 21st. After all the warnings leading up to the budget last year about decreasing government grants and rising FTE targets, and after the warnings leading up to this year's budget about rising health care costs, it came as a surprise to learn that the College enjoyed a \$4.166 million surplus last year! (See Al Valteau's article on pages for more information about the College's finances.)

In spite of the budget surplus, Continuing Education and Customized Training have virtually been gutted. Four CE programs have survived (Special Education Teaching Assistant, Gerontology-Based Recreation, Health Unit Coordinator and Real Estate), but the others must now finish up ongoing classes and then come to a close.

The cancellation of these programs has resulted in layoffs of ten KFA members, and countless contract instructors whose work-



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loads were too small to qualify them for Faculty Association membership. Maureen has been kept busy ensuring that proper notice has been given, alternate work searches conducted and severance paid. It is a sad day indeed to see Kwantlen's general interest programs cancelled; it was through these programs that we reached a large part of our community.

It is also a sad day to see support staff in these cancelled programs treated with suspicion and disrespect. Many faculty contacted me to express their dismay at the way staff were directed to leave the College immediately, and that they had to be escorted individually back to their offices to pack up their personal possessions. Faculty expressed dismay over the yellow crime scene tape stretched across doors and at door handles removed to keep support staff out. They thought Kwantlen was a kinder, more compassionate place than that.

KFA's Board Status

The KFA recently received notice from the Board of Governors that our status at Board meetings has changed.

In response to my request for a greater degree of inclusion of constituent representatives in decision-making, the Board has elected to give the President of the KFA, the Chair of the BCGEU, and a designated representative of the KSA the same status at Board meetings that the College Vice-Presidents enjoy.

While this sounds like effective inclusion, it

may not be quite what I had in mind. The Vice-Presidents don't speak at meetings unless asked direct questions, whereas under the previous arrangement the constituent groups each had a designated time on the agenda to make remarks. Nevertheless, the constituent groups may make requests to send delegations to meetings to speak to designated topics.

And it is not clear whether this new status applies to all meetings of the Board. For example, will the KFA, the BCGEU and the KSA representatives be able to attend Finance Committee meetings?

Finally, no substitutes are allowed. If I am sick or on holiday, no other Table Officer can represent the KFA at a meeting of the Board.

Time will tell. This change may well end up being an improvement and a way for the KFA, the BCGEU and the KSA, the largest constituent groups in the College, to have input into decision-making.

Restful Summer

I wish those of you who are not teaching a restful summer so you may return in the fall refreshed and eager to start teaching again. I wish those of you who are teaching this summer a pleasant semester, and a relaxing break following final exams.

The next issue of **KFacts** will be out in mid-August. See you then!

Nancy Clegg
President





Grievance Report

Maureen Shaw

Vice-President-Grievances

Now that I am officially in the position of Vice President of Grievances, I must say that I have had to hit the ground running! Currently, the KFA has launched grievances on behalf of 12 members, 10 having been laid off and 2 having been disciplined. Other serious issues have arisen which may also lead to grievances in the next while.

Members are also turning to their union for advice on matters relating to pensions, timeabling, evaluation, complaints, compensation, and regularization. I was told that June would be a quiet month; it has been anything but.

What is going on at Kwantlen is hardly unique to our institution, given the general labour relations climate in BC, but I am troubled by the apparent absence of due process here in the handling of these matters and that is why the KFA has filed so many grievances. The way the layoffs in CE and Customized Training have been conducted have shocked most who have heard about it. The people affected are also, as you can imagine, shocked, angry, hurt. They have contributed to Kwantlen for many years, some of them being "the face of Kwantlen in the community," and they feel as if they have been slapped in the face.

Three of the layoffs were handed out in March and the KFA was never informed until the members contacted us last week. Of the seven people notified of layoff on May 22, two were told their layoffs were effective that very day. The KFA is arguing that the layoff letters should be rescinded, that the pre-layoff canvass described in the Common Agreement should be done, and that all affected members should receive proper notice. As I have investigated further, I have discovered other problems with the layoff process that I am seeking to fix. The KFA hopes that through the grievance process, we will be able to find more equitable and fair solutions for these members, although nothing can undo the damage that has been done.

I want to thank the other Table Officers - Nancy, Terri, Al and my predecessor, Bob - for assisting me as I find my way in this new position. I am looking forward to the Executive Retreat with the whole Executive as we develop our plans for the next year. I hope to be able to rely on your Executive Representatives over the next year to help out with issues and grievances as they arise. It is bound to be a busy year for the KFA and I urge you to contact your Representative or me if you need support, advice, or assistance.

Respectfully submitted,
Maureen Shaw

Several faculty have asked the KFA why they have been given contracts for teaching overloads this summer with pay at the contract rate, when the overload grievance resolution called for 1/12th of scale pay for a UT overload.

Human Resources tells us that you will be given retroactive pay for the difference between the contract rate and 1/12th of your scale rate for the overload in the fall.





Negotiations Report

Terri Van Steinburg –
Vice-President-Negotiations

I intend to focus my June *KFacts* article on the results of the Contract Review Committee's Bargaining Questionnaire, but before I do that I would like to comment on the recent layoffs in Continuing Education and Contract Training. I was very dismayed and disappointed to hear about the terse and callous manner in which these layoffs were handled. It is difficult to comprehend the rationale for this insensitive approach at a time when compassion should be paramount. We in the KFA office will do whatever we can to ensure due process is followed. We are committed to supporting our members during this extremely difficult time.

Bargaining Questionnaire

Earlier this year the Contract Review Committee distributed a Bargaining Questionnaire. The information gathered will be used to construct a more detailed bargaining survey and will be helpful with preliminary bargaining work.

The first part of the questionnaire requested demographic information to assist in interpreting the responses providing by members. The majority of members who responded were full time regular (72%) between the ages of 45 and 55 (49%).

Secondly, we asked members to answer the following question:

“What concerns or issues would you like the KFA to address at the bargaining table in 2004?”

The top ten issues and concerns are as follows

- 1. Workload**
Respondents were particularly concerned about class size increases, 3 x 5 scheduling, and the lack of instructional support
- 2. Salaries**
Respondents generally felt that at minimum we should get a cost of living increase.
- 3. Benefits**
Respondents want coverage for eye exams, improved dental coverage, coverage for delisted/alternative treatments, and protection of the pension plan.
- 4. Education Leave**
Respondents wanted more education leave opportunities, and full pay while on leave.
- 5. Overloads**
Respondents had differing opinions on the overload issue. While some wanted to be able to work discretionary overloads, others felt there should be no overloads for full time faculty.



6. Office Space

Respondents were in complete agreement on the issue of providing adequate office space for faculty.

7. Retirement

The majority of respondents who identified this as an issue wanted the elimination of compulsory retirement at 65. There were also requests for more and better early retirement offers/incentives.

8. Tuition Credits for Dependents

Respondents who identified this issue wanted to have access to courses at no cost to them for their immediate family members.

9. Professional Development

Respondents indicated an increase in PD

funds was in order. They also requested coverage for Instructor Diploma courses.

10. Job Security

Prophetically, there was mention of an "uncertain future" in CE. Respondents also wanted more opportunities for faculty to be regularized.

On behalf of the Contract Review Committee, I would like to thank all of the members who took the time to complete the questionnaire and I hope all members will respond to the bargaining survey when you receive it in the near future.

Until next time,
Terri Van Steinburg



Working an overload? Taking MONEY or COMPENSATORY TIME OFF? Here are some things to consider!

MONEY

- You do not earn the full pro-rata scale value for your work
 - ❖ The current rate for a UT overload section is 1/12th
- You may end up in a higher tax bracket
- You do not earn additional benefits when you are working overtime
- You do not earn additional pensionable service for your work

COMPENSATORY TIME OFF

- You earn the full scale value for your work
 - ❖ When taking compensatory time off your rate of pay does not drop
- Your tax bracket does not change
- You earn benefits during your compensatory time off
- You earn pensionable service while you are taking compensatory time off

The overload grievance demanding scale pay for overtime is still under dispute, and the issue of banked time has not yet been resolved.



Finance Report

Al Valleau – Secretary-Treasurer

The Canada Pension Plan, Old Age Security and OAS Supplement

Now that you've all got a sense of what your pension plan can and does do for you, do you understand what Canada Pension, Old Age Security and the OAS supplement do?

Just when you thought you knew all that you needed to know about your pension plan here I am again writing about another aspect of retirement: the Canadian Pension Plan (CPP), Old Age Security (OAS), and the OAS Supplement. These are items you may also want to be knowledgeable about if you have an ageing parent who is approaching retirement or has already retired and is getting CPP and OAS but is still struggling.

The KFA invited two people from Human Resources Development Canada to give a seminar at the Surrey campus on Thursday, May 29, and they gave a good overview of the three parts of the government support system for seniors. We will invite them back again next year so more of you can get a chance to attend their information session.

In the meantime, you should know that your CPP is calculated on the number of years you worked in Canada and whether or not during those years you contributed the maximum amount toward CPP. As the people from HRDC made clear, CPP is a user funded plan. As such, for instance, if you were a TA for a number of years during your mid twenties, you may not have con-

tributed the maximum amount for those tax years and may therefore fall short of funding for a full CPP pension.

There are some interesting items that will eliminate your low contribution years in calculating your CPP though. CPP only uses 85% of the years from age 18 until you retire to calculate your CPP benefit. Furthermore, they rule out years when you were a parent of a new born to 7 year old and working part-time or less because of child care demands. As such, if you had two children who were 7½ years apart and you were the parent who worked only part time so as to provide child care, the 14 years when you were occupied with that task are taken out of the total number of years between 18 and retirement in calculating your CPP benefits. They assured us that either a man or a woman in this position could make a claim for that exemption, but people who are doing so must fill out a form asking for the childcare exemption when they are applying for their CPP. CPP started in 1966, so you may actually know someone who is not knowledgeable about these details and could benefit from the information in calculating their CPP.

Just as it is your responsibility to know the CPP guidelines when you apply for benefits, you also need to know to apply for Old Age Security (OAS) and the Guaranteed Income Supplement when you turn 65. The Guaranteed Income Supplement is "additional monthly benefit for low-income OAS pensioners." The government also provides an Allowance for "low-income people between the ages of 60 - 64." The Allowance

is "available to the spouses or common-law partners of OAS pensioners and survivors to help bridge the gap until they become entitled to receive OAS at 65." Although hopefully all of us will make too much money to qualify for either the Guaranteed Income Supplement or the Allowance, some of us may have family members who can benefit from these plans.

At present, the CPP maximum benefit is \$801 per month. The plan is adjusted for inflation yearly. The OAS benefit for 2001 was \$440 per month. If, as a pensioner, your net income in 2001 was greater than \$55,309, your OAS benefits were reduced. The threshold figure is adjusted every year for inflation. This means that if you turned 65 in 2001/02 and retired, you would receive roughly \$1,241 per month from CPP and OAS above what your pension plan supplied you with as long as your total net income was below \$55,309. Just so you know, Human Resources Development Canada calculates that you will need "70% of your current (pre-tax) earning to maintain your standard of living" when you retire.

If you are interested in learning more about any of these programmes, you can get information at the Human Resources Development Canada web site

<http://www.hrhc-drhc.gc.ca/isp/>.

You might also be interested in obtaining the information booklet *Canada's Retirement Income System*, which includes most of the above information.

The College Financial Statements for the year ending March 31, 2003

Looking through the College's most recent financial statements you will discover some interesting information. For instance, the Statements of Operations indicate that in

2002 the grant from the province of BC accounted for 60.7% of the college's revenue and student fees accounted for 13.7%. In 2003, the government grant accounted for 55.3% of the revenue and student fees accounted for 21.4%.

Between 2002 and 2003, total revenues increased by 12.9%, whereas the cost of instruction increased by 12.3%. The Statements of Operating Fund Operations backs this up by noting that in 2002 there was a deficit between revenues and expenses of \$2,088,839 and an excess in 2003 of \$3,752,083.

At the end of 2002, there was a deficit between revenues and expenses of \$2,270,978, whereas in 2003 there was a surplus of \$4,166,906.

In the notes to the Financial Statements, note 8 "Commitments and contingencies" projects the minimum annual payments

for leases, property taxes, utilities and other costs for the Newton campus for 2004 to be \$891,120 and for 2005 to be \$165,738. Those figures suggest the college is projecting to have quite a smaller presence in Newton by 2005.

The statement of Ancillary Operations is also interesting. The college netted \$974,888 from the bookstore, food services, parking, and testing and assessment in 2002 and \$1,520,528 in 2003. In 2002, \$231,077 of those funds was directed to use in daycare facilities and student aid with \$650,000 going to operating funds. In 2003, \$43,827 went to daycare and student aid and \$650,000 went to operating funds.

In 2002, the excess money from services that was not earmarked and simply noted as "excess of revenue over expenses" from the bookstore, food services, parking, and testing and assessment was \$93,811. In 2003, that figure rose to \$726,701.

Al Valleau





The CIEA Page

Report from the CIEA AGM

The Kwantlen Faculty Association made its presence felt at the CIEA AGM, held May 21st through 24th in Prince George.

Delegates representing the KFA were:

- | | |
|------------------|---------------------|
| Nancy Clegg | Terri Van Steinburg |
| Maureen Shaw | Mary Androsiuk |
| Ron Correll | Caroline Daniels |
| Juergen Dankwort | Bob Fuhr |
| Mary Griffin | Gaye Hickman-Barr |
| Karen Inglis | Val Innes |
| Jim Jamieson | Jed Sheehan |
| | Ronnie Skolnick |

Delegates to the AGM welcomed Jim Sinclair, President of the BC Federation of Labour, and Ken Georgetti, President of the Canadian Labour Congress, who addressed the meeting on Wednesday and Thursday, respectively. However, all were disappointed when the keynote speaker, Nancy Olivieri, came down with a bug two days before the AGM and had to cancel her appearance.

A few important and quite controversial motions were considered by the AGM.

Presidents' Council of CIEA had prepared a report on co-governance in the college and institute system that had received some critical feedback prior to the meeting. Nevertheless, the recommendations of the report were passed in due course.

Perhaps the most controversial motion was a by-law change proposed by the KFA. The Executive Officers of CIEA are elected annually at the AGM, and up to this year secret ballots were cast for the candidates for office regardless of the number of people running for position. That is, even if there were only one candidate for office, a secret ballot election took place with delegates reduced to voting "yes" or "no." The KFA argued that this practice was not constructive and that it discouraged delegates opposed to the nominated candidate from running a candidate of their own which would at least generate some debate

around issues. As Terri pointed out, what would you learn from student evaluations that were turned in with only the word "no" on them? In spite of requiring a 75% majority, the motion passed, and the sole candidates running for office were acclaimed for the first time.

The CIEA AGM is known for its excellent socializing opportunities. On Wednesday evening, the Faculty Association of the College of New Caledonia who were hosting the meeting treated delegates to a barbeque of

chicken and buffalo, followed by the Maui Martini Auto Race. The race was hotly contested, and finally won by the driver from Douglas College Faculty Association. Thanks go out to Jed Sheehan, the KFA's chosen driver.



Jed Sheehan winning his first race with Caroline Daniels in background cheering him on.





On Friday evening, the FACNC hosted a dinner and dance, complete with a local jazz band playing excellent swing music. Many delegates, some KFA delegates among them, discovered the Cadillac Cowboy danc-

ing club near the hotel and partied on into the morning.

Next year's AGM is being hosted by the Capilano College Faculty Association.

Colleges are critical to province's economic stability, say educators

(Prince George) College educators meeting in Prince George released polling data that demonstrate British Columbians understand how important colleges, university colleges and institutes are to the economic future of the province. Surveyed in April 2003, 75 per cent of respondents say that BC's colleges are important to the revitalization of the economy, particularly in areas outside of major urban centres, including 44 per cent who feel colleges are extremely important.

British Columbians also strongly believe that colleges should continue to represent and reflect their regions and communities. Seventy per cent of respondents say that they favour maintaining BC's public colleges, university colleges and institutes as separate institutions that meet the needs of their communities and region, rather than combining institutions in order to find administrative cost savings.

The polling data was released as part of the annual meeting of the College Institute Educators' Association of BC. CIEA President Cindy Oliver said that the overwhelming support for regionally responsive institutions is important to the educators and staff who

work on the front lines. "Particularly as we meet in Prince George – a community that is reeling from the impact of economic change and the effect of government cut-backs – it is heartening to see that there is so much public support for institutions like the College of New Caledonia," said Oliver.

Oliver said that government representatives should heed the message from the public as they mark their second year in office. She noted that data just released by the BC Federation of Labour found that two-thirds of British Columbians believe it is more difficult for young people to attend college or university than it was when the Liberal government came to power. "This is no surprise to CIEA members who see our students facing higher costs and more debt. We fear that access will continue to suffer, despite the strong public support, if government does not provide the proper investment in post-secondary education," said Oliver.

The CIEA research poll was conducted by McIntrye & Mustel Research from April 8 to 15, 2003, with a minimum of 500 British Columbians. Results are projectable within +/- 4.4 per cent 95% of the time.





2003-2004 KFA Executive



Name and Position	Campus	Phone	Email	Term ends
Nancy Clegg <i>President</i>	R	2151/2151	kfapresident@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	kfanegotiations@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
Vacant <i>Social Sciences</i>				2005
Wayne Tebb <i>Business</i>	R	2516/9590	Wayne.Tebb@kwantlen.ca	2004
Mary Androsiuk <i>Applied Arts</i>	R	2720/9638	Mary.Androsiuk@kwantlen.ca	2004
Jed Sheehan <i>Trades/Horticulture</i>	N	2947/9391	Gerard.Sheehan@kwantlen.ca	2004
Jan Penhorwood <i>Student Support</i>	L	3236/3236	Jan.Penhorwood@kwantlen.ca	2005
Isabelle MacLeod <i>Community & Health Sciences</i>	S	2268/9262	Isabelle.MacLeod@kwantlen.ca	2005
Alison Nishihara <i>Status of Women Committee</i>	R	2572/9532	Alison.Nishihara@kwantlen.ca	2004
Alice Macpherson <i>Ombudsperson</i>	S	2426/9954	Alice.Macpherson@kwantlen.ca	2004
Kathy Purser <i>KFA Administrative Assistant</i>	S	2152/2152	Kathy.Purser@kwantlen.ca	