



# KFA Acts

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

Volume 12

May 2004

**M**agic has come to Kwantlen!

In mid-January we were told that we faced a \$4.5 million deficit in the 2004-05 College budget. We were told that there was no alternative to increasing class sizes, not to increase revenue as one might expect, but to cut costs. Student access would not increase; with larger class sizes fewer faculty – more than 28 FTE faculty – would be needed. The College would save \$2.5 million through faculty layoffs.

By the beginning of March, the projected deficit had shrunk to \$2.5 million due to the Provincial Government announcement of the cancellation of student bursaries and the redistribution of that money to post-secondary institutions. Senior leadership anticipated receiving about \$1 million of the \$30 million that would be divvied up.

By the end of March, the projected deficit has shrunk to \$2 million which Senior Leadership offered to “share” with the KFA – if we would give up \$1 million through a small class size increase and by agreeing to change our long-term disability plan from employer-paid to employee-paid (a saving of \$850,000 per year for the employer, a cost of \$121.92 after-tax dollars per month for employees), Senior Leadership would find the rest. The KFA declined the offer.

By mid-April, the projected deficit had shrunk to ZERO!! There would be no class size



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increases and no conversion of the LTD plan. And surprisingly, there would be money enough for THREE NEW MANAGEMENT POSITIONS!

In the course of a mere thirteen weeks, the deficit not only disappeared but extra money for more managers materialized. This is surely fiscal magic!

### **New Cloverdale Campus**

On May 6<sup>th</sup>, the Premier of British Columbia announced that Kwantlen will receive \$39.2 million to put towards building the new Cloverdale campus. Kwantlen has to pony up \$3.1 million to cover the full \$42.3 million cost. This should not be a problem: \$2 million came out of last year's budget, another \$2 million is coming out of this year's budget, and further \$2 million transfers out are budgeted for the each of the next couple of years.

The Premier further announced that Kwantlen's FTE target will increase by 1,800 FTEs by 2010, allowing for a significant increase in the number of seats for students in the Trades. This is great news to be sure; however the Premier did not mention how much additional funding will accompany the new FTEs. For the past several years, Kwantlen's funding per FTE has plummeted, leaving us with the "budget crisis" we faced earlier this year. A further decline will put extraordinary pressure on Kwantlen, and I suspect that pressure will be transferred to faculty in requests to do more with less.

### **KFA Elections**

The Annual General Meeting on April 26<sup>th</sup> was well attended. Four Executive Representative positions were up for election: Applied Arts, Business, Humanities and Trades/Horticulture. Ihor Pona was acclaimed Executive Representative for Applied Arts; Harj Dhaliwal was acclaimed for Busi-

ness; Mary Griffin was acclaimed for Humanities; Jed Sheehan was acclaimed for Trades/Horticulture. I extend my thanks to Mary Androsiuk, the retiring Applied Arts Representative, and Wayne Tebb, the retiring Business Representative, for their work for the KFA over the past two years. And thanks to Mary Griffin and Jed Sheehan who have agreed to serve for a second two-year term.

The membership approved the creation of a new Table Officers position, to be funded with a 25% time release. Russel Ogden was acclaimed the first Member-at-Large.

Terri Van Steinburg was acclaimed the Vice-President–Negotiations for a second two-year term, and I was acclaimed President.

On behalf of the KFA, I wish Wayne Tebb the best in his new position of Associate Dean of Business. Good thing he's had this training period in the KFA first!

### **Upcoming Federal Election**

Many of you already know that I am running for the New Democrats in Newton-North Delta in the upcoming Federal Election. Kwantlen apparently is a breeding ground for politicians – Kim Richter, a faculty member, is running for the Liberals in Langley, and Alice Wong, a management employee, is running for the Conservatives in Richmond. Both Kim and Alice are from the School of Business.

As soon as the election is called, I will be taking holidays that are owed to me. I want to assure you that I will not be putting any KFA resources towards my campaign, but if any KFA human resources would like to volunteer to help, I would be happy to oblige. I invite you to drop by my campaign office at #108 – 8318 Scott Road, Surrey.

Respectfully submitted,  
Nancy Clegg  
President



# Grievance Report

**Maureen Shaw**

**Vice-President—Grievances**

**M**ay 1, 2004, International Labour Day, is a day that will go down in BC labour history as being truly memorable. The tumultuous events that led up to that weekend's decisions and the fallout have been hotly debated, and the repercussions will be felt for some time.

From the KFA's perspective the events have been instructive. They tell us what this government is prepared to do to undo collective agreements, to impose unfair settlements, and to suppress wages, especially of those who are most vulnerable. These events also teach us the value of solidarity and fighting back. The final outcome for the health care workers, of course, is still deplorable, but some of the more noxious elements of the government's imposed settlement were removed by the concerted efforts of the labour movement.

At our Annual General Meeting on Monday, April 26, the KFA members discussed the Hospital Employees' Union strike and then passed a resolution of support for the HEU, instructing the Table Officers to mount a campaign of support. As that week progressed, the HEU found themselves in a worse position with the passage of Bill 37. It not only ordered them back to work, but also imposed an awful collective agreement that rolled back their compensation by 15% retroactively and provided no limits on contracting out of their members' work. KFA members joined HEU members on the picket lines, and many felt deep outrage at

the government's draconian legislation. By Saturday, the outrage had grown across the labour movement and the province as a whole. Other unions were walking off the job and joining the protest lines of the HEU.

On Saturday, several KFA members joined the CIEA contingent in the May 1<sup>st</sup> rally downtown, adding our voices to those protesting the government's actions. CIEA's Presidents' Council had voted to support the HEU, and the KFA Officers discussed over the weekend how to proceed. More unions, both public and private sector, were joining the protest and shutting down their work-sites. The KFA Executive met by teleconference Sunday evening, to share information and decide our course of action. We voted to stand firm with CIEA and the BCFed. We realized we would need to be in touch with our members as soon as possible if we were to take action.

However, at 11 pm that evening, Premier Campbell announced that an agreement had been reached and that the government would back off from some of its most offensive positions. The BC Federation of Labour had worked all that day to find some kind of acceptable solution to completely unacceptable legislation.

What emerged still leaves HEU members with a 15% rollback and huge numbers of layoffs. However, the future job losses will be limited to 600 over the next 2 years and the rollback will not be retroactive. Many are angry over the outcome, as you can

well expect. They will have to prepare to fight another day.

What have we all learned from these events? The need to continue to fight for our rights and collective agreement; to remember who our allies are; to stand with and for other working people in BC to ensure all have decent wages and fair contracts.

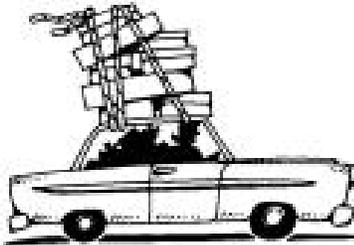
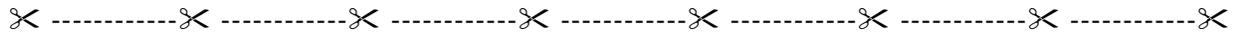
**Grievances and other issues**

The KFA continues to process some outstanding grievances and to resolve others, most notably one about the way work was being allocated in the library. Most of the evaluation grievances have been resolved

and the KFA will watch carefully in the future to ensure our members are fairly assessed by their Deans.

Recently, Vice-President Judith McGillivray had sent out a memo to Deans about time releases being available for development of 3<sup>rd</sup> and 4<sup>th</sup> year courses in the new BA degree programs. The KFA had not had input on the memo and had some real concerns about several aspects of what was outlined. We met with Judith and she has now sent out a revised edition that defines more clearly what is meant by course materials, limits the role of the Search Committees and ensures continued KFA input. Please ask the KFA Table Officers for more details.

Maureen Shaw



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

**Thanks!**

<b>Notice of Change of Address</b>	
Last Name: _____	First Name: _____
Address: _____	City: _____ Postal Code: _____
Home Phone: _____	Work Phone: _____
Department: _____	Effective Date: _____



# Negotiations Report

Terri Van Steinburg –

Vice-President–Negotiations

It was great to see so many of you at the April 26<sup>th</sup> KFA Annual General Meeting. I've noticed over the past two years a decided increase in attendance at these meetings. Welcome to Ihor Pona and Harj Dhaliwal who were elected to the Executive. Congratulations to Russel Ogden who elected to the newly created position of Member-at-Large.

## Constitutional Changes

The constitutional changes I wrote about in the April edition of *KFacts* were passed unanimously at the AGM. The changes were to add the role of privacy officer to the Secretary-Treasurer's duties, and to add a Member-at-Large to the Table Officers and Executive.

The Constitution and Policy Committee will be focused on policy that brings us into compliance with the new *Personal Information and Privacy Act*. This will include a review of what information the KFA is responsible for protecting, and the development of processes to appropriately collect, use, and disclose the personal information of KFA members.

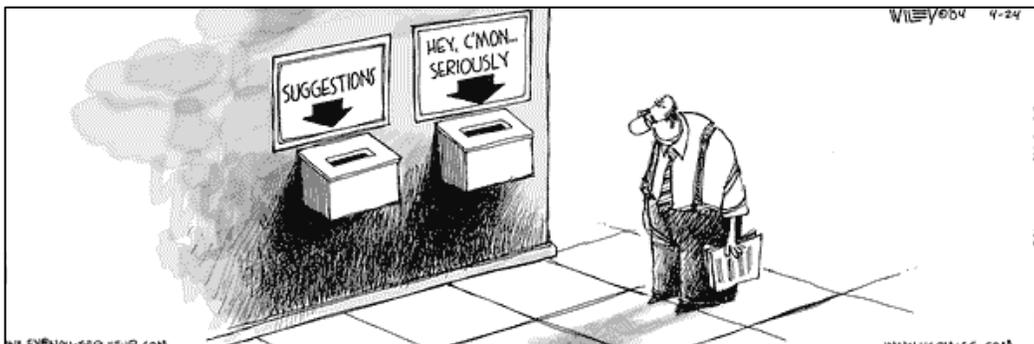
## Bargaining Update

At the April AGM the members endorsed a number of local bargaining proposals. These proposals are in addition to those endorsed at our February General Meeting.

The members in attendance at the April AGM were not pleased to hear that Kwantlen management plans to ignore the unanimous vote of KFA members to join the Multi Institutional Discussion Table (common or provincial table). To quote KUC President Skip Triplett in a letter to KFA President Nancy Clegg, "I recognize that the KFA feels our mutual best interests will be served by joining the Multi Institutional Discussion Table. However, we do not believe that to be the case at this time."

Frankly, the KFA still believes **it is** in our best interest to bargain with our faculty association colleagues from across the province, and it is our intention to continue to move in that direction. We are not interested in local "trade-offs" or concessions.

Before I sign off I would like wish you all an enjoyable summer with the wonderful sunshine and the inevitable rain.





# Finance Report

## Al Valleau – Secretary-Treasurer

On April 27<sup>th</sup>, the College Pension Board of Trustees received the new actuarial valuation for the College Pension Plan. An actuarial report has been done every three years since we have gained joint trusteeship of the plan. Although, over the past three years, our pension plan's rate of return on investment has been better than that of the average pension plan and the investment market, nonetheless, the returns, along with significant growth in plan membership, the aging of plan members, and the increased benefits to those retiring on or after January 1, 2002 has eaten into the surplus of \$120 million the actuary saw in the last evaluation. This shift suggested to the actuary that it is time for the plan to end its temporary contribution holiday for members.

This means that pension plan contribution rates will increase on average by 2.2% as of September 1, 2004. The good news is that when your contribution rate increases, the employer's contribution rate also increases. As such, with your contribution rate increase of 2.2%, the employer contribution rate to your pension also increases by 2.2%. In effect, you only pay for ½ of the pension plan contributions in any given year. That is one of the real benefits of the pension plan: you don't pay for it all.

Do remember that when an actuary does an evaluation, he or she is evaluating the pension plan's sustainability over the long run. The rate increases to the pension fund ensure the long-term health of the fund. If

you want to read more about your pension plan, visit the pension web site at <[pensionsbc.ca](http://pensionsbc.ca)> and click on the College Pension Plan.

### Taxes and Pension Buyback of Pre-1990 Service

This is just a reminder to those of you who bought back pre-1990 pension.

When you buy back pre-1990 pension, in most cases, you are allowed to write off \$3,500 of the cost of your purchase of pension for past service per tax year until the whole amount you have used to purchase pension has been written off against taxes. If you bought back pre-1990 pension last year and used a tax program such as Quick Tax, the program will automatically carry forward the amount that you did not claim last year into this year's tax calculation as long as you use the "carry forward information from last year's tax return" option in this year's tax programme.

If you had someone prepare your taxes, you should check to see if the individual remembered to carry any unused pre-1990 pension buyback contribution forward to this tax year. If you are not sure, you should contact the person who prepared your tax return for you.

You can make revisions to any tax return for up to five years after you have submitted the return.

Al Valleau

## CIEA supports health care workers

APRIL 30, 2004

On April 29th, the BC government passed legislation that imposes massive wage rollbacks on 43,000 hospital and long-term health care workers and allows for the continued privatization of health services.

Unions and others have responded to Bill 37, the *Health Sector (Facilities Subsector) Collective Agreement Act*, with angry protests and a refusal to be forced back to work. At an emergency meeting today, CIEA Presidents' Council passed resolutions in support of the health care workers and of participating in protest action up to and including job action.

The two-year imposed contract for health care workers provides for wage rollbacks of 15% retroactive to April 1, provides no employment security, and imposes most of the concessions tabled by health employers in the last round of bargaining.

CIEA President Cindy Oliver said that the provincial government has demonstrated complete disregard for free and fair collective bargaining. "CIEA locals are going into bargaining, as are many other unions in BC, and we must stand up for fair treatment of workers who have been denied the right to a freely negotiated agreement," said Oliver. She said that CIEA members are also committed to fighting the government's privatization agenda.

At its meeting, CIEA Presidents' Council supported CUPE's Community Action Day, currently scheduled for Monday, May 3rd. CIEA locals will be encouraging members to respect protest lines.

CIEA presidents also passed a resolution endorsing broad protest action in support of health care workers:

Whereas the government of BC has passed unprecedented legislation, retroactively reducing wages and ordering health care workers back to work; and

Whereas this legislation puts the rights of all working people at risk;

Therefore Be It Resolved that CIEA support health care workers in every way possible up to and including job action, co-ordinated by the BC Federation of Labour.

A number of CIEA locals have already engaged in support actions with health care workers throughout the province. As an affiliate of the BC Federation of Labour, CIEA will be participating in discussions about next steps. Labour is calling on the government to withdraw the legislation and address health care workers' concerns about employment security and retroactive wage rollbacks. CIEA will be issuing regular bulletins to keep members up-to-date.

**CIEA ANNUAL GENERAL MEETING**

**MAY 17<sup>TH</sup> TO MAY 20<sup>TH</sup>, 2004  
WHISTLER, BC**

## 2003-2004 KFA Executive

Name and Position	Campus	Phone	Email	Term ends
<b>Nancy Clegg</b> <i>President</i>	R	2151/2151	kfpresident@kfa.bc.ca	2004
<b>Maureen Shaw</b> <i>Vice-President-Grievances</i>	L	2149/2149	mdshaw@shaw.ca	2005
<b>Terri Van Steinburg</b> <i>Vice-President-Negotiations</i>	S	2259/2259	vpnegotiations@kfa.bc.ca	2004
<b>Al Valteau</b> <i>Secretary-Treasurer</i>	S	2188/9274	al.valteau@shaw.ca	2005
<b>Val Innes</b> <i>Access</i>	L	3338/9635	Val.Innes@kwantlen.ca	2005
<b>Ann Marie Davison</b> <i>Science/Applied Science/Technology</i>	R	2655/9541	AnnMarie.Davison@kwantlen.ca	2005
<b>Mary Griffin</b> <i>Humanities</i>	S	2187/9161	Mary.Griffin@kwantlen.ca	2004
<b>Tom Thorner</b> <i>Social Sciences</i>	S	2185/9270	Tom.Thorner@kwantlen.ca	2005
<b>Wayne Tebb</b> <i>Business</i>	R	2516/9590	Wayne.Tebb@kwantlen.ca	2004
<b>Mary Androsiuk</b> <i>Applied Arts</i>	R	2720/9638	Mary.Androsiuk@kwantlen.ca	2004
<b>Jed Sheehan</b> <i>Trades/Horticulture</i>	N	2947/9391	Gerard.Sheehan@kwantlen.ca	2004
<b>Jan Penhorwood</b> <i>Student Support</i>	L	3236/3236	Jan.Penhorwood@kwantlen.ca	2005
<b>Balbir Gurm</b> <i>Community &amp; Health Sciences</i>	S	2267/9320	Balbir.Gurm@kwantlen.ca	2005
<b>Terry Nanubhai</b> <i>Non-Regular Faculty</i>	N	2965/9900	Terry.Nanubhai@kwantlen.ca	2004
<b>Ronnie Skolnick</b> <i>Status of Women Committee</i>	N	3022/9852	ronick@shaw.ca	2004
<b>Alice Macpherson</b> <i>Ombudsperson</i>	S	3040/3040	Alice.Macpherson@kwantlen.ca	2004
<b>Kathy Purser</b> <i>KFA Administrative Assistant</i>	S	2152/2152	Kathy.Purser@kwantlen.ca	