



President's Report

By Terri Van Steinburg

It seems strange to have my article appear here on the front page! As you likely know, I was elected as President at the KFA general membership meeting on October 20, 2004. The KFA members at the general meeting applauded the efforts of outgoing President Nancy Clegg who has chosen to return to the classroom in January 2005. The KFA intends to honor Nancy at a future membership meeting. Her adept leadership has made the KFA a strong, effective union.



Also elected at the meeting were Maureen Shaw, as Vice-President—Negotiations, and Mary Griffin, as Vice-President—Grievances. Mary's election has resulted in a vacancy on the KFA Executive for a Humanities representative. The KFA will be in touch with Humanities faculty shortly to initiate the election process. I'd like to say a public thank you to all of you who have emailed, phoned, and stopped by to congratulate me and wish me well. It is greatly appreciated. I look forward to your continued support over my term in office.

Speaking of elections, please join me in congratulating Al Valleau who was recently elected as chair of the FPSE Pension Advisory Committee.

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I expect this next year or so will bring tremendous challenges for our union. We will be entering into local bargaining shortly and facing the same government imposed mandates as we have seen at the provincial table. If we are going to have any impact on this mandate we must be strong and united in our goals.

I intend to be an inclusive president. I will rely on your executive representative and other elected representatives to assist in the running of our union. I will rely on you to get involved and let us know what is happening at the membership level. We want to hear from you and we will take your issues and concerns seriously. The KFA is your union and we are here to represent you.

Provincial Bargaining

A good deal of my time the past month has been taken up by provincial bargaining. The union caucus, made up of both members of the Federation of Post Secondary Educators and the BC Government and Service Employees Union, have put forth a great deal of effort in crafting excellent proposals on issues such as academic freedom, copy-right and intellectual property, regularization, educational technology, international education. The employer representatives have demonstrated a lack of interest in the unions' proposals, focusing exclusively on any potential costs associated with rights proposals. Bargaining is expected to continue until December 3 and will quite likely continue into the new year.

I will continue to participate, on your behalf, in provincial bargaining, while Maureen Shaw will take over for me on the local bargaining front,

although I will remain an active member of the local negotiating team.

Kwantlen BCGEU Staff Bargaining

As many of you realize, the BCGEU members at Kwantlen will be taking a strike vote the week of November 15. They may have to take action to back up their bargaining demands. They have been without a contract since June 30, 2002, and their salary has increased by only 6.4% in eight years. They are seeking a fair collective agreement after all this time, and I know they can count on KFA members for support. We will keep in close communication with the BCGEU local leadership and ensure faculty know what plans are in place for dealing with any job action.

Campus Socials

Since our KFA campus socials last December were so popular the Social Committee will be hosting socials again this year beginning with the **Langley campus on December 14, followed by Richmond on December 15, Surrey on December 16 and Newton on December 17**. Mark these dates on your calendar and come join us for some holiday fun. More details will be available soon, so watch for them.

KFActs

Would like to have your opinions printed in KFActs or is there a particular topic you would like written about in an upcoming edition of KFActs? Have you got other suggestions for KFActs? If so, send your ideas to me at Terri.VanSteinburg@kwantlen.ca.

Until next time,
Terri

"We will be entering into local bargaining shortly and facing the same government imposed mandates as we have seen at the provincial table."



Grievance Report

By Mary L. Griffin
Vice-President—Grievances

Rather like some of my students writing their essays, I procrastinated somewhat over actually getting this my first article for KFACTS into the word processor. I did have some excuse. On Friday 5 November, I attended an all day Labour Arbitration Conference organized by Lancaster House, Labour Employment and Human Rights Law Publishers. The conference had consecutive sessions ranging from What Can be Grieved to the latest Case Law in Arbitrations and drew participants both as panelists and audience from Management, unions, and the legal profession. I found the conference demanding (I now have two inch thick binder of materials to work through) and extremely interesting, particularly given that I have just begun my term as Vice President Grievances of the KFA.

Of particular interest to me was the discussion about the primacy of Collective Agreements in the unionized workplace, and as I listened to the panellists and the discussions and made notes, I felt that perhaps a good focus for this my first article as VP Grievances for KFACTS would be a discussion of what I understand my responsibilities to be. Briefly, they are to protect the collective agreement because the agreement is the contract that management and we have both signed agreeing that these are the conditions under which we will work together.

At times, as in all human relationships, problems may well occur, and it is through the grievance process that these difficulties can be resolved, so I see my position very much as one of problem solving. Sometimes, the position I now have is referred to as Chief Steward, which captures the sense that one is taking care of something, protecting something, for the good of everyone involved. Certainly, this is how I see my current responsibilities. I always feel that the unionized employee is fortunate in being able to work under the shelter of a collective agreement because the terms and conditions of employment are made very clear, and, if it should turn out that the employees and the employers discover they have differing interpretations of those terms and conditions, there is a formal structure in the grievance process to work them out.

Now, if you had asked me thirty years ago whether I would have felt this way, I may well have answered differently, but experience, as they say, is a great teacher. From my own experience and from my observations of other people's working lives, I find that those of us covered by collective agreements have more security in terms of ongoing work and in terms of income than those who work outside the unionized environment and who very often have to negotiate their own terms of employment and remuneration.

There is much to be gained from working collectively.

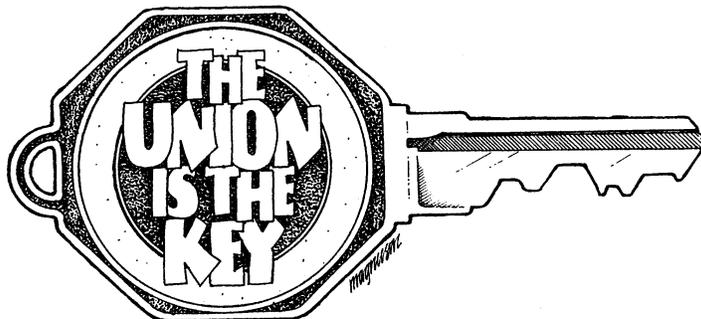
A common argument against unionization for professionals is that unionization somehow undermines a professional person's ability to be "professional." I would argue, particularly in cases like our own, where we are employed to be professionals, that unionization, collective action, ensures that we are able to practice our profession as we would desire. My belief is that at Kwantlen, our professional focus is on our students and on our teaching. When we negotiate our collective agreement, we are doing so bearing in mind that our working conditions affect our ability to serve our students as we should, and as we desire.

Right now, of course, Kwantlen is evolving at such a rate that evolution appears sometimes to be almost revolution in terms of how we see ourselves as an institution and as we all work to see how we fit into what Kwantlen is becoming. Some of us welcome this change; others have some misgivings. It is particularly at times like these that differences in interpretation of the agreement are likely to arise. We want to do things that are new; we want to engage with new pedagogy; we are asked to do things in different ways. What we must remember is that what works in one area may have very negative impli-

cations for another. It is the responsibility of the KFA to ensure that as we change we do so within the bounds of what we have negotiated. You, as individual members of the association, can help us here. When you are asked to plan new courses, new programs, and to think about new methodologies, involve your executive rep and your working conditions rep in your discussions. Ideally, if we plan and work together appropriately, then any differences in interpretation of the agreement will be minimal. However, as I said earlier in this article, difficulties are sooner or later bound to arise, and it will be my task to work with you all and with your executive to ensure that both signatories to the collective agreement work together to find clarity.

Needless to say, I find this responsibility a little daunting, but I am confident that I can draw on the experience of my very able predecessors in this position and on the support and input of the executive and membership as a whole, so I look forward to serving you. Until January, I am still working in the classroom full time, so you will find me at local 2187 V-mail 9161. Your executive rep's number will be at the back of this KFA's. Don't hesitate to contact the KFA if you have any concerns about your life at Kwantlen. We are here for you.

"...Kwantlen is evolving at such a rate that evolution appears sometimes to be almost revolution in terms of how we see ourselves as an institution..."





Negotiations Report

By Maureen Shaw
Vice-President—Negotiations

New position, new responsibilities

At the October 20, 2004 General Meeting I was elected Vice-President-Negotiations to fill the vacancy created by Terri Van Steinburg becoming the incoming President of the KFA. I will still be handling a number of grievances and queries related to the collective agreement until the newly elected Vice-President of Grievances, Mary Griffin, has the time release necessary starting in January to handle the grievances and issues coming our way. Terri will continue to represent the KFA at the provincial bargaining table, and I will assume responsibility for the local table bargaining. Although we filed notice of intent to bargain with the Kwantlen employer on September 23, we have not been able to find a mutually convenient meeting time until Monday, December 6, 2004. That first meeting will establish the bargaining protocol and future bargaining dates.

I look forward to working with your Working Conditions committee members and the KFA Negotiating team: Terri Van Steinburg, Russel Ogden, Cosimo Agostino, Balbir Gurm, Bob Hiltz, Caroline Daniels and Gillian Gausboel. This bargaining round will be challenging, but we intend to make improvements in key areas of concern both at the provincial table and the local one.

Grievances and Issues

This fall, we have had to process several grievances on a variety of issues: improper lay off procedure and cancellation fee for a non-regular type 2 faculty member; improper search process; improper handling of a student complaint; unfair discipline of a faculty member; violation of Article 1.04 and the definition of non-regular faculty work (2 grievances); improper use of guided study contracts; and 2 terminations. Some of these have been resolved, but others have gone through several stages without resolution.

We also receive lots of inquiries from KFA members on a wide range of concerns: the definition and purposes of professional development; workload for third and fourth year; changes to class sizes; regularization; access to work by non-regular faculty; search procedures; sick leave; performance review processes; retirement; changes to class schedules. We are often able to work things out without filing grievances; our ability to do so can depend on the attitude of the administrators involved.

Executive Representatives

On October 1, ten KFA Executive members attended a day long Stewards' training workshop given by Linda Sperling, FPSE Staff representative and me. We hope to in-

volve more Executive Representatives in the handling of grievances, and already several Executive members have taken on this responsibility. I also encourage you to discuss concerns you might have with your Executive Representative so they can bring them forward to the Executive as a whole.

Other responsibilities

Some of you may be aware that I hold other Executive positions representing faculty. I am the President of the National Union of the Canadian Association of University

Teachers (NUCAUT) and I am also a Vice-President of the Canadian Labour Congress (CLC) and member of its Executive Council. I have been asked by the CLC to represent them at an Invitation Program for Trade Union Leaders in Japan, January 18-27, 2005. The program is organized by the Japan International Labour Foundation and will focus on "Economic Globalization and Labour Unions' Responses-- Challenges surrounding Free Trade Agreements." If any of you have any material that might be helpful, please let me know.

KFACTS Facts: Let the Facts Speak for Themselves

- The average CPI (Consumer Price Index) for 2004 is projected to be at 124.4, an increase of 1.7% over 2003. The average CPI for 2005 is projected to be 126.8, an increase of 1.9% over 2004. Source: Robert Léger, International Affairs Officer, CAUT



- ...public sector employees will receive lower increases than their private sector counterparts for the first time since 2000. Public sector increases are projected to average 2.9%, lower than the private sector average of 3.3%. In 2004, education and health sector workers received the highest average increases – 5.5%...

Source: The Conference Board of Canada, *Trend Linking Pay Increases With High Performance Accelerates*

- The spending plan assume government's bargaining mandate of 0 per cent compensation adjustment for each of the years 2003/4 to 2005/6. Public sector employers may address legitimate skills shortages through an approved labour market strat-

egy. However, the government has not provided incremental funding to employers for market adjustments as these must be funded through efficiency savings without a reduction in service levels.

Source: British Columbia Ministry of Finance, *Budget and Fiscal Plan 2004/05 to 2006/07*

- The surplus is now forecast to reach \$865 million this year, rising to \$905 million in both 2005/06 and 2006/07. Assuming no change to spending, the planning forecast expects the surplus could reach \$1.8 billion in 2007/08.

Source: British Columbia Ministry of Finance, *Budget 2005 Consultation Paper*

- In September 2003, Kwantlen University College employed 47 administrators of a total 98 excluded staff. In July 2004, this number increased to 56 administrators for a total of 107 excluded staff.

Source: Kwantlen University College Administrative Phone List

- In 2003/04 there were 314 non-regular faculty members and 478 regular faculty members, for a total of 792 faculty. In 2004/05 there are 345 non-regular faculty members and 474 regular faculty members, for a total of 819 faculty members.

Source: Kwantlen Faculty Association Membership List

- [On April 1, 2004]...most of the senior administrators of this institution received further salary lifts of 4.6% to 6.3%.

Source: KFAacts, August 2004, *President's Report*



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 Erica.Todd@kwantlen.ca

Thanks!

Notice of Change of Address

Last Name: _____ First Name: _____

Address: _____

City: _____ Postal Code: _____

Home Phone: _____ Work Phone: _____



Secretary-Treasurer's Report

By Al Valleau
Secretary-Treasurer

On Thursday, October 28, the Faculty Performance Review Committee met with Judith McGilivray to discuss the evaluation system. As a result of that meeting, the committee agreed to review the system of faculty review to ensure that it was useful for both summative and formative evaluation. Over the last year or so, there have been divergences in how evaluation is being administered in different areas of the university college, and the KFA is adamant that the system should be both consistent and fair. In order to help the Faculty Performance Review Committee with its review of the process, the KFA has devised a survey that all of you will be getting in your campus mail. Please be sure to fill it in and return it to the KFA office as soon as possible. We want to make sure we know what problems there are with the system as well as what you think the system does well. We also want to know how the system is being administered throughout the university college. Help us make sure the system is as fair as it can be.

What system is in place currently?

While the Faculty Performance Review Committee is reviewing the system, the agreed upon review system is still in place. For your information, I have summarized the main facets of the system below. If you have concerns with how the system is being applied to you, con-

tact me or the KFA representative for your area. Judith promised that the deans will conform to the agreed upon process while system review is taking place.

The review system for probationary faculty

In the first two years of full time service to the university college, the institution has the right to review new faculty members in any semester it sees fit. Article 4.06 (a) of the collective agreement states in part that "Faculty members are employed for a probationary period of two years/ FTE service prior to the offering of a continuing appointment." Article 4.07 (a) states "An evaluation of work performance may be conducted for each contract of a non-regular type 1 faculty member to a maximum of two years FTE service. This probationary period is to provide an opportunity for the Employer to determine whether the faculty member will be satisfactory or unsatisfactory as per Article 4.08".

The review system for probationary faculty includes student reviews, peer reviews, and a self-evaluation. The administrator does an evaluation once he or she has received all the above information. The faculty member shall receive a copy of all written evaluations. The final evaluation must be discussed with the faculty member. If you want more information on the collective agreement and your rights under it,

you can view the collective agreement by visiting the KFA web site at <http://www.kfa.bc.ca/> and clicking on the link to the local collective agreement.

The review system for post-probationary faculty

As Letter of Understanding #3 states "The review system for post-probationary faculty members is primarily formative. The purpose of formative review is to encourage ongoing professional growth in pursuit of excellence." In accord with this letter of understanding, the review system

the Faculty Performance Review Committee put into place is faculty driven. Faculty may start the process of the review at any time during a three-year cycle. Faculty members do not have to

have all the sections of one particular semester review them. They must, though, send a minimum of four sections of student reviews from sections they taught during the three-year period to their administrator by the end of the three-year cycle. As well, post-probationary faculty must have a peer review their work and write a self-evaluation. If an administrator is concerned that a faculty member is not doing his or her job satisfactorily, there is another process that the administrator can use to evaluate the faculty member. Unlike the probationary review system that does allow for an administrator to visit the classroom, the post-probationary system does not make

allowances for such visits. Of course, a faculty member could invite an administrator to a class if he or she wanted the administrator's formative insights.

Norms

When the faculty performance review system was put into place, the Faculty Performance Review Committee knew the results of the student evaluation would vary from class to class, from course to course, and from department to department. One of the elements of

the review system the committee will be reviewing will be the scores the review system generated by course and by department. As well, the committee will have to determine how the data generated by the review system is to be utilized in re-

viewing probationary faculty. As the review by the committee has not yet taken place, the committee and the university college cannot with any degree of certainty make claims as to the validity of any "norms" generated by the system. Nor has the committee determined how scores by individual instructors on individual questions or on the review questionnaire as a whole should be treated or how deviations from the mean scores for the questionnaire should be treated. Until the committee studies these factors, any commentary on norms or deviations from norm or any grading of scoring is premature.





Policy K.2 International Travel and Security

By Russel Ogden
Member-at-Large

Attention all faculty and students who travel in the course of field trips, study, research, conferences, or other KUC business. Effective immediately, Policy K. 2 says you "must register with the Study Abroad office" no less than two weeks prior to departure.

The policy intent is to ensure that travelers "will be provided with up to date information about their destination and travel preparedness and the University College will be aware of what they are doing in case of an emergency situation." Most of us know that it is the prerogative of a host country to decide whether entry will be allowed. At the moment, Foreign Affairs Canada advises that Canadian should not travel to Columbia, Côte d'Ivoire and Haiti. Canadians who are already in countries such as Afghanistan, Iraq, or Burundi are strongly advised to leave. This information is available at Foreign Affairs: <http://www.voyage.gc.ca/dest/sos/warnings-en.asp> and numerous travel services.

Using the Foreign Affairs information, the VP Learner Support will audit your travel plans and make a risk assessment. Travel to any country that has a travel warning in effect "must be approved by the appropriate Manager, Dean and the Vice President Learner Support." In such situations, travelers will have to provide evidence of contingency arrangements and specific travel

details.

Travelers who are going to countries where there are no travel warnings may journey without specific approval. Nevertheless, one must still register with the KUC Study Abroad office and file a Study Abroad Employee Registry Form no later than two weeks prior to departure. Does this sound odious? Wait until you see what the form requires. It asks for your passport number, citizenship, and medical service plan numbers and provider names, including coverage external to KUC's plan. You must provide two emergency contacts, authorize a Freedom of Information and Protection of Privacy Release, and provide a "code word" to activate the release. Additionally, you must provide copies of your flight schedule and a trip itinerary with hotel and host contact information.

Based on this information, the VP Learner Support will render a decision to authorize or refuse travel. The VP "has the authority to cancel at any time all international travel in cases that pose significant risk to the traveler or to Kwantlen University College." The policy does not state the consequences for those who either fail to register travel or proceed with travel plans after being refused permission.

Early reactions to the policy are that it is odious, invasive, and reflects a philosophy of *parens pa-*

triae as the basis of for international travel. I have requested a meeting to discuss the policy with Derek Francis, VP Learner Support.

Please forward your concerns or questions and I will raise them on your behalf: rdogden@telus.net.

Kwantlen University College contract talks break off, support staff to hold strike vote

October 17, 2004 - www.bcgeu.ca

Some 450 members of the B.C. Government and Service Employees' Union will be holding a strike vote after contract talks covering support staff who work at Kwantlen College broke down Friday evening in Surrey.

BCGEU secretary-treasurer Diane Wood says a pay increase for support staff is the stumbling block that brought talks to a halt. And she blames Victoria's rigid zero per cent wage mandate for the bargaining conflict.

"These are predominantly women workers who are the backbone of our post-secondary system," Wood says. "They deserve to be treated fairly by the Campbell government—especially when Victoria is sitting on close to a billion dollar budget surplus."

Like their counterparts at B.C. colleges and institutes, Kwantlen support staff have had no raises in five of the last seven years, and a total pay boost of only 4.4 per cent in the other two.

"When you take inflation into account, it means their real incomes have fallen by about seven per cent during that period," Wood says.

"These workers can make a legitimate case that a fair wage increase must be part of any settlement at colleges and institutes."

The union is seeking a seven per cent wage increase in a new four-year contract, along with parity measures to give support staff the same access to benefit provisions like maternity leave that are already enjoyed by college instructors. The workers' contract expired June 30, 2002.

The Kwantlen strike vote is expected to be completed by early November. Meanwhile, about 700 BCGEU support staff at BCIT will be casting ballots in their strike vote starting Mon. Oct 25, and wrapping up by Fri. Oct. 29. Earlier in October, BCGEU members working for Douglas College voted 71 per cent in favour of job action.

College support staff operate audio/visual services, along with registration, counselling, academic advice and financial aid programs. They also assist in trades training and student labs, maintain buildings, and provide library, IT and computer services. Kwantlen has campuses in Surrey, Richmond and Langley.



Occupational Health and Safety Report

By Jim Jamieson
Occupational Health & Safety Committee

I recently attended a meeting of FPSE Health and Safety chairs. There was a workshop on violence in the workplace and privacy rights. A major issue is whether the institutions should inform instructors if they know there is a student in class who has a history of violence and is likely to be pose a danger in the future. At present this is not being done very often within the British Columbia system.

A comparison of internal policies in B.C. Colleges and University/Colleges on this topic illustrated that Kwantlen has very good collective agreement language and policies. Our collective agreement can be accessed on the KFA website, www.kfa.bc.ca, look for Article 20, Health and Safety. Our collective agreement language on this topic is considered some of the best in the system. Our policies can be accessed on Plaza. Policy G. 23 relates to violence in the workplace while C. 41 delineates emergency

response to inappropriate, disruptive or threatening behavior. Other related policies are C. 21 on student conduct and G. 22 on our health and safety program.

The Federal government recently passed Bill C-45 know as the "Westray Bill" after the mining disaster. This bill gives Canadian workers more protection because now individuals in organizations can be convicted for corporate abuses especially if they do nothing about known hazards which result in death or injury to workers.

Your safety committee members continue to meet once a month on each campus and in addition spend 2 hours a month doing a safety inspection of each of the four campuses. Any safety concerns should be brought to the attention of the KFA or committee members so that corrective action can be undertaken.

Post-Secondary Education

The Throne Speech failed to mention increased funding for post-secondary institutions. Instead the government promised to increase access to post-secondary education by establishing learning bonds as a savings vehicle to help low-income families. This is entirely inadequate for the funding needs of post-secondary institutions or for low-income students who cannot afford to go to college or university. Funding for research continues to be geared to commercial interests.

Source: CUPE/CALM News, October 2004, <http://www.calm.ca>



Stressful Workplaces

Source: BCNU Update/BCNU/CALM

The results of a new nation-wide study on workplace stress proves government downsizing and restructuring increases workplace stress and prompts government employees to turn to counselling for help.

In the past three years, more than 13 per cent of all provincial government employees in Canada sought help from employee assistance programs, compared to eight per cent in the private sector. The study also found anger symptoms for provincial workers have increased 900 per cent in the past three years.

The study, conducted by the WarrenShepell Research Group, points the finger of at governments "adopting human resource and management practices from the private sector to transform the way that work is done. The rapid and radical nature of the changes suggests a potential for higher em-

ployee distress, turnover and lower performance in the future."

According to Statistics Canada, more than 2.9 million Canadians were employed in the public sector in 2003, accounting for 17 per cent of the labour force. The study reported that "the 1990s were a period of significant downsizing in the public sector due to restructuring, tight budgetary controls and program cutbacks."

It reported that the proliferation of public private partnerships is affecting health within government workplaces because "there are widespread perceptions among government employees and unions that P3s will degrade the quality of public service [reduced access and environmental risks]. Government employees with a strong sense of public service motivation may experience high levels of stress that affect their health and job performance."

Labour and the United Way—A Partnership

The partnership between labour and the United Way has allowed both movements to channel their collective energies toward a common goal—to effectively address community issues and needs, and to work to provide a broad range of accessible, high quality social services.

Services cannot exist without financial support. Every fall labour supports United Way efforts through donations and volunteers. Why support the United Way? In these times of significant community and economic change being able to turn to the community for support, whether for a little boost or for on-going assistance, can be critical for you, or someone you know. This makes your gift to United Way as important as ever.

United Way—It's About People





Pension Corporation Employer Bulletin: Simplification of Pension Options

October 31, 2004

The College Pension Board of Trustees recently passed a resolution to simplify pension options. The board limited the number of options to the ones most members select at retirement. This will make it easier for members to understand when planning their retirement. Changes to the options are effective for pensions commencing on and after January 1, 2005 and allow retiring College Plan members to choose from 11 possible options.

These options, all of which will be quoted on the member's Retirement Selection Statement, include: single life with a five, 10 or 15-year guarantee; single life with a five-year guarantee and a temporary annuity; 100 per cent or 60 per cent joint life with a five, 10 or 15-year guarantee; and joint life with a five-year guarantee and a temporary annuity.

The board approved this change to the available joint life pension options after considering statistics for the College Pension Plan, which showed that approximately 90 per cent of members selecting a joint life option chose either a 100 per cent or 60 per cent joint life pension.

This decision is intended to simplify communications with plan members and make it easier for both members and employers to understand pension options. Members will select from a defined list of options instead of choosing varying percentages based on the standard options.

As an employer, you play an important role with respect to counselling employees on their retirement options and plans. These changes need to be considered when counselling employees who are contemplating a retirement date on or after January 1, 2005.

During the transition period from now until December 31, 2004, members can continue to select varying percentages of joint life pensions provided the pension effective date is before January 1, 2005. On and after January 1, 2005, only joint life pensions with a 100 per cent or 60 per cent option can be selected.

However, there may be employees who elected to participate in an early retirement incentive program. A small percentage of these employees may be affected where their retirement date is on or after January 1, 2005 if they based their decision to retire on a joint life option other than 100 per cent or 60 per cent. In these circumstances, the Pension Corporation will review the options quoted and honor the option selected, where appropriate.

The fact sheet, *Pension Options Available to Retiring Members* has been updated to reflect this change, and is available on the website at www.pensionsbc.ca.

This change is effective for all pensions commencing on or after January 1, 2005 and is not intended to have a retroactive effect.

We're bargaining for work-life balance

The struggle to balance the many areas of our lives is a growing issue for faculty. Many are in the sandwich generation, dealing with children and aging parents, and many are dealing with complex health issues. To address this unions have a number of 'work-life' balance proposals.

Our goal is to expand our collective agreement provision that support faculty who have families, children, spouses and aging parents. If faculty are better able to balance the pressures of work and family life, they are more likely to be productive and engaged at work.

We are also aging. This does not necessarily mean that we are ready to retire, but it may mean that we are ready to work less. Our workplaces should offer transition options so that senior faculty can access early, phased and pre-retirement options to continue working while also allowing younger members to achieve regular appointments.

If faculty are better able to balance the pressures of work and family life, they are more likely to be productive and engaged at work.

Here's what's on the table

We also seek to improve leave provisions by clarifying the definitions of family relationships and extending the duration of general leaves. Faculty also want access to compassionate care leave provisions under the Employment Insurance program, which provides time off work to care for a terminally ill family member while collecting EI benefits.

We seek to increase flexibility with early retirement incentives, phased retirement options, and benefits security in retirement, and to promote community involvement with provisions for unpaid leave for volunteerism.

Reinstate medical coverage for services de-listed from MSP (e.g. physiotherapy, eye exams, and massage therapy).

Improve sick leave and long-term disability provisions, dental and extended health plans, and give non-regular employees better access to benefits coverage.

Ensure access to compassionate care leave.

Expand the requirement for employer-paid safety equipment.

Add a new leave provision for the purposes of cultural, religious or domestic emergencies, and for marriage.

Add a new twelfth statutory holiday and offer system-wide vacation standard of a minimum 44 days per 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>Incoming President</i>	S	2259/2259	KFAPresident@kfa.bc.ca	2006
Nancy Clegg <i>Outgoing President</i>	R	2151/2151	Nancy.Clegg@kwantlen.ca	2005 <i>(Currently on PD)</i>
Mary L. Griffin <i>Vice-President-Grievances</i>	S	2187/9161	Mary.Griffin@kwantlen.ca	2005
Maureen Shaw <i>Vice-President-Negotiations</i>	S	2149/2149	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
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