

# kfacts

promoting the welfare, professional interest, and working conditions of KFA members



## President's Update

On February 17 the BC Government will table the provincial budget and we anxiously await news regarding funding for post secondary education generally and for Kwantlen in particular. We know that in an economic downturn the need for a strong, public post secondary system is great. A recent poll conducted by Mustel for the Coalition for Public Education indicated 86% of British Columbians believe investment in public education should be a key part of any economic stimulus plan in the upcoming provincial budget. We hope that the Liberal government hears this message and invests in our system and in our students.

### Kwantlen Budget

The budget planning process is underway at Kwantlen as well. The KFA Table Officers received a presentation

from Vice President of Finance Gordon Lee earlier this year. We have some questions about the identified priorities and their implementation and will be following up on these. We do appreciate the willingness by the Kwantlen administration

to receive and consider input from the KFA on budget matters.

### Institutional Mission and Mandate

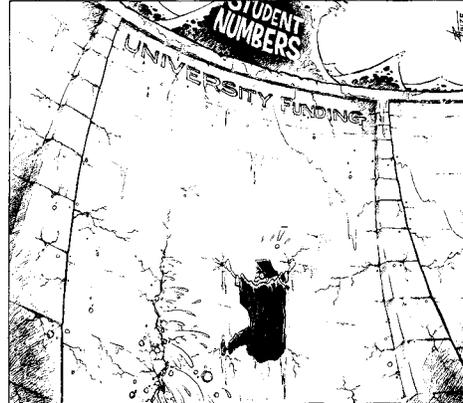
You may have read in President Atkinson's newsletter his announcement about the President's Task

Force on Institutional Mission and Mandate. KFA Secretary-Treasurer Suzanne Pearce is our representative to this committee. Feel free to contact Suzanne with any input or thoughts you have on this issue.

### Pension Changes

By now many of you will have either

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## Grievances and Arbitrations

Last year, the KFA filed 29 grievances on behalf of our members. Many of them have been settled or are close to being settled. However, a number of issues remain, with regularization still being one of the most contentious.

In late November 2008, we received the decision of Arbitrator Judi Korbin on the issue of management's right to post faculty work when faculty members are due to be regularized. Korbin's decision seemed to go our way. She did indicate that "the Employer has the right...to regularize and post positions." However, she went on to

say: "I am also satisfied that the right of employees to regularization as expressed in Article 1.05(e) is not a hollow right and has substantive meaning...." She goes on to clarify that the balance of rights must be reached. "In the event that situation arises when there is a reasonable expectation of an ongoing workload... and the Employer regularizes and posts the position (i.e., holds a competition) with the result that someone other than that faculty member is appointed to the position, **then the onus will turn to the Employer to provide clear evidence as to why**

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## Regularization Issues

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### Investment in Public & Post-Secondary Education as a Key Component of Economic Stimulus

Q. The provincial Government will be announcing its annual budget in February. Do you agree or disagree that investments in public education and post-secondary education should be a key component in economic stimulus?

Agree: 86%  
 Disagree: 13%  
 Don't Know: 2%

BC Coalition for Public Education, Public Opinion Poll, January 2009

that particular faculty member did not achieve regularization. Such evidence must demonstrate **good faith...**" She further explained what she meant: "In other words, the Employer cannot ignore the provisions of Article 1.05(e)...by filling a regularized position with a candidate it simply prefers over a [non-regular faculty member] who has met the other conditions."

The second part of her decision we are appealing because we argue that Korbin has rewritten part of our collective agreement as to when a faculty member meets the threshold for regularization. Many thanks to FPSE Staff Representative Lesley Burke-O'Flynn for her great work on this arbitration and the previous one on regularization in front of Vince Ready. For those who wish to read both recent decisions related to regularization, visit <http://www.kfa.bc.ca/newsandupdates.html>

Another problem in relation to regularization involves part time regular faculty members who have been working assigned work at 100% for years.

They want their regular status confirmed at 100%, but the employer is resisting. We continue to advocate on their behalf.

Other issues we are dealing with include: due process in relation to student complaints, faculty members in conflict with others, contracting out in International Education, improper process in the allocation of time releases and a harassment grievance on behalf of the KFA Executive.

So far this year, only one grievance has been filed. We are meeting with management representatives to reach fuller understanding of each other's positions on a range of matters in the hopes we can reach earlier informal resolution. We will see how this initiative develops.



## Important: Pay Increases as of April 1, 2009

All Regular and Non-Regular Type 2 Faculty will receive:

Step	11	10	9	8	7	6	5	4	3	2	1
April 1, 2009 to March 31, 2010	84,896	79,529	74,081	71,048	68,446	65,844	63,242	60,639	58,037	55,435	52,833

All Non-Regular Type 1 Faculty will receive:

Effective April 1, 2009	Contact Hours	Per Semester Credit*	Effective April 1, 2009	Contact Hours	Per Semester Credit*
Classroom Related	16	1,883.79	Individual Learning	24	1,883.79
Reality Environment	20	1,883.79	Practicum Supervision	32	1,883.79
Simulation Environment	24	1,883.79	Equiv. for a 3 credit course		5,631.54



## KFA Pub Night

Friday, March 27, 2009 | 6:00 pm—8:00 pm | Donegal's Pub

Beer, Burger & Fries—\$10

Purchase your ticket from the KFA Office, Room B201 at Surrey Campus, today! Tickets will also be available for purchase at the General Meeting on Thursday, February 19.

### Level of Support for Additional Funding for Universities, Colleges & Training Institutes

Q. Would you support additional funding for public colleges, universities and training institutes to improve the quality of post-secondary education in BC?

Agree:	85%
Disagree:	12%
Don't Know:	3%

BC Coalition for Public Education, Public Opinion Poll, January 2009



## Pension Changes

(Continued from page 1)

read the Kwantlen Notice Board announcements regarding changes to the College Pension Plan or have received the announcement from the College Pension Board at your home address. The Board of Trustees of the College Pension Plan has decided to stop subsidizing extended health benefits for retirees (effective September 2009) and cap inflation protection (effective January 2011). Rough figures suggest benefit costs alone will be somewhere in the neighborhood of \$3,000.00 for a couple and \$1,800.00 for a single person per year.

The Kwantlen Faculty Association has serious concerns about this action. The Executive passed a series of motions on this issue asking that the decision of the Pension Plan Board be rescinded, and that we rescind the appointments of our FPSE appointed and jointly appointed Trustees.

The Federation of Post Secondary Educators (FPSE) is advocating that alternative strategies be explored and we support this initiative. We will keep you informed of developments. If you have any questions or concerns, please do not hesitate to contact the KFA office directly, at local 2200.

### FPSE Presidents' Council Sub Committee on New Universities

FPSE has struck a new sub-committee

to facilitate discussions and information exchange for the new University Faculty Associations. The first meeting of the committee on February 6 proved very useful. Topics of discussion included governance and bargaining.

### General Membership Meeting

I hope you can attend our spring General Meeting, February 19 on the Richmond Campus. We will be holding an open forum discussion on University Transition issues when members will have an opportunity to ask questions, raise issues or concerns, or comment on transition issues. VP Negotiations Bob Davis will be presenting a preliminary timeline for our fast approaching negotiations in 2010 and asking for your input. We will also be selling tickets to the KFA Pub Night set for March 27th at Donegal's Pub in Surrey.

This is an interesting and exciting time to work at Kwantlen and we are faced with a variety of issues and challenges. Please feel free at any time to contact me or any other KFA officer or executive member with your questions or concerns. We want to hear from you.

Until next time,  
Terri Van Steinburg

**Letters to the Editor?**

Send them to Panteli Tritchew,  
Panteli.Tritchew@kwantlen.ca,  
with the subject title "KFACTS  
Editor."

**Have you recently moved?**

Be sure to let us know! Send an  
email to Erica.Todd@kwantlen.ca

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**We're on the Web!**

Visit us at:

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

# Union Counselling

A fundamental goal of the labour movement is the health and well-being of its members and their families and, thereby, generates support for services in our communities. To advance this goal, the Canadian Labour Congress and the United Way partnered to create the Union Counselling program and to train union counsellors for the workplace. Now, the Kwantlen Faculty Association is making the Union Counselling program available to promote the health and well-being of our members and their families.

The Union Counselling program, sponsored by the Kwantlen Faculty Association, is operated by faculty for faculty. Volunteer union counsellors are available to all KFA members and their families for any issues or problems of personal impact. It should be noted that the program does not offer counselling services in the traditional sense, but rather peer support that, in times of need, helps workers and their families access important social services in their own communities.

The Union Counselling program is offered to members and their families to augment available services; it does not replace the Employee and Family Assis-

tance program. Also, union counsellors do not look after work related issues. This remains the role of shop stewards.

We now have two union counselors who are trained and who are familiar with the resources available in members' communities. Members will find that the union counsellors will listen, help to identify the problem, refer the KFA member to the appropriate resource if needed, and then, with the permission of the member, follow up to insure that the member was able to resolve their issues.

Confidentiality is crucial and is a priority of the program. Records are not kept and information about members is not shared with anyone. Additionally, members will not be contacted by anyone other than the union counsellor whom she or he contacted, and only with the member's permission.

To speak with a union counsellor, call Ronnie Skolnick or Robyn Rushford at local 3169. Please leave a message and your call will be returned within the day. Note that if a message is left after hours, the call will be returned the next day. Your meeting with Ronnie or Robyn can take place on the phone or in an agreed upon location.

## General Meeting

Thursday, February 19, 3:00 to 5:30 pm  
Conference Centre, Richmond Campus

On the agenda: Bargaining, Pensions, & Constitutional Amendments

**Open forum on University Transitions:**

**Here's your opportunity to share your questions or concerns!**