

# kfacts

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



## Season's Greetings

October and November have been hectic months for everyone, and as we head into the end of semester rush, I'd like to update you on some of the actions taken on your behalf in the last few months.

### Select Standing Committee on Finance and Government Services

On behalf of the KFA I presented to the Select Standing Committee on Finance and Government Services and highlighted issues that the KFA feels need consideration for the government's Spring 2008 budget.

In my presentation, I indicated that funding and affordable education must be a priority. We know that BC's educational needs and skills shortage can only be addressed by investing more in public post-secondary education.

I also called for a stronger and more effective

working relationship between our public post-secondary institutions and the Industry Training Authority (ITA) as our public institutions, including Kwantlen, currently deliver close to 90 % of trades training, but have little input into ITA's

planning process. (Full text of submission available on <http://www.kfa.bc.ca>.)

### Elimination of Mandatory Retirement

Negotiations began November 21 to eliminate the mandatory retirement provisions in the KUC/KFA collective

agreement. All provisions relating to mandatory retirement must be eliminated by January 1, 2008 as per government legislation. Bob Davis, Vice-President—Negotiations and his team are working hard to hammer out the details of these

(Continued on page 2)



## Labour/Management Relations: Still no improvement at Kwantlen

Since the last edition of KFAacts, the KFA and management have not made much progress on getting to "Yes." The KFA is still experiencing delayed responses, stonewalling, or firm "no's" when we make representation on behalf of our members. And after the arbitration hearing with Vince Ready we attended on November 28 on issues related to regularization, we are concerned about the level of respect that our employer has for us, considering many of us were once non-regular.

As the KFA goes through the grievance process, we are sometimes not sure who is making the decision, and how much freedom managers have to find resolution. In some cases, the answer seems pre-

determined. For instance, there seems to be a clear intent to subvert the regularization process or deny that it exists, despite the language in the collective agreement. That is why we have to go to arbitration to settle some of these matters. In other cases, we are not sure if the right hand knows what the left is doing. We have also witnessed some insensitive or draconian treatment of KFA members, with no understanding of the devastating effects on morale or self-esteem. Fortunately, some managers do treat faculty members with respect and concern.

Here is the list of the current grievances:

- Vince Ready decision pending on "regularization" arbitration hearing

(Continued on page 3)

### In Memory

Geneviève Bergeron  
 Hélène Colgan  
 Nathalie Croteau  
 Barbara Daigneault  
 Anne-Marie Edward  
 Maud Haviernick  
 Barbara Klucznik Widajewicz  
 Maryse Laganière  
 Maryse Leclair  
 Anne-Marie Lemay  
 Sonia Pelletier  
 Michèle Richard  
 Annie St-Arneault  
 Annie Turcotte  
 December 6, 1989



Memorials will be taking place on Thursday, December 6 at noon at the following locations:

- Surrey—Courtyard behind Building G
- Richmond—Rotunda
- Cloverdale—Outside Cafeteria
- Langley—In front of Bookstore

## National Day of Remembrance and Action on Violence Against Women

December 6 is the National Day of Remembrance and Action on Violence Against Women. The KFA will be holding memorials at noon on Thursday, December 6 at Surrey, Richmond, Newton, Langley, and Cloverdale campuses. This day marks the 18th anniversary of the murders of 14 young women at l'Ecole Polytechnique de Montreal. In 1991 the Parliament of Canada established this day to commemorate the 14 young women whose lives were ended in an act of gender-based violence.

On December 6 we also remember the women from the Downtown Eastside who have been murdered or have gone missing and the women who have disappeared on the Highway of Tears. We mourn the women who have died as a result of gender-based violence, and remember all the girls and women for whom gender-based violence is a daily reality.

It is painful to remember that many

women close to us have suffered gender-based violence: our daughters, mothers, sisters, grandmothers, aunts, friends, wives, and perhaps even ourselves. Violence doesn't affect just the immediate recipient; gender-based violence in families creates a terrible legacy for the children and families they will one day have.

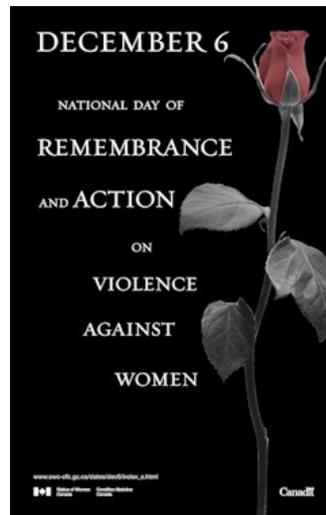
Individual and collective action is urgently required to address this problem. There are many ways we can take action: we can advocate for equality, support our local women's resource centres and shelters, lobby the provincial and federal government for better funding for women's and anti-violence advocacy

groups, and educate our students.

Related web sites are listed at [http://www.swc-cfc.gc.ca/dates/dec6/information-sites\\_e.html](http://www.swc-cfc.gc.ca/dates/dec6/information-sites_e.html)

**First mourn. Then Work for Change.**

*Gillian Gausboel*  
 Status of Women Executive Representative



## Season's Greetings

(Continued from page 1)

provisions and we'll keep our membership posted on 'breaking news.'

### Faculty representative on Kwantlen's Board of Governors

A By-Election for a faculty member to the Board of Governors was called in early November. The web-based election will be held via the MyKwantlen website. Candidate statements are available on the Election channel, and polls are open from 7:00 am December 4 until 4:00 pm December 5, 2007.

Two faculty members have accepted nominations to run: Newton Wainman and Kim Richter. On behalf of the KFA, we wish the best of luck to both members!

I hope to see you in the coming weeks at one our Christmas socials (see the back page for details.)

Best wishes for the New Year,

*Terri Van Steinburg*  
 President, Kwantlen Faculty Association

## Labour/Management Relations

(Continued from page 1)

conducted on November 28, 2007, related to definition of ongoing work.

- 10 grievances lined up for arbitration; 3 have dates set and arbitrators named.
- 2 unfair evaluation grievances at Step 1.
- 2 unfair discipline grievances resolved at Step 2 resolved.
- An improper partial layoff grievance at Step 3.
- 1 grievance at Step 3 still unresolved after case management meeting to resolve informally.
- 3 grievances related to workload at Step 3 in Nursing/Health Studies with the KFA proposing a joint meeting to discuss the issues.

### The Provincial Picture

I attended a meeting of Chief Stewards of member locals of the Federation of Post Secondary Educators (FPSE) on November 2 and 3, 2007. Although the Kwantlen Faculty Association has the most grievances underway and arbitrations going forward, other FPSE locals are dealing with similar problems related

to the following: mandatory retirement, partial disability, contracting out, discipline of members, regularization, member-to-member conflict, evaluation, workload (especially in the area of nursing), management rights, and harassment procedures. We can learn much from the experience of other FPSE locals, and the FPSE Staff Representatives give us much advice and assistance on the many issues we all deal with.

### Responsibility of the Kwantlen Faculty Association

Please make sure that you come to us when you have a concern about your working conditions or compensation. The KFA has a legal responsibility to represent all members: to investigate concerns as they are brought to us and to defend the collective agreement provisions we have bargained over the years. When the collective agreement has been breached or a member's rights violated, we are obligated to make representation.

Happy holidays to you all and let's hope for a fresh approach in the New Year.

*Maureen Shaw*  
Vice President—Grievances  
Kwantlen Faculty Association

## Transformative Dialogues

Kwantlen University College, as part of its association with the Carnegie Foundations Academy on the Scholarship for Teaching and Learning (CASTL) program on building scholarly communities, has launched a new e-journal: *Transformative Dialogues: Teaching and Learning Journal*.

*Transformative Dialogues (TD)* is a forum for conversations intended to foster the improvement of adult teaching and learning. *TD* facilitates the multi-disciplinary exchange of ideas, actions, and results in innovative and professional practice in the scholarship of teaching and learning. These conversations are intended to span a wide range of reflections on the processes of teaching and learning, ranging from the scholarly to scholarship. Shared reflections and understandings are focused on improving student

and faculty learning and sharpening their critical thought processes during their current and future, lifelong learning endeavours.

We understand that scholarship may play out differently in different disciplines, but the basic principles should be consistent (Boyer, 1992). *TD* accepts not only academic papers, but submissions of different digital formats (e.g. video, poster, and structural graphics). As editor in chief, I encourage all of Kwantlen community members to read the journal and consider making submissions. For more information or to view the current issue, go

<http://www.kwantlen.ca/academicgrowth/TD/>

*Balbir Gurm,*  
Editor in Chief,  
Kwantlen Transformative Dialogues



## Take It Back! The Council of Canadians Defends Human Rights & the Environment

The Council of Canadians, this country's largest public advocacy organization geared up for a busy winter after wrapping up its annual general meeting in Kelowna, BC, last October, bringing together activists from more than 50 Council chapters, along with other members and supporters from across Canada. As the KFA's representative to FPSE's Human Rights and International Solidarity Committee (HR&ISC), I had the rewarding experience of participating in workshops and gaining much insight at the plenary presentations.

The Council discussed ways to take back what is ours – our democratic right to participate in discussions about Canada's future within North America. With guest speakers and activists from Mexico, Canada and the U.S., it explored ways to mo-

bilize against the so-called Security and Prosperity Partnership (SPP), while promoting a more sustainable and just vision for North America.

If you have not heard of the Council or are unaware of its amazing accomplishments and ongoing projects, I encourage all KFA members to visit its website and consider participating: <http://www.canadians.org>. Local chapters await your energy and passion! It's a great way to meet progressive folks and make new friends while defending human rights and our precious environment.

Respectfully submitted,

*Juergen Dankwort*  
KFA Representative to FPSE Human Rights and International Solidarity Committee

### Letters to the Editor?

Send them to Panteli Tritchew, [Panteli.Tritchew@kwantlen.ca](mailto:Panteli.Tritchew@kwantlen.ca), with the subject title "KFAacts Editor."

### Have you recently moved?

Be sure to let us know! Send an email to [Erica.Todd@kwantlen.ca](mailto:Erica.Todd@kwantlen.ca)

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Peace demonstration held in collaboration with the Kelowna peace coalition, October 27,



**We're on the Web!**  
Visit us at:  
<http://www.kfa.bc.ca>

## KFA Winter Socials

Please join the KFA in celebrating the holidays with merriment and delicious treats. We will be hosting socials on all four campuses:

**Langley:** Tuesday, December 4  
Room 1655 from 2:00 to 4:00

**Surrey :** Wednesday, December 5  
Room D2422 from 11:30 to 2:30

**Cloverdale:** Friday, December 7  
Room 1853 from 11:30 to 2:30

**Richmond:** Thursday December 13  
Room 1260 from 11:30 to 2:30

