



KFAacts

Your KFA—Knowledgeable, Fair, Approachable

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January/February 2005

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



Next General Meeting

February 23, 2005
10 AM to Noon
Room G1205 A&B

Lunch will be
provided!

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Message from the President

Welcome to the New Year and new semester. Hopefully you were able to enjoy some down time during the holiday season.

As I am sure you are no doubt aware, we are in the midst of a federal election campaign. Elections are our opportunity to talk about the issues that are most important to us as citizens and educators. It is important for us to know where the politicians and their respective parties stand on the issues that matter most to us. We can do this by attending all candidates' fora, calling or writing the candidates in our riding and visiting political party websites to review their policies and platform, particularly on the issues of post secondary education and training.

Here are two sample questions developed by the Canadian Association of University Teacher that you can ask candidates:

1. In 1996, the federal government cut

nearly \$7 billion in cash transfers to the provinces in support of healthcare, social assistance and post secondary education. Today, when adjusted for inflation and population growth, the value of these cash transfers for post-secondary education remain well below that of

reduced, research facilities are inadequate and many buildings are unsafe. What would you do to ensure universities and colleges have the funding needed to deal with these urgent problems?

An excellent resource is the Canadian Labour Congress Better Choice campaign website. The website contains Fact Sheets and Background information on the issues, as well as links to the party platforms. Go to www.betterchoice.ca to check it out.

The election will be over next week and regardless of who wins we must continue to advocate for post secondary issues. We have seen how funding constraints at Kwantlen have led to class cancellation and faculty layoffs, increased tuition fees, limited student supports including library resources and so. Your vote does matter!

In Solidarity,
Terri Van Steinburg



levels recorded in the early 1990's. Do you support an increase in federal cash transfers for post-secondary education? If so, by how much?

2. As core funding for universities and colleges has been reduced, the infrastructure of campuses across Canada has fallen into serious disrepair. Classrooms are over-crowded, library acquisitions have been

What's in a Name: Union or Association?

"It is the mark of an educated mind to be able to entertain a thought without accepting it."

Aristotle

The KFA wishes to dispel misinformation that was presented at the recent fora on university status regarding university-faculty labour relations in Canada.

Most faculty associations in Canadian universities, university colleges and colleges are members of the Canadian Association of University Teachers (CAUT). Of these, unionized faculty associations outnumber non-unionized faculty associations by a ratio of five to one. Every faculty association in the provinces of Newfoundland, PEI, Nova Scotia, New Brunswick, Manitoba and Saskatchewan is unionized. In Québec the only non-union association is McGill. In Alberta, most faculty associations function

as unions, subject to legal limitations imposed by provincial legislation. In Ontario, only the faculty associations at University of Toronto, Guelph, Waterloo, and McMaster are non-union.

Prior to 1992, BC university faculty associations were prohibited by law from unionizing. UBC is now unionized, but SFU, UVIC, and UNBC are not. There are two ways that a union can be recognized. The first is through certification per Section 18 of the BC Labour Code. The KFA is certified. The second form of union recognition involves an employer formally recognizing a union and a binding collective agreement. Kwantlen University College has done both.

In addition, the National Union of the Canadian Association of University Teachers was formed in 2002 in order for unionized faculty associations to formally affiliate with the Canadian Labour Congress and provincial federations of labour. All FPSE locals are members of NUCAUT and there are 13 other faculty union members from across Canada. KFA Vice President Maureen Shaw is the President of NUCAUT for her second 3 year term and an elected Vice-President of the Canadian Labour Congress.

Regardless of Kwantlen's status, the KFA takes the position that a change in our union structure would be determined by its membership.

What Happened to the .6% Faculty Professional Development Fund?

When Okanagan University College was absorbed by UBC it became UBCO.

If SFU were to take over Kwantlen, would the new institution be SFUK?

Last year the KFA negotiated a new professional development fund valued at .6% (\$240,000) of total faculty salary. The money is still unavailable to faculty because the employer wants its distribution to be immune from the grievance procedure. The KFA con-

tends that the fund must be subject to an accountability mechanism, but the Employer disagrees. It wants exclusive decision making in the awarding of the money, with no avenue for appeal. The KFA has taken the position that if the monies were awarded in accordance

with fair procedures, there'd be little by way of grievances alleging bias or unfairness.

In the meantime, the .6% faculty PD fund remains inaccessible for our members.

This is not a good beginning to 2006.

Grievances, Grievances, Grievances

The year 2005 was a particularly difficult year. In contrast to

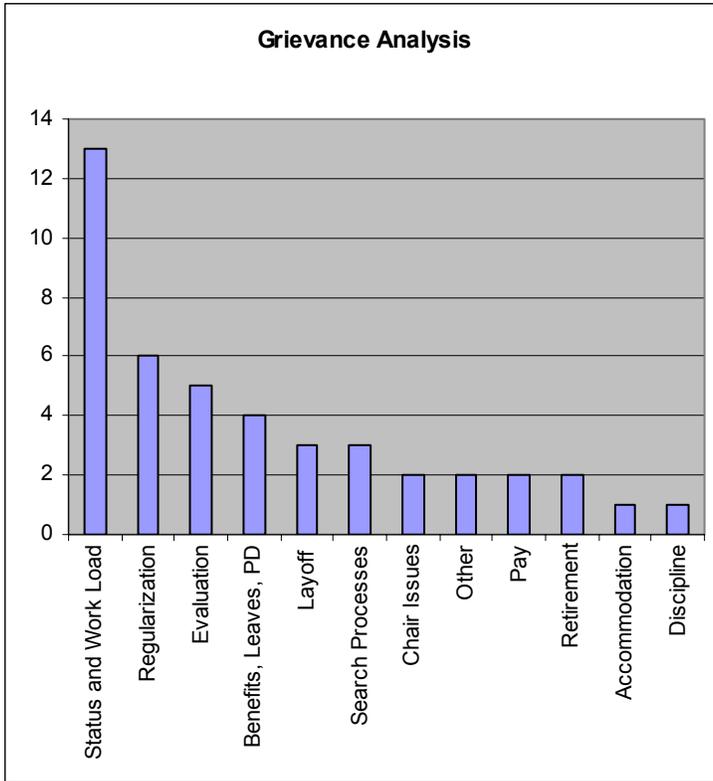
2004, the number of grievances filed nearly doubled. Altogether

ulty rights will face further threats.

Although job security is the dominant theme for faculty grievances, the numbers of management positions continues to grow. Indeed, there's a correlation between the growth in management positions and the number of employees who feel they're being mismanaged.

The KFA will continue to fight for faculty. One of the KFA principles should Kwantlen get university status is that there shall be "no loss of position, rights, or benefits for Kwantlen faculty."

39 grievances were filed, nearly all of them involving the issue of job security. In a collective bargaining year, tensions are often higher and one can expect this to be reflected in grievances. Nevertheless, recent layoffs of some faculty and the large number of grievances around issues such as regularization and assignment of work are cause for concern. If declining enrollment patterns continue, the KFA is concerned that fac-



The KFA encourages you to make voting choices that will suit your priorities. Go to www.betterchoice.ca to find out who is on your side for affordable education and training, better health care, decent wages, improved working conditions, strong pensions, and putting families ahead of corporate profits.

Nancy Clegg Seeks MP Position



Kwantlen's own Nancy Clegg is the NDP candidate for Newton-North Delta. Nancy has served as President to the KFA and has taught economics at Kwantlen for 14 years. She's the only Kwantlen faculty member, and one of three Federation of

Post Secondary Educators (FPSE) members campaigning for federal office.

KFA members are encouraged to visit Nancy's website and to support her election bid to become a strong voice in Ottawa for education, worker's rights, and responsible fiscal

policy: www.ndp.ca/nancyclegg

Other FPSE members running in this federal election are Michael Crawford, an NDP candidate in Kamloops, and Randall Garrison, an NDP candidate in the federal riding of Esquimalt-Juan de Fuca.

Deputy Minister Meets with FPSE Presidents' Council

FPSE News
January 16, 2006

BC's new Deputy Minister of Advanced Education, Moura Quayle, met with members of FPSE's Presidents' Council to initiate an on-going dialogue with faculty members from around the province. "Council members were impressed with her openness and see this meeting as hopefully the first of many regular meetings with the Deputy to share our perspective and concerns about the public post-secondary system," said Cindy Oliver, President of FPSE.

"I have had a number of preliminary meetings with the Deputy prior to her meeting with our Presi-

dent's Council," said Oliver. "In the lead up to the provincial budget in February 2006, FPSE has been urging the government to make a substantial commitment to the public post-secondary education system. Certainly there is a strong economic case to be made for investing more in our public post-secondary education system; with a looming skills shortage, post-secondary education is going to become even more important," Oliver noted. "However, the more fundamental case is that post-secondary education contributes to every person's capacity to participate fully in a democratic society," Oliver added.

"Whether it is better funding and support for

Adult Basic Education (ABE) programs or improved per student funding levels across the entire post-secondary system, we are making the case that those commitments need to be evident in the 2006 provincial budget," said Oliver. "We also hope that through regular dialogue between the Deputy and our Council that policy making within the Ministry will reflect the full range of input from instructors in all our public post-secondary institutions. There is a wealth of experience and expertise that faculty can bring to policy making, and dialogue with the Deputy will help ensure our voice is being heard," Oliver concluded.

Have an upcoming event?

Send details on your upcoming event to Russel Ogden, rdogden@telus.net, for consideration.

Letters to the Editor?

Send them to Russel Ogden, rdogden@telus.net, with the subject title "KFAacts Editor."

Have you recently moved?

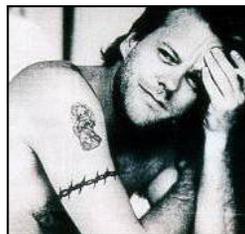
Be sure to let us know! Send an email to Erica.Todd@kwantlen.ca

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We're on the Web!

Visit us at:
<http://www.kfa.bc.ca>

Congratulations



The last issue asked you to identify this man and his link to labour. Kiefer Sutherland is grandson to Tommy Douglas, president of the

Independent Labour Party in Weyburn, and father of socialized health care in Canada. Of the many correct entries, Dana Cserepes, Fine Arts, is to be congratulated as the winner in the draw. Please collect your prize at the KFA office.

What's This?



Identify the link to labour and win a prize. Email your answer to: rdogden@telus.net