

# kfacts

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



## Bargaining: A deal before March 31, 2007?

The KFA and Employer must bargain a new contract before March 31<sup>st</sup> 2007 in order to be eligible for the signing bonus. Our Working Conditions Committee is ready to bargain and is concerned with our employer's inaction so far. Our bargaining team members are listed at the bottom of page two. As of December 1, 2006, the Employer had not agreed to a bargaining date, nor had it joined the provincial Sectoral Table.

We served a Notice of Intent to bargain to the Employer on December 1, and we finally managed to secure one date in December for the bargaining teams to discuss protocol and future dates. We hope to do some serious, intensive bargaining in January before the Sectoral bargaining resumes January 22.

The KFA has joined the provincial Sectoral Table, and the bargaining there began December 4, 2006. It will meet for 2 weeks and then resume January 22, 2007 for another 4 weeks.

We anticipate that the compensation issues will be decided at the Sectoral Table, even if Kwantlen's management is absent from the talks.

To add to the bargaining confusion, we'll be bargaining locally without a completed, "harmonized" collective agreement. Unresolved issues from the last bargaining round, (e.g. definition of family), have to be arbitrated by Vince Ready.

The Employer is putting extraordinary energy and time to the strategic planning front, *Creating Our Future*, but that does nothing to bring us closer to a collective agreement. And, *Creating Our Future* may be for naught if Geoff Plant's *Campus 2020* process takes Kwantlen in a different direction.

We will keep you informed as bargaining progresses/falters. Ever mindful of the deadline, we count on your support for our bargaining goals and agenda.

## Holiday Wishes

I'm writing to you from the BC Federation of Labour convention. This is the BC Fed's 50<sup>th</sup> anniversary and I'm reminded of the importance of our labour movement and all of the vital issues we raise and fight for. The KFA is also represented at the convention by Maureen Shaw, Mary Griffin, Ronnie Skolnick, Bill Burgess, Barry Johnson.

The convention has already discussed globalization, worker safety, funding for post secondary education and protection for public health care. I share the sentiment of a delegate who said "I've seen how far we've come but also how much work needs to be done."

BC Federation of Labour President Jim Sinclair's opening remarks mentioned a motion from the founding convention, which called on the formation of a provincial public post-secondary education system. Here we are, 50 years later, and the provincial government is reviewing our system with twinkles of system rationalization in its eye. The KFA and FPSE

have sent the message that our system works best when it has the funding and resources it needs and the BC Fed convention has endorsed this approach.

At our local we need to be concerned about bargaining so please support our bargaining team as they begin the task of advancing our important demands at the bargaining table.

In closing, I wish you a restful holiday break. In the New Year we will be facing new challenges, issues and opportunities, including the move to Cloverdale campus, the next provincial budget and a new collective agreement.

Until next time,

Terri Van Steinburg, President

**Freedom of Information:**

How Much Does the Employer Pay its Legal Counsel?

- Fiscal 2001/02 \$36,454.26
- Fiscal 2002/03 \$49,396.94
- Fiscal 2003/04 \$119,529.54
- Fiscal 2004/05 \$165,296.47
- Fiscal 2005/06 \$157,317.24

Conclusion: KUC's increasing #'s of managers is correlated to the legal advice needed to advise them

## Regularization ?

“So Far. So Fast. So Successful”: This is Kwantlen’s slogan as it celebrates 25 years of service to its community. Faculty members are a major part of Kwantlen’s success. Without your energy, enthusiasm, and commitment, Kwantlen would not be what is today.

Although faculty members are committed (or want to commit to Kwantlen), the institution does not commit to its faculty. Over 25% of faculty do not have the security and recognition of a regular job. Two instructors may be teaching the same courses and have the same qualifications, but one will be paid on scale and have the security of a benefit plan, while the other works from semester to semester, and without a benefit plan. This is unjust.

The collective agreement says that contract work (NR1 contracts) should be given primarily for “specialized requirements, experimental offerings, timetable anomalies, substitution, vacation replacement, short-term emergency circumstances, or work that is not expected to be ongoing.” Yet at least 138 people are currently solving timetabling problems, replacing people on vacation, or fulfilling specialized requirements. At least another 66 of our colleagues have NR2 contracts that entitle them to benefits and a salary on scale, but there is little to ensure that they have a long term future at Kwantlen.

If a faculty member accrues two years FTE, he or she has some job security because in assigning non-regular work the administrator must “give preference to candidates who have two or more years FTE service.” The Collective Agreement also mandates “the conversion of status from non-regular to regular . . . when the faculty member has a workload of 50% or greater for each of two consecutive years.” There must also be “a reasonable expectation of ongoing employment . . . of at least 50%” and the faculty member has to be “qualified”

and have received satisfactory evaluations.

In other words, if one begins a career at Kwantlen as a non-regular faculty member and demonstrates competence, in time one should ultimately be regularized provided there is ongoing work. But regularization is become more and more uncommon. Instead, we are seeing practices designed specifically to prevent the regularization of Kwantlen faculty.

As people come closer and closer to achieving 2 years FTE, they discover they receive fewer and fewer offers of work, even no offers at all, despite satisfactory evaluations, and new non-regular people are being hired into their departments on Type 1 contracts. Some chairs and search committee members have expressed concern about this practice to their deans, but their concerns about fairness are dismissed.

Despite an arbitrator’s ruling that job postings must be made in good faith, more and more postings appear to be made to ensure that internal candidates do not achieve the threshold for regularization. Non regular instructors are being told that they are not sufficiently qualified to teach courses that they have taught for several semesters and they receive no more contracts even though they have the same credentials as some of their regular colleagues.

Grievances on this issue will be arbitrated next year with help from FPSE. Meanwhile, we continue to file individual grievances about status, regularization, and workload.

If you have concerns about your employment status, or if you are a member of a search committee and are being asked to participate in behaviour that breaches the collective agreement and harms your colleagues, please contact the KFA.

## KFA Bargaining Committee Members

- |   |                    |                   |
|---|--------------------|-------------------|
| • Maureen Shaw, Chair                                   | • Suzanne Pearce   | • Helen Mendes    |
| • Lesley Burke, FPSE and Spokesperson                   | • Russel Ogden     | • Cosimo Agostino |
| • Terri Van Steinburg, KFA President, ex-officio member | • Gillian Gausboel | • Balbir Gurm     |
|   | • Karen Inglis     |                   |
|   | • Bob Hiltz        |                   |

Visit the KFA website at <http://www.kfa.bc.ca> for bargaining updates.

## December 6—National Day of Remembrance Memorial

The KFA hosted memorials on Richmond, Newton and Surrey Campuses in commemoration of the National Day of Remembrance and Action on Violence Against Women. Events were well attended by faculty, administration and several Members of the Legislative Assembly. MLA's Sue Hammel and Harry Bains addressed the crowd at Surrey campus.

Shown here is Constituency Assistant Siu-wan Ng representing MLA Olga Ilich (Richmond Centre) with KFA members Juergen Dankwort and Gillian Gausboel.



*Cashtration (n.) The act of buying a house, which renders the subject financially impotent for an indefinite period.*

## Creating Our Future

The dialogue sessions have finished and the next stages in the Creating Our Future process are in the works, although in a format different to recommendations of the Transitions Secretariat. Membership on the Strategic Planning and Implementation Committee (SPIC) is now by appointment rather than by the recommended election process. Although many faculty members made their disappointment in this change known at the dialogue sessions, the appointment process has been imposed and the number of faculty representatives is reduced from 10 to 8. The KFA put forward 14 nominees for membership on this committee, but only 2 of our nominees were offered

positions on the committee.

Invitations to participate in the Strategic Issues Teams have also gone out, and many Issues Teams will be meeting for the first time over the next few weeks. If you have received an invitation to participate in one of these Teams, we encourage you to accept it. The voice of our faculty must be heard in these groups. It is also important to remember that the Strategic Issues Teams does not take the place of collective bargaining. The bargaining process and LMRC (Labour Management Relations Committee) are the appropriate means for dealing with issues that fall within our collective agreement.

*Decafalon (n.) The gruelling event of getting through the day consuming only things that are good for you.*

## Trends in the Teaching Profession 1999 to 2005 (Statistics Canada)

“Echo babies,” the children of the baby boomers are attending universities in large numbers. While elementary school classrooms are emptying, university professors experienced greater employment growth than that of elementary and secondary teachers between 1999 and 2005.

From 1999 to 2005, the number of educators in Canada increased from 457,000 to 502,000. In 2005, nearly 75% were in elementary and secondary schools. The other 15% were college teachers and 12% were university professors.

Demographic shifts have resulted in new teacher employment trends. The population aged 5 to 18 fell by 1% between 1999 and 2005, while there was a 9% increase in the postsecondary population (19-24 yrs). About 28% of persons aged 20-29 attended university in 2005, compared to 25% in 1999. Consequently, there was a 30% em-

ployment increase for university professors during this period.

In 2005 the average age of workers in the general population was 42, yet among university teachers, nearly 60% were aged 45 or over. Nearly 60% of elementary and secondary teachers were under 45.

The number of part-time university professors is increasing. Previously, they tended to be younger and less credentialed than full-time faculty. Current trends indicate a growing number of part-timers are older, tenured professors. In 1999, 13% of college and university professors aged 55 represented part-time faculty. In 2005 this doubled to 26%.

Statistics Canada also reports that women are more visible. In 2005, women accounted for 35% of full-time university professors, compared to 29% in 1999.

*Ignoramus (n.): A person who's both stupid and an asshole.*

## Letter to the Editor

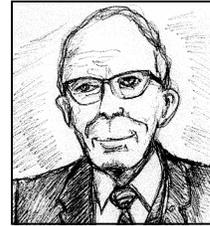
I heard that the University College of the Fraser Valley agreed on Item 21 from the Faculty Association's bargaining demands. They now have 2-ply free-rolling toilet paper in all washrooms. Will the KFA be bargaining for parity on this?

Signed,  
On the run

### Editor's reply:

The KFA has no plan to wipe around the problem. Our bargaining goal is to make non-regular members regular.

## Who's This?



In the last issue of KFACTS there were many entries guessing the name of this image, but none were correct.

Stanley Knowles (1908-1997) represented Winnipeg North Centre for the CCF and NDP (1942-58 & 1962-84). When Knowles retired in 1984 Pierre Trudeau gave him an unprecedented title of Honorary Member of the House of Commons, which Knowles used to allow him to sit with MP's during parliamentary debates. In 1984 he was awarded the Order of Canada.

# KFA General Meeting

FEBRUARY						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

February 22, 2007

10:00 am to 12:30 pm

Room 2550 A&B,

Richmond Campus

Please mark this important date on your calendars now!

### Letters to the Editor?

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

### Have you recently moved?

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

 Kwantlen Faculty Association  
12666-72<sup>nd</sup> Avenue  
Surrey BC  
V3W 2M8  
Tel 604.599.2200  
FAX 604.599.0797

### We're on the Web!

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



POST-SECONDARY EDUCATION  
**BETTER FUNDING. BETTER FUTURES.**  
Tell Premier Campbell to invest in BC's future.

Skyrocketing tuition fees and chronic under-funding of our public post-secondary institutions have made access to post-secondary education and training more difficult at a time when we know that BC needs to increase education and training opportunities.

Better funding of our post-secondary education system will mean better futures for more British Columbians. It's time to invest in that future and make our post-secondary education system more accessible and affordable to all.

To email the premier with your concerns, visit the FPSE website at <http://www.fpse.ca>

