

College Faculties Federation
of British Columbia

NEWS LETTER

April 1975

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EXECUTIVE BOARD MEETS WITH MINISTER

At the request of the C.F.F. Executive Committee, the President spent several hours arranging a meeting between the Committee and the Honourable Eileen Dailly, Minister of Education. The meeting was held Friday, March 14, 1975 at 11:00 am in the Parliament Buildings. Six issues were reviewed: a Colleges Act, the completion of the meld, the use of educational media, formula financing, articulation, the offering of third and fourth year courses by the Universities in various College regions, the possible decentralization of the Colleges on the lower mainland, and the future of budgetary over-runs. Not all of the items were discussed in depth, as time was limited. Attending the meeting from the C.F.F. were:

Herb Warburton: President, C.F.F.B.C., Okanagan College
 Phil Beckmann: C.F.F. Director, New Caledonia
 Ab. Dunn: C.F.F. Director, Selkirk College
 Ross Carter: C.F.F. Treasurer, Vancouver Community College
 Jim Slater: Vice-President, C.F.F., Malaspina College
 Earl Bloor: C.F.F. Director, Cariboo College
 Roger Elmes: C.F.F. Designated Director, Douglas College
 Kay Brodie: Observer, S.U.I. Representative
 Bob DuPlessis: C.F.F. Director, Okanagan College

and from the Department of Education:

The Honourable Eileen Dailly, Minister of Education
 Jack Fleming, Deputy Minister of Education
 Andy Soles, Associate Deputy Minister

Colleges Act

The meeting began with a discussion of the Colleges Act and its future. The Minister stated that legislation for a complete Act would not be available for this Spring's sitting. It was indicated that some possibility for a fall session bill existed. Meanwhile, work continues on the investigation of appropriate College areas for northern B.C. and the recommended study of the possibility of decentralizing the Lower Mainland Colleges. This last report, the Minister indicated, would be made public, perhaps this coming June. The Minister established that the main difficulty in implementing the College Task Force Report was that most of the recommendations contained in it were dependent on a new financial base for Colleges: that is, that the Government assume all costs, for 100% financing of Colleges. That financing in turn depends on Governmental priorities in the immediate future. The Minister then assured the Committee that the C.F.F. and its member Associations would have the opportunity to see the Bill when it is presented to the Legislature. When asked if the Government had established a date for the implementation of 100% financing, the Minister replied that no date had been, as yet, fixed. Several members of the Executive then pointed to the problems created



by the lack of complete Provincial financing of Colleges, problems such as the difficulty School Board members have in trying to serve both their Board and their College Council. The Minister observed that the representation on College Councils would change when a Colleges Act is available, but, at the moment, some College Council representatives must do double-duty because it would be unfair if those paying part of the costs of colleges (School Boards) did not have representation on the College Councils.

Articulation

The discussion then shifted to the articulation process. The Committee was basically concerned about what would happen to articulation under the new Universities Council (this Council is chaired by Dr. William Armstrong). Among its other duties, the Council is, as the Minister noted, attempting to establish a new committee to handle articulation. Mr. Fleming stated that the Committee would be a major one with representation from all Colleges. Essentially what he described was the representation suggested by the College Principals Council in a report submitted to the Department on March 11th:

- Chairman: Named by the Minister in consultation with the Committee
- 10 - Members: The Principal, or his designate, of each Community College
- 6 - Members: Chairman of Senate, or his designate, and Registrar, or his designate, of each University
- 1 - Member: One member appointed by the Minister from the Department of Education
- 1 - Member: The Principal, or his designate, of B.C.I.T.
- 1 - Member: One member nominated by the Universities Council of B.C.

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Andy Soles noted that the Council would not be a master Committee, but would have a majority representation from the Colleges, so that it would not have control over the Colleges. He also stated that the proposed articulation committee was ad-hoc arrangement pending a Colleges Act. Mr. Soles further noted that the Department was organized only at the programmes level, primarily through the liaison between the Departments of Education and Labour, but that much organizational work remained to be done for the Colleges. He stressed that he would appreciate advice from the Colleges.

The last question regarding articulation concerned the College appointee on the proposed articulation committee. Mr. Soles suggested that each College strive to find as their representative someone knowledgeable in the problems and practices of articulation.

College Financing 1975-76

The next question pertained to budget over-runs - will the past practice here continue? The Minister felt that, generally, financing for the Colleges would have to continue as per past practices. Mr. Fleming, however, did sound a warning note. He stated that the Treasury would not look kindly on major overages. Though he felt that the forthcoming budget would have no affect on current programmes, new programmes would certainly feel the pinch. Briefly, Mr. Fleming made two further points: in a tight fiscal year, budgets will be lean, and the Department of Education does not have a "blank cheque" but must, as do all Departments, appeal to the Treasury Board.

The "Meld"

Meld legislation was next discussed, and the question was asked as to whether the legislation would be permissive or directive. The Minister stated that, for the most part, the legislation would be directive. Mr. Fleming suggested that the concept of melding had different meanings for different Colleges, so that the legislation would be essentially enabling legislation. It was clear, however, that the meld will take place.

The discussion of melding led directly to the question of bargaining units: will all Faculty then be handled under one bargaining unit? The concern here was two-fold, with some Committee members espousing the autonomy of individual Associations. It was pointed out to the Minister that legislation regarding bargaining units would be acceptable if it helped to preserve this autonomy. Mr. Fleming agreed that especially given the lack of power of independent Associations, in such matters as jurisdictional disputes with other and larger unions, Association autonomy might be difficult to preserve. He stated that the Department would try to find some means of preserving this autonomy.

Educational Media

The Committee then asked what the Department had intended with policy on the use of media. The Minister stated that the Government was attempting to devise a province-wide policy to avoid expensive duplications of equipment. Recently, Dr. Ronald Faris was appointed to the position of Acting Superintendent of the new Communications Division, which Division includes representatives from the Department of Education. Since this Division's job of creating provincial-wide policy on media use is not complete, the Department will be holding off on large expenditures for expensive hardware. Mr. Fleming then commented that the Department was seeking a decentralized system, but that equipment that is both extensive and expensive would require provincial co-ordination (the example he used was that of full broadcasting facilities). Mr. Fleming also stated that provincial co-ordination was essential to ensure interchanges between provincial and regional bodies. The Minister said that she felt that Colleges were probably the best places for media resource centres; moreover, she realized that, temporarily, College instructors did face a certain gap in trying to use media, but that not all purchases of Communication technology were being frozen - only those requiring provincial-wide control.

Third and Fourth Year University Courses

The discussion shifted to the matter of third and fourth year courses being presented in College Regions by the Universities. The Minister stated that this matter is under study and that an interim report on the question would be ready sometime in June. The Minister indicated that the Government endorses the idea, but that she was also aware of some tensions which had already arisen between some Colleges and some Universities. Apparently, the Department has someone working on the problem full-time right now. The Committee asked that faculty be consulted in these matters, not just administrators. We received assurances that they would be, indeed Mr. Fleming proposed an interesting idea for the utilization of faculty.

He said that, within the Department, suggestions had come to him regarding the potential usefulness of faculty in contributing to problem-solving in many College areas. Basically, the idea is to use the May-June period as a time when the Government could call upon faculty to assist the Government in various kinds

of research. Mr. Fleming asked if the C.F.F. though this idea acceptable: there was a consensus that the idea did indeed have merit.

Mr. Soles then expressed a wish to return to the subject of the Universities Council. He asked if there was a concern that the Council was not in touch with the Colleges. The Executive assured Mr. Soles that Dr. Armstrong had responded very quickly to a C.F.F. request for a meeting with him and that we had found the Council to be highly accessible. The Executive pointed out that communication difficulties did exist, however, taking the form of sometimes unexplained public announcements and certain moves on the part of some Universities. The example used here was an attempt by one of the Universities to give courses at the first and second year level in the East End of Vancouver. Sometimes these attempts are then announced through the media as if they were accomplished deeds. Both the Minister and Mr. Fleming pointed out that they were quite conscious of the necessity for College involvement in all these areas, that the particular proposal above had been turned down, and that, generally, the Department proceeds cautiously with requests from interest groups. (Since the Legislature was still in session, the Minister, who is also House Leader, had to leave - the meeting continued with Mr. Soles and Mr. Fleming still present.)

Mr. Soles raised the issue of the possible accreditation of Colleges. Do we need it and if so, how do we do it? Mr. Fleming felt that formal accreditation was unnecessary, since Colleges were accredited both by virtue of their existence and their success. The issue of accreditation then was tied to articulation, since accreditation itself might well suggest full articulation. The Executive pointed out that in some academic areas, problems in articulation still exist. Mr. Fleming noted that, nationally, B.C. is in good shape, that some other Provinces faced serious problems in the articulation of College courses. Mr. Soles stated that he would not like to see the Articulation Committees lost. The Executive then made two points: that if articulation in B.C. is relatively successful, it is because of the work of the Articulation Committees, but that articulation of career courses had been less successful - was this problem being looked at? Mr. Soles replied that the Department was giving serious consideration to this problem, and Mr. Fleming advised that the Department was trying to co-ordinate all such courses at the Colleges to prevent students from being stymied in their attempts to continue beyond their original educational objectives. At this point, Mr. Soles returned to his original question, do we need accreditation for the Colleges? The Committee felt that accreditation, in the formal sense, was probably unnecessary, but that some form of external assessment for the Colleges might well be a useful tool for evaluation purposes.

Formula Financing

Mr. Fleming explained the Government's attempt to arrive at a three-tiered financing system. This attempt to rationalize financing of the Education system started with the F.T.E. calculation, though Mr. Fleming felt that the F.T.E. count constituted not a finance formula, but a comparative statistic measuring student numbers. The second tier is the disbursement formula, a combined formula, containing F.T.E. counts and other budgetary characteristics. The third formula, so far undeveloped, would be an over-all long-range formula combining all cost factors into one comprehensive formula. Mr. Fleming felt that this third formula would not be available until well into the future, that the second formula had not proven successful, and that, this year, only the F.T.E. count will be used. (Mr. Fleming excused himself at this time; he had to attend another meeting elsewhere).

Other Items

The Committee next raised the well-publicized issue of literacy, asking two questions: what is the role of the College here and what is the Department doing about it? To the second question, Mr. Soles replied that the Department is discussing with teachers the literacy problem in an attempt to find solid evidence as to the seriousness of the problem. Mr. Soles felt that there was definitely a difficulty here, that the problem of literacy needed immediate attention and that it needs a re-emphasis at all levels of education.

Next, reference was made to a Report which Mr. Soles had prepared and presented to the Department: The Community College in B.C.: Present and Future Developments. Mr. Soles indicated that this Report was not to be construed as prescribing where Colleges will go in the future, and he stated that the future direction of Colleges must come from the Colleges themselves. Indeed, the mix of the components contained in that Report will be determined by the Colleges.

The Committee then returned to the suggestion raised earlier on by Mr. Fleming, regarding the Department's use of College faculty during the May-June period. Three questions were raised: may we take this suggestion back to our Associations, is there a route for forwarding such proposals and did Mr. Soles have specific projects in mind? Mr. Soles indicated that he would like the C.F.F. to raise the issue of the faculty involvement in Governmental research into College problems, because research in that area has been largely ignored. Mr. Soles further stated that this lack of research was a fairly obvious gap, since research had already been proposed for other levels of education. As to specific projects, Mr. Soles said he would first like to talk to the Minister and Mr. Fleming about it. Mr. Soles declared that his own interest would be in research into educational issues, as for example, the articulation process. But there are other matters of broader concern. What, for example, might be the impact of third and fourth year courses being offered in the outlying regions? Does this imply that Colleges will, in time, become Universities? How can College faculty stay informed in their respective subjects - would faculty exchange programs help to do that? What kinds of future developments might we consider for the Colleges? Certainly, Mr. Soles raised a host of problems which need to be researched and which could involve faculty.

Regarding the C.F.F.'s role, Mr. Soles said that the C.F.F. will be asked to name a candidate to the forthcoming Career Articulation Committee. Moreover, he felt it essential that someone should be available to speak with a collective voice for the Colleges.

The President of the C.F.F. then discussed with Mr. Soles the problems faced by our organization. Our funds are limited, whereas administration can more easily tap funds for travel: for example, the B.C.A.C. is currently developing a paid Secretariat. We, however, have no such access to money or to time, since we are all tied to classroom schedules. These are our key problems as an organization. We do have a resolution on the books calling for a part-time President and, at one point, had thought about writing a letter to the Department asking for money to fund our own Secretariat, as the B.C.A.C. is preparing to do.

Mr. Soles expressed some surprise that the B.C.A.C. was moving towards a Secretariat, and suggested that the C.F.F. might have to organize along the lines of the B.C.T.F. to provide its members with an effective lobby. Mr. Soles then indicated that the President had made some good points and that he wished to discuss further, with the Minister, the sort of funding for which the B.C.A.C. had asked. As the meeting concluded, Mr. Soles asked the President for a follow-up letter on the whole problem of the C.F.F.'s attempt to maintain a consistent liaison with the Department of Education and he indicated that he would discuss the problem with the Minister and Mr. Fleming.

NEWS FROM THE ASSOCIATIONS

Cariboo

Hot on the agenda at Cariboo College is this year's contract negotiations. College Council has asked for a postponement of the bargaining procedure until after February 19th. The Faculty Association has concentrated on the goal of parity in the contract: we have requested a substantial increase in the salaries of laboratory demonstrators, technicians and program assistants to put them on a par with the Lecturer 1 salary; we are also bargaining for a 'melded' calendar year of 9 months for both vocational and academic leave of three months with full (not sick leave) pay, and paternity leave upon request. In addition, the Faculty Association is negotiating for a 17% salary increase and a comprehensive Dental Plan.

The Chairperson's Report has been approved by the Administration and is beginning to be implemented within the various departments. The Report entails a number of changes in the size and makeup of the departments (with the idea of generating smaller and more cohesive areas); duties, responsibilities and teaching loads of the chairpersons; and liaison procedures between faculty, chairperson and administration. Implementation of the Report will provide a more consistent organization of the College as a whole.

Under considerable discussion at the College is the Summer Institute and its relation to the teaching assignments of the faculty. At present, instructors can choose or be requested to teach during the summer semester, and receive either a reduced work load in the following semester or extra remuneration. Freedom of choice remains dependent on the demonstration of a satisfactory summer work program.

A further area of concern is the possibility of upper level courses being offered at the Colleges in conjunction with the three universities. At the last FA meeting, a motion was passed that the FA president and the Shop Steward be actively involved in all discussions and decisions about such course offerings.

College of New Caledonia

FACULTY ASSOCIATION

--Salary and fringe benefits are presently under negotiation with the College Council.

It is hoped that they will be completed in the near future.

--At the October 1st meeting of the Association, a motion was passed creating an Administration Evaluation Committee. This committee has since produced an Administration Evaluation Questionnaire which was distributed to all full-time faculty on February 10th. It is hoped that the results of the questionnaire will serve as an aid to administrators in carrying out their work effectively.

--At the January 8th meeting of the Association, it was moved and passed (unanimously) that the Faculty Association initiate steps to become certified as a Trade Union under the Labour Relations Act.

--The Handbook Committee has had a large number of changes to the Handbook ratified by the Association. These changes have yet to be negotiated with the College Council.

COLLEGE GENERAL

--Mrs. Eileen Dailly, the Minister of Education, made a short visit to the College on Monday, January 27th.

--Building Plans: Five tenders were received on the Gymnasium. Since there was a significant difference between the amount that had been approved by Victoria and the tenders, there was a revision of the plans which was subsequently submitted and

approved by the Government. Construction should start immediately. Construction on the remaining buildings of Phase I should begin by early summer. In the meantime, the Treasury Board has approved an expenditure of \$465,000 for "interim space". This will provide much needed classroom, office and Library space. It will be in the form of portable buildings.

--The Principal, Dr. Fred Speckeen, announced on December 13th the appointment of Dr. Frank Gelin as Dean of the Arts and Science Division, effective May 1, 1975. The position of dean became available last June upon the resignation of Dr. Gary Bauslaugh, who took a position at Malaspina College. In the interim period, Mr. Gordon Ingalls has been serving as Acting Dean. Dr. Gelin is presently a Psychology Instructor at the College.

Douglas

Memorandum of Agreement 1974 - 75

After many months of bargaining, on December 19, 1974, Douglas College Council and Douglas College Faculty Association formally agreed on the second part of our 1974-75 collective agreement. Items contained in part II include the following: Termination of contract by mutual consent, salary re-evaluation within first four months of beginning employment, beginning salary schedule for new faculty (1 year experience = 1 year education or vice versa), copyright, convenor positions with time release, involvement or both, appointment of sessional instructors, educational leave, guided study course contracts, selection of faculty, election of convenors, leave of absence without pay, access to personnel files, payroll deduction for Association fees, faculty participation in the development of department budget, Still to be negotiated: selection of Directors and Deans, evaluation of faculty for contract renewal or summary dismissal and inservice training. These items presumably will be finalized in the 1975-76 agreement.

Soon after the signing of this memorandum of agreement there was cause to believe that a procedure needed to be worked out for the interpretation of this document as it relates, to the day to day operation of the college. A few administrators proceeded to unilaterally interpret the memorandum, simply overlooked it or needed to review previous commitments in the light of the new agreement. The following letter of advertising ratified by Douglas College Council and Douglas College Faculty Association is now in effect:

Letter Of Understanding

In the interest of co-operation the following process has been developed to resolve any questions of interpretation of the two memorandum of agreement between the Douglas College Council and the Douglas College Faculty Association:

- 1) Any questions of interpretation will be directed in writing to the President of the Faculty Association and to the Principal.
- 2) The Principal and the President of the Faculty Association will attempt to arrive at a common interpretation of the section(s) in question. If agreement is reached a statement of that agreement will be signed by both

the Principal and the President of the Faculty Association and published forthwith in the Mad Hatter.

- 3) In the event that a common interpretation of the section(s) in question is not agreed upon then the matter will be jointly discussed by the Personnel Committee of the College Council and the Executive of the Faculty Association. If agreement is reached a statement of that agreement will be signed by both the Chairman of the College Council and the President of the Faculty Association and published forthwith in the Mad Hatter.

- 4) It is understood that any of the above-mentioned parties can consult with their principals at any stage in the above process.

Negotiations 1975-76

In December and January the Executive of the Association conducted a survey among Faculty Association members regarding negotiations for the coming year. The results of this survey on salary expectations, benefits, working conditions and various other items has given our negotiating team some direction in the preparation of their position at the negotiating table. The Executive fully expects that negotiations will be underway by the time this is published.

Certification by the Labour Relations Board

Our application for certification was forwarded to the Labour Relations Board December 11. Our application includes directors, deans, technicians II's and III's and educational planners in our bargaining unit as well as instructors, librarians and counsellors. The decision of the L R B should prove very interesting with regard to future negotiations and faculty participation in governance.

Membership

Membership in the Faculty Association has increased quite dramatically since the Fall as a direct result of the membership drive undertaken by the Executive. In January our membership had passed the ¹¹⁰ mark and more faculty are joining week by week.

Collective bargaining Seminar in Banff January

Jack Finnbogason and Gordon Gilgan attended on behalf of Douglas College Faculty Association. Judging from their verbal reports and the various handouts and cassettes they brought back with them it was time and money well spent. During the next few months the handouts will be reprinted in our college in house weekly publication, the Mad Hatter.

Haney Correctional Centre Proposal

There is a brief before the Minister of Education at the moment requesting that Haney Correctional Centre vocational shops become part of Douglas College facilities to enable the college to offer pre-employment and pre-apprenticeship programs. Since the proposal also includes the absorption of present academic and vocational staff at HCC the Douglas College Faculty Association is keeping a watchful eye on this prospect in the light of the possibility of another union getting into the picture to represent these new college faculty.

Malaspina

On January 29th, Mr. Henry Justesen, Superintendent of Post-Secondary Education Services Programmes, visited Malaspina College to meet with faculty, administrative staff and the College Council. During the noon-hour he spoke to

the academic-technical faculty of at the Kennedy Street campus about his responsibilities in the Department of Education, the organization of his division (an assistant superintendent, seven directors and seven field coordinators) and his expectations for future programmes development in the colleges (e.g., great expansion of continuing education; university transfer enrollment to decrease to about twenty percent of total).

Regarding colleges' autonomy he said, " --- I am not a control oriented individual but rather a service oriented individual. I believe^{is} the colleges, in fact, in their distinct regions and their areas, have their fingers pretty well on the pulse of those activities that are good for the communities they are serving." He also said that as his division's organization develops, " --- the autonomy to do what is right for your area, the region you are serving, has to always remain at the college."

Mr. Justesen agreed to his address being recorded and transcripts have been distributed to all CFFBC Directors.

Following his visit, a faculty association meeting was held at which a number of instructors expressed apprehensions about the appointment of Mr. Justesen to such a vital position within the Department. As a result the association agreed to send a letter to the President of the CFFBC (with copies to all faculty associations, Mrs. Dailly and to Mr Justesen himself) outlining our anxieties:

- a. Mr. Justesen's experience is almost entirely in vocational training, yet he is in charge of colleges which are comprehensive in nature;
- b. There is concern about the calibre of staff he would be able to attract to work with him since he is not presently cognizant with technical- and university-transfer programmes.
- c. The Department seems to be unduly emphasizing vocational training; this may involve a drift of the colleges away from a comprehensive model.

Contract negotiations

A contract proposal has been presented to the College Council but as yet negotiations have not commenced with the Council's negotiator, Mr. Ken Martin.

Pensions

Mr. W. H. Forrest, Superannuations Commissioner, and Ernie Livesey, CFFBC Pensions Chairman, visited Malaspina College on Thursday, February 20th to discuss changes in the College Pensions Act which have been proposed by the CFFBC, and to meet with individuals having inquiries about their own pensions. At a meeting of the faculty association held that day with both Mr. Forrest and Mr. Livesey present, the members approved proposals regarding interprovincial portability and retention of military benefits. Proposals that the provincial government assume the employer's share of contributions and that the plan become compulsory after five years of service or following an individual's 30th birthday were rejected.

Okanagan

1. Agreement in force until April 1, 1975; already parts of it are being re-negotiated.
2. 12 month dues check-off.
3. New employees automatically become members; older members who do not belong, pay dues.
4. Provision for Grievance Procedures.
5. Duty period of 10 months; vacation period of 2 months.
6. Definition of maximum workload includes 15 hrs., 120 students and 3 preparations as a "full scheduled instructional load".
7. Lab count is 1 for 2 when lab demonstrator is provided and 1 1/3 for 2 without a lab demonstrator.
8. Employees to "receive a yearly assignment of instructional duties where possible by May 31".
9. Salary scale (10 step scale): Demonstrator, 9,564-14,634; Lecturer I, 11,594-16,849; Lecturer II, 14,080-20,830.
10. Prof. Dev. Fund--College contributes \$150/member, Ass'n. contributes \$25.
1. Sick leave bank at rate of 1½ days/month.
2. Transfer expenses when employee is transferred from one centre to another.
3. Extended study leave (1 year at 60% of salary after 5 years of service).

These are of course only the highlights of the new Agreement, which was ratified by Council and the Association last January. At the moment, our negotiating committee is preparing its proposals as they prepare to bargain for the forthcoming year.

As well as the above activity, the Association and its members are heavily involved in both Association Committees and Council-Association joint committees. A list of those committees appear below:

Bargaining Committee (Association)	Interpretation Committee (Joint)
Grievance Committee (Association)	Ethics Committee (Association)
Evaluation Committee (Joint)	
Joint Committee (Association-Council)	

Further, three Association members serve on College Council Committees:
 Building Committee----Peter Elliott
 Planning Committee---Michael Griffin
 College Council Rep.---Eric Buckley

Selkirk

At a recent all college social function, words of appreciation were expressed to retiring college council members. Among that number was Frank Beinder, who in addition to a number of duties in education on the provincial scene, has served as a Selkirk council member for 9 years, 4 of the years as chairman.

The Association's Salary and Benefits Committee is hard at work preparing for negotiations which (at time of writing) are expected to begin imminently. Life insurance is one of the benefits which has to be considered this year due to a forced disassociation with the plan which has covered the three universities and Okanagan as well as Selkirk.

After 2 1/2 years in the principal's position, Bruce Fraser will be returning to teaching duties in the next academic year. Walter Uegama will do the same after spending this year as Dean of Studies.

And in Castlegar, I'm getting tired of shovelling snow.

VCC Langara

Council Appointees

The 1975 Council appointments have been made to Vancouver Community College. This year's carry over is somewhat better than in 1973 when only one previous Council member remained. Four members of the 1974 will continue: Mrs. Virginia Beirnes (Chairman in 1974), Dr. Peter Oberlander, Mrs. Hattie Ferguson (appointed by the Lieutenant Governor in Council) and Mr. Jack Yee (District 39 School Trustee). Four new School Board representatives have been seconded: Mrs. M. Andrew, Mr. W. Brown, Mr. D. Pratt and Dr. J.A. Lavin. Dr. Lavin, a member of the Genuine Education Movement, was the single Council member to vote against the motion to pay Council members an honorarium. The two new appointees of the Lieutenant Governor are Mr. D. Duffey, a trade union leader, and Mr. Ernie Livesey, former C.F.F. President and retired V.C.C. Langara faculty member.

The appointment of Ernie suggests that the Department is attempting to get faculty representation on College Councils and that the pattern developed for B.C.I.T. which was recommended for the Colleges by the Task Force may become a reality. It also underlines the delay in legislation to effect the recommendations.

Negotiations

The Langara Faculty Association has begun the 1975-6 round of collective bargaining with the initiation of bargaining late in February. The Faculty Association proposals, inclusive of salary changes, were outlined to the Council bargaining team chaired by the new Labour Relations Officer, Dale Jones.

Again this year, the Vocational Instructor's Association, representing faculty at the Special Programs Division and the Vancouver Vocational Institute, will be invited to send an observer. One group of faculty within the college remains without a bargaining certificate - the faculty of the Vancouver School of Art. In the past, settlements with the V.I.A. and the Langara Faculty Association have been accepted by Vancouver School of Art instructors.

Further bargaining sessions are scheduled for early March.

Regional Offices

Vancouver Community College has now established regional offices in the "old" Royal Bank Building at 675 Granville Street (Granville and Hastings). The offices which are situated on the 2nd, 3rd, 6th and 15th floors of the building, are to house the principal, the new bursar, purchasing, accounting, personnel, curriculum coordinators and a number of other college regional administrative functions. The establishment of these offices is part of the scheduled separation of administrative services from the Vancouver School Board. The School Board has been supplying various services under contract with the college since its founding in 1965.

PROGRAM: CONVENTION AND ANNUAL GENERAL MEETING

CARIBOO COLLEGE, KAMLOOPS, B.C.

MAY 8, 9, 10, 1975

Thursday, May 8

Registration

Ongoing

A Media Exchange Forum

Mr. Garth Homer, Douglas College
Mr. Paul Azeroff, Capilano College
Mr. Art Pape, Capilano College

10:00 - 12:00 A.M. Modular Learning,
Mr. Jim Finlay, Sheridan College,
Brantford, Ontario

12:00 - 1:00 P.M. Lunch

1:00 - 2:00 P.M. Address

Mr. Henry Justesen, Department of
Education, Victoria, B.C.

2:00 - 5:00 P.M. Modular Learning Workshops

2:00 - 5:00 P.M. Educational Innovation and the Department
of Education: an Inevitable Conflict?
Panel discussion.

8:00 P.M. Formal opening of Convention
Keynote Speaker: Dr. Pauline Jewett, President
Simon Fraser University.

9:00 - 11:00 P.M. Wine and Cheese Mixer.

Friday, May 9

Ongoing

A Media Exchange Forum

9:00 - 10:15 A.M. C.F.F. Pensions Committee. Report and
Workshop
Mr. Ernie Livesey.

- 9:00 - 12:00 A.M. C.F.F. Communications Media Committee
Report and Workshop: Media Aspects of
Modular Instruction.
Mr. Garth Homer, Douglas College
Mr. Paul Azeroff, Capilano College
Mr. Art Pape, Capilano College
Mr. Jim Bizocchi, Capilano College
- 10:30 - 12:00 A.M. C.F.F. Salary and Working Conditions
Committee Report and Workshop: Anticipating
Future Challenges.
Dr. Al Artibise, Cariboo College
- NOON Lunch
- 1:30 - 5:00 P.M. C.F.F. Annual General Meeting
- 1:30 - 5:00 P.M. S.V.I. Workshops/Articulation Meetings of the
Disciplines
- 7:00 P.M. Dinner/Dance.

Saturday, May 10

- Ongoing A Media Exchange Forum
- 9:30 - 12:00 A.M. Women's Studies Workshop
The Rationale of Womens Studies: How and Why
Ms. Andrea Lebowitz, S.F.U.
Womens Programs in the Community
Ms. Cathy Stewart, Capilano College.
- 9:30 - 12:00 A.M. S.V.I. Annual General Meeting
- NOON Lunch (Speaker T.B.A.)
- 1:30 Meeting of incoming C.F.F. Executive

REGISTRATIONFEE:

\$15.00

This include admittance into all the sessions, lunches on Friday and Saturday and the Wine and Cheese Mixer on Thursday.

ADDITIONALLY:

An optional \$5.00 per person for the Dinner-Dance. The unbelievably low price belies the high quality of the cuisine and the music. Cocktails will be available before dinner and there will be a bar during the dance.

PRE-REGISTRATION:

In order to get an idea of numbers for catering purposes in particular, it would be greatly appreciated if conventioners would indicate their intention to attend as soon as possible. To pre-register simply forward a cheque payable to College Faculties Federation of B.C. for the sum of (choose one):

- a) \$15.00 (Convention registration)
- b) \$20.00 (Convention registration and dinner-dance for one)
- c) \$25.00 (Convention registration and dinner-dance for two)

to: Ms. Anne Harrison
Cariboo College
P.O. Box 860
Kamloops, B.C.
V2C 5N3

ACCOMODATION FOR THE CFF/SVI

CONFERENCE , MAY 8,9,10, 1975.

THERE ARE 120 ASSORTED ROOMS RESERVED IN THE STOCKMENS MOTOR HOTEL.

RATES: SINGLE 19 dollars plus tax
 TWIN OR DOUBLE 26 dollars plus tax
 Additional people in twin or double rooms cost an additional 4 dollars per person added.

THERE ARE 50 ASSORTED ROOMS RESERVED IN THE DAVID THOMPSON MOTOR HOTEL

RATES: SINGLE 20 dollars plus tax
 DOUBLE 25 dollars plus tax
 TWIN 28 dollars plus tax
 Extra people as per STOCKMENS above

THERE ARE 25 ROOMS RESERVED IN THE SLUMBER LODGE MOTEL

RATES: DOUBLE 19 dollars plus tax
 TWIN (Single beds) 22 dollars plus tax for 2 persons
 TWIN (Double beds) 24 dollars plus tax for 3 persons, 26 dollars plus tax for 4 persons
 HOUSEKEEPING ROOMS 25 dollars plus tax

THERE ARE 25 ROOMS RESERVED IN THE DOME MOTEL

RATES: SINGLE 18 dollars plus tax
 DOUBLE 22 dollars plus tax
 TWIN 24 dollars plus tax
 3 people in a room 26 dollars plus tax
 4 people in a room 28 dollars plus tax

IMPORTANT POINTS

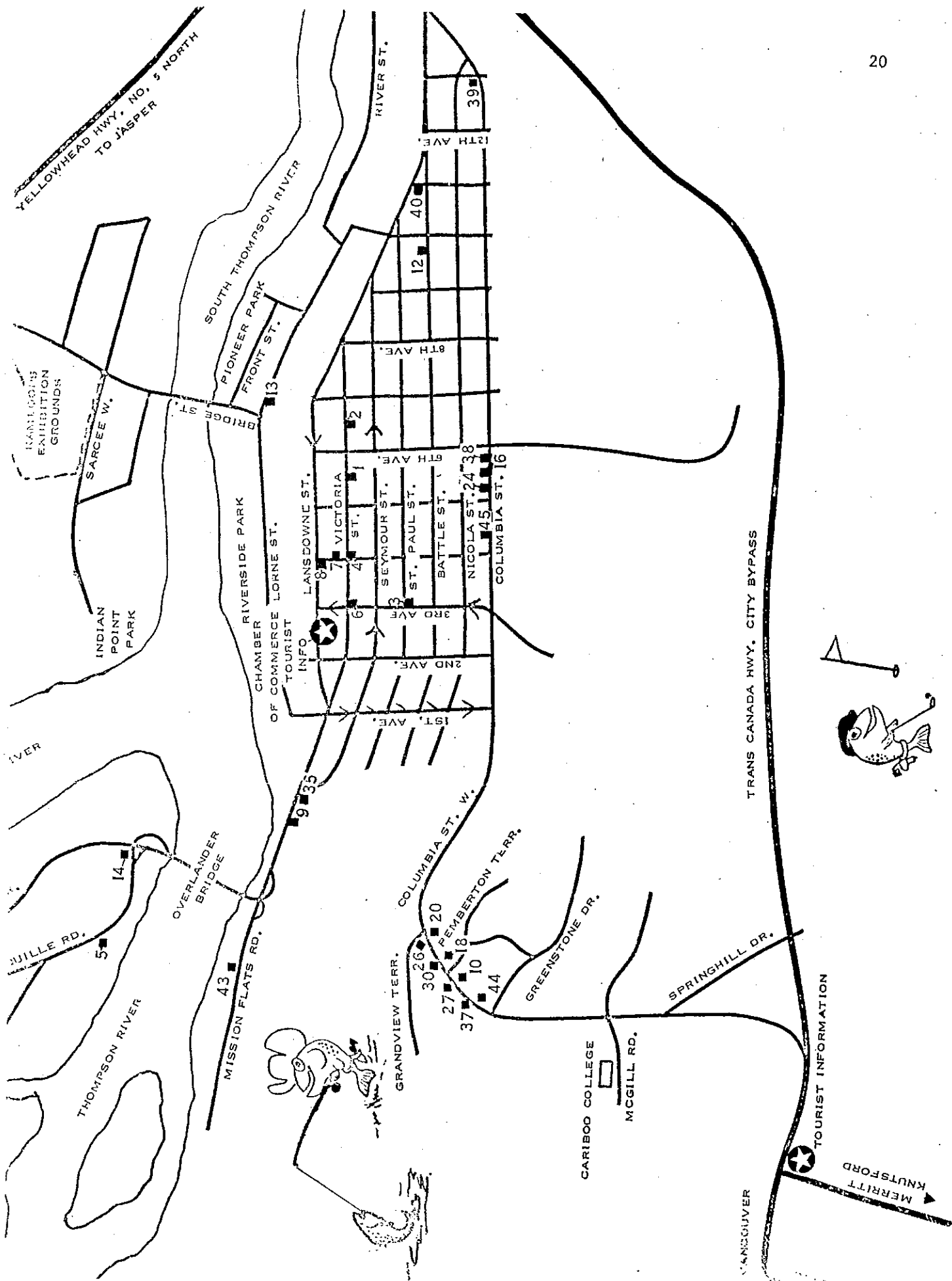
1. ALL RESERVATIONS ARE TO BE MADE BY THOSE COMING, INDIVIDUALLY!
2. THE ABOVE RESERVATIONS ARE ONLY TENTATIVE - THEY DON'T COUNT FOR ANYTHING UNLESS YOU PHONE OR WRITE AND MAKE A DEFINITE RESERVATION. MENTION THE NAME OF THE CONFERENCE WHEN YOU DO , SO THAT THE HOTEL CAN TELL WHERE THEY STAND.
3. MOST OF THESE PLACES WILL, IF YOU HAVE MADE AN INDIVIDUAL RESERVATION, HOLD YOUR ROOMS UNTIL 6 O'CLOCK THAT NIGHT. IF YOU WILL BE ARRIVING AFTER THAT SEND ONE NIGHTS DEPOSIT WITH YOUR REQUEST FOR RESERVATION
4. CHECK ON THE RATES AT THE TIME OF RESERVATION, IF IT MATTERS TO YOU. WE CANNOT GUARANTEE THE LONGEVITY OF THE ABOVE QUOTES.

HOTELS

- 1 STOCKMEN'S MOTOR INN
540 VICTORIA STREET
372-2281
- 2 DAVID THOMPSON MOTOR INN
650 VICTORIA STREET
372-5282
- 3 CANADIAN INN
339 ST. PAUL STREET
372-5201

MOTELS

- ARGUS MOTOR INN
625 WEST COLUMBIA STREET
374-6944
- 20 DOME MOTOR INN
555 WEST COLUMBIA STREET
374-0358
 - 26 GRAND VIEW MOTEL
463 GRANDVIEW TERRACE
372-8832
 - 27 HOSPITALITY INN
500 WEST COLUMBIA STREET
374-4164
 - 44 SLUMBER LODGE MOTEL
775 WEST COLUMBIA STREET
372-8235
 - 45 TRAVELODGE MOTEL
430 COLUMBIA STREET
372-8202



COLLEGE FACULTIES FEDERATION
OF BRITISH COLUMBIA

RESOLUTIONS

The following resolutions have been forwarded to the C.F.F. Executive Board for consideration at the Annual General Meeting, Friday May 9, 1975.

Please take every opportunity to discuss them with your colleagues so that your delegation to the AGM can vote your wishes.

Resolution number 1

Be it resolved that the budget for the 1975-76 year include funds to allow the incumbent President of the British Columbia College Faculties Federation full release time from teaching and/or other duties and that the acceptance of a nomination for the C.F.F. Presidency will include the availability of such released time.

Resolution number 2

Be it resolved that the budget for the 1975-76 year include funds for the half time release of the Chairperson of the Salaries and Working Conditions Committee and that the acceptance of a nomination for this position will include the availability of such released time.

Resolution number 3

Be it resolved that each C.F.F. member shall pay to the treasurer an annual due of \$65.00 per each person on strength as of December 31, 1975.

Rationale:

The above three resolutions make up a package offering a solution resolving a major problem for college faculty in British Columbia. One of the continuing refrains heard from C.F.F. Directors is that local faculty associations do not appreciate or understand what the C.F.F. is doing for them. "What do I get for my \$20.00" is the common statement. A counterpoint is the repeated statement that the C.F.F. should take more leadership, especially in the arena of communication with the provincial departments, research and data support of collective bargaining and promotion of the development of the colleges.

The solution offered to these problems is the support of released time for the two key positions in the Federation.

Costs of the release would slightly more than triple fees. It would cost \$36,000.00 to free both the President and the Working Conditions Chairperson as indicated for a year and to pay expenses. C.F.F. is presently around \$14,000.00.

The efforts of past C.F.F. executives cannot be minimized, but even they would agree that time constraints made it extremely difficult to do all that was needed.

R. Carter, V.C.C. Langara

Resolution number 4

Be it resolved that the C.F.F. strongly advocates the implementation of a block-transfer system of articulation for first and second year courses throughout the post-secondary institutions of British Columbia.

Note:

The motion to present the above resolution to the AGM was put forward by B. Schermbrucker, Capilano and seconded by A. Piquette, Douglas and carried at an Executive Board meeting.

Resolution number 5

Be it resolved that it shall be C.F.F. policy to support the inclusion of part-time instructors in college certified bargaining units.

Note:

The sense of the above resolution was put forward by J. Slater, Malaspina and seconded by A. Dunn and carried at an Executive Board meeting.

Resolution number 6

Be it resolved that the College Faculties Federation of British Columbia supports the efforts of the Provincial Government to develop Communications Policy and to increase resources for educational and public activities within B.C.

and that:

the C.F.F. believes that the community colleges have an especially important role to play within such a policy and programs

and that:

the C.F.F. believes that teachers and their organizations must be integrally involved in planning communications policy and programs; furthermore College Faculty Associations and the C.F.F. should be involved from the beginning in discussing questions of copyright remuneration and working conditions regarding educational media activities

and that:

the C.F.F. believes that proper media usage can significantly improve the educational experience within the colleges, and can greatly assist the colleges in extending services to the entire community

and that:

the C.F.F. believes that local and regional communications programs and activities should be regarded as the base of Provincial communications activity. Therefore, Provincial expenditures for communications should be partly directed to the

significant increase of media facilities and personnel available at the local level. Further, Provincial activities should include those which will support the development of local work, such as research on equipment, bulk purchasing facilities, assistance with servicing problems and the coordinated strategies for the training and employment of competent personnel for communications work

and that:

the C.F.F. believes that Provincial and local communications policy and programs should be based in an understanding that media are most effective when used as integral parts of social and educational activity and process, and not as separate activities as in traditional mass broadcasting patterns.

A. Pape and J. Bizzocchi, Capilano

Resolution number 7

Be it resolved that the College Faculties Federation of British Columbia explore the possibility of hiring a full-time Executive Secretary in order to assist the Executive in the preparation and distribution of position papers, research materials, correspondence and to act as the permanent clearing house for faculty associations throughout the Province.

Rationale:

The C.F.F. should become a more effective source of input to the Department of Education. At the present time the C.F.F. Executive operates entirely on a volunteer, no time release, no repayment basis whereas the B.C. Association of Colleges (representing College Councils) is in the process of hiring a full time Executive Secretary to be paid out of public funds. College Principals are another important source of comment and information to the Department of Education. All are full time administrators who have a secretary and who can call on staff members for research and preparation of materials. The C.F.F. is at a distinct disadvantage and needs to strengthen its voice if it is to approach the effectiveness of B.C.A.C. and College Principals. An Executive Secretary would assist the C.F.F. in developing Province-wide representation to the Department on behalf of faculty associations.

In addition, a permanent secretariat would be of great assistance to the day to day operation of C.F.F. as it works to support individual associations in collective bargaining and other facets of their responsibilities.

A. Piquette, Douglas College

Resolution number 8

Be it resolved that the Annual General Meeting of the C.F.F. adopt as policy the report of the C.F.F. Sub-Committee on the Colleges Act

and that:

the C.F.F. express concern to the Minister of Education that the implementation of those recommendations of the Task Force with which the C.F.F. finds itself in agreement has been delayed and that a College Act has been delayed for the immediate future.

R. Carter, V.C.C. Langara and R. Elmes, Douglas

NEWSNOTES

THE NEW COLLEGES

The North Coast

In the Northwest sector of British Columbia, Department of Education College planner Len Minsky and Len O'Neill presented to delegates from Prince Rupert, Terrace, Kitimat and Hazelton the costs of establishing the "Northwest Community College" for 1976-77. The cost was estimated to be \$2,695,200. Plans seem to include an interim instructional program next fall. Proposed courses and programs are in the areas of practical and psychiatric nursing, teacher aid, marine technology, forestry, power engineering and college preparatory. Academic courses may also be contracted for by the new college. A core facility with full time day long courses is not planned at this time. School Boards will be asked to approve the opening of the College in the Fall, following which the Minister of Education will be asked to approve the establishment of the institution.

The East Kootenay

Proposals for establishment of the East Kootenay College are not far behind. While specific budgetary proposals do not seem to have been publicized as yet a similar pattern of development seems to be in the works. The Advisory Committee established in January has proposed a decentralized campus spread throughout the East Kootenays. Approval by the school districts of Kimberley, Cranbrook and Fernie seems to be pivotal to establishment of the College. Agricultural health sciences, wildlife management, mining and business technology programs are being explored as initial offerings. It is felt that a day program cannot be implemented before 1976.

Northern Vancouver Island - Powell River

The report of the Advisory Committee for the College development in the area covered by the school districts of Courtenay, Campbell River, Powell River, Vancouver Island West and Vancouver Island North has been filed. There is some expectation that initial courses will be offered by the Fall of 1975. The report prepared with assistance of Len O'Neill, Co-ordinator of Community College Development and Dev Shergill, College Development consultant, recommends courses in the areas of adult basic education, B.T.S.D., and college preparation. It is envisaged that approximately four years will pass before full programming including academic, career, and vocational courses will be available.

Northeastern - Dawson Creek, Fort St. John

The report on proposed college services for the Chetwynd, Dawson Creek, Fort Nelson, Fort St. John was made public in February. Centres are envisioned at all of the above communities with various combinations of courses depending on the local needs at each. The recent Order in Council which makes it possible for school boards to establish a college without a referendum has facilitated the move to bring into being the College. Committee members are awaiting school board decisions as to whether to proceed with the establishment of this institution.

Marine College

A marine training college to meet manpower requirements of Pacific shipping will be established in the Lower Mainland. It will be independent of any existing educational facility. At present, marine programs are offered in Victoria and at V.C.C.'s Vancouver Vocational Institute. In addition, programs have been proposed for the new college on the North Coast.

BUDGETS

Gradually, allocations to the individual Colleges throughout the Province for the 1975-76 budget year are being forwarded to administrations and college councils. Colleges, almost all of which are in a developmental phase, had asked for increases ranging up to and over 200%. The average request, we understand, was somewhere around 170% of the 1974-75 budget level.

It is expected that for the greatest majority the "lift" for this new year will be considerably less than half of that average requested increase of 70%. New program proposals will not be funded with Provincial money. Capital money will be tighter. Faculty and salary allocations are sometimes called upon to take more than a share of belt tightening. It may be a tough year. It certainly won't be a growth year.

STRIKE

Vancouver

Maintenance workers and grounds keepers on strike against the Vancouver School Board agreed in mid-March to limit their picketing at Vancouver Community College campuses. An agreement was reached after the College applied to the Labour Relations Board for an order against the CUPE local's picketing. The College agreed not to perform work normally done by CUPE members during the period of the strike which was finally settled during the Spring school break.

Vocational Instructor Association members did not cross CUPE picket lines for three days early in the strike but voted to return to work after that period. Langara Faculty Association members bound only by an "individual conscience" resolution largely continued teaching. College classified staff, all school board employees, honoured picket lines throughout the dispute.

Victoria

A similar situation arose at Camosun College during the strike of CUPE locals. Janitors at Camosun's Landsdowne campus employed by the school board and under contract to the College picketed the campus when their local struck. The picket lines were honoured by clerical and teaching assistants who were members of the same local but employed by the College Council. The Labour Relations board ordered College employees back to work after a two week period. Classes were continued throughout the stoppage with faculty crossing the picket lines.

