

NEWSLETTER

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ERNIE LIVESEY

Ernie Livesey is a man who looks too young and lively to be retiring, but plans to anyhow. Appearances to the contrary, Mr. E. Livesey has earned the right to ring down the curtain on his classroom career. His long and distinguished life as a teacher encompasses 42 years in a variety of British Columbia classrooms.

He will be retiring, too, from a successful year as President of the College Faculties Federation, a year which has, in his view, been the most significant one in the organization's four-year history. As Ernie expressed it: "The CFF is now definitely on the map, recognized in several places where it really matters. I don't take credit for this. Put it down to a combination of a good executive and the time being right." As he departs from his work as a CFF founding member and its most recent president, Ernie's main hope for the CFF is that the colleges will be cognizant of this year's gains and not let them slip away.



college faculties federation of B.C.

Ernie Livesey (continued)

Life for Ernie Livesey began in September of 1908 in Edmonton; his classroom career began twenty Septembers later in 1928 when, fresh out of Victoria Normal School, he taught for a year (ten kinds in a one-room school) at a place called Buffalo Creek, a smouldering metropolis eight miles from the burning metropolis of 100 Mile House, up there in Cariboo country. Ernie says that the school building (a converted something-or-other) was well-equipped for the times, having four layers of tarpaper to serve as a blackboard. Economy-minded even in those early days of his career, Ernie saved the local board half their next year's operating expenses by using up only two layers.

About his year in the Cariboo, Ernie claims it was just as educational as the year at Victoria Normal. "I learned to smoke, drink, play poker and whoop it up at the Williams Lake stampede. I guess you could say I went to the Buffalo Creek a nice young gentleman and can back a man."

Following his year in the Cariboo, Ernie took his whoop-it-up life style back to Victoria where he had his first experience with a two-year institution by enrolling at Victoria College. After another two years at UBC, he had an honours degree in mathematics and a desire to return to the classroom as a high school math and science teacher. But in 1933 the world was replete with unemployed teachers, and it didn't look as if Ernie would get a job. Typically, he attacked the problem in a forthright and logical way. Early in July he climbed into his Model T Ford and set out to knock on the doors of as many school districts as it would take to get him employed. His quest ended at Duncan, where the happy juxtaposition of an unexpected retirement and the arrival of Ernie and his Model T got him signed up as a teacher for the coming year, and his 40-year career was underway.

He stayed in Duncan only one year and then moved down Island again, first to Saanich, where he remained until about 1942, and then into Victoria, where he taught chemistry and math at Mount View High School until 1960, when he was invited to spend two years teaching science methods in the Faculty of Education at UBC. When the two years were up, he decided to forsake Vancouver Island and become a Mainlander. Looking around for a school with an interesting future, he settled on a fledgling institution called the Senior Matriculation and Continuing Education Centre. Here he taught mathematics, and stayed on to teach it during the years when this institution went through several actual and nominal transformations: Vancouver City College, King Edward Centre; Vancouver City College, Langara; and (most recently) Vancouver Community College, Langara.

All through his teaching career Ernie Livesey has taken an active part in teacher and faculty organizations, first in the BCTF, later in the Langara Faculty Association (which he served as president in 1969-70), and now as president of the CFF. To all these organizations he has brought his great courage, his clear, political mind, his friendly wit.

Ernie Livesey (continued)

As I chatted with Ernie Livesey the other morning in my office at Langara, I realized more clearly than ever what a remarkable and courageous man he is. Left with a crippled arm as a result of having polio as a baby, he has managed during his lifetime to build three houses from the basement up. Left with stiff hip and knee after two recent operations for arthritis, he is still the fastest-moving faculty member in the Langara halls, striding purposefully from his office to his classrooms, his perennial hand-rolled cigarette stuck jauntily from one side of his mouth, a friendly greeting for everyone coming out the other. ("Hi, handsome," I remember him once shouting at me, proving either that his glasses were dirty or that smoke does get in your eyes.)

Now that he's retiring, Ernie hopes to cash in on some of his several hobbies, and already he's been signed up by VCC's Community Education Services program to teach bridge and square dancing. He and his wife intend to keep their home in Tsawassen, and travel out from there, keeping up their ties in both Vancouver and Victoria and seeing something else of the world. Ernie also expects to take up golf, one of the whoop-ups they neglected to teach him those many years ago at Buffalo Creek.

CES might also consider having Ernie Livesey give a course in how to get fun out of living. He's the model of a contemporary man who has enjoyed the first half of his life immensely. His many friends not only hope he enjoys the second half, they know he will.

Alan Dawe

PRESIDENT'S ANNUAL REPORT
FOR 1973 - 1974

Your Executive Committee, as early as May of 1973, was quick to recognize the challenges which had to be faced, most of which were immediate in nature. If these challenges were sidestepped, if the many opportunities which were constantly emerging were not grasped, then the College Faculties Federation would have to face many years before it would be recognized as a viable entity; indeed, if at all.

Consequently, the following aims became clear:

1. To re-establish unity and harmony among our member associations.
2. To improve relations with Government offices and officials, which had become somewhat strained.
3. To establish the C.F.F.B.C. as an effective voice for provincial Faculty opinion, and to let that voice be heard and heeded. In short, to put the C.F.F.B.C. on the map!
4. To cooperate with all parties who are interested in, and/or might have an influence upon the shaping of the future of the Community College movement in B.C.
5. To shape and protect the role of Faculty as the most important constituent of the Community College next to the students.

To put it mildly, the past year has been an active one for the C.F.F.B.C. This was largely because of the policies being formulated by the Provincial Government. The members of the Executive Committee have met eight times since the last C.F.F.B.C. Annual General Meeting (twice as many times as usual). In addition, the Contract Negotiating Chairmen have had separate meetings on two occasions, have sponsored a Collective Bargaining Workshop of its own, and participated in a larger Collective Bargaining Seminar on a more national scale at Banff on which the C.F.F. Executive Committee was a co-sponsor.

PROJECTS AND MATTERS OF CONCERN:

1. Communications:

This was considered to be of immediate urgency. Because certain correspondence was sent to the Minister of Education over the signature of the then President (1972-73) in the name of the C.F.F., without opportunities of approval

from member associations (probably because time was of the essence), Camosun College Faculty Association had decided to withdraw from the Federation and two other associations were considering doing the same.

I am pleased to report that this problem seems to have been solved satisfactorily, judging by the reaction of the representatives of member associations at Executive Committee meetings. Some of the reasons for this improvement can be attributed to our most efficient, conscientious and hard working Secretary, Jim Slater, and to our similarly characterized News Letter Editor, Dave Mitton. Measures that were taken include:

- a. Mailing copies of all pertinent materials to the Director, President and Secretary separately of each Faculty Association, thus ensuring a better opportunity for an association to receive and react to Executive deliberations and correspondence.
- b. Ensuring that agendas for the Executive Committee were prepared in considerable detail and circulated in advance.
- c. The return of the C.F.F. Newsletter to its original form, increasing the frequency of publication and increasing the range of content.
- d. Where time was of the essence, to apprise Executive Directors and Officers by phone of pending issues and contemplated action in order to seek approval and/or advice.

* Note: See addendum, page 10.

2. Cooperation and Liaison:

Detailed reports with respect to these are available to the A.G.M., so only a concise summary follows:

a. A joint effort, initiated largely by the C.F.F. to involve the many Community College constituent associations (Faculty, Counsellors, Administrators, Students), to investigate the possibility of cooperating on a submission to the Provincial Government. A draft of the C.F.F. brief was used as a basis of discussion. Unfortunately (but perhaps predictably), the various organizations represented failed to reach a consensus on a common wording: The Ad Hoc Committee, however, was not about to see its deliberations go "down the drain", and so an "Ad-Hoc Committee Brief on a Community College Act" was signed by 18 interested individuals, coming from all segments of the College Community.

b. A joint C.F.F., S.V.I., V.I.A. interview with the Commissioner on Education, Mr. John Bremer. The philosophical exchanges of opinions and positions which took place at this meeting (and other subsequent ones) went a long way to establish a mutual understanding of, and respect for the nature of each others problems and type of pedagogical endeavours.

c. A joint C.F.F., S.V.I., V.I.A. response to the document on "New Direction for Manpower Planning and Training", issued jointly by the Ministers of Education and Labour. The net result was an invitation to rewrite the

document. This was done, and it is my understanding that it is being given careful scrutiny and attention. Full marks must go to Bill Schermbrucker, C.F.F. Director (Capilano) and Bob Brady, Chairman of the Legislative Committee of the V.I.A. (V.V.I.), for their efforts in drafting the rewrite. This rewrite was edited by joint Executive Committee meetings, and subsequently sent to the Honorable Ministers of Education and of Labour over the signatures of:

E.E. LIVESEY, President, C.F.F.B.C.

K. GREGG, President, V.I.A.

P. FREDERICKSON, acting on behalf of the President, S.V.I.

Further to the cooperative efforts of these three organizations, the C.F.F. has had Vocational Instructor representation at nearly all of its Executive Committee meetings.

d. A representation to the Board meeting of the Association of Canadian Community Colleges. Your President was invited to briefly address the A.C.C.C. at its western meeting at Langara in the early Spring, in order to inform the Board as to the structure, purpose, activities and concerns of our Federation.

e. Liaison with:

(1) The Confederation of University Faculty Associations of B.C.

and

The Alberta Association of College Faculty

Both of these organizations invited our representation. As a result I assigned this task to Sonja Sanguinetti, C.F.F. Director (Capilano).

(2) A.C.T.R.A. (Association of Canadian Television and Radio Artists). Contact with this organization is a carry over from last year. Mr. Art Pope was assigned to represent us with instructions to observe and advise.

f. An invitation to send a representative to the annual meeting of the Canadian Association of University Teachers (C.A.U.T.), to be held in Toronto, May 16 and 18. This is under advisement by the old and new C.F.F. Executives at present.

g. Executive Committee representations to Faculty Associations. By invitation, I addressed the Okanagan College and Camosun College Faculty Associations.

3. College Act Brief:

For the past two and a half years, the C.F.F. has been preparing a brief on the College Act. The brief was finally computed and submitted to the Task Force in January. Although many persons contributed to its content, I feel

I must make special mention of Dave Mitton and Dev Shergill who perhaps contributed most in terms of content and effort to the completion of what has turned out to be a most influential document.

4. Task Forces

The Executive Committee was successful in getting C.F.F. representation on:

- (a) The Task Force on the Melding of Community Colleges and British Columbia Adult Vocational Schools. I was appointed to this by the Minister of Education. The Task Force completed its job and presented its report. To date, the report has not been made public, nor has any action been taken on it. Quite the contrary, as melding seems to have been postponed indefinitely.
- (b) The Task Force on Community Colleges. Dev Shergill was appointed to this by the Minister of Education. It is my considered opinion that Dev has served us well, as he is a respected member of this Task Force. The Working Paper which this group has recently released has generally taken our opinions into account, there being only a few recommendations in it which contradict or omit matters about which we made representation.

The C.F.F. has notified the Task Force of our intention to make a further presentation at the Public Hearings in Vancouver on May 30, at 10:00 A.M. We are greatly indebted to Gerry Ehman, C.F.F. Director (Selkirk), for his critical analysis of this Working Paper, which will serve as a basis for our May 30th presentation.

5. Constitution

Four years of experience persuaded the C.F.F. Executive Committee that the current constitution needs revamping. This task fell to Gerry Ehman, who went over the old document with a 'fine-tooth comb'. He was advised by our Member-at-Large, Gordon Ingalls (C.N.C.) who researched all available past minutes.

6. Dennison-Tunner-Jones Survey of Faculty Opinions

The B.C. Research Council published a tabulation of the responses to this survey, which was conducted by Dr. John Dennison of the Research Council and Dr. Gordon Jones of the Faculty of V.C.C., Langara, last fall, and collated by Mr. Tunner. After meeting with the C.F.F. Executive Committee, they agreed not to make the results public unless the individual Faculty Associations agreed, so the report was distributed to the Associations only. The individual Associations could then let the administration and councillors at the colleges have copies if they wished. Very little comment has been received from faculty regarding this report. Dr. Dennison and Mr. Tunner plan to carry out further analysis of the data this coming summer.

7. Certification of Faculty Associations

The C.F.F. has continued its policy of encouraging Member Associations becoming certified under the Labour Code of B.C. The Labour Relations staff has become particularly cordial and helpful since the new Code was proclaimed. Associations gaining certification to date are those of V.C.C., (Langara), Selkirk, Cariboo, Capilano and Okanagan.

8. Working Conditions Committee Activities

Under the guidance of the C.F.F. Chairman of Working Conditions, Ron Paulson, Director from Cariboo, and ably aided and abetted by the enthusiasm of his assistant, Wayne Pack, V.C.C., Langara, several successful and productive meetings, seminars and workshops were held throughout the province. Considerable expense was entailed in these exercises. Your Executive Committee cautiously debated the assignment of funds to these projects. The favourable reaction from the representatives of the colleges who attended these gatherings has vindicated the decision to direct funds into the Working Conditions Committee's efforts.

9. 1974 Convention and AGM

Don McRae (Langara) chaired the Convention Committee for this year. A detailed report on the 1974 Convention will be forthcoming. However, I wish to take this opportunity to thank Don McRae and his committee and one member of his committee in particular, namely, Shirley Veale, Langara, whose tireless and invaluable efforts have contributed greatly to the success of this convention.

10. Dismissal during contract of the President of the Douglas College Faculty Association

The C.F.F. Executive Committee has decided that it cannot act on the matter since there has been no request on the part of the Douglas College Faculty for action. However, the question is being referred to the new executive committee.

11. Expenses Incurred by the Executive Committee.

At the 1973 AGM, the fees were raised from \$10 per person to \$20 per person. The chief rationale for this increase was to allow for the hiring of a secretary. Due to the location of the Presidency for 1973-74, however, the part-time secretarial services of V.C.C., Langara, Faculty Association were secured at a very reasonable cost. This was most fortunate, as the Executive Committee soon found itself faced with much increased expenses for two main types of activities:

- (a) Increased need for more emergency Executive Committee meetings, involving considerable travelling costs, to meet the many near crisis deadlines created by the Ministries of the new government;
- (b) Increased money to meet the highly motivated Working Conditions Committee's diverse enterprises.

To me, all of these monies were well spent.

At this time, allow me to thank and congratulate our worthy Treasurer, Ray Lucas (Okanagan), who has kept the books in order and the rest of us in line regarding expenses.

12. Northern Affairs

The College of New Caledonia was ably represented by its C.F.F. Director, Phillip Beckman, assisted by our Member-at-Large, Gordon Ingalls.

Presidential Recommendations

1. One of the main projects for the 1974-75 Executive Committee should deal with the creation of an organizational structure which can allow for a more formal cooperation among the various existing Faculty Federations and Associations, rather than on the ad hoc liaison type of relations of the past. This may or may not require a reorganization of C.F.F.B.C.
2. Executive Committee meetings should all be held in the Lower Mainland area for matters of convenience, efficiency, and economy. Such meetings should be scheduled for two days (even though it may not be necessary to use the two days each time), nevertheless, C.F.F. Directors should come to these meetings prepared to put in these two days.
3. A long range objective should be the creation of a Secretariat in the foreseeable future. This will obviously increase the fees. This fee increase need not be exorbitant, although it may seem so to some. I am sincerely of the opinion that a permanent General Secretary for the C.F.F.B.C., at least on a part-time basis at first, is a must if the C.F.F.B.C. wishes to increase its image in the future of a viable, influential organization.
4. The Executive Committee should give serious attention to the fostering of the idea of, and eventually the creation of, a 'Code of Ethics for College Faculty.' The need for this has become quite evident to me through observations over the past years.

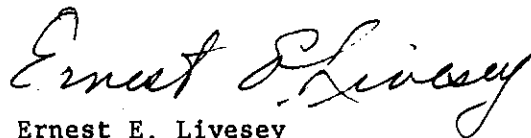
Concluding Remarks

I come to the end of my office with some feeling of satisfaction of accomplishment on the part of the C.F.F. Executive Committee. For this I can take only a small part of the credit. I credit what successes the C.F.F. may have had over my term of office to the following factors:

1. A capable, dedicated, resourceful, faithful and hard-working group of Directors behind me;
2. The opportune times and events of the past year;
3. The cooperation, advice and encouragement extended to me by Ross Carter, President, Faculty Association, V.C.C., Langara.

At the beginning of this report I enumerated our aims. To what degree we have achieved these aims is for you to judge.

Respectfully submitted,


Ernest E. Livesey

Addendum (inserted on May 13 after the Annual General Meeting of May 11, 1974, as agreed to at that meeting)

In my opinion, the 1973-74 executive, under the dedicated leadership of Gordon Ingalls, worked diligently under extremely frustrating circumstances to convey to the Department of Education our concerns, and to extract from them assurances that measures would be taken to remedy them.

These initial contacts with government officials did much to establish the identity of the CFF, which in turn made it easier for me to secure an audience with said officials.

E.E.L.

Secretary's Annual Report

The number of copies of materials sent to each faculty association was increased from one to three (Director, President and Secretary). This means that if the Director is away from the College, the association is still able to receive and react to correspondence.

Agendas for the Executive Committee meetings were prepared in considerable detail and circulated in advance.

W. James Slater
May, 1974

Salaries and Working Conditions Annual Report

The past year has been a successful one, marked by extensive participation by member colleges. Certification has been a major objective in a number of colleges this year and to date Capilano, Cariboo and Selkirk Colleges have joined VCC in going the route to certification. Douglas, Malaspina, Okanagan and possibly CNC will follow during the coming year.

At the September meeting in Kamloops a variety of topics related to working conditions were given a preliminary airing and further discussions in Kelowna in October served to focus attention on a number of specific issues: among them, Duties and Role of Chairmen and the position of 'part-time' instructors. At this time it was agreed to seek a greater participation by delegates from vocational areas as well.

These and other topics were given an in-depth examination at VCC in late November and while no consensus was reached, delegates were in a much better position than before to establish guidelines at their respective colleges.

Daphne Kelgard at Capilano worked to assemble an up-to-date summary of conditions existing at each college but in view of the rate at which changes are occurring at the colleges this will have to be a top priority item for the incoming committee at its first meeting in September.

A number of delegates attended the Banff Seminar on Collective Bargaining and recognized the value of such a seminar for B.C. Colleges. Thanks to the work of Wayne Pack of VCC, Daphne Kelgard of Capilano and others, such a seminar was held in January near Whiterock. A report of that seminar will appear below.

As Chairman, I would like to thank the previously mentioned individuals and all those others, who, in the absence of much effort on the part of the Chairman, have worked to make this past year the most successful one to date for the salaries and working conditions committee.

The coming year, with the problems certain to arise with settling disputes related to certified agreements, will be a challenging one but with a continuation of the type of participation shown this year it will certainly be a very useful one for the member colleges.

R.E. Paulson
Cariboo College

Professional Development cum Newsletter - Annual Report

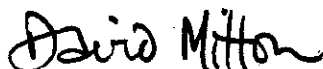
Through the CFF newsletter, an attempt was made to share views on various aspects of faculty exchange within and without the province. Several interesting and informative letters and articles were circulated through this medium, both from those who have experienced exchange positions and those enquiring about the circumstances thereof.

The newsletter was also instrumental in informing our members of the events included in our joint annual convention with the vocational instructors of B.C.

Four editions have been published, with attempts to maintain regular features of "round the campuses", and specific items of recent concern to your executive committee.

I wish to express my sincere thanks to all our C.F.F. Directors, Member-at-large, President, and all contributors, especially our resident caricaturist, Dick Reiner, of V.C.C., Langara.

Respectfully submitted,

A handwritten signature in dark ink, reading "David Mitton". The signature is written in a cursive, flowing style.

David Mitton, V.C.C., Langara

May, 1974

Pensions Committee Report

The Pensions Committee was virtually non-existent throughout the year due to the fact that its leadership evaporated with the resignation of Dev Shergill, CFF Director (Douglas College) and Pension Committee Chairman.

I have undertaken to organize a Seminar on Superannuation for the Convention, scheduled for Friday, May 10, at 3.15 p.m. Resource persons from the office of the Superannuation Commissioner, Victoria, from the office of the BCTF, and from the office of the New Westminster Branch of CPP have been secured. I trust that each and every member association of the CFF will be well represented at this meeting.

I am also recommending that a Pensions Committee meeting be held in late May or early June of 1974, using Mr. Dave Smith, BCTF pensions officer, as a resource person. The purpose of this meeting is twofold:

- a) Enlightenment
- b) A plan of action for the coming year in order to ascertain our requests for legislative improvement to the Pensions Act.

I strongly urge each Faculty Association throughout the province to concern itself with pension matters and have a representative at this meeting who can become intelligently informed re pensions.

The following is a summary of recent legislative changes to the College Pensions Act.

E.E. Livesey
Acting Pension Chairman
VCC Langara

COLLEGE PENSION ACT

1974 AMENDMENTS - SPRING SESSION

S U M M A R Y

General Objective - To bring provisions equivalent to corresponding provisions in the Teachers' Pensions Act and the Public Service Superannuation Act.

1. ESCALATION

(1) Increases for Pensioners - New section 3A

- (a) Although there is only one pensioner, the legislation was made parallel. As most contributors were previously under the Teachers' Pensions Act prior to their appointment to a college faculty and as this characteristic will likely apply indefinitely into the future, consideration ought to be given to amalgamating the College Pension Act with the Teachers' Pensions Act in the near future.
- (b) Financing - The amendment to section 5, initially provides no additional contributions. However, it also provides for the commencement of one-half of one per centum of salary each by both employer and employee on the same basis as the other Plans.

(2) Increases for Deferred Pensions - Section 12, subsection (6)

Escalation by Consumer Price Index. Same as for other Plans.

(3) Increases for Deferred Disability Pensions - Section 10, subsection (2)

Escalation by Consumer Price Index. Same as for other Plans. In both cases of deferred pension, the present provisions allow an assumption of a flat 3% increase rather than the Consumer Price Index.

2. POLICY

(4) Early Retirement - Section 11, subsection (1)

Allows retirement at age fifty-five with thirty-five years of service - NO REDUCTION.

Between the ages of fifty-five and sixty, retirement with less than thirty-five years of service is permitted, but the reduction is 5% for each year short of age sixty.

This is the same formula used in the other Plans. (No.(11) - T.P.A. Summary)

(5) Reinstatement - No reinstatement is provided where a contributor resigns, takes a refund and subsequently resumes employment, as contributors to this Plan have immediate vesting without regard to service.

COLLEGE PENSION ACT - 1974 AMENDMENTS - SPRING SESSION(5) Reinstatement - (Continued)

Similarly, reinstatement is automatic on resuming service where the employee did not apply for refund.

(6) Re-employment - Section 17, subsections (4) and (5)

Where a person in receipt of an allowance is re-employed, the present provisions require suspension of the employer part of the pension under certain conditions and for the continuation of that payment under certain other conditions.

The amendments extend the provisions where the full amount is paid to include cases where the spouse has a dependent in full-time attendance at a university or college.

Also, the permissible earnings level has been increased by having it adjusted annually on the basis of the changes in the Consumer Price Index.

(7) Reinstatement - Re-employment - Section 6, subsection (3)

In view of the option to elect to receive a superannuation allowance as early as age fifty-five, there will be cases where the person changes his mind and resumes employment shortly after the granting of the allowance.

A new provision has been added to allow such a person to apply to have his superannuation allowance rescinded by repaying all amounts paid to him in full, in which case he is reinstated as if the allowance had not originally been granted.

(8) Interest on Refunds - Section 16

- (a) Compulsory contributions - Increases the interest paid on refunds to four per centum per annum.

The same rate used in other Plans. (No. (7) - T.P.A. Summary)

- (b) Voluntary Contributions - Allows the Lieutenant-Governor in Council to specify a higher rate of interest to be paid on voluntary contributions.

If the suggested rate of six per centum per annum is used in other Plans, that same rate should apply in this Plan.

3. HOUSEKEEPING - GENERAL(9) Reciprocal Employer - Section 11A

Names the Workers' Compensation Board as "reciprocal employer".

COLLEGE PENSION ACT - 1974 AMENDMENTS - SPRING SESSION(10) Correction of Error - Section 12, subsection (5)

The 1973 amendments should have removed the year 1971 and substituted the year 1973 being the year of commencement of the five-year averaging.

(11) Increases for Pensioners - New Section 3A

4% for 1973 retirements;

12% for 1972 retirements and earlier

The percentage applies to the lifetime portion based on the December 1973 Consumer Price Index of 156.4.

The 1973 increases were intended to bring all pensions to an Index of 139.8, being the annual Index for the year 1972.

Therefore, 1972 and earlier retirements require an increase of

$$\frac{156.4}{139.8} = 12\%$$

1973 retirements require an increase of

$$\frac{156.4}{150.4} = 4\%$$

This increase becomes effective July 1, 1974, as all increases must be calculated manually.

Commencing 1975, changes will be made quarterly, based on the Consumer Price Index, when the computer records are converted to avoid the necessity for manual calculation

MEMBER-AT-LARGE: ANNUAL REPORT

Policy of the College Faculties Federation of B.C.

The following is a compilation of the motions of C.F.F. executive and general meetings arranged according to the topics they relate to. It is intended to be the basis for a policy book which should be an ongoing project for C.F.F. executives, and also to be a convenient reference for faculty seeking to know C.F.F. policy on a given topic. Motions directing the executive to take certain actions, such as informing member association, requesting information, and the like, have been omitted, as have other procedural and "housekeeping" motions. Motions are identified by date (day, month, year) and are edited only when the ellision does not change the intent. The motions are arranged under headings which are intended to identify the area of policy concerned.

Faculty Welfare

- that C.F.F. supports a new College Act.
Ex. 5-12-70.
- that C.F.F. support any faculty member whose job is threatened by the order-in-council. (Re. October FLQ Crisis)
Ex. 5-12-70.
- that C.F.F. investigate circumstances surrounding faculty dismissal under the order-in-council.
Ex. 5-12-70.
- that C.F.F., if it find in favor of an individual dismissed under the order-in-council, discover means of support for the faculty member legal and otherwise.
Ex. 5-12-70.
- that C.F.F.'s priority is, at this time, contractual and working conditions.
Ex. 4-12-71.
- that C.F.F. supports the position of member association under attack.
Ex. 19-2-72.
- that C.F.F. supports the stance of the Collective Bargaining Defense Committee re the limitation of Collective Bargaining rights by the provincial government.
Ex. 11-5-72.
- that C.F.F. seek talks with Department of Education regarding changes in college legislation.
A.G.M. 12-5-72.

--that C.F.F. member-at-large assume responsibility for watching brief in Victoria as outlined in A.G.M. motion.
Ex. 13-5-72.

--that contract chairman of member associations meet at C.F.F. expense.
Ex. 13-5-72.

--that C.F.F. write a college act brief.
Ex. 11-11-72.

--that the member-at-large communicate to the Minister that the failure of two members' associations to gain certification makes it particularly important that this whole matter receive urgent attention.
Ex. 17-2-73.

--that C.F.F. opposes the affiliation of college faculty with any public service union.
Ex. 11-11-72.

--that C.F.F. recommends that, until such time as college legislation legalizes and formalizes the employer/employee relationship between faculty and college councils, member associations apply for certification under the Labor Relations Act.
Ex. 11-11-72.

College Autonomy and Teaching Excellence.

--that C.F.F. recommend that the Department of Education should not consult the participating school boards on details of college operation.
A.G.M. 26-3-71.

--that C.F.F. recommend that college councils be empowered to contract debt for purposes of capital expenditure.
A.G.M. 26-3-71.

--that budget and autonomy be priorities at the B.C. Association of Colleges meeting.
A.G.M. 26-3-71.

Academic Freedom.

--that C.F.F. appoint a Committee for Academic Freedom and professional responsibility.
A.G.M. 26-3-71.

--that the word 'College' must mean all four aspects of the community it encompasses: students, faculty, administration, and the community at large. So it is the responsibility of those in positions to speak for the college to refrain

from using their authority to curtail the freedom of expression of those groups within it. The C.F.F. has been organized by college faculty, amongst other things, to co-ordinate activity in areas of mutual concern. This policy applies to both C.F.F. and faculty association activities.

Ex. 14-15-9-73.

N.B. Motions dealing with Order-in-Council concerning F.L.Q. advocacy are relevant here also.

Motions to implement policy of communicating information.

--that the Newsletter publish more frequently.

Ex. 13-5-72.

--that each director present a report on local matters to each executive meeting to be subsequently published in the Newsletter.

Ex. 17-2-73

--that minutes and Newsletter's be sent to all colleges.

--that member associations decide whom to distribute the minutes and Newsletters to.

Ex. 5-12-70.

--that College Councils, Administration, and the Department of Education be invited to continue participation in C.F.F. A.G.M.'s.

Ex. 16-6-72.

Professional Development.

--that professional development programs for college faculty can best be developed autonomously by the individual college faculties according to their own identified needs. The C.F.F. holds that no standard or compulsory provincial professional development programs should be produced. Co-ordination of Provincial professional development programs and communication are presently being handled by C.F.F., and this is held to be sufficient to serve faculty needs.

Ex. 4-12-71.

--that the A.G.M. be held in May for two days and that it include professional development opportunities.

A.G.M. 26-3-71.

--that C.F.F. tell August 25, 1972 planning meeting of the precedent for a comprehensive provincial professional development meeting set at our Kelowna A.G.M. and ask support for such meetings in the future.

Ex. 16-6-72.

--that C.F.F. does not favor diversion of any funds set aside for articulation meetings to more general provincial meetings.
Ex. 16-6-72.

--that the Division of Post-Secondary Services and the C.C.C.P.C. be urged to collaborate with C.F.F. in matters of planning and budget for a joint professional development venture.
Ex. 26-8-72.

Faculty Participation

--that C.F.F. endorses the principle of faculty and student participation in policy making and urges the Minister of Education to restructure the college council to include significant representation from those groups.
A.G.M. 26-3-71.

--that C.F.F. endorses the principle of faculty and student participation in the administration of colleges.
A.G.M. 26-3-71.

--that the academic Board and Advisory Committee for B.C. be opened to membership from senior college faculty recommended by C.F.F. in proportion to the number from public universities.
A.G.M. 26-3-71.

--that C.F.F. prepare a statement of rationale for seating faculty on college councils.
A.G.M. 5-12-72.

--that C.F.F. formally request that senior faculty members, appointed by C.F.F., be seated on the Academic Board and other advisory committees of the Department affecting colleges, especially the Technical-Vocational Advisory Committee.
A.G.M. 12-5-72.

Melding

--that a C.F.F. brief be submitted to the Minister requesting a delay of melding until the Commission on Education examines the educational implications of melding.
Ex. 17-2-73.

The minutes of the 1973 A.G.M. are still unavailable, so any motions there made are not included here. In the future the President should contact Rod Michell to get those minutes.

Respectfully submitted,

Gordon Ingalls,
Past President
Member-at-Large

Annual Report

Vice-President, C.F.F.

The role of the vice-president in any organization is largely a general one of filling in holes. During the past year, I have attempted to wield the personnel emplacement evacuator (nee shovel -- U. S. Army) assiduously in this regard.

More specifically, it has been my task to review the C.F.F. Constitution. Most of the changes suggested were housekeeping changes. However, certain of the amendments can have significant effects on future C.F.F. directions, and should therefore be carefully considered.

In conclusion, on the basis of my experience this year, I would like to make two suggestions:

1. In the interest of communications and coordination, that individual Faculty Associations amend their Constitutions to include their C.F.F. Director as either a full member or member ex officio of the Faculty Association Executive.
2. That the area of prime interest for the C.F.F. this year will continue to be the impending College Act Legislation.

G. Ehman

Report of the C.F.F. Committee on the College Act

After many years of discussions and debate, the C.F.F. formulated its Position Paper on Community Colleges in British Columbia, and forwarded 15 copies to the Task Force on Community Colleges, chaired by Mrs. L'Estrange. This paper was widely distributed, and copies are in the hands of your C.F.F. Director, or Faculty Association Executive.

A special subcommittee of the executive, Messrs. Livesey, Slater, Ehman and Mitton, supported our brief orally, in meeting with Task Force members early in February.

The subsequent working paper, Towards the Learning Community, contained points of agreement with our paper, but many important omissions were noted. One in particular was considered serious enough to warrant a special letter to Education Minister, Mrs. Dailly, and Task Force Chairperson, Mrs. L'Estrange. It essentially was the omission of any mention of protection for academic freedom for College faculty.

Mrs. Dailly responded, and included the statement " . . . having read the section of the working paper regarding bargaining relationships, I feel it difficult to understand how one could view it as posing a threat to either academic freedom or any possible suggestion of civil service status. Indeed, my interpretation of such a recommendation is that the College faculty would 'be allowed to function with a minimum of interference, and to collectively bargain independently and without direct or indirect legislated affiliation'".

Yet another ad-hoc committee has been struck, consisting of Messrs. Ehman, Ingalls, Mitton and Webster, to present an opinion orally to the Task Force on May 30, 1974. A brief in this regard is presently being drafted.

Respectfully submitted



David Mitton

May, 1974

The Joint Ad-Hoc Committee Report

At the B.C. Association of Colleges annual meeting last June, it was agreed that the various organizations within the colleges should investigate the possibility of cooperating on submissions to the provincial government. Accordingly, the Society of Vocational Instructors of B. C. (SVIBC), Vocational Instructors Association (VIA), B. C. Association of Student Unions (BCASU), BCAC, and CFFBC formed a "Joint Ad-Hoc Committee" to prepare a brief to the Task Force on the Community College. (The Task Force had not yet been formed at that time, but we were certain it would be announced in the Fall.) A draft of the CFFBC Position Paper on Colleges was used as a basis for discussion. Although the Committee met several times between June and November and the members were able to agree on a variety of issues, it became so difficult to have the resulting brief ratified by all the organizations involved that the members decided to sign it as interested individuals within the colleges community. Of the 18 signatories of this "Ad-Hoc Committee Brief", nine were college faculty (from CFFBC: Ross Carter, Ernie Livesey, Dave Mitton, Dev Shergill, Jim Slater and Brian Webster). The Task Force's Working Paper included a number of suggestions from the Brief (which reinforced many recommendations in the CFFBC Position Paper), and so the effort was worthwhile.

The Joint Ad-Hoc Committee has been discontinued for the present. One reason for this is that its very able Chairman, Galt Wilson, was dropped from the College of New Caledonia Council as a government appointee so the BCAC (of which he was also the President) has been in disarray for the last few months.

What is the future of such collective discussion? It would seem to be a good way to resolve specific urgent questions but not suitable for generating coherent philosophies. For instance, it was only through the unusually strict diligence of such persons as Jean-Pierre Daem, of the Douglas College Council, who accepted the task of writing the Ad-Hoc Committee Brief in its final form, that anything concrete was achieved this time.

Respectfully submitted

W. James Slater

To: Ernie Livesey

From: Sonja Sanguinetti

Re: Liason with Confederation of University Faculty Associations of B.C.

I have attended two meetings of the C.U.F.A.B.C. as a delegate of the C.F.F. In these meetings many issues of common concern have been brought up and the commonality of our interests have become more apparent.

Some of the areas of concern are:

1. Collective Bargaining - an area in which the colleges have moved faster than the universities
2. The need for a secretariat - both our organizations feel the need for some form of paid help. Is it possible to facilitate this by joint action? Do we wish to discuss this with C.A.U.T. representatives who are also becoming visible in this area?
3. Media - both our organizations are concerned with the future of Educational T.V. and other media in our province
4. The Cowan Commission report - after discussion, it is apparent that there is genuine desire on the part of C.U.F.A.B.C. to seek a joint position with C.F.F. that can be taken to the government

As time goes on, we will be sure to have other issues arise in which the provincial government will attempt to play college faculty against university faculty for the limited education dollars. I would recommend that we continue this liaison and would be happy to continue to serve the C.F.F. in this role.

May 8, 1974

Report to the C.F.F.
From Arthur Pape and Jim Bizzocchi

Re: Questions of Copyright Policy Development and CFF Relations with
Other Groups Interested.

We have represented CFF at several ad hoc meetings to discuss copyright policy. (I. e. protections for authors, etc. of educational materials in a wide range of media forms, being produced in the Colleges, etc.) Other organizations in those discussions have been the Canadian Association of University Teachers (CAUT), the B.C. Teachers Federation (BCTF), and the Association of Canadian Radio and Television Artists (ACTRA).

These meetings were to some extent initiated by ACTRA, who would like CFF and others to join with them in a consortium similar to that they have formed in Ontario. There the Ontario Teachers Federation and the Ontario Confederation of University Teachers Association have collaborated with ACTRA to negotiate a collective agreement (for members of the three organizations) with the Ontario Educational Communications Authority - with respect to fees, residuals and copyright arrangements for writers, performers and educators.

Our evaluation is that any such commitment by CFF at this time would be extremely premature. It is certainly worth considering for an appropriate future time, although we are not at this time disposed to recommend that we in B.C. follow the Ontario model.

We suggest that these questions cannot be discussed in isolation, given that educational media developments in B. C. are still in their very early and small stages. Moreover, there has as yet been little discussion or development by college faculty people, on the real possibilities and directions for media in college education.

Therefore we advise that CFF create either a position or small committee to carry the ball on these questions at this stage. Discussions and continuing contacts should be carried on with member Associations - and with other organizations and appropriate agencies - on educational media developments and copyright policy. (These two broad areas should not be separated from each other at this stage.) Work should also be carried on through the CFF Working Conditions Committee to assist member Associations to keep up to date with each other and external developments for the negotiation of copyright and other arrangements in individual colleges.

Further we suggest that CFF join the Western Educational Media Committee, which is designed to bring together those in the west who are involved in protecting the rights of creators of film, videotape, etc. Present members are CAUT, ACTRA and CAUT's four western provincial affiliates. The above-proposed position or committee should represent CFF at this Western Committee.



capilano college memorandum

from: Bill Schermbrucker, CFF Director, Capilano College
to: CFF

REPORT ON CFF ACTIVITIES REGARDING THE "MANPOWER PLANNING AND TRAINING"
DOCUMENT RELEASED BY THE EDUCATION & LABOUR MINISTERS, DECEMBER 18, 1973

First reports and rumours of intended changes in the planning and administration of manpower training reached CFF Directors from a number of sources in early December, 1973. We were very alarmed. It appeared that a major change affecting Colleges and affiliated institutions was about to happen, but there had been no consultation with faculty about these changes; moreover, from what we heard, there had been no real consultation with anyone else about the changes; and finally, if the rumours we had heard were true, it seemed that the Department of Labour was going to have a new role - a very active and powerful role - in the planning and running of vocational and even career programmes.

CFF's first action was to communicate at once with Ms. Dailly, by telegram, letter and telephone. We expressed our alarm and concern, and asked for a meeting with Ms. Dailly and if possible, the Labour Minister, Mr. King, to explore the matter of our concern.

Ms. Dailly responded quickly. She released the "Manpower Planning and Training" document to all relevant institutions and individuals, under her own signature and Mr. King's. Secondly, she arranged for CFF representatives to have the meeting with herself and Mr. King which we had requested.

On January 16, 1974, Ernie Livesey, Jim Slater, Bill Holdom and myself, together with a number of observers from the SVI and the VIA, met Ms. Dailly in Victoria. The Government group also included Mr. King, Andy Soles, and Jack Fleming. In this meeting, CFF, SVI and VIA representatives spelled out their various anxieties, both about the way in which the proposed changes had not been discussed fully at an early stage, and about the danger of Labour Department involvement in education. The upshot of this meeting was a very strong assurance from both ministers that the Labour Department would not be interfering in any way in the areas which are properly the concern of the Education Department or of individual colleges or technical and vocational institutions; secondly, Ms. Dailly invited CFF officials and any other interested parties to submit rewordings and revisions of the policy paper. She stressed that the policy paper is very clearly up for discussion, and not final at all. So, we went away feeling we would have input, and that it would probably be listened to.

During February, Bob Brady of VIA, and myself for CFF, drew up new versions of the policy paper. After several joint meetings, involving Kay Brodie of SVI, other SVI representatives, CFF and VIA representatives, a joint rewriting of the policy paper by the three organizations was achieved, agreed to, and forwarded to Ms. Dailly. So, our input has gone to Victoria, and hopefully Victoria will read it and take notice, and the concerns we have shown will be reflected in legislation and policy.

Copies of the joint brief are available through CFF, VIA, SVI representatives.

W. G. Schermbrucker
6 May 1974.

REPORT OF THE C.F.F. WORKSHOP ON COLLECTIVE BARGAINING

The Salary and Working Conditions' Committee of the C.F.F. organized and sponsored a collective bargaining workshop. It was held from January 18 - 20, 1974 at Kwomais Camp (formerly the Ocean Park United Church Camp) in White Rock, B. C. All the community colleges in the province sent representatives, usually members of the negotiating teams, with the exception of Malaspina and Camosun. B. C. I. T. and VCC - VVI - SPD also sent representatives. BCVS and other vocational schools were invited but did not attend. The Alberta counterpart of our C.F.F. was invited but could not attend. They would like, however, to be invited to our Annual meeting in May. Three resource persons attended the Saturday sessions. They were T. McGrath from CBRT - Seaman's Section, G. Brown from CAIMAN, and S. Rush from BOLTON, RUSH & CLAGUE. All in all, approximately forty (40) people attended the workshop.

The workshop began on Friday evening with a Wine and Cheese Agenda Planning session. The Saturday sessions consisted of discussions related to particular issues of collective bargaining such as kinds and specifics of contracts, the Explicit and Implicit Rules of the game of Negotiations, etc. The high point of this day was a set of roleplaying exercises with the resource people playing the part of management/ College Council and the faculty playing the part of faculty. Strangely enough, settlements were reached in these exercises.... The final sessions of the day consisted of discussions with S. Rush on the ramifications of the new labour code. Sunday's session concerned itself with how to deal with the present provincial situation, and with plans for future actions. The problems of the organization of the C.F.F. Salary and Working Conditions committee and information accessibility were also discussed.

It was agreed to review in May the impact of this workshop on the then on-going negotiations. It was unanimously concluded that the present workshop had been provocative and informative and that serious attention be given to making the workshop an annual event.

Respectfully submitted,

Wayne R. Pack

Wayne R. Pack
Instructor, Sociology, VCC-Langara
Chairperson - Steering Committee of
C.F.F. Collective Bargaining Workshop

'round the campuses

Okanagan College

Certification under L. R. Act approved March, 1974.

F. A. AGM held May 1, 1974, with new slate of officers elected:

Vince Holbrook, President

Joan Horsley, Vice-President

Bert Tindall, Treasurer

Doug Cole, Recording Secretary

Reed Fowler, Corresponding Secretary

College region expanded with referendum approval on April 26th.* Arts and Sciences courses will be offered in the coming academic year.

*At Penticton

Selkirk College

The Cowan Commission continues to remain a large question mark and debate between representatives of N.D.U. and Selkirk is still ongoing, with each institution holding diametrically opposed views. N.D.U. wants full and immediate implementation of the Report, while Selkirk has proposed an alternative model, of a single comprehensive Regional College for the East and West Kootenays with campuses at Castlegar, Nelson and Cranbrook. The hoped for decision on this matter by the Minister of Education has not yet materialized.

Meanwhile, the College will continue to provide services to the East Kootenays, assisted by a budget for this purpose from the Provincial Government. An "East Kootenay Co-ordinator" will be appointed shortly. This is one of a large number of administrative, faculty, and staff positions created partly in response to the expansion of community services and partly as restoration following the cut-backs of the past few years.

Negotiations between the faculty association and the College Council are in progress. The Council has employed the services of a professional negotiator. It is hoped that an agreement will be reached before July 1, retroactive to April 1.

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|-------------------|
| Malaspina College |
|-------------------|

At the AGM of the Faculty Association, Bill Holdom, who was President last year, reported that when he took office, the two main issues to be settled during his term would be conditions of the meld and certification of the Association under the B.C. Labour Code. He said that neither had occurred so perhaps they will be big issues during the new year, or the year after that . . .

Some controversies and achievements which actually occurred were (from Bill's report):

1. Selection of new Dean of Instruction: A committee of five faculty and staff recommended two persons for the position, one of whom was chosen, Gary Barrslaugh.
2. Work-load formula: Problems were encountered in administering the "C" factor in

$$H + 1\frac{1}{2}P + \frac{N}{6} + T + C = 50$$
 (See reports in previous Newsletters)
 The Personnel Committee has recommended that the formula be replaced by an Area-based workload system.
3. New contract: Cost of living increases advanced from August to April and all fully-qualified faculty on a single, more equitable scale.
4. U. Vic.visit: Faculty travelled to the University of Victoria to visit with our former students -- with a successful collection of views taking place.

The new executive members of the Association are:

President: Bert Kampers (Hotel-Motel Management)
 Vice-President: Yves Troendle (English)
 Treasurer: Joe McPeck (Mathematice)
 Secretary: Jeanette Matson (Counselling)
 Chairman,
 Contract Negotiating: Ken Lyall (Physics)
 Chairman,
 Professional Development: Kevin Roberts (English)
 Chairman,
 Personnel: Bill Holdom (English)
 Member-at-large: Ross Fraser (English)
 CFFBC Director
 (ex officio): Jim Slater (Physics)

Respectfully submitted,

W. James Slater

