

newsletter

College Faculties Federation of B.C.

VOL. 77/1

The College Faculties Federation of B.C.

February 1977

EDUCATION ACTION COMMITTEE BRIEFS CAUCUSES ON ISSUES FACING COMMUNITY COLLEGE SYSTEM

The Education Action Committee of the CFF has met in the past two weeks with all opposition caucuses and the Social Credit government caucus.

A substantial brief prepared for the meetings provided current information about the college system. It emphasized CFF and college faculty concerns, especially focusing on financial difficulties and the problem colleges are having maintaining the open-door policy. The brief indicated that three years of budget cutbacks (the increases have matched neither necessary growth nor inflation) have already hindered the capacity of colleges to offer the level of services expected in college regions.

Several colleges will have entire programs suspended if one or two more courses are dropped. The CFF brief to M.A.'s in Victoria was aimed at developing opposition, and backbench support for better financing of the college system.

It also dealt with the question of the proposed B.C. Post-Secondary Education and Training Act. Information leaked to the CFF indicates that the Government is proposing two province-wide councils, one with responsibility for academic programming and the other with responsibility for vocational/technical education.

Sonja Sanguinetti, speaking to the Social Credit Caucus (about twelve backbenchers), outlined the implications of these developments. In a special brief to the Socred Caucus the Committee indicated that these councils would create a new level of decision-making, interfering even more with the smooth operation and development of colleges. What is worse, the twin council model would introduce competition for financing and would begin the process of breaking down the comprehensive community college model, re-introducing the old distinctions between education for occupations and for academic streams.

(Sonja Sanguinetti is Chairperson of the Education Action Committee, which arranged the caucus meetings to put the faculty viewpoint before M.L.A.'s.)

The Committee has been unable to determine as yet the labour relations elements of the new Act. Eric Green spoke to Dr. Walter Hardwick, Deputy Minister of Education, and it was suggested that the new Act does deal with the question of bargaining. The Deputy Minister said the input from consultants who travelled around B.C. last fall was not particularly helpful. It is known that the Government has for a year been assessing the Quebec legislation governing bargaining in the public sector, which covers educators, with a view to applying it to B.C.

Recent statements by the Government regarding the possibility that the public sector will be controlled by provincial legislation if the AIB controls are lifted, suggest that educators will be covered by a new controls program.

The Committee believes that the creation of provincial councils will make local college councils largely irrelevant with regard to development of the colleges, and introduce even more chaos into the bargaining system. Similar province-wide councils in Alberta were established and then disbanded several years ago. The move represents in B.C. steps toward increased centralization of control over post-secondary education. Councils of this kind, with all government appointees, have tended to do what the government wants them to.

A full report on these caucus briefings is being sent by Sonja Sanguinetti to CFF Directors.

NORTH ISLAND COLLEGE SITUATION

Citizens from the North Island Community College Region have established a community action group to investigate developments at NIC.

Three court cases are now pending against the Principal and the College Council. Over sixteen original faculty, most of whom were active in forming the College's faculty association, have had their contracts dropped.

The community action group is preparing a brief to the College Council that will address itself to all of the problems the college now faces.

It has been learned that the Provincial Government, which is ready to announce new appointments to Councils throughout B.C., is planning to place people on North Island College Council who will be expected to deal with these problems.

BCAC-CFFBC COLLECTIVE BARGAINING SEMINAR
GETS HIGH MARKS FROM PARTICIPANTS

A preliminary review of appraisals of the January 14-16 First Annual Collective Bargaining Seminar indicates that the seminar was a major success.

Letters received by the BCAC and CFFBC have indicated that most of the 156 people taking part found the seminar to be extremely useful.

The CFFBC requested development of the seminar in the Spring of 1976, anticipating the need for better communications between councillors and faculty. Comments from participants suggest that this was achieved, and several representatives of the BCAC have suggested informally that similar events should be planned on other subjects of mutual interest as well.

A full review of the statistics from the appraisals will be given to CFF Directors.

OKANAGAN COLLEGE CHARGES COUNCIL WITH
BARGAINING IN BAD FAITH

Okanagan College recently charged their Council with bargaining in bad faith. The charge rests on the issue of fiscal responsibility, which the Council has claimed is outside their control.

The Labour Relations Board has attempted to sidestep the issue, and force mediation on the two sides. Okanagan's faculty association is pushing the Board to rule on the fiscal responsibility issue, bringing to a head the principle that has been the key to all bargaining this past year.

The association is also trying to deal with layoffs imposed by the College, involving five people. Some have been offered work in other positions.

The College is moving to drop Adult Basic Education programs, a plan that has resulted in formation of a community action group to fight the plan. Faculty at Okanagan feel this move (against the concept of a comprehensive community college) is part of a strategy to turn Okanagan into a university ultimately. The Winegard Commission on post-secondary education in non-metropolitan areas recommended a campus to be run by Simon Fraser University at Vernon. There appears to be strong political pressure to put the campus in Kelowna.

NEWSLETTER JOURNAL PLANNED

An improved Journal dealing with college issues is planned this year. If you wish to write, or have written, a serious in-depth article on some issue relevant to the colleges, please contact Ian Johnston, c/o Malaspina College, 900 5th St., Nanaimo B.C. V9R 5S5. Tel: 753-3245.

Messages can now be left for Eric Green during the day at 687-1801 in Vancouver, any time between 9:00 a.m. and 5:00 p.m. Or call 738-2724 as before.

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March 1977

INITIAL MEETING HELD ON UNIT DESCRIPTIONS

WITH LABOUR RELATIONS BOARD AND COLLEGE REPS.

CFFBC representatives met with two Labour Relations Board officials March 2nd to begin discussions about what the LRB is describing as "problems with appropriate descriptions."

Other college system representatives included Grant Fisher, Principal of Camosun College, representing the Principals' Association, and Frank Beinder, Executive Director of the B.C.A.C. Representatives from AUCE, BCGEU, Camosun College Faculty Association, Vancouver Regional and Municipal Employees Association were also in attendance (CUPE was there as well).

The CFF was advised when the meeting was called that this original meeting was being held to set out an agenda for a panel which would consider submissions, written and verbal, on these subjects. When we arrived at the meeting Wednesday, we were asked to comment on the problems associated with unit descriptions.

Discussion was haphazard and unfruitful; we were, however, assured by Ted Stennet, Assistant Registrar, that no conclusions would be drawn. The CFF informed the LRB that we have been researching the question for many months and were in the process of preparing a formal presentation on the subject. A brief on unit descriptions is being prepared and will be presented to the Executive Committee and Associations for review before it goes to the LRB.

Throughout the Wednesday meeting, the group was assured that the Board did not envision total unilateral changes to simplify descriptions of bargaining units, but nevertheless was committed to trying to rationalize the unit descriptions somewhat.

A BCGEU representative said that there are "deep rifts" and differences between vocational and academic instructors. The CFF disagreed totally, pointing out that differences in unit descriptions are largely based on historic circumstances. Cariboo and C.N.C. have single units that function well.

Those who attended this meeting had been informed that it was arranged to prepare an agenda for future input from all interested groups. The conclusion was (surprise to the LRB!) that the upcoming B.C. Post-Secondary Education and Training Act may make the proceedings irrelevant. Further meetings will not be held until the Act is available.

The CFFBC will, however, continue to prepare the brief. Copies of the draft brief will be available through CFF Directors.

--Eric Green

HARDWICK OUTLINES PLANS FOR EXTENDING MEDIA PACKAGING TO POST-SECONDARY EDUCATION

Learning resource specialists (librarians, audio-visual specialists, etc.) and educators were asked to attend an 'invitational' conference on distance learning March 3rd and 4th.

What follows is a precis of Dr. Walter Hardwick's comments to the assembled 300-plus people at Hotel Vancouver.

"There are 340,000 adult education learners being served by the education system in B.C. This compares to 500,000 in the K-12 system. The numbers of adults using services is increasing. The pace of changes in our society is substantial. More and more adults will involve themselves in the education system in some way.

Distance Learning is part of the process of serving these people. Distance learning is not new. A Correspondence Branch has operated in B.C. from the Dept. of Education for 40 years. It serves 16,314 students.

People using these services are in isolated places, are inmates of public institutions, or live in other countries.

...cont.

The Correspondence Branch and UBC's Extension Dept. have international reputations in this field.

But in the post-secondary education area we have fragmentation and duplication of effort. We may be using techniques for delivery of services rooted in processes of a decade ago. The greatest expansion in 'distance learning' is in this area of education.

The community college system means that all parts of B.C. have regionalized resources. But there are still many people who do not have the opportunity to enter or re-enter the educational stream. The fourteen colleges and three universities have achieved the first level of penetration. Now we have to move to the next level.

Geographically isolated people are not hard to understand. Socially isolated people are more difficult to appreciate. There are the following kinds of people who are socially isolated:

(1) People who have abandoned schooling at an early age. Many people do not feel comfortable entering school buildings. It is possible if you present them with material where they are, they may make approaches to the formal system later.

(2) Immigrants, especially those whose native language is not English. Fifteen percent of B.C.'s school children come from homes whose native language (the parents' native language) is not English. Men who go out to work will learn English. Women, especially with children, are socially isolated.

(3) There is the basic isolation of many women in society.

(4) There are people who have worked in one occupation for a generation and find themselves redundant. Retraining is necessary. Manpower and Dept. of Labour are doing a lot for this group already.

Many jurisdictions that have entered the distance learning area have gone the route of media/public broadcasting (Eg. ACCESS in Alberta, SASKMEDIA in Saskatchewan). These emphasize hardware. There is less emphasis on software and curriculum development.

In my view the delivery systems will have to take second place to the development of materials to be communicated. The first concern is to deal with content.

We have created a number of committees to look at content development:

(1) For Adult Basic Education. Dr. Barry Moore of Northern Lights College is chairing a committee looking at D.L. (distance learning) packages to serve this need.

(2) A University of B.C. group is looking at English as a second language.

(3) Dr. Larry Blake of Fraser Valley College is working on academic transfer packages.

(4) Technical education is being looked at by a group at B.C.I.T. This emphasizes industry-based education.

The Winegard Commission recommendations will soon be implemented. To create packages requires other resources. The Dept. of Ed. has granted \$100,000 to look at developing an inter-library loan system (this is a new proposal) and carry out other cooperative work.

(5) Another group of potential users are small groups in homes and communities who would use these packages (Section 20 Schools, or livingroom learning situations in which tutors are employed).

This program emphasizes self-help. This kind of thing is best coordinated through the community college system.

Discretionary spending in our society is on the rise. Money is spent on travelling, dining out, cultural activities, etc. All these things contribute to education. This is part of the de-schooled society. It is one thing to be sensitized, but to be able to do is another. WE must be able to give people skills that permit them to act. Skills should lead to action.

Implementation of D.L. will take place in the school districts and colleges.

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The Department is considering development of a Learning Resource Branch. At present other developments are:

(1) The Provincial Educational Media Center (PEMC, at B.C.I.T.) focuses on K-12. It is my intention to expand that operation so it can provide resources for post-secondary education. The committees identified above are looking at core material. This is in the evolutionary stage.

(2) A group is being developed by consultant Bob Harris that will conduct library coordination. The Ed. Resource Branch may become the instrument for handling inter-library loans and the development of a union catalogue.

In the current estimates there is \$3 million for development of programs at the university level for non metropolitan areas. This will go toward Notre Dame University programs as well.

In the community college vote there are funds earmarked for distance learning development."

Dr. Hardwick then urged everyone to cooperate in the emergence of these extension systems. In response to a question regarding centralized production he said there is a need for provincial standards, but there is no way a central agency can do everything that needs to be done. There is a need for "quality control," and at least for coordination. Freelance people might be involved in developing material. The Educational Resource Branch might set standards.

In response to a question regarding how much of the money available would be spent on Notre Dame University, and what money would be available next year, Hardwick said he has become attuned to the political views of all parties in the Legislature, and there is a common will to provide more services to the Interior and peripheral areas of the Province.

Hardwick also said MLA's have been complaining that some colleges are unwilling to provide outreach services. He mentioned the Adult Basic Education program at Okanagan College but didn't elaborate. He said, "If the college doesn't appear to be helping its region then it doesn't help our cause."

Hardwick also said money would be provided for library upgrading in non-metropolitan areas.

The issue of copyrights was raised, but Hardwick said only that copyright laws would be discussed at the Post-Secondary Education Coordinating Council meeting on March 25th at Edmonton (the Council is made up of Western Education Ministers and Deputy Ministers).

Note: In light of the above report, Faculty Associations might wish to respond in terms of policy development through Dave Mitten, VCC Langara, who is chairman of the Media and Communications Committee.

Many issues relative to working conditions and remuneration are involved in this sweeping program, which appears to be a prelude to the creation of a fourth university, or an "open college." The Faris Committee Report was released the day before this Conference began.

Copies of the Report will be mailed to member associations as soon as we can get one and copy it. Faris' report recommends creation of the "open college." --ERG

SALARY AND WORKING CONDITIONS COMMITTEE
MET FEB. 26th.... REPORT

At the committee meeting Feb. 26th a review of negotiations and plans for upcoming negotiations was undertaken. A full report will be sent to the colleges next week.

Okanagan College is still negotiating, as are Fraser Valley and Northwest College.

Several colleges have just entered into negotiations for the 1977-78 year.

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The College Faculties Federation of B.C.

April 1977

1977 ANNUAL GENERAL MEETING PLANNED FOR KELOWNA -- MAY 18-20 -- AT OKANAGAN COLLEGE

Planning for the 1977 Annual General Meeting has been completed.

The College Faculties Federation and the Society of Vocational Instructors of B.C. will run parallel annual general meetings, with some sessions sponsored jointly.

Fred Smith of Okanagan College, Chairman of the AGM Committee, reports that the AGM will be held at the Sandman Inn in Kelowna, with registration beginning Wednesday evening 7:00 p.m. Registration will continue Thursday morning.

Dr. Walter Hardwick, Deputy Minister of Education, will give the keynote address Thursday morning at the opening session from 10:00 A.M. to 12:00 P.M.

Registration forms for the AGM are available in every college from faculty association representatives, or from BCGEU local representatives, as well as from representatives of the co-sponsoring group the SVIBC.

A series of Seminars and Workshops constitute the main structure of events. Subjects include "Government and Colleges," "CFFBC ISSUES," and "Education Delivery Systems."

Workshops will be held on the following subjects: College Administration, Fiscal Constraints and Colleges, Open College Systems, Education and Communication, SFU Outreach Program, Government and College Relations and Faculty Certification and Professional Development.

CFFBC Workshops will cover these topics: Planning for Buildings and Facilities for Colleges, CFF/BCTF/ACCC/CAUT Relations, Implications of Province-Wide Bargaining and Contract Management, Audio-Visual Delivery Systems, Post-Controls Bargaining and Government Relations, Adult Basic Education in the College System. On Friday morning Workshops will cover: Role of Department Chairmen in Colleges, Counselling Models in B.C. Colleges, Multi-Campus College Operations, Faculty Evaluation Systems, CFF Organization and Roles of Executive and Staff, and Techniques of Student Evaluation.

SVIBC workshops will run parallel in time with CFFBC workshops. Workshops include: Dental Assisting, Industrial Records and First Aid, Practical Nursing, Welding, Carpentry, Auto Body Repair, Business Office Training; and a panel will be held on the topic of "Business Education in the Future."

The CFFBC ANNUAL GENERAL MEETING will be held at 1:30 - 5:30 P.M. on Friday. The SVIBC AGM will begin at 3:30 P.M. and go to 5:00 P.M.

MALASPINA FACULTY ASSOCIATION TO SPONSOR "GET TO KNOW YOU" MEETING FOR N.I.C. FACULTY

Representatives of the Malaspina Faculty Association met with representatives of the North Island College Employees Association and the CFFBC last week to talk about North Island College's severe employee relations problems.

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At the meeting MFA decided to sponsor a "get to know you" kind of social evening to bring NIC college faculty together and provide them with an opportunity to meet colleagues from other colleges. The meeting will be held in Courtenay starting at 7:00 P.M. MAY 13th (Friday).

President of the Malaspina Faculty Association Bob Lane said the MFA will meet earlier that day. He urged that everyone who can arrange to come to the meeting do so, to indicate faculty solidarity behind NIC faculty.

At the April 16th Executive Committee meeting of the CFFBC, a resolution was passed requesting each member Association to arrange for support funds for NICEA.

Bob Lane said MFA will put a resolution before its membership for financial assistance, which will be administered by the CFFBC on behalf of its newest member association, NICEA.

A recent edition of the Victoria newspaper, BC Today featured a major analytical article on NIC by staff reporter Gordon Pollard. CFFBC representatives stimulated an interest in the difficulties faced by North Island College Faculty. Other articles are carried in the same edition about the situation facing community colleges in B.C.

Further information re: location of meeting will be mailed, or available through Eric Green at 738-2724 or 687-1801.

B.C. GOVERNMENT EMPLOYEE RELATIONS BUREAU TAKES FIRST STEP TOWARD INVOLVEMENT IN BARGAINING

Eric Green, Director of Research (CFFBC), reported on behalf of the Education Action Committee Chairperson Sonja Sanguinetti at the April 16th meeting that a letter from Finance Minister Evan Wolfe to "Executive Officers and Directors of Universities and Colleges" had been sent to all post-secondary institutions.

The letter says:

"As the bargaining agent for the Government, the Treasury Board has the responsibilities for determining the Government's bargaining position in conformity with the basic policy."

That policy is:

"In the matter of terms and conditions of employment, this Government's stated policy is that the public sector should be in line with, but not in advance of, the private sector."

The letter also says: "In the implementation of this policy it is essential that the provincial public sector co-ordinate and arrange to develop and maintain consistent positions when dealing with demands for increased wages and improved conditions of employment."

A meeting was held recently between a Vice-Chairman of the B.C. Government Employees' Bureau and Frank Beinder, Executive Director of the BCAC. A summary of that meeting prepared by Mr. Beinder is being mailed to all colleges.

All faculty are urged to obtain copies of this document and read it carefully. The B.C.G.E. Bureau is a new development, and is being financed well in order to develop a research function that will analyze all contracts affected in Government-Employee bargaining. The Minister of Finance has requested that submitted packages from unions to colleges be forwarded to him along with negotiated agreements. The report indicates the Minister of Education is aware of this development.

Other reports available through CFFBC Directors:

1. Institutional Audit (Description)
2. Unit Description Draft Brief
3. BCAC Report of Meeting with B.C. Gov't. Employee Relations Bureau.
4. Discussion papers for 1977 AGM and Seminars/Workshops.

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College Faculties Federation of B.C.

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August 4, 1977

BILL 82 CALLS FOR MANDATORY RE-CERTIFICATION OR CHOICE OF TWO NEW MODELS FOR LABOUR RELATIONS

Long-awaited legislation establishing a new model of governance, and ordering mandatory re-certification has been released by the Provincial Government.

Bill 82 was released August 2nd. Fred Smith, President of the CFFBC, and other college representatives were briefed on the 'new order' by Deputy Minister Dr. Walter Hardwick Tuesday. The CFFBC also assisted the Deputy Minister and Department officials, at their request, in setting up an initial set of regional 'briefings' at which they could explain their view of the purpose of the Bill, which they describe as "enabling legislation."

No colleges are mentioned by name in the legislation, which provides for a change in the name of present College Councils to Boards.

The Provincial Government is taking over 100 percent funding of the colleges, and establishing three new umbrella provincial councils to oversee spending in three budget areas. The Occupational Training Council will report to the Minister of Education requests for spending in program areas related to occupational training. The Academic Council will report to the Universities Council of B.C. requests for spending in areas designated as academic programming. The Management Advisory Council will comprise all chief executive officers (i.e. principals, etc.) of colleges and institutes covered by the legislation.

The Department of Education will have the final say in assigning program areas to one or the other of the two councils involved in instructional programming.

Faculty associations and other bargaining units which represent professional staff (or professional employees, as defined by the Department) will be subject to a vote conducted by the Labour Relations Board within 60 days of the college being 'designated.' This may come later than proclamation of the Bill. Proclamation of the Bill is not expected for several months.

STRUCTURE OF BILL 82

Note: What follows is a section by section precis of the legislation.

The legislation is divided into Eight Parts, 86 sections.
Title: COLLEGES AND PROVINCIAL INSTITUTES ACT.

PART I.

Provides definitions of key terminology used in the act. Note that there are special definitions of some terms provided also in Part V. Note especially that there is a difference between "professional employees" and "professional staff."

Also note that "benefits" means remuneration for employment but does not include benefits excepted by the Lieutenant-Governor in Council (i.e., the Provincial Government).

PART II.

This section deals with the powers and responsibilities of the Minister (hence the Ministry on behalf of the Provincial Government).

These are standard powers allocated typically to a Minister. In our system of government the Minister is ultimately answerable for his Department. Two items in this section should be noted specifically.

Item 4(d): The minister may require an institution to issue a diploma or certificate to a student who has successfully completed an accredited course of instruction given by that institution.

Item 4(g): The minister may establish a method by which courses of post-secondary education or training may be accredited.

Also note that the minister may require a council and the Universities Council of B.C. to share staff and other resources.

PART III.

This Part outlines the new format for appointment to the Boards of colleges.

It also reaffirms the comprehensiveness of community colleges (but note that nowhere in the Act is there any specific reference to the special obligations of the college in its local and regional character, i.e., as a community college).

This Part also gives the Minister discretionary power to 'designate' an institution as a college or as an institute. The British Columbia Institute of Technology, the Marine Studies Institute, the B.C. College of Art, and others institutes (eg. the Pacific Vocational College) are expected to be covered as institutes as defined by the legislation.

The Board of a provincial institute will have nine members appointed by the Ministry of Education. These institutes have a provincial character. No faculty or students or other staff can be appointed to the Boards of institutes, or colleges.

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right.
An employer-employee relationship.

PART IV.

This Part outlines the powers and duties of Boards of colleges and institutes.

Note specifically that the Board shall "establish a program advisory committee which shall include professional employee and student representation. The Board will create by-laws under which the institution will operate, but these are subject to approval by the Minister (must show advisory committee input.)

Note that no clear description is given of the Program Advisory Committee's powers, responsibilities, makeup or purpose.

only in one area is its input required and this is in by-laws.

Sections of this Part outlines in detail the Boards' responsibilities. A number of housecleaning type sections outline the financial powers of the Boards.

Open the door to fair process?

Note specifically Section 27(2)b which gives the principal the power to "authorize a person who is not a member of the instructional staff of the institution to give instruction at the institution in a course authorized by the board."

This Part outlines the principal's responsibilities and duties.

PART V.

This Part, entitled Personnel Relations not Labour Relations, outlines the three choices now presented to faculty regarding the method by which personnel relations will, in due course, be governed.

These sections should be read in detail by all faculty. (Copies of the legislation are available through your CFFBC Director or President of your Faculty Association.) See analysis below.

Fundamentally, the three options are:

1. Retain certification under Labour Code.
2. Opt for Division 2, "The Fair Comparison Method," which gives the Ministry responsibility for adjudicating salary scales based on comparison with others in the same status. The Minister's recommendation can be made only after consultation with professional employees and the institution.

3. Opt for Division 3, "Bilateral Agreements Method." This option is similar, but not identical, to provisions in the Public Schools Act for teachers. It has been described by Department officials as an "iterative arbitration" system.

Note that neither Division 2 nor Division 3 spells out a commitment in detail to retaining current benefits and working conditions. Both of these options would place heavy responsibility on the Department (on advice probably of the three councils) or on the Labour Relations Board for final decisions regarding working conditions.

PART VI.

This Part outlines the character, powers and purposes of the three councils, mentioned above.

Each of these sections should be read carefully by faculty to appreciate the extent of the powers of these councils.

Section 54 says, "An institution or university or an officer, employee or agent of an institution or university shall cooperate with a council in carrying out its responsibilities under this Part."

PART VII.

This Part defines the corporate character of institutions and outlines other provisions respecting their boards. This is essentially a housecleaning section.

PART VII.

This Part provides direction regarding "general and transitional provisions."

ANALYSIS.

Governance

The Act introduces several new levels of decision-making authority into the college system.

The role of the former councils, now boards, has been essentially reduced to being local advisory boards. Although the Boards are employers of record, and associations will bargain with them on the day-to-day conditions of employment, final decision-making is now vested in the new councils. ?

Note that the powerful Management Advisory Council, made up of principals and other C.E.O.'s of institutions, the Deputy Minister, and such other persons as the Minister may appoint, has residual powers not vested in the Occupational Training Council or the Academic Council.

Note, too, that the OTC and MAC report directly to the Ministry but the Academic Council makes its recommendations to the Universities Council of B.C. The OTC and AC have responsibility for advising and recommending regarding instructional budgets. The Management Advisory Council (MAC) has responsibility for advising on development of capital budgets.

The only provision for direct faculty involvement in decision-making relates to the vague provisions for a Program Advisory Committee. The Board and this committee will create by-laws to run the affairs of the college, but these by-laws are subject to Ministerial approval.

*in by-laws.
what input?*

Who will be appointed to these councils (the OTC or AC) is not specified, but will be appointed by the Minister.

Although it is not specifically mentioned, the new Public Sector Employers' Coordinating Council will, with the current Government Employee Relations Bureau, play a role in the research backup to remuneration elements of instructional budgets.

GERB

The Minister has the right, in the legislation, to order the councils and Universities Council of B.C. to share staff and other resources. This means they undoubtedly intend to do exactly that. This suggests, for academic programming, that the UCBC has now become, in character, the sole umbrella agency in the area of academic program development.

Labour Relations

The legislation, at one level, provides for a guaranteed existence for a professional association for faculty.

As stated by Dr. Walter Hardwick, the Government believes that current labour relations practices have not effectively provided for the needs of faculty. Hence they have provided for a decision-making process by which a choice must be made, essentially between staying under the protections provided by precedence in labour history and the provisions of the Code, or opting to form some kind of professional association.

In statements so far, the Deputy Minister and Department officials appear to believe an EITHER/OR situation exists, and that faculty associations, as certified bargaining agents under the Code, are less effective in serving faculty than the Minister would be or than the arbitration process outlined in Division 3 would be.

CFBFC EXECUTIVE COMMITTEE MEETING ALSO SLATED TO BE STUDY SESSION FOR NEW COLLEGES AND INSTITUTES LEGISLATION

An executive committee meeting slated for the 19th and 20th of August will now be developed into a study session to review Bill 82.

The meeting is slated for the Richmond Campus of Douglas College. Fred Smith, President, has requested that Presidents of faculty associations, chairpersons of salary and working conditions committees as well as negotiating committees, and all CFF Directors and table officers attend this session.

Please note that Eric Green DORAFO has a new address:
1911 Waterloo Street
Vancouver, B.C. V6R 3G7
The telephone number is the same. 738-2724.

NEWSLETTER

Wanda Tilley of Capilano College has been appointed Editor of the Newsletter. The Newsletter will be produced under her direction, and information or queries should be directed to her c/o Capilano Community College, 2055 Purcell Way, North Vancouver, B.C. Tel: 986-1911.