

UNION MATTERS

FACULTY ASSOCIATION OF CNC

VOLUME 2, ISSUE 1

September 2010

Volume 2, issue 1

FROM THE PRESIDENT—JAN MASTROMATTEO

CONTACT US :

- > **By Phone**
250-564-7880
- > **By Email**
facnc_local3@telus.net
- > **By Fax**
250-563-2776
- > **Or Drop by the office**
3477-15th Avenue

And Check Out the Web-Site @ www.facultyassoc-cnc.com

INSIDE THIS ISSUE :

President's message	1
Executive office hrs	2
Your FACNC Board	2
Chief Steward	8
Bargaining Bits	9
Scholarship Fund	11
Expert's List	11

Welcome to all new faculty and welcome back to returning faculty! Hope your summer was slow and sunny. I spent most the spring and summer in the office, but it was a much less stressful time for both the union and most members than other summers this decade.

Early Retirement Incentives and Reduction of Positions:

The offer of early retirement incentives by the College this year, under the rationale that this was an attempt to prevent layoffs next year, is something that the CNC has not been willing to consider since 1998. The union was told that the ERI's were the idea of the now, former, HR Director, Phill Clough. For this, as well as the general improvements that Phill brought to labour relations with the Faculty, I would like to pass on thanks.

The ERI's were a welcome bonus for recipients, a breath a fresh air from layoffs and the impacts those

layoffs have on members, and it also made for less work for the union over the spring and summer months. At the same time, these incentives also signal further loss of full time faculty positions. As an approximate tally, we have dropped from 500 faculty members in 2001 to 350 the last couple of years. Hard figures are difficult because they are mediated by the affects of regularization and fluctuations in short term and part time contracts. Yet, as all long term faculty know, the loss of positions and programs have been devastating since the layoffs began in 2002.

Nonetheless, for the first time in many years we did not have to deal with layoff committees and instead I am able to announce some good news by asking you to join me in wishing the very best of retirements to Sally Hoffmeier, Don Morrison, and Liz Ritch. One other long time member has also accepted an ERI but will not be leaving her position until the end of December this year. Congratulations and best wishes all!

Con't p.3 

UPCOMING DATES :

Fall General Meeting—Saturday, September 25th

Oktoberfest Social—Friday, October 22nd

Next General Meeting October 25th, visiting speaker, President, Cindy Oliver

FACNC EXECUTIVE

President - Jan Mastromatteo		Fall Office Hours
VP Chief Steward - Steve Campbell	Jan -	M - 10 am - 2pm Tu - 11 am - 4pm
VP Contract Chair - Sheldon Clare		Th - 10am - 4pm W/F - 10 am - 4pm
Secretary-Treasurer - John Neumann		
Member-at-large - Marta Tejero	Steve	Monday - Friday 9am - 3pm
Member-at large –Regions –Shannon Bezo	Sheldon	Monday - Friday 9am– 4pm

FACNC BOARD OF DIRECTORS

- Cameron Hopkins, (Board Chair) – Occupational Health and Safety, Political Action Committees, Chair
- George Kaweesi - Education Leave Committee, Chair
- Gerard Sinnott– Non-Regular Faculty Committee, Chair
- Marta Tejero - Human Rights and Professional Development Committees, Chair
- Anna McLauchlan - Status of Women Committee, Chair
- David Rourke - Education Council, Chair
- Melinda Worfolk - Faculty Representative to the College Board
- The Executive



OKTOBERFEST SOCIAL
FRIDAY OCTOBER 22, 3:00 - 6:00 / LOCATION TBA
(STAY TUNED)
COME OUT AND ENJOY THE FUN

FROM THE PRESIDENT — JAN MASTROMATTEO

Continued from cover story.....

The Bargaining Scene ...

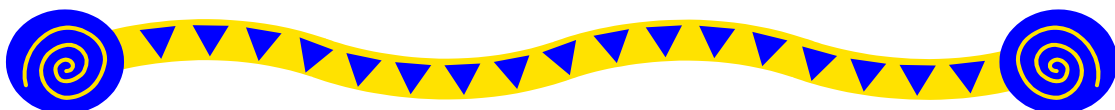
Our Common and Local Agreements expired on March 31, 2010 and your representatives, both provincial and local, have been at negotiation tables any and all times that the employers would make themselves available. After no less than six provincial bargaining conferences on the part of the unions over the last two years, we are no closer to getting a handle on the best, overarching, strategy to take on behalf of our members. We know the government is offering “zero, zero” and wants two year agreements. We also know that many of the big public sector unions have already settled, and some decided to mine their agreements to get some increases for certain member groups. We are not looking at this option. There is a consensus among the FPSE Locals that we use this round to work, specifically, on rights language in our collective agreements.

We met with the College a few times last Spring and once so far in September, we have now exchanged proposal packages. There are some further dates designated this Fall for local bargaining. However, the ability of the College to negotiate anything is limited, as is the situation with the employers at the other institutions, by their employer association, the Post Secondary Employers’ Association (PSEA). A case in point was the fact that the College signed off a protocol agreement with the FA that they later rescinded because PSEA would not agree to bar-

gaining sessions being recorded. The recording of our bargaining sessions goes back decades in our negotiations history with the College.

FPSE held a meeting between the local presidents and the bargainers on September 17 and the common denominator coming from the reports was that employers are hesitant about engaging in substantive bargaining, and some have cancelled dates for negotiations. The underlying message seems to be one that is no different from the last couple of bargaining rounds, PSEA is wanting to control the local bargaining tables. The Common table finally has some negotiations dates, it will be meeting over a two week period in October. However, only about one-half of that time period will actually mean time at the bargaining table.

One outstanding hope is that positive changes to the Pension can be negotiated. Although pension changes can only be finalized outside the negotiations table, since the Pension Board of Trustees make the formal decisions, there is an expectation that we may make some gains.



Trustees make the formal decisions, there is an expectation that we may make some gains. The employers did agree to a .01% increase in their contributions and this can be added to the inflation adjustment account, the account that is the key to keeping our pension plan healthy. At the same time our pension premiums have increased and will likely increase further in order to protect the IAA. Stay tuned as your FPSE representatives continue to negotiate with Government over our pension.

If you have any questions or suggestions over the status of our local or provincial negotiations, please contact me or Sheldon Clare.

Human Rights Special Program Update

We agreed last January to an expanded version of what will become a joint committee for oversight of the positions designated as either *preferred* or *restricted* aboriginal positions. The committee that developed has included five administrative representatives (Cathe Wishart, Marlene Ericson, Sandra Rossi, Maureen Malais (Nechako), Joan Ragsdale (Burns Lake)), and two representative from each of the unions. The committee has also expanded to include two subcommittees, one dealing with statistical analysis of population demographics in each of the college regions and tasked with developing a yearly report to the BC Human Rights Tribunal as well as to the college's aboriginal partner groups. The other subcommittee is working on a joint presentation that will be delivered at each campus although the dates we have set for the Fall term seem to have been cancelled. I am your representative on all three committees. Steve Campbell and I are planning Campus visits for the first two weeks in October and will report on the Special Program as well as trying to answer any questions from members.

The application that received a five year approval from the Tribunal last December allows the college to designate a total of 20 positions over the five years beginning in 2009, and the 20 positions will be made

from the Tribunal last December allows the college to designate a total of 20 positions over the five years beginning in 2009, and the 20 positions will be made up of both part time and full time appointments from within the two bargaining units (FACNC and CUPE) and from Administration. The committee is still in the process of determining what were the initial 30 positions named by the college as existing prior to the mediation with the Tribunal last November as well as working on the selection of the 20 new positions to be named. Positions can be deemed restricted or preferred only under one of the following eligibility criteria:

Employees providing direct operational, instructional or administrative service to primarily Aboriginal students

Employees instructing courses whose content is primarily Aboriginal

Employees offering services and/or programs funded through Aboriginal-specific funding initiatives

While progress gives every appearance of being slow-paced, the committee has done a great deal of work and it has produced some very positive results. The committee has now finalized a form to be used when a campus applies for one of the 20 new positions, it has moved forward on a commitment to develop a full employment equity program for CNC and there has been a lot of work done on communication to the college community and how the information can be distributed. The committee was very fortunate to have CUPE Equality Representative, Conni Kilfoil spend a full day enlightening committee members on the history of employment equity, the makeup of policies, and answering questions that the committee had encountered during previous meetings. The com-

of policies, and answering questions that the committee had encountered during previous meetings. The committee is also developing a webpage so that all will have access to information on the Special Program and Employment Equity. A link to the website should be available very soon.

I participate in all three committees and Steve Campbell joins me on the main committee. If you have any questions, please direct them to me or Steve.

Professional Development Policy Changes

Because negotiations over the .6% addition to the PD was, finally, completed and because there was a surplus in the fund last year, the joint committee decided to increase amounts available for faculty professional development. The changes will be coming to the Fall General Meeting for ratification. Special thanks go out to Dani Michael-Didier and Marta Tejero for all the work they have done over the past several months on the changes!

Strategic Directions Committee

Committee members received a wealth of material from the College during meetings last year. Representatives from the College Board, the Student Union, CUPE and the Faculty Association have been presented with various planning documents, the environmental scan, and a good deal of rich information on how the College has developed submissions to the Ministry(s) over the past few years. College administration representatives John Bowman, Cathe Wishart, Barb Boise, and Randall Heidt have been very helpful in explaining various aspects of the planning process and the reasoning behind previous CNC submissions to the Ministry(ies). John has also welcomed suggestions from the various constituent groups on the Committee.

Your FA representatives have been Shannon Bezo, Cameron Hopkins, Carole Whitmer, and me. David Rourke and Angus McLeod also joined the Committee as the EdCo Chair and Faculty Board Member, respectively. This year, Steve Campbell has replaced Carole and Melinda Worfolk has replaced Angus. Please keep in mind that meetings are open to any faculty member and please feel free to contact any of your faculty representatives about the work of the committee.

Collective Agreement Issues

My summer was taken up with some emerging grievances over assignment of work to regular faculty when their workload does not meet the minimum full time hours, personal harassment and abuse of managerial authority, conditions for removing a member from the non-regular seniority list, and regularization of faculty members who have worked for at least 24 months at 50% or more. Please take note of the chief steward's report for more details.

I will be involved in five arbitrations scheduled over the Fall term. In October, there is an arbitration scheduled for a grievance on the unfair discipline of a member as well as an arbitration on a policy grievance over faculty coordinators. There are arbitrations booked for grievances over the literacy coordinator, and the DSS/Counsellor Typing in November, and an arbitration on loss of pd and vacation in December.

Prince George Labour Issues

The Canadian Labour Congress has been holding 'head of unions' meetings in Prince George in order to follow through with a restructuring of northern Labour Councils. I attended the first meeting in March on behalf of FACNC and we were told by CLC representatives that the number of union jobs in Prince George have shrunk to seven thousand, down from the Forest economy good days of 20 thousand. As a consequence, the CLC can no longer support the PG & District Labour Council with a dedicated representative. Labour Council support from the CLC is based upon a minimum of 14 thousand union members and in order to garner this number the local Labour Council will need to incorporate smaller Labour Councils and Committees as far south as Williams Lake, north to Peace River and west to Smithers. The restructuring is aimed at a new Board for the region that will be made up of representatives from the 6 biggest unions, three representatives from the smaller unions, and Labour Council Executive members from PG and District as well as the other regional Labour Councils and Committees. There will continue to be Councils meeting in the previous towns and cities, but there will now be an over-arching Board with a dedicated CLC representative. The good part of this bad news is that the unions will be pushed to be involved more directly than in the past by having members on the Board.

A subcommittee on Bylaws for the Council has been struck and Steve Campbell is our representative on that committee.

I attended the last Head of Unions meeting held on September 10. A suggestion over having a position on the Board for the PG Council was sent back to the taskforce. The last meeting of the PG & District Labour Council was held last week. The Northern Labour Council is scheduled to meet for the first time in November. All union locals have been asked to affiliate to the new Council by October 1 and you have been notified that the affiliation is an item on our FGM agenda.

On the provincial scene ...

For us, the highlight of the FPSE AGM, which was held in Harrison in May, was the re-election of our own George Davison as the Sec-Treas. of FPSE. Please join me in congratulating George! Your delegates to AGM this year included: Louise Bachman from Mackenzie, David Rourke, Marie Sinnott, Gerard Sinnott, Jan Mastromatteo, and Sheldon Clare.

The Presidents' Retreat in June in Kelowna (a way of welcoming back Local 9 – Okanagan College) brought some other very interesting issues to the forefront including a change to the Pension, a report from FPSE's Council, Leo McGrady on the McPhillips Decision, and a report on the value of our current Disability Plan.

In relation to our pension, the PC has been asked to move to a Pension Agreement from a Pension Association, an idea that has already been approved by our pension Trustees. This change is the outcome of an initiative to gain more autonomy from government oversight of our pension plan. When the Government of the day (an NDP Government) first offered Trusteed plans for public employees, our union jumped out in front and gained a Pension Association under legislation for the College Pension Plan. There is more to gain by formalizing our 'association' and making it a Pension Agreement. Further good news is that the Employers have agreed to add .01% to our pension and this increases capital in the plan. Of course the problem of keeping the pension's inflation adjustment account healthy will also mean increases in the premiums we pay.

We were also given a presentation from a senior person from WE (working enterprises – union funded services). The presentation was quite pointed about the problems unions encounter with firms and joint programs like the one we have (under the Common Agreement) with Manulife. FPSE has begun a process for addressing the problems.

Have a great term!

In solidarity,

Jan



WORKING FOR THE UNION CAN BE FUN



George Davison, FPSE, Sec-Treasurer and David Rourke, CNC EdCo, Chair



May Day Singers ruled the room at this year’s dinner. Singers include a number of CNC faculty members: Lynne Brown Darlene Shatford, Anna McLaughlan, Sandra Chulka and Melinda Worfolk



“Your Steward for Life”, Carole Whitmer



Marta Tejero—Member at Lasrge



“after a decade of working with faculty-still smiling”
Jeanie Purdue



Louise Barath, Mackenzie, FPSE AGM

CHIEF STEWARD REPORT

Arbitrations:

Discipline Oct. 19-20

Our member was given an excessive disciplinary suspension following a confrontation with a student.

Coordinator Release Oct.26-28

The college has not been following the contract with respect to all coordinators and does not grant the specified release time.

Literacy Coordinator Nov. 17-18

There is a dispute with college over the typing of our members in this position.

Assignment of Vacation and PD Dec 14-15

A sessional faculty member became regularized in the middle of his appointment and rather than pay him out for his vacation, professional development and prep they carried it forward and assigned them to non instructional days.

DSS/Councillor Classification?

The college is attempting to reclassify the position and increase the workload of our members.

Ongoing grievances and problems:

Center for student success

The college is still trying to assign members to the Center in order to maximize their work loads. This looks to be an ongoing problem, and in the recent situation, the challenge has been collective agreement provisions for regular faculty employees.

NRSL

We have a couple of problems with College using removal of the rights of members to work they are entitled to under the contract language for non regular members.

With the removal of the Director of HR it seems the VP Academic is going to be our contract administration person for the foreseeable future. It is looking to be a busy year as the College seems to look at the Collective Agreement as a guideline rather than a binding document.

Respectively Submitted,
Steve Campbell

BARGAINING BITS

Bargaining work continued through the summer as I collaborated with the BCC bargaining subcommittee on surveys, communications, and strategy for the fall bargaining sessions. Since June, our most recent local meeting was Thursday, September 9 when Steve Campbell and I met with the employer to discuss housekeeping issues. In our short meeting we managed to agree on many of the issues which we saw as housekeeping. Some matters that arose during that meeting will bear more discussion. The college introduced a proposal to include a management rights clause in the collective agreement to which we have not yet responded.

We introduced the following bargaining proposal at that last session and we have asked that the employer add it to the package which we already tabled:

12.8.1 (NEW)

(h) Faculty members who are 65 years of age and older shall receive 30 calendar days for any illness as per Article 9.3.2 of the Common Agreement. If a faculty member is ill for more than 30 days and would qualify for STD were s/he under age 65, s/he is eligible for short-term disability at seventy percent weekly indemnity for the next 21 weeks as per Article 9.3.2 of the Common Agreement. Health and Welfare benefits will be paid by the Employer or the Plan while s/he is on STD. A faculty member holding accrued sick leave may choose to use that leave at a partial rate if s/he so chooses. A partial leave shall be granted if the faculty member requests one to accommodate his/her health.

Our proposal is based upon past practise and the common agreement benefit. Although our existing language presents language for full-time and regular employees, we have a history of negotiating post-65 sick leave for faculty members on an individual basis. Since the insurance includes the sick leave benefits, we need to have some language to prevent problems for those members who continue to work upon attaining age 65.

We are facing a provincial situation in which several large locals not at the Common Table have chosen a process which will mean that they will not be ready to make a deal until January or February. These locals have indicated that they intend to challenge the government mandate, and it is true that many of our proposals both locally and at the Common Table do challenge that mandate. How such challenges will play out at the provincial table and at locals remains to be seen, but the approach may mean that bargaining could continue into February of 2011 so as to keep our sector coordinated.

With the departure of HR manager Phill Clough, VP Academic Lynn Jacques will continue in the Chief Spokesperson's role for CNC and Don Precosky is now their vice-chair. Lynn contacted me over the summer to propose dates to meet which I accepted, with the notation that the October meetings may be pre-empted by provincial bargaining and that the December dates coincide with an arbitration hearing. We have asked for additional dates to those presented as we have not yet had any discussion of our proposals.

It is disconcerting that there are so few dates proposed for September and November, especially given the weight of our package with its 36 proposals. I will continue to press for additional dates.

Our low secondary scales remain a critical issue for our local as our pay rates are simply not competitive even with UNBC. A pro-rata solution coupled to a reasonable pay increase would certainly help resolve that issue.

I attended the FPSE joint PC/BCC meeting on September 17 will go to a FPSE Common Table bargain-

ing strategy meeting on September 27. The PC/BCC meeting went well with a renewed sense of co-operation and communication being the main outcome as we work towards our common goals. Provincial bargaining sessions are currently scheduled for the first two weeks of October, with the possibility of additional dates depending on how matters progress.

Respectfully submitted,

Sheldon Clare
Contract Chair
Chief Negotiator
FACNC

Tentative Bargaining Dates		
Thurs	Sept 9	11:00 am – noon (completed)
Wed	Sept 22	2:00 pm – 4:30 pm
Thurs	Sept 23	10:00 am – noon
Mon	Oct 18	2:00 pm – 4:30 pm
Mon	Oct 25	10:00 am – noon
Thurs	Nov 18	10:00 am – noon
Fri	Nov 19	2:00 pm – 4:30 pm
Mon	Nov 22	2:00 pm – 4:30 pm
Wed	Nov 24	2:00 pm – 4:30 pm
Tues	Nov 30	2:00 pm – 4:30 pm
Tues	Dec 14	10:00 am – 4:30 pm
Wed	Dec 15	10:00 am – 4:30 pm

CNC Faculty Scholarship Fund

Dear Colleagues,

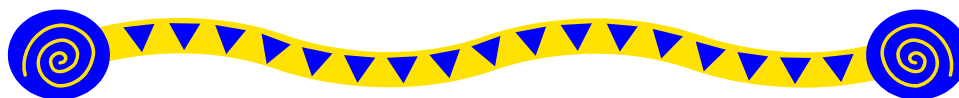
The CNC Faculty Scholarship Fund has been awarding scholarships to students with outstanding academic records since 1974. Making contributions to this fund is a significant way for you to recognize the achievements of outstanding students from all program areas and high schools. Students chosen for these scholarships view receiving this award from faculty of the College as a special honor.

Each year, seven Retention Scholarships of \$500 are awarded to students enrolled in Business Administration or University Transfer programs. In addition, thirteen Recruitment Scholarships of \$500 are awarded to students graduating from high schools in school districts in the college region as well as to CCP students who are continuing their studies.

The contributions are processed through automatic payroll deductions. The rate is 3% of one month's salary, spread over twelve months (\$208.08/year). For faculty at the top of scale, this monthly contribution is presently \$17.34—less for those on other steps. Contributions can be claimed as a charitable donation.

To authorize payroll deductions for the Scholarship Fund, please fill out the form below and submit it to Payroll Services. For further information regarding the Scholarship Fund, please contact Jan Mastromatteo or Steve Campbell at the Faculty office (250) 564-7880 or email facnc_local3@telus.net. I urge you to become a contributor.

Sincerely - Jan Mastromatteo, FACNC President



CNC FACULTY EXPERTS LIST/SPEAKER'S BUREAU

The Faculty Association of CNC has agreed to send out a call to faculty asking for volunteers for the college-wide list of *'experts'* to respond to media requests for information as well as those willing to make presentations to schools, community groups, industry, associations and businesses in regard to professional specialties.

Please consider adding your name to the experts list and/or the speaker's bureau by responding to the following questions and returning the form to facnc_local3@telus.net or the FA mailbox.

Name: _____

I would like to add my name to: a. CNC's Expert List _____
 B. CNC's Speaker's Bureau _____

CNC E-mail address: _____

CNC Telephone Local: _____

Division and Teaching or Service Area: _____

Areas of Specialization and Specific Topics you would be willing to speak on: