



Inside this Issue:

From the President.....	1
Words of Warning	2
FPSE Conference Report	3
Federal Election	4
By-Laws Review Sub-committee...	4
Committee representatives.....	4
Upcoming events.....	4

The LFA Board

- Lynn Carter, President
- Scott McLean, Vice President
- Darrell Kean, Treasurer and Steward
- Noel Currie, Secretary
- Cheryl McKeeman, Chief Steward
- Alison Curtis, Steward
- Stephen Phillips, Member at Large
- Jessie Smith, Steward
- Paul Sunga, Member at Large

Co-editors

- Alison Curtis
- Stephen Phillips

Contact Us

For more information about the LFA contact Amy Kwan, Executive Assistant, 604-323-5343.

Our office is in Room A212.
Website: <https://www.lfaweb.ca>

From the President



I want to thank all of you for your support during the last round of negotiations. It is always a difficult situation as we are usually bargaining after the large public sector unions have settled their agreements and thereby determined the shape of settlements for the rest of the public sector. Given this situation we were able to achieve some significant gains in our benefits and in our working conditions. We have found that when faculty show support for their bargaining team in the form of a strike mandate our employer becomes more motivated and willing to find a way to reach a fair settlement. I feel very fortunate to be working for faculty who are so supportive of their association and of their bargaining team.

The new Collective Agreement is being worked on and we are hopeful we will have it available to faculty by this fall. It is a slow and cumbersome process as the Post-Secondary Employers' Association insists on inspecting and approving any changes to our CA.

Some of you may recall that daycare fees were arbitrarily raised and notice was given about rather significant raises planned for the future. On behalf of the LFA Scott McLean, Vice President of the LFA took this issue on and met with the VP Administration and Finance (VPAF) several times about daycare fees. As a result of his work and the willingness of the VPAF to find a fair way to set fees in the future, parents of children in the daycare were notified of a far more reasonable process to set fees. I want to express my thanks to Scott for his success on this important issue.

I know many of you were impacted by the Canada Revenue Agency's reassessment of parking as a taxable benefit here at Langara. The LFA has filed a grievance on this issue as we believe the College has been negligent over the years in managing this. I want to assure you that we are still pursuing this grievance.

Continued on page 2

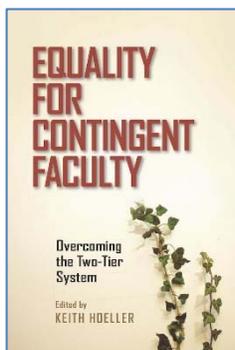
From the President *(continued from page 1)*

Our new LFA Board has met several times and has reviewed the motion referred to it by our AGM regarding a Constitution and Bylaw review. The Board has struck a subcommittee to conduct the review. It was agreed that I will chair the committee. We hope to be consulting with faculty regarding this review in the fall term. We plan to be able to report to you about the review at our next AGM.

Lynn Carter



The 2015-16 LFA Board: Front Row (left to right): Paul Sunga, Scott McLean, Darrell Kean. Back row (left to right): Stephen Phillips, Noel Currie, Alison Curtis, Jessie Smith, Lynn Carter, Cheryl McKeeman, plus Amy Kwan (Executive Assistant).



Words of Warning: A Review of *Equality for Contingent Faculty: Overcoming the Two-Tier System (Vanderbilt University Press, 2014)**

By Niall Christie

Keith Hoeller has assembled an informative, if rather depressing, collection of articles by experts exploring the situation of sessional faculty in the U.S.A. He and his collaborators demonstrate that while in 1960, 75% of college courses in the U.S.A. were taught by tenured or tenure-track professors, today the situation has reversed, with almost 75% of such courses being taught by graduate students or adjunct and contingent faculty. Thus the vast majority of college teachers find themselves struggling to scrape by on pittance wages, with no benefits or job security. College and university administrations justify the

cuts that have brought about this situation on the grounds of lack of government funding and the need to preserve institutional “flexibility,” but as a number of contributors show, such claims are decidedly questionable.

It is striking that in some cases administrations actively discourage faculty from revealing the true situation at their institutions to the general public, who are hence left with the impression that American students are being taught by instructors who are secure, happy and comfortable in their jobs, rather than exploited and disenchanting; one can easily imagine the potential impact on such institutions’ public images if the truth were to come to light.

What is perhaps most disturbing about this collection of articles is the number that attest to the active involvement of tenured faculty in the denial of rights to and exploitation of contingent faculty, preserving their own privileges at the expense of others. This enables administrations to use “divide and conquer” tactics to achieve their own goals at faculty expense. In some cases, it is clear that the eventual goal is the destruction of tenure itself, thus making tenured faculty complicit in their own eventual ruin.

Equality for Contingent Faculty paints a disheartening picture, but rather than simply bemoaning the situation, a number of contributors present potential solutions, including guides to union activism and other ways in which contingent faculty might improve their situations. Prominent in the discussion is the “Vancouver Model” presented by Frank Cosco, who details the much better, if not entirely perfect, position of faculty at Vancouver Community College (which is similar to the position of faculty at Langara College). In the process he provides a model for American colleges to aspire to, along with information on how this model might be achieved.

So what can Langara College faculty take from this book? In my opinion, this volume presents words of warning for those of us north of the border, where exploitation of sessional faculty and other assaults on faculty rights are on the rise. Thus Hoeller’s collection reminds us of how much faculty union activism in Canada has achieved, how precarious those gains are, and how bad things might become for faculty if they are not vigorously defended.

* Available at Langara Library: <http://twist.langara.bc.ca/record=b1472424>

FPSE AGM and Conference, May 2015

Report by Stephen Phillips



FPSE's 35th AGM and Convention was hosted by Okanagan College (local 9) in Kelowna, May 12-15. The LFA's delegation consisted of Lynn Carter, Alison Curtis, Deb Filleul, Bradley Hughes, Darrell Kean, Brian Koehler, Giselle Lemay, Scott McLean, Stephen Phillips, and Jessie Smith.

The conference theme, *Open to Learning*, underscored FPSE's ongoing advocacy for a public post-secondary education system that is adequately funded and accessible. As noted by FPSE President Cindy Oliver in her opening address, that goal remains critical in view of the \$14-million cut to post-secondary operating grants for 2015-2016, combined with recent decisions by Victoria to slash funding for ESL and Adult Basic Education programs.

Last year delegates voted to allocate \$1 million from FPSE's Defence Fund for a provincial campaign in defence of public post-secondary education. The *Open the Doors* campaign was launched last March through social media and will continue until the next provincial election in 2017. To complement the central campaign, delegates at this year's meeting voted to make up to \$50,000 a year available to affiliates wishing to conduct local campaigns.

There was lively debate on motions to establish a six-year term limit for FPSE presidents and to hold presidential elections biennially instead of annually. Neither motion attained the $\frac{3}{4}$ majority required to pass.

With a federal election due on October 19, delegates voted to allocate up to \$500,000 from FPSE's defence fund to raise issues of concern to educators in the federal campaign. Mindful of the dangers posed by Bill C-51 to civil liberties and academic freedom, delegates passed a resolution condemning it. Delegates also heard about the progress of Bill C-377, a punitive measure that singles out unions for onerous filing requirements under the Income Tax Act. [Note: despite overwhelming opposition from expert witnesses and the public, the two bills were adopted by the Conservative majority in both houses just before parliament adjourned for the summer.]



It was fitting, therefore, that this year's keynote speaker was Michael Harris, veteran national affairs journalist and author of the best-selling book about Stephen Harper, entitled *Party of One*. In a lively and provocative address, Harris summed up the PM's governing style as one of information control - including a proclivity "to invent facts" to suit his purposes - plus "vindictiveness at a personal level." As an egregious example, he cited the PM's insistence that the purchase price of 65 F-35 stealth fighter jets was \$14 billion even though the true figure, known to the Department of National Defence, was \$10 billion higher. Harris also described the PM's heavy-handed treatment of civil servants such as Linda Keen, former president of the Canadian Nuclear Safety Commission, and Dr. Munir Sheikh, ex-head of Statistics Canada who resigned in 2010 to protest the abolition of the mandatory long-form census. Referring to the sweeping powers of surveillance and arrest contained in Bill C-51, Harris warned that this year's federal vote would be "Canada's Rubicon election."

After serving 14 years, Cindy Oliver stepped down as FPSE President and George Davison was acclaimed as her successor. Also acclaimed were Secretary-Treasurer Terry van Steinburg, First Vice-President Frank Cosco, and Second Vice-President Leslie Molnar. LFA President Lynn Carter was chosen as one of two new members-at-large on the FPSE executive while Scott McLean assumed his new role as chair of the Pension Advisory Committee.

As usual, the conference featured a series of workshops, addressing such topics as Internet safety, socially responsible investing, recent developments in public sector collective bargaining, and use of NationBuilder, an online platform for social media campaigns. Next year's AGM will be held in Whistler and hosted by Douglas College (local 4).



New LFA Scholarship

The LFA Board has approved an additional fourth category of LFA Scholarship that is designated for students in Degree programs. It joins three existing LFA scholarships for students in Arts, Science, and Career programs. All four LFA scholarships are general scholarships that each award \$600 in the Summer, Fall and Spring semesters.



Federal Election Issues



Federal issues of concern to Langara faculty range from federal funding of post-secondary education to public pensions to academic freedom and evidence-based public policy. These issues and others will form part of the debate in this fall's federal election thanks to the efforts of national organizations the LFA supports through our membership in FPSE, such as the Canadian Labour Congress (CLC). The CLC is currently waging a major issues-based campaign called **Better Choice**, which includes the Congress's long-standing demand for an expansion of the Canada Pension Plan. For details, visit <http://betterchoice.ca>.

By-Laws Review Sub-Committee

As noted elsewhere in this issue of the newsletter, the LFA Board has struck a sub-committee to review the Association's Constitution and By-Laws. The sub-committee's members are Lynn Carter (chair), Scott McLean, Stephen Phillips, and Paul Sunga. In carrying out its review, the sub-committee will consider possible amendments to the By-Laws as well as the advisability of codifying certain rules and procedures in a policy manual. The sub-committee invites faculty to participate in this exercise by contributing their ideas. To do so, please contact any member of the sub-committee. The current Constitution and By-Laws can be found on the LFA website. Hard copies are available on request from the LFA Office.



LFA and FPSE Committee Representatives

The following members are serving as LFA reps on various LFA and FPSE committees. For more information or to get involved, please contact a rep or any Board member.

Committee	LFA Representative
Bargaining	Darrell Kean
Benefits	Fulton Tom
Contract Maintenance	Cheryl McKeeman
Disability Management & Rehabilitation	Alison Curtis
Education Policy	Stephen Phillips
Human Rights and International Solidarity	Bradley Hughes
Non-Regular Faculty	Niall Christie
Occupational Health and Safety	Mark Smith / Nina Heir
Pensions	Scott McLean / Karyn Eisler
Professional and Scholarly Development	Giselle Lemay
Status of Women	Lealle Ruhl

Stay tuned for fall events!

- **Special Fall Retiree Social - September 24, 2pm Employee Lounge**
- **CAUT Fair Employment Week - October 26-30**

Working Conditions are Students' Learning Conditions.