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The LFA Board

- [Lynn Carter](#), President
- [Scott McLean](#), Vice President
- [Deborah Filleul](#), Treasurer
- [Darrell Kean](#), Secretary
- [Cheryl McKeeman](#), Chief Steward
- [Peter Babiak](#), Member at Large
- [Alison Curtis](#), Steward
- [Stephen Phillips](#), Member at large
- [Jessie Smith](#), Steward

Contact Us

For more information about the LFA contact  [Amy Kwan](#), Executive Assistant, 604-323-5343. Our office is in Room A-212.

Website:
<https://www.lfaweb.ca>

Welcome

Welcome to the first of what we hope will be a regular series of newsletters reporting on events, activities, and issues relevant to LFA members. We welcome your suggestions.

Many thanks to Betty Ing for her help with formatting this issue. It's greatly appreciated.

Alison Curtis and Stephen Phillips, co-editors

From the President

I am so pleased to be addressing you from our first LFA Newsletter. Thank you to Stephen Phillips and to Alison Curtis who took on the project of pulling together a newsletter for faculty.



The LFA Board has been working diligently on your behalf and there has been a lot to do recently.

We have given our Notice to Bargain and hope to have dates set for early January. Since a PSEA representative will be at our local table we are hoping that having given the College this much lead time, the College and the PSEA representative will have reserved dates to bargain. A number of other Colleges and teaching Universities have also given notice and/or have opened bargaining, and I anticipate that many will be bargaining at their local tables by the New Year. Your LFA bargaining team members are Cheryl McKeeman, Scott McLean, Darrell Kean and me.

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From the President *(continued from page 1)*

We have had four faculty meetings this fall and we have heard from you about a number of concerns. We know you are concerned about the College's budget "consultation" process and the lack of any apparent meaningful input to it from the academic side of Langara.

In fact the College's own web information about the budget planning process states, "Section Plan: The academic team, consisting of the Provost & Vice President, Academics & Students, Deans, Division and Department Chairs will establish the section allocation plan by the end of October, rather than February, as has been the case in past years."

It seems like the College is using a ready, shoot and aim approach: establish the section plan (without any meaningful consultation with our faculty and Deans) and

then set up a series of meetings to provide input into the section allocation planning.

We (the LFA Board) will be meeting with the College President to express our concerns about the lack of a meaningful process for faculty and faculty leaders to have input into proposed budget decisions taking place.

And then there is parking...

We understand how unfair and unacceptable the



College's response has been

to the CRA's apparent decision to treat free (and almost free) parking at Langara as a taxable benefit, and to retroactively assess faculty for this for the past three years. We have met with the College about this issue and intend to continue to challenge them on it. The College has an opportunity to do the right thing about this debacle. We will continue to pursue this issue on your behalf.

Lynn Carter

LFA Annual General Meeting of 1 May 2014



The highlight of the AGM was debate on a resolution arising from the report of former LFA president Alan Cooper on the LFA's membership in the Federation of Post-Secondary Educators of BC (FPSE). The report was commissioned by the LFA Board following the adoption of a motion at the 2013 AGM to "investigate the pros and cons of its membership in FPSE" and to report back to the membership within one year.

The Cooper Report was produced for information purposes and made no recommendations. Nevertheless, the investigation raised questions in the minds of many faculty about the LFA's future in FPSE. After a long and lively debate at the AGM, members approved a motion that the LFA reaffirm its membership by a vote of 47 to 27.

Committees & Committee Reports

The LFA has several committees at the College dealing with different aspects of association business. We also have representatives on various standing committees of FPSE. If you have questions about particular committees, or would like to join one, please contact the relevant committee representative or any LFA Board member. See the LFA website for a full list of committees and contacts.

Pension Advisory Committee

As many of you may be aware, there have been some recent changes to the College Pension Plan (CPP). These changes do not negatively affect pension benefits based on work we have done prior to January 1, 2016, but do change the way our pension benefits are calculated on work after January 1, 2016.

Since February 2014, the CPP website has been updated with new resources like a Q&A document, member scenarios and a pension previewer. These resources are provided to better educate members on the changes and any impact on our pension calculations. If you haven't been to www.pensionsbc.ca recently (or ever), it is worth visiting to make use of these resources.

If you have any questions about your pension or the pension plan in general, you can always contact the CPP. As the LFA's FPSE Pension Advisory Committee representative, I am available as a local resource as well. - *Scott McLean, local 5355*

Non-regular Faculty

Each fall CAUT and its member associations join with a coalition of unions and activists across North America to organize Fair Employment Week (FEW), highlighting the overuse and exploitation of contract academic staff.

This year, FPSE and CAUT sponsored an October 25 FEW Town Hall Meeting: *Making Gains One Step at a Time*. Attended by representatives from across BC, the meeting featured speakers, a panel and open discussion of issues affecting non-regular faculty and how locals are seeking to address their needs. See more details in Niall's [full meeting report](#) posted on the LFA website. - *Niall Christie, local 5832*

Human Rights & International Solidarity

Please join this committee! HRISC is one of the many standing committees of our union federation, FPSE. This committee exists because FPSE members care deeply about equality and social justice, not only in our working lives, but also in society at large.

HRISC works on strategies for achieving equality in our institutions and in our communities. We organize a speaking tour each year, and our local committee can also organize other events.

In February 2015 we will be bringing Jacinda Mack, of the Nuxalk and Secwepemc Nations, to speak at campuses across BC about the Mount Polley mine tailings disaster and how we can build solidarity with the people in the region. - *Bradley Hughes, local 5504*

Your Association, Your Stewards

If you have a concern about your rights as an employee or questions about the collective agreement, LFA stewards are here to assist: contact Scott McLean, Jessie Smith, Darrell Kean or Alison Curtis. Scott and Jessie are ongoing stewards, while Darrell and Alison began their terms this fall. Chief steward Cheryl McKeeman will return from vacation in January.

FPSE Annual General Meeting, Spring 2014

Report by Stephen Phillips



The AGM of the Federation of Post-Secondary Educators of BC (FPSE) was held in Whistler May 13 - 16, attended by delegates from 22 member-institutions across BC. The Langara delegation consisted of Lynn Carter, Bradley Hughes, Darrell Kean, Giselle Lemay, Cheryl McKeeman, Scott McLean, Claude Painter, and Stephen Phillips.

The theme of this year's conference, "the right to learn," informed a number of issues addressed by delegates, from government cutbacks affecting ESL programs in BC to heavy-handed restrictions on the freedom of federal government scientists to communicate the results of their research to scholars and the general public. In the most important policy decision of the conference, delegates passed a resolution authorizing FPSE to wage an ambitious year-long campaign in defence of public post-secondary education.



Under the plan FPSE will convene a special conference to reflect on "the importance of a comprehensive, accessible, and appropriately funded post-secondary system." \$1 million is to be allocated from the Defence Fund to communicate widely FPSE's "comprehensive vision of post-secondary education."

The resolution's mover, Frank Cosco of VCC, said faculty need to recall the basic principles on which BC's post-secondary system was built 50 years ago and to solicit the views of leading thinkers on the requirements of an effective post-secondary education system today. We need to do this, he said, to pre-empt Victoria's efforts to "re-engineer" post-secondary education on its terms. LFA President Lynn Carter spoke strongly in favour of the resolution, noting that post-secondary education is already imperilled by a sharp decline in provincial funding. Indeed Victoria funds less than 40% of Langara's FTEs. "We are already on the road away from a publicly funded to a publicly supported post-secondary education system," she said. The resolution was overwhelmingly approved by delegates, including all LFA reps.

See the [full report](#) on the LFA website.

LFA Presidents' Bar and Dinner

The annual LFA Presidents' Bar and Dinner will be held on **Friday, December 12th**.



The Bar will start at 4:30 pm in the Employee Lounge where *hors d'oeuvres* and drinks will be served. Dinner will start at 6:30 pm in the Student Cafeteria. Live music will be provided by "The YVR Band." Please mark your calendar and plan to join us! Details about ticket sales will follow.