

# NEWS

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## Flowchart diagrams separation process

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Transition Council has given unanimous endorsement to a three page flowchart that diagrams a means of achieving the separation of Langara from VCC.

Nicknamed "Star Wars" because of its vast array of boxes and arrows, the flowchart paradoxically won approval on three simple principles: it's fair, fast and thorough.

In summary, here's how it will work:

- \* The flowchart maps out 23 units within the College, ranging from such large departments as Library and Media Services to single-person units such as Harassment Issues Advisor. The issues of each unit are directed to a two-person team of VCC President John Cruickshank and Langara CEO Linda Holmes for a draft design concept. Each draft design concept begins with employee consultation and concludes with an implementation plan which moves on to Langara and VCC Councils. (Along the way there will be involvement from both the appropriate union and Employee Relations).

- \* The implementation plan is vetted by both councils and returns to Cruickshank and Holmes, who then prepare recommendations for Transition Council.

- \* TC deals with all elements of the unit's plan before granting final approval and moving it along to the appropriate committee of the Board.

- \* The Board Committee reviews and possibly refines the unit's plan and then passes it along to a "parking lot" where it will await final approval of the Board.

## Message from John Cruickshank

I want to respond to the most recent newsletter from the VCCFA which suggests that there is a secretness developing in the College decision-making process.

Nothing, and I do mean *nothing*, could be further from reality.

Let me start with the new VCC Council, which we hope to have in operation very soon. The VCC Council will be the senior decision-making body for the new VCC, just as the Langara Council is acting in that role now for Langara. The VCC Council will make the day-to-day decisions on the operation of the College, just as did the old College Executive Committee. But the VCC Council will also be different from the old CEC in an extremely fundamental way. VCC Council, unlike CEC, will include members from both unions and the student associations. Currently, the VCCFA--under article 3-11 of the collective agreement--has voting representation through its president or delegate on the TC or its successors. In keeping with article 3-11, it is the College's intention that the VCC Council will become the successor to that of TC. In other words, the VCCFA is **guaranteed** voice and vote on VCC Council. All of this means that decision-making for the College will grow from a much broader base with much greater participation of non-administrative people than ever before.

Point two. Transition Council continues to have the authority for recommending all policies to the Board regarding separation. TC will, of course, require input from all



levels to make informed recommendations. Because there is no point in TC meeting on any item until input is organized and presented in a meaningful way, it was decided to hold TC meetings at the call of the joint chairs, Linda Holmes and myself. In other words, TC will decide on the issues, but obviously not until the issues have been fully explored and prepared for consideration.

If there is a more democratic and participatory structure in place at any College in Canada, I'm not aware of it.

One further point: I do, of course, meet regularly with VCC's vice-presidents and others for advice and consultation. It would be awfully strange if I didn't. But this team has no official standing in terms of VCC policy-making...once again, that responsibility lies with TC and the new VCC Council.

--John Cruickshank

### ***Transition Controller answers budget questions***

We based our budget on two assumptions.

First, we wanted to minimize the layoff of permanent staff. Laying off permanent staff creates severance costs and delays other cost savings due to the notice period in the collective agreements.

Secondly, we wanted to increase FTE production without a corresponding increase in costs, as is the Ministry's directive.

We carefully analyzed the cost and revenue structures of the three campuses. We concluded that cutting instructional services at Langara and City Centre would not meet our objectives and that reducing course offer-

ings at these campuses would result in a severe decrease in FTE production, the last thing we wanted.

However, with the cooperation of the VCCFA there was a significant opportunity at KEC to increase FTE production and save money as well. Thus we chose a course of action that would result in increased FTE production while minimizing the lay off of permanent staff--but one which would also significantly cut services to students. The figures we developed are the result of meeting the budgetary objectives and are the base from which both colleges can successfully operate now and in the future.

One further point: There has not yet been a permanent allocation of the deficit to VCC or Langara.

Now, on to the rumours of more layoffs. It's impossible to know at this time the effects that the VMREU "bumping" process could have on overall costs. If the final costs after the bumping process exceed our budget, then there can be no guarantee of zero layoffs. Whether there are any further layoffs simply can't be predicted at this time. I can guarantee, however, that both administration and the Board are committed to minimizing further layoffs should they become necessary.

--Chris Ebbehøj

### ***Forum decision on Friday***

The VCC Planning team will decide next week on whether to proceed with a second employee and student forum as a continuation of the process started by the Issues Forum last May, or perhaps take some other route. If a Phase II forum does go ahead

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*(The Exchange recently asked Transition Controller Chris Ebbehøj to respond to two concerns which have been raised by the VCCFA and VMREU...one concern, that the College's budget solutions have had a greater impact at this point on VCC than on Langara; a second, regarding rumours that there may be more layoffs).*

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it would probably be held on October 22nd, with the outcomes hopefully ready for the College Board retreat on Nov. 19th.

### ***Let there be new lights!***

The College has begun a complete "relamping" of its buildings.

The existing fluorescent fixtures will be replaced with more energy efficient fluorescent tubes, electronic ballasts and, where appropriate, light reflectors.

The new tubes provide a better colour rendition that's closer to daylight. In addition, the electronic ballasts will stop the high frequency light flicker that irritates many people as well as eliminating the humming noise that the old ballasts create.

The lighting level will stay the same, but the resulting energy savings could save the College up to \$140,000 annually. The funding for the changeover comes from a \$1.1 million B.C. Hydro Power Smart grant.

Some of the other capital projects which gained approval from the College Board Thursday included:

- \* \$1 million College-wide to help catch up on what's termed cyclical maintenance. This covers such things as carpeting and other long term maintenance projects, painting for instance.

- \* \$100,000 for a Langara micro-computer lab to take some of the pressure off the other six labs which are now heavily used. As well, there is a \$175,000 grant for Langara auditorium wheelchair lifts.

- \* \$120,000 for a City Centre security system to control the perimeter of the building using

motion detectors and other devices, and another \$200,000 to begin fire protection upgrading.

These and other projects approved by the Board will be funded by capital grants from the Ministry.

### ***Manuel Salinas moving on***

Manuel Salinas has announced that he will be leaving the college both as a student and president of the KEC Student Association, although he will still be unofficially available to the association for any help he may be able to offer.

### ***No de-emphasis for ABE***

In a recent Exchange Line report we mentioned the areas of responsibility for the new Ministry of Skills, Training and Labour. The only specific VCC program that was mentioned was ESL, which left some people concerned that there was going to be a de-emphasis in those programs **not** mentioned, ABE for example.

This, we're told, is not the case.

The information we received from the Ministry on these areas of responsibility was meant as much for public consumption as it was for the information of people in the college system. Thus, ESL was singled out because it has a high profile in public, whereas other programs may not.

Said Alan Strickland, Manager of Public Affairs for the Ministry: "There is no way this indicates a lessening of responsibility for ABE or any other program...I see no diminishing of anything."

*If you have any comments or questions, please send them to Chuck Poulsen, Manager of The Exchange, in care of College Administrative Services.*