

NEWS

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President updates layoff- bumping process

Now that the College and VMREU are well into the process of layoffs--and the bumping procedure--I want to bring you up to date on where things stand and what happens next.

Since the initial layoff notices were served on July 30th, there have been 31 support staff who have bumped into existing positions, while eight others have decided to take their severance pay. Up to this point, the bumping has resulted in 18 newly-displaced employees who are now within their layoff notice period. Four of them have been placed in temporary assignments, but it's expected that of these 18 individuals, most will soon be exercising their right to bump others under the terms of the collective agreement. On and on it goes, with a mathematical efficiency that can measure everything about the process except the fear and anguish that people are going through...both those who have already been directly affected and those who, by nature of their low seniority, feel vulnerable as the bumping process continues.

The College will very soon offer additional counselling and support services to assist those directly affected...I'll give you more details as soon as those arrangements are finalized. At the same time, I ask you to help by giving your comfort and support to fellow workers who have been laid off, while also welcoming the new workers entering your department -- please remember that while they no doubt feel relief at still having a job, this has been an ordeal for them as well.

Timelines are difficult to predict, but both the College and the VMREU hope that the whole process will be resolved by the end

of January, 1994. I'll be keeping you up to date as the situation unfolds.

--John Cruickshank

Langara names Acting Bursar

Langara has taken its second major step toward administrative independence from VCC with the appointment of an Acting Bursar who will provide consulting services on accounting and financial information management.

Marie Jessup, the Bursar at Capilano, has been seconded to Langara on a part-time basis until approximately April 1, 1994. Her appointment follows the naming last summer of Linda Holmes as Langara CEO.

Jessup's appointment is part of a procedure which the Ministry has termed "ramping up", whereby people and systems are put into place to facilitate a smooth transition on April 1, 1994. The Ministry has said it will make extra, though limited, funds available for the ramping-up process. These funds would be in addition to the \$850,000 that has been promised for separation costs in 1994-95.

Cost-saving plan ready to go

One of the larger cost-saving ideas from employees last spring is about to be implemented.

You may recall the suggestion that students in City Centre's Building Service Workers' program take over at least a portion of the

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maintenance responsibilities at that campus.

VCC is almost ready to go to tender for a private company to do the job--but this contract will be the first ever that will be for something less than 100 per cent of the work, with the remaining portion--whatever it turns out to be--going to the students.

The project has the full support of the Program Advisory Committee because--from a training standpoint--it's better to have students doing real work, rather than just going over areas that have already been cleaned. It's also likely that the new approach will improve the level of maintenance because more work can be done without adding to the cost.

For example, the exterior of the windows at City Centre are now washed once a year. Presuming that the savings from this project allow the department to buy the necessary equipment, it may in the future be possible to have the windows done more often.

In addition, the program will probably be able to serve more students from the long waiting list, particularly ESL students and Adult Special Ed students who are anxious for this type of vocational training.

If the project works according to plan, the College may see an expansion of faculty instead of a reduction, while some of the savings that don't go back into the program might be used to restore other campus programs which have been cancelled.

Said Program Co-ordinator John Den Daas: "This is a pilot project and we can't say for sure at this point what all of the advantages might be. But it definitely will open up oppor-

tunities for the students, faculty and the whole campus."

Adds John Cruickshank: "It's this type of innovative thinking that is going to make the College less susceptible to government cutbacks...and that's a goal which I'm sure we can all support."

Administrative Council winding down

Transition Council has recommended to the College Board that the College's Administration Council be disbanded once the Board agrees to the make-up of the new VCC Council. Both recommendations will go the Board's October meeting.

Under the new structure, TC would continue to deal with matters relating to separation, while Langara Council and VCC Council would administer the day-to-day operations of their appropriate jurisdictions.

The new VCC Council temporary membership which will be recommended to the College Board is: John Cruickshank, VCC President; Fred Wylie, Vice President of Finance and Administration; Linda Martin and Dale Dorn, Vice Presidents of Instruction and Student Services for City Centre and KEC respectively; Wayne Martin, Director of Employee Relations; and representatives from CE, College Resources, International Education, VCCFA, VMREU, CCSA and KESA.

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



SURVEY

The Exchange telephone line and Exchange newsletter contribute to the internal communications of Vancouver Community College. Their **main objective** is to accurately inform employees about issues affecting the College. The Exchange Line also is meant to facilitate an exchange of comment between employees and the President.

The Exchanges **belong** to you. We'll be better able to serve your needs if you'll take a minute to answer the following questions. Thank you.

1. How often do you read the weekly Exchange newsletter?

- ☐ Most the time
- ☐ Often
- ☐ Seldom
- ☐ Never

2. How often do you phone into the Exchange Line? Indicate 0 to 5 times per week.

Number of times _____

3. Of the Exchange newsletter and Exchange Line, which do you find most useful?

- ☐ Exchange newsletter
- ☐ Exchange Line
- ☐ Equally useful
- ☐ Neither are useful

4. Generally, how high is your level of satisfaction with the Exchange **newsletter**?
Indicate 1 to 10 with 10 being the highest level of satisfaction

Level of satisfaction _____

5. Generally, how high is your level of satisfaction with the Exchange **telephone line**?
Indicate 1 to 10 with 10 being the highest level of satisfaction.

Level of satisfaction _____

SURVEY

6. Please write any comments or suggestions you have for improving the Exchanges.

7. You are:

- ☐ Faculty member
- ☐ Staff member
- ☐ Administrator
- ☐ Other

Please return the questionnaire via inter-office mail **by Monday, October 25** to:
Office of Institutional Research
5th Floor--King Edward Campus