Four-Year Collective Agreement Ratified

Brenda Peterson
President

We have a new agreement! Faculty Association members have ratified a four-year Collective Agreement covering July 1, 2006 through June 30, 2010. After two years of zero percent general increases, the new agreement provides across-the-board increases for all members in each year of the agreement and a one-time signing bonus of $3,255. The full 2.5% Career Advancement Plan (CAP) which includes Career Progress Increments, Merit, and Performance Salary Adjustment is also available in each year. The agreement continues the possibility of one-time productivity payments of 2% in each year of the agreement. There is a possible fiscal dividend in June 2010 which would be a one-time payment of approximately $1,000 per person to be paid out if the BC Government achieves a budget surplus over $150 million at the end of the four-year agreement. In addition, the agreement provides $868,000 for market increases ($600,000 in a subsidiary agreement for the Sauder School of Business; $218,000 for faculty in the School of Nursing in Vancouver and the Okanagan; and $50,000 to increase the minimum salary scale for General Librarians). The retention fund will disburse $3.2 million to members over the four years of the agreement.

The across-the-board increases are in two parts: a cost-of-living increase of 2% and an occupational market increase, which varies each year of the agreement. In the first two years of the agreement, the distribution of the 2% cost-of-living increase will be split between a flat dollar amount and a 1% increase. The flat rate is calculated by dividing 1% of the total salary pool by the number of full-time equivalent members, an amount of $962.

UBC Appeals Again

Susan Palmer
UBC Faculty Association

On the heels of another favourable ruling for the Faculty Association, this time by the courts, the University administration has launched yet another appeal. As discussed in other newsletter articles, the case involves the promotion of a member in dentistry, Dr. Lance Rucker, from Associate to Full Professor, and dates back to 2002. Dr. Rucker was recommended for promotion at all levels of the process, including a unanimous recommendation from the Senior Appointments Committee. University President Dr. Martha Piper recommended against promotion due to a small number of publications, even though this case was a professional case that...
recognizes “significant forms and applications of professional or clinical practice,” and not just publications.

The Faculty Association filed a grievance that was then heard by an arbitrator, Marguerite Jackson. The arbitrator ruled the decision was unreasonable and that the decision was to be reversed, which is the remedy provided in the collective agreement. UBC then appealed the decision of the arbitrator to the Labour Relations Board. That appeal was denied, as was the next appeal which also was done at the level of the Labour Relations Board. UBC then appealed to the Supreme Court of British Columbia. That appeal was heard in February of this year, and on March 13 the decision came in that the appeal was denied and the Faculty Association was awarded costs. This could have meant that the case was over and Dr. Rucker could finally be promoted, retroactive to July 1, 2002. The Faculty Association received word on April 13 that the University had filed yet another appeal on this issue, this time to the BC Court of Appeal. It is not likely that this new appeal will be heard until the fall.

It is appalling that one member’s career is being held up for so long while the University continues to fight over the interpretation of a long standing provision of the collective agreement. It seems that the University’s key concern is that a decision to promote is being made by someone outside the academic community. It should be noted that academics do make decisions at all levels on promotion and tenure, and it is only when the decisions go wrong that a third party is used. The language in the agreement provides for that third party, an arbitrator, taken from a mutually agreed upon list of arbitrators, to hear the grievance and make a ruling. The collective agreement also gives the arbitrator the authority to reverse a decision of the President when it is ruled that the decision was unreasonable. It needs to be noted that this specific provision has been in the mutually agreed to collective agreement since prior to 1994.

### Key Appeal Dates

- **Promotion review process begins**: Fall 2001
- **President’s Decision**: July 2002
- **Grievance filed**: July 2002
- **Arbitration Hearing**: October/November 2003
- **Arbitration Decision**: April 2004
- **University Appeal of Decision**: May 2004
- **Denial of Appeal**: October 2004
- **University Second Appeal of Decision**: November 2004
- **Second Denial of Appeal**: April 2005
- **University Appeal to BC Supreme Court**: July 2005
- **BC Supreme Court Denial of Appeal**: March 2006
- **University Appeal to BC Court of Appeal**: April 2006
Mandatory Retirement

The University administration was unwilling to discuss the abolishment of mandatory retirement during bargaining. We did, however, agree to continue discussions on this issue and, if we are unable to reach an agreement by December 31, 2006, both parties will engage in a process of facilitated discussion. This process leads to the issuance of non-binding recommendations, if necessary, from the facilitator. Other matters which may also be the subject of facilitated discussion are standards for appointment, reappointment, tenure and promotion; and outstanding issues from the Joint Committee on Types of Appointments and Titles and Ranks.

Highlights of Contract Language Improvements
(see www.facultyassociation.ubc.ca for full details)

Academic Freedom
• expanded definition in the preamble of the Framework Agreement

Joint Consultation Committee
• to meet at least once every two months

Workload
• enhanced consultation with members prior to finalizing workloads; and although not in contract language, a commitment from the University Administration to join with the Faculty Association in meeting with Deans, Heads and Directors to discuss best practices in notification of workload expectations

Liability Insurance
• University administration to provide coverage in respect of liability of members acting within the scope of their normal course of employment

Agreement on Conditions of Appointment For Faculty
• a series of improvements, see www.facultyassociation.ubc.ca for full details

Joint Committees
• established in the last collective agreement (2004-2006) will continue to discuss the following:
  > Types of Appointments and Titles & Ranks including the role of Sessional Lecturers
  > Appointments Involving Salaries from Non-University Funds
  > Procedures for Appointment, Reappointment, Tenure & Promotion, & Periodic Review for Promotion

Distribution of Retention Funds
• current contract language improved to provide an annual report to the Faculty Association of salary changes and the reasons for them; and a list of those faculty members who are awarded retention shall be distributed individually to all members of the unit.

The Bargaining Process

Why was the UBC Faculty Association among the last groups in the university sector to reach a tentative settlement, just hours before the March 31st deadline set by the government for members to receive the signing bonus?

The Faculty Association bargaining committee started negotiations with the UBC Administration on February 15th. It was an unusual bargaining environment. The provincial government offered a signing bonus for four-year contracts settled by the end of March. The University administration decided to hire an outside Chief Negotiator. Once again, we were constrained by PSEC (Public Sector Employers Council, an arm of the provincial government which issues mandates for public sector bargaining). Unlike our last agreement, there was money on the table for general increases. Our colleagues at Simon Fraser settled early so we were well aware of the PSEC mandate of 3%, 3%, 3.5%, and 3.5% increases available for faculty at the BC universities.

As with other recent negotiations, the university administration wanted to fund a number of targeted market increases and set aside funds for discretionary increases for retention purposes. However, unlike other years, this time PSEC said these market and retention funds had to be taken out of the general increases of all members of the Association. The Bargaining Team did not think this approach was fair, and fought to keep the full mandate available for distribution to ALL members, with the targeted market and retention funds to be treated separately.

By March 30th we had not reached an agreement so we opted to try mediation at the BC Labour Relations Board.

With the assistance of mediator Mark Brown (Registrar, Deputy... continued on page 4

See “Ratified”
Vice-Chair and Associate Chair of mediation division), we reached a settlement, around 6pm on Friday March 31st, about six hours before the Provincial government deadline for receiving signing bonuses. Although we did not achieve our objective of treating targetted market and retention funds separately from the increases mandated for all members, we were able to distribute those funds over the four-year agreement in such a way that the compounded increases available to all members are close to the mandate received by SFU and other university faculty.

**Lump Sums for Productivity**

Watch for the lump sum productivity payment to all members of the bargaining unit effective June 30, 2006. This one-time payment arises out of the 2004-2006 collective agreement (Article 7. Productivity: Lump-Sum Payments)

**To watch for in the next newsletter:**
- The new minimum salary scales for Sessional Faculty and General Librarians
- Implementation steps of the new agreement over the next year
- Report on the Committees arising out of the agreement, and their membership

**Thank-you to members of the Faculty Association Bargaining team:** Elliott Burnell, Brenda Peterson, Elizabeth Hodgson, Martin Adamson, Richard Sullivan, Petra Ganzenmueller, Jim Johnson, Michelle Bogdan, Brian Green, Susan Palmer, Rosanne Hood (Chief Negotiator).

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**The Complete Package**

The complete package on Salaries & Economic Benefits includes: One-time signing bonus of $3,255 minus normal statutory deductions for all members of the Faculty Association who worked between July 1, 2005 and March 31, 2006, not including resignations.

**Effective July 1, 2006**
- All members will receive a flat increase of $962; a general increase of 1%; and an occupational market increase of 0.68%
- Market increases of $50,000 for Librarians, $218,000 for Nursing, and $600,000 for the Sauder School of Business.
- Retention fund of $400,000.
- Career Advancement Plan consisting of Career Progress Increments, Merit, and Performance Salary Adjustment to all eligible members. (see www.facultyassociation.ubc.ca for full details)

**Effective July 1, 2007**
- All members will receive a flat increase of approximately $990 to $1,000 (the exact amount won’t be known until next year because it is calculated by dividing 1% of the total salary pool by the number of faculty and these numbers will change over the next year) plus a general increase of 1% plus an occupational market increase of 0.86%
- Retention fund of $800,000.
- Career Advancement Plan (see above)

**Effective July 1, 2008**
- All members will receive a general increase of 2% plus an occupational market increase of 1.31%
- Retention fund of $1 million.
- Career advancement Plan (see above)

**Effective July 1, 2009**
- All members will receive a general increase of 2% plus an occupational market increase of 1.32%
- Retention fund of $1 million.
- Career Advancement Plan (see above)

**NOTE:** on July 1 of each year of the agreement, the minimum salary scales for Sessional Faculty, including DET Sessional Faculty, and General Librarians will be increased by the general salary and occupational market increases for that year.
Distinguished Academics Awards

UBC Psychiatry Prof & SFU Education Prof this Year’s Honourees

A University of British Columbia professor of Psychiatry, who applied his research on mental illness to problems in his community, and a Simon Fraser University Education professor, who is integrating critical thinking skills into the elementary and secondary school curriculum, were honoured April 11th with this year’s CUFA/BC’s Distinguished Academics Awards. These Awards are presented annually by the Confederation of University Faculty Associations of BC to recognize faculty members at public universities who use their research to make contributions beyond the academy.

Academic of the Year, Kerry Jang, has an international reputation as a researcher into the genetic and environmental factors underlying mental illness. He brought this considerable expertise to his East Vancouver community through his involvement on the Board of the Collingwood Neighbourhood House.

As part of Vancouver’s “Four Pillars” approach to dealing with the consequences of drug abuse, Jang engaged his community in a discussion of how the Neighbourhood House could constructively contribute to this city-wide effort. He drew upon his knowledge as a researcher and employed his skills as an educator to bring together the public, police, politicians and potential clients to discuss the causes and possible solutions to problems facing homeless people. This resulted in the creation of a support program for homeless people that is not only effective, but is also accepted by the community.

Career Achievement Award winner, Roland Case, is one of the founders of, and the driving intellectual and organizational force behind, The Critical Thinking Consortium. Rather than viewing critical thinking as a stand-alone skill, Case seeks to develop students’ abilities to make sound judgments within the context of the subject matter being taught.

With this approach, critical thinking becomes more than a learning objective in and of itself – it becomes a “way of life” in the classroom. It replaces memorization and rote learning with inquiry and reasoning. The practical application of Professor Case’s research has had an immeasurable effect on student learning and has broadened the approaches to teaching for literally thousands of educators in BC elementary and secondary school classrooms.

“Professors Jang and Case are stellar examples of BC public university faculty who use their considerable knowledge and skills to conduct research and carry out activities that directly contribute to the community beyond the academy,” said Norma Wieland, CUFA/BC President.

The CUFA/BC Distinguished Academics Awards are in their twelfth year and receive financial support from Network Appliance Inc., Sun Microsystems of Canada, the University of British Columbia, Simon Fraser University, the University of Victoria and the University of Northern British Columbia.

Interlock Services

The Employee and Family Assistance Program (EFAP) is a confidential counseling service provided by Interlock for UBC Faculty Association members as a part of the benefits program. Interlock can provide counseling on a variety of personal issues including: relationships, stress, depression, bereavement, parenting concerns, aging parents and cross-cultural issues.

A doctor’s referral is not required. It is completely confidential. The University is not told the identity of those using Interlock’s services, and information shared with Interlock staff will not be shared with the University.

For more information, call Interlock at 604.431.8200 or visit www.interlock-eap.com.
Greetings from your new President

Brenda Peterson  
President

Ratifying a four-year agreement is a positive way to begin my term as president of the Faculty Association. I look forward to serving the Association over the next two years and to working with members of the executive and staff of the Association.

I am pleased to welcome Stephen Toope, the incoming University president, and his family to UBC. As he takes over the responsibility of leading the University, one of our major objectives will be to develop a strong working relationship with him and his administrative team. The next few years will provide an excellent opportunity to engage the University administration in discussions about the future direction of the University and the many issues and policies that concern our members, including the work of the joint committees that will carry forward as part of our new collective agreement. We’ll be continuing to work closely with the provost Lorne Whitehead on these outstanding issues, which include the abolition of mandatory retirement and the possible development of teaching career-paths.

April is the month when we hold elections for positions on the executive and it is my pleasure to welcome three new members to your executive: Robert Hogg (Health Care & Epidemiology) joins us as the new secretary, and Barbara Lence (Civil Engineering) and Ken Reeder (Literacy & Language Education) have been elected as members at large. Their contact information is on the website with those of the continuing executive; we encourage you to bring them your issues and concerns.

I welcome back many returning members to the executive. Elizabeth Hodgson (English), who served as treasurer on the last executive, is the new vice president; Nancy Langton (Sauder School of Business), who served as member at large on the last executive, has been elected as treasurer; and Lorraine Weir (English) has been re-elected as a member at large. Executive members who are continuing in the second year of their terms are: Ljiljana Biukovic (Law), Charles Menzies (Anthropology), and Stephen Petrina (Curriculum Studies) as members at large; and Jim Johnson (Economics) who will continue his work as chair of the Okanagan Committee. Their continuing experience is a resource for you, so use us!

For specific issues dealt with through standing committees, your primary contact should be the committee chairs who’ve been reappointed: Richard Sullivan (Social Work), who will continue as chair of the Personnel Services Committee until the end of the year, and Petra Ganzenmueller (Central, Eastern, and Northern European Studies), who has agreed to serve a second term as chair of the Sessional Faculty Committee.

I would like to thank Kenny Kwok (Cellular & Physiological Science) and Matt Yedlin (Electrical & Computer Engineering) for agreeing to stand for election for member-at-large positions. I hope that they will continue to participate in the activities of the Association and consider running for election next year. If you too have experience you’d like to bring to help us out, please feel free to contact us and run in elections.

I would also like to acknowledge the contributions and work of three outgoing members of the executive: David Green (Economics), who served several terms as member at large and worked on the Salaries & Economic Benefits Committee; Martin Adamson (Zoology), our longstanding member who served so ably as secretary and also served on the Salaries & Economic Benefits Committee and Bargaining Team; and Elliott Burnell (Chemistry), our dedicated and hard-working outgoing president. It has been a pleasure to work closely with Elliott over the last two years and I would like to thank him for his commitment, long hours, and enthusiasm. We owe him much gratitude for his dedication to his work for the Association.

The executive and staff of the Association work to serve the interests of our members. These names I’ve listed are examples of members who’ve found ways to help build a stronger UBC, and we invite you also to assist us in our efforts to improve services and support for all members of the Association.

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2006 - 2007 Faculty Association Executive

**Table Officers**

Brenda Peterson  
President

Elizabeth Hodgson  
Vice-President

Nancy Langton  
Treasurer

Robert Hogg  
Secretary

**Members-at-Large**

Liljana Biukovic  
Law

Barbara Lence  
Civil Engineering

Charles Menzies  
Anthropology

Stephen Petrina  
Curriculum Studies

Ken Reeder  
Literacy & Language Education

Lorraine Weir  
English

**Committee Chairs**

Jim Johnson  
Okanagan Faculty

Richard Sullivan  
Personnel Services

Petra Ganzenmueller  
Sessional Faculty
New Four-Year Collective Agreement
What Does it Mean for Sessional Faculty?

Petra Ganzenmueller
Chair, Sessional Faculty Committee

As reported in our March newsletter, collective bargaining between the UBC Faculty Association and the UBC Administration officially opened on February 15, 2006. Six weeks of intense negotiations followed with long days spent at the bargaining table, some ending as late as past midnight. The process started with both parties meeting in order to exchange their bargaining proposals along with their supporting arguments and documentation. The ensuing debate soon revealed possibilities of agreement and points of contention. As the initial proposals continued to be stripped down due to mutual resistance, the core priorities emerged to be vigorously defended. After spending the last two days at the Labour Relations Board in downtown Vancouver, a tentative settlement was achieved on March 31 with the assistance of mediator Mark Brown. Having been ratified by a great majority of our members, this agreement will now cover a four-year period from July 1, 2006 to June 30, 2010.

Bargaining Priorities

Which core priorities did the Faculty Association (FA) pursue on behalf of sessional faculty? The ones your comments mandated us to pursue. During all of our outreach campaigns soliciting your input, such as Fair Employment Week in October, the Face-to-Face Meetings in January and the Sessional Faculty Survey in February, you repeatedly pointed out systemic inequities in three major areas: salary, career path and working conditions.

Language Negotiations

Your collective voice was heard and, as a result, the FA Bargaining Team pressed for a Sessional Career Path. In response, the UBC Administration proposed this issue be dealt with outside of bargaining and at the level of an already existing joint committee. This committee is comprised of an equal number of representatives from both the UBC Faculty Association and UBC Administration and is currently addressing appointments, titles and ranks for instructors. The existing committee will now further consider the role of Sessional Lecturers with respect to their contributions to the University’s teaching mission. Despite our repeated efforts, the University refused to include mention of a sessional career path. If no agreement can be reached by December 31, 2006, our talks will still continue and enter into a process of facilitated discussion.

Regarding Article 12. Prohibition of Strikes and Lockouts (Agreement on the Framework for Collective Bargaining, p.9), a new article (12.04) will read:

The Head of each academic unit shall notify members annually of the unit’s general approach to workload. Prior to finalizing workloads, the Head shall offer the opportunity for members of the unit to provide their views and relevant information pertaining to workloads.

The new wording on workload is as follows:

The Head of each academic unit shall notify members annually of the unit’s general approach to workload.

... continued on page 9
See “Sessionals”
There will be no disciplinary action against any member who, as a matter of conscience, chooses not to cross a picket line at the workplace when that picket line has been established pursuant to a labour dispute.

Further issues of importance to sessional academics are Academic Freedom, Intellectual Property and Legal Indemnification. The FA suggested strong new language for each in order to safeguard important faculty rights. None was accepted by the Administration despite our language mirroring industry standards. Instead, the present language on academic freedom from the UBC Calendar will be imported into the Collective Agreement. No language was achieved on intellectual property! However, an arbitration award from 2003 does confirm significant faculty rights in this area. A new article on liability insurance will highlight points in the Administration’s existing policy.

For full details on the above as well as on all the modifications made to the Collective Agreement, please see the new Memorandum of Agreement. Copies are available from the Faculty Association.

**Salary Negotiations**

Salary negotiations were dealt with subsequent to language negotiations. For the first time, the Administration insisted on costing retention money and targetted market against the PSEC (Public Service Employers’ Council) mandate. This means that funds used to retain faculty at UBC in order to withstand market pressures will be taken out of the salary of every faculty member. The reality of retention money distribution is that only a very small percentage of faculty are ever considered. According to the Administration, about 100 people per year benefit from it. Out of a total of presently over 3,100 faculty members, this represents a recipient rate of 0.03%. For the first time as well, the Sauder School of Business Subsidiary Agreement has been costed against salaries of all other faculty. The FA’s constitution allows the Sauder School of Business to enter into monetary negotiations with the Administration independently of the FA. The School of Nursing will receive targetted salary increases and Librarians’ minimum scales will be brought up.

What impact does this have on every faculty member? The total salary compensation package awarded by PSEC to UBC is 13% over 4 years, i.e. 3%, 3%, 3.5%, 3.5%. From this total are deducted a $3.2 million retention fund, $600,000 for the Sauder School of Business, $218,000 for Nursing and $50,000 for Librarians. This produces 2.68%, 2.86%, 3.31%, 3.32% in salary increases over four years to be distributed to all faculty members. By comparison, a 0% general increase was mandated by PSEC for the previous two years.

For a summary of all increases, see page 4.

Why did we ask for a split distribution of the 2% General Salary Increase in year 1 and 2? In order to address equity and benefit members at the lower end of the salary range.

In other words, an across-the-board increase of 1% of salaries of the entire bargaining unit and a flat-dollar increase of 1% will both lift up the minimum scales of all ranks. For sessional faculty on or close to the minimum scale it amounts to an increase close to 20%! For the remaining two years, a 2% across-the-board increase will apply, also going into minimum scales.

How is the flat-rate portion calculated? It is done by dividing 1% of the salary pool by the number of full-time equivalent members. In year one, this comes to $962. Since the number of faculty will fluctuate from year to year, the amounts for subsequent years are uncertain, e.g. for year two it is estimated at $990.

Why did we wait until close to the deadline on March 31st before agreeing to a final settlement? By standing united on the issue of greater equity through less targetted discretionary retention funds, we were able to further increase salaries for all our members thereby maximizing the bargaining outcome. We signed our tentative agreement just six hours away from the 12:00 am time-limit while still retaining the signing bonus.

**Summary**

This year’s bargaining negotiations saw disagreement about substantive issues and had to resort to mediation in order to reach a settlement. Nevertheless, contract language has been amended in a number of places to guarantee protections of member rights and

**... continued on page 10**

See “Sessionals”
to ensure that discussions continue on certain points that could not be fully addressed before the government-imposed deadline to achieve the signing bonus. While the current Administration resisted major language gains for sessional faculty, it did agree to split the general salary increase distribution for the first two years thereby acknowledging the need for equity throughout faculty ranks. For sessional academics in particular, it yields the single highest net percentage increase in salaries compared to any other group.

On a final note, I would like to thank our Chief Negotiator, Rosanne Hood, and my other colleagues on the Bargaining Team for their firm support of sessional issues and strong commitment to the principle of equity.

**Payments to Watch For**

- **Signing Bonus**: $3,255
- **Productivity Bonus**: one-time payment from the 2004 round of bargaining; to be paid on the expiry of the current Collective Agreement, June 30, 2006; possibility of this bonus to be rolled over into each of the four years of the new agreement.
- **Salary Increases**: from 2006 to 2010, as outlined in the box on page 4.
- **Fiscal Dividend Bonus**: approximately $1,000; conditional upon a provincial budget surplus over $150 million after the 2010 Olympics.

A big Thank You to the outgoing members of the Faculty Association Executive who served with great dedication during 2004-2006.

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**Passing the Torch**

new UBCFA president Brenda Peterson (l) with former president Elliott Burnell (r)
Coalition of Contingent Academic Labour
Conference VII
August 10 - 13, 2006
Vancouver BC Canada

Come and meet contract faculty, association representatives and labour activists from all over North America to network and discuss issues of higher education. For the first time, this conference will be held at the Simon Fraser University’s Harbour Centre campus in the heart of downtown Vancouver.

CONFERENCE OVERVIEW
The Coalition Of Contingent Academic Labour (COCAL) is a floating conference and a network of North American activists working to improve higher education through collective achievement of job security, livable wages, academic freedom and time and resources for academic research and professional development for contingent academic laborers. COCAL promotes grassroots contingent faculty organizing through events like Campus Equity Week, but is not affiliated with any single labor union. To achieve its aims, COCAL dedicates itself to learning about the broader community about the trends to undermine the tenets of higher education by staging media events, improving legislation governing funding and so called accountability efforts, and identifying colleagues at institutions and assisting them in forming collective bargaining units and winning strong contracts.

HOSTS & SPONSORS
University of British Columbia Faculty Association (UBCFA), Federation of Post Secondary Educators (FPSE), Teaching Support Staff Union at Simon Fraser University (TSSU), Canadian Association of University Teachers/ Association Canadienne des Professeures et Professeurs ‘Universite’(CAUT/ACCPPU), Canadian Union of Public Employees Local 4163 (CUPE), the American Association of University Professors (AAUP), Windsor University Faculty Association, Concordia University Part-Time Faculty Association, the University of Calgary Faculty Association.

THE NEXT FIVE YEARS
This year’s conference theme ‘The Next Five Years’ is designed to focus on the issues of:
• casualization & • globalization of labour • academic freedom • organizing strategies - from the local to the global

PRELIMINARY CONFERENCE AGENDA

Thursday August 10
Evening conference registration & drop in

Friday August 11
The morning begins with a labour history tour of Vancouver. Conference sessions will begin at 1:00. Evening reception

Saturday August 12
Full day of sessions; conference dinner

Sunday August 13
Morning sessions; conference lunch; local and regional meetings; wrap-up and regional reports
*Registration will continue throughout the conference

FOR REGISTRATION INQUIRIES
Deena Rubuliak
Teaching Support Staff Union, Simon Fraser University
8888 University Drive, Burnaby, BC Canada V5A 1S6
Telephone: 604.291.4735 F: 604.291.5369
E: organizer@tssu.ca

Brian Green
University of British Columbia Faculty Association
112-1924 West Mall, Vancouver, BC Canada V6T 1Z2
T: 604.822.3301 F: 604.222.0174
E: bg@interchange.ubc.ca

Registration Form on page 12
www.caut.ca/cocal
COCAL VII
Registration Form

First Name: ___________________________________________  Last Name: _____________________________________________
Address: __________________________________________________________
City: ________________________________  Prov/State: ________________________________
Country: ________________________________  Postal/Zip Code: ________________________________
Phone Numbers: __________________________________________________________
Email Address: __________________________________________________________

Affiliations
Institutions: __________________________________________________________
Unions: _______________________________________________________________
Professional Association(s): ____________________________________________

Conference Fees
Early registration before May 1, 2006 $130Cdn or $110US, –After May 1, 2006 $170Cdn or $150US. Conference fees include all conference sessions, the welcome reception, a lunch, Saturday night dinner, a labour history tour of Vancouver & conference refreshments.

Will you be attending:

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<th>NO</th>
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My partner/spouse will be accompanying me to: Lunch ____ Dinner ____
*Non-conference attendees who wish to accompany their partners to the lunch or dinner please add $20 for the lunch, or $40 for the dinner, to conference registration fees

Do you require accommodations? YES____ NO ____

Please make cheques or money orders payable to COCAL VII Vancouver & send to:
Brian Green, UBC Faculty Association, 112-1924 West Mall, Vancouver, BC, V6T 1Z2 Canada