

Staff Society gets strike mandate



After five hours of hearings on BCIT's proposals for designation as a polytechnic with some degree-granting status, members of the ministry-appointed task force visited the Burnaby campus last week. Pictured, left to right, are Dr. Jack Sample, Fred Otte, Dean Bob Mason of BCIT, and, Dr. Earl Shepherd. The presentation to the committee studying technological education in B.C. will be made Feb. 25. It is expected the Minister of Education will have the reports by the end of March. (Photo by Don Wright)

BCIT's faculty and tech staff voted in favor of strike action in balloting last week. More than 83 per cent of the eligible voters gave the Staff Society a strike mandate by a margin of 76 per cent to 23 per cent.

Staff Society General Secretary Patrick Thomas interpreted the vote as faculty dissatisfaction with the money offer but also with management's approach to bargaining.

Thomas said the choice of contract settlement or disruption of service now rests with the administration and "as a result of the vote that choice is closer now."

President Gordon Thom said the vote results were not unexpected. "There is a mood about the province this year and that, coupled with inflationary pressures, is causing everyone concern," he said.

But the president added that he hoped the faculty and staff would look at the actual picture and referred to a double page

"information spread" in Developments and Link this week.

"Acceptance of the existing offer places our faculty at a level higher than any college or other post-secondary institution in the province, and further, when looking at the result as of Jan. 1, 1982, places the faculty member at Step 12 considerably over \$40,000," he said. "It's difficult to understand 'catch-up' when one is leading the pack."

Thom pointed out that a full 20 per cent of the teaching faculty were receiving additional compensation as chief instructors and a further seven per cent receiving additional funds as senior instructors. This additional compensation is not general in the education system.

"I certainly don't want to see a strike — BCIT has never had one and I would like to see that record among a good bunch of professionals maintained," he said. *continued on page 4*

Keg success formula Industry Days topic

By Pat Markley

The Hospitality and Tourism Department hosted another successful Industry Days last Thursday and Friday at the Hotel Vancouver.

"We had a great turnout of industry people Thursday for the panel discussions," said Department Head Mike Coltman.

George Tidball of Keg Restaurants Ltd. was unavailable due to a death in his family, but Keg Vice-President of Communications, Duncan Holmes, filled in.

In his address, Holmes said the approximately 150 second-year students in attendance were "the industry leaders of tomorrow".

His speech centred around

what Tidball called the Keg Restaurant's "Five Ingredients for Success".

"The first ingredient is to understand the business, know your competition," said Holmes.

Working from Tidball's notes, Holmes predicted many market changes for restaurants in the future.

"The baby boom that grew up on MacDonald's is getting older," he said. "They're going to the Keg and the Old Spaghetti Factory for dinner instead."

Holmes said this trend will continue until the baby boom has children of its own.

"Then when their \$50,000 or \$60,000 double incomes are cut in half they'll begin to go back to fast food outlets like MacDonald's" said Holmes.

For now, Holmes said Tidball sees a move towards what he

calls the "white table cloth" restaurant, where service and atmosphere count almost as much as the quality of food.

The other secrets of the Keg's success Holmes listed as "putting yourself in the customer's mind". He urged students to remember that advertising is a key to good business when they start up their own restaurants.

"Third, be constant to your purpose," said Holmes, "Stick with what you do best."

He gave an example of the problems that developed when the Keg moved into serving lamb and several exotic seafoods even though they didn't know how to prepare them properly.

"Now we keep our menu simple," he said. "Steak, several popular shellfish and a salad

bar."

The fourth secret to Keg success Tidball described as "achieving through the people who serve you".

Finally, Holmes ended with Tidball's advice to "have fun at what you're doing".

The students loudly applauded both the speech and the ceremonial mug presentation that took place afterwards.

Also present for the keynote speech was BCIT President Gordon Thom and former Hospitality and Tourism instructor John Lindenlaub.

Industry Days began about five years ago as a chance for students to meet industry representatives and for the reps to meet their future employees.

Mike Coltman described it as a "good break for the students and the teachers".

WHAT ARE WE REALLY TALKING ABOUT?

Board Guidelines for Collective Agreement

PHILOSOPHY

The Institute faces many and varied challenges during the 1980's. Changes in the educational delivery systems currently employed at B.C.I.T. are required. Negotiation of an agreement, which allows accommodation to the constraints and opportunities of the 1980's is critical to B.C.I.T.'s survival.

OBJECTIVES

PROBLEM SOLVING

To attempt to establish a problem solving climate for negotiations to conclude an early and equitable collective agreement.

To attempt to establish open communications to faculty/technical staff and management preferably through joint communications.

COMPENSATION

To achieve a salary settlement which is both comparable and relative.

EXCELLENCE

To maintain and enhance faculty/technical staff excellence and currency of knowledge through specific amendments to the professional development, performance appraisal and compensation systems.

FLEXIBILITY

To enhance the Institute's ability to change in response to the external and internal environments by obtaining flexibilities and efficiencies in areas such as, but not limited to:-

- hours of Institute operation in both educational and service areas
- clarification of teaching / non-teaching / paraprofessional roles
- streamlining of the classification system

MANAGEMENT RIGHTS

To acquire management rights as required to manage in the future and in areas where Institute restraints require a clear definition of management rights and responsibilities.

Arbitration has been a constant Staff Society theme in this round of collective bargaining. What must be pointed out and put to rest at this time is that the Staff Society **has not yet** proposed that this contract be settled by arbitration. Therefore, BCIT has not refused to go to arbitration.

BCIT did not take away arbitration as a route to go when both parties, after bargaining in good faith, fail to reach a collective agreement. This was done on October 28, 1977 when the relevant section of the B.C. Labour Code was repealed.

What the Staff Society has proposed is a Memorandum of Agreement that would give it the right to take collective bargaining to binding arbitration at **ANY** time it chose, now or in the

future. BCIT has not accepted this for the following reasons:

1. Such an agreement would give the Staff Society an option during all future collective bargaining processes that BCIT would not have.
2. It would give the Staff Society the unilateral right to place critical issues for all future collective bargaining in the hands of a third party arbitrator.

The Administration of BCIT believes that binding arbitration is a last resort and that free collective bargaining and serious negotiation between BCIT and the Staff Society is a far better way to settle issues affecting this institute.

BCIT'S OFFER IS A FAIR ONE			
Faculty at Step 12 move to \$37,860 Effective Jan. 1, 1981 and to \$41,100 on Jan. 1, 1982.			
	COLLEGE	MAXIMUM	EFFECTIVE
In addition	Cariboo	\$ 33,527	80.04.01
20% of the teaching faculty	Camosun	34,326	80.04.01
will receive Chief Instructor's	Capilano	35,808	81.02.01
allowance of \$1491	New Caledonia	37,675	81.04.01
in 1981 and \$1622 in 1982.	Douglas	33,837	80.04.01
Also 7% of the teaching faculty	Malaspina	35,779	80.04.02
will receive Senior Instructor's	PVI	31,740	80.04.01
allowance of \$785 in 1981	VCC	37,089	81.04.01
and \$854 in 1982.	Selkirk	33,414	80.04.01
(See comparative scale)	Okanagan	36,891	81.07.01

BCIT

This is Published by BCIT's Administration in the hope of providing the faculty with accurate information on the Institute's bargaining position

Create student jobs

Application forms for departments wishing to take part in this summer's Youth Employment Program (YEP) should be available this week, said Steve Guthrie, student financial services advisor.

"The program is designed to create career-related employment for students during the summer months," said Guthrie.

Last year, BCIT was allocated \$88,400 in YEP grants and Guthrie said he hopes for a similar amount this year. That would allow for the creation of about 40 student jobs.

"In filling out the application forms, department members should keep certain things in mind," said Guthrie.

First, the job must give students full-time work for a minimum of 40 working days between June 1 and August 31.

Second, the work should be related to the student's program of studies. The grant is more likely to be approved if the job provides work-related skills for the student.

Third, the job cannot displace a regular auxiliary BCIT

employee.

And fourth, the work should be a pilot or special project to be done within the three month period. It should not create an on-going position, for these jobs should be filled by regular BCIT staff.

Guthrie urged staff members to use their imagination in creating these jobs.

"We have had some very creative applications in the past," he said.

If approved, the provincial government pays part of the student's wage, from \$4.15 to \$4.50 an hour, and the division sponsor contributes the other part.

The provincial government rates are unofficial at this time, but should be the same as last year.

Under an agreement with the BCGEU, a student with one or two years post-secondary education will receive \$796 a month. More than two years of college education will earn the student \$876 a month.

Applications from departments interested in creating summer employment must be

CAMPUS BRIEFS

At the Open Session of the meeting of the Board of Governors on Thursday, Feb. 19, there will be two items of special interest — a report on the HEMI Survey and a presentation by the Student Association on their proposal for a Student Campus Centre. The meeting is at 1 p.m. in the BCIT Board Room and faculty, staff and students are welcome to attend.

* * *

Thanks must go to **Ray Young**, graphic artist in audio visual for design of *Developments'* new masthead. The three-line design represents BCIT's division into three: Health, Engineering and Business.

* * *

Do you have the feeling you've forgotten something? Maybe you're one of the 15 per cent of

returned to the Student Financial Services office by 4 p.m. March 6.

Department members and students wishing more information about this year's YEP are invited to call Steve Guthrie, local 887.

BCIT employees who have forgotten to inform the Personnel Department of a change of address. Personnel Records Assistant **Diane Baldwin** reports that this kind of forgetfulness is causing a real problem, especially when mass mailings take place to all BCIT staff. "We know there are a lot of wrong addresses in our files, but we only seem to hear of changes through other departments, like payroll." To take care of the problem properly staff members who have moved should contact Personnel first and let them worry about informing department heads, payroll, computer records and so on at BCIT.

(continued)

Thom said he has asked the administration bargaining team to do all within the board guidelines to settle the collective agreement.

"Given the tough times ahead as far as budget is concerned, I would like us all to devote our energies in that direction," Thom said.

New educational network airs technical seminars

The Society of Engineering Technologists (SET) in co-operation with BCIT and several other organizations has begun a series of professional development seminars in technology via the Knowledge Network and the ANIK-B satellite.

Topics for the one- and two-hour sessions change each week. The first, Feb. 10, was Satellite Communications, done in co-operation with Teleglobe Canada.

They are designed to serve as professional up-dating for technologists, technicians, engineers, foresters and other professionals. But the topics are also of interest to students and the general public.

Each program includes a video or live presentation and panel discussion followed by a question and answer period.

The shows originate at BCIT through the Knowledge Network, B.C.'s new educational television network.

The programs are beamed up

to the ANIK-B satellite and then bounced down to receiving stations in place at local colleges throughout the province. Among them are the College of New Caledonia in Prince George, Malaspina College's campus in Powell River and Northwest Community College in Terrace.

Additional receiving sites will soon be established at the

Hazleton, Houston, Kitimat, and Trail college centres.

In the Lower Mainland, most converters have the programs on channel 18.

To participate in the question and answer session, however, viewers must be at a receiving site such as BCIT or the College of New Caledonia in Prince George.

Staff and students interested

in watching the SET programs are invited to attend any Tuesday night in building 3A, room 110 at BCIT.

The next program in conjunction with B.C. Tel, will take place on Feb. 24. It is appropriately named "Communications of the Future — a Quiet Revolution".

Anyone interested in attending the next session is asked to contact John Leech of SET, at 433-0548, in advance.

Program schedule for Feb. and March

Feb. 24	9-10 p.m.	Communications of the future - a quiet revolution (with B.C. Tel)
	10-11 p.m.	Future technologies film
March 10	9-10 p.m.	The catch you didn't want - undersea cable communications (with Teleglobe Canada)
	10-11 p.m.	Data processing
March 17	9-10 p.m.	Virus-free potato production (with Agriculture Canada)
	10-11 p.m.	Forest technician distance education training program (with BCIT)
March 24	9-11 p.m.	Fibre optics (with B.C. Tel)
March 31	9-11 p.m.	Ecological site classification (with Ministry of Forests)

DEVELOPMENTS

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