

The Update:

Nominations Issue



Issue 3, 2021-2022

April 2022

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COUNCIL & EXECUTIVE MEETINGS

OCFA Executive meetings are held once every two weeks. OCFA Council meetings are generally held once per month. If you would like to bring forward a particular item for consideration please contact one of your OCFA Council members (contact information for all of your reps can be found on the [last page of this newsletter](#)).

SUBMISSIONS TO THE UPDATE

The Update welcomes letters to the editor, upcoming event notices, or other submissions. I encourage you to write in response to what you read in the

newsletter or about other Faculty Association matters. Letters to *The Update* do not represent the opinions of the editor nor the OCFA Executive or Council. Please send submissions to *The Update* editor Janice McQuilkin at jmcquilkin@okanagan.bc.ca or via intercampus mail.

Thanks!

A special thanks to Raluca Fratiloiu for her work reviewing *The Update*.

OCFA SOCIAL MEDIA

OCFA is on **Twitter** @OCFaculty

OCFA is on **Facebook**

<https://www.facebook.com/ocfaculty>

WHERE IS MY T4 SLIP?

See below.

DELIVERY OF THE UPDATE

The *Update* is distributed electronically as a PDF file by e-mail; and available on the [OCFA webpage](#).

Contact information for all [Association Council representatives and Shop Stewards 2021-2022](#) can be found on the final page of this newsletter.

Notices and Upcoming Events

OCFA Annual General Meeting Friday, April 29th, 6:30-9:00pm via Zoom

Come out and meet your colleagues at our Annual General Meeting (AGM) next week! The AGM is important to attend; you have a voice, a vote and you can be part of the vision going forward. You will have the opportunity to vote on new policy and other important motions.

During the AGM, we will also elect our Association Council representatives and Shop Stewards for the 2022-2023 academic year. All OCFA positions are one-year terms and are considered vacant until filled at the AGM.

Two official calls for nominations have now been circulated via email, and nominations will be accepted during the AGM. If you have questions about these or any other positions, please feel free to email the Chair of the Nominating Committee, Janice McQuilkin: jmcquilkin@okanagan.bc.ca

Where are my T4 Slips?

1. Navigate to: myOkanagan/Menu/Faculty/Faculty Home/ *under* Online Registrar click Personal Information.
A new *Welcome to Online Services** window opens with the Personal Info button highlighted.
2. Click Employee, then click Tax Forms Electronic tax statements.
3. On the Slips for Income Tax Return page, select Year and click T4.
4. Click Printable Version to open a PDF of your T4 for the year selected.

***Kind Reminder from OCFA**

While you are here, the *Welcome to Online Services* page also displays an **Update Email Addresses** tab. Please ensure you have entered a Personal Email Address for use in case of emergencies should the college need to contact you. For example, a pandemic.

Upcoming Council Meetings:

May & June Joint Incoming/Outgoing Council Rep meeting dates TBA...

2022-2023 Nominees

Please contact Janice McQuilkin at jmcquilkin@okanagan.bc.ca if you are interested in running for any position.

Position	Nominee
President	Sharon Mansiere
First Vice President and Chief Steward	Rod Watkins
Second Vice President and Bargaining Chair	Alan Rice
Treasurer	Randy Brown
Secretary	Roën Janyk
Faculty Liaison - Arts	Raluca Fratiloiu
Faculty Liaison - Business	Stacy Fenwick
Faculty Liaison - Health	Gurpreet Dhatt
Faculty Liaison - Non-Instructional	None
Faculty Liaison - Science	Bruce Campbell
Faculty Liaison - Technology	None
Area Rep - Kelowna	Laura Loewen
Area Rep - Penticton	Jeremy Beaulne
Area Rep - Salmon Arm	Brian May
Area Rep - Vernon	None
Non-Continuing Faculty Representative	Can Li
Pension Advisory Representative	Elena Mitropolsky
Human Rights and International Solidarity Representative	Terry Bridges
Faculty Liaison - Status of Women Representative	Eva Gavaris
Workplace Health, Safety, and Environment Representative	Howard Hisdal
Decolonization, Reconciliation, and Indigenization Representative	Laura Hockman
Kelowna Campus Steward	Sean Johnston
Penticton Campus Steward	Colin Wallace
Salmon Arm Campus Steward	Terry Kosowick
Vernon Campus Steward	Art Boehm

2022-2023 Nominees: Executive Committee

Position: President

Nominee: Sharon Mansiere



Sharon's Reasons for Running:

This position keeps me busy, but I feel I have lots to contribute so am hoping you will consider electing me as OCFA president once again. We are perched to enter bargaining; we are beginning to see some differences from the college's new president, Neil Fassina; and we are anticipating large changes with the hiring of new Deans in three portfolios and one centre - these are not restful times.

I feel that with each term I have worked to professionalize our union's resources and appearance, and now with our current executive we have resources that are still undergoing development before release but include a fully operational website with member-login, a policy manual that will make our processes transparent, and additional online resources for our executive to have tracking and control of our important portfolios of work: bargaining and grievances. The best way I feel I can serve the membership is to put in place systems so that I am replaceable and any member that steps into this seat has resources to support and guide them. I know that sounds funny to say that one of the reasons I am running is to make myself replaceable, but I feel that in an elected office that should always be our goal. The organization is larger than our own needs.

I plan to pursue the Member at Large role again at the Federation of Post-Secondary Educators should I be successful to become OCFA president because for too long our services from that organization have not met their potential nor matched our needs. I feel a responsibility to all of you to guide our significant fund contribution and feel very proud of the progress my other union presidents and I have made in reforming FPSE the last couple of years.

Sharon's Bio:

I am a Biologist with an English Degree who studied vocalizations in endangered seabirds in the group related to the puffins. This brought me into developing forest ecosystem networks, working on acoustic fingerprinting, and travel for research from Alaska to Mexico with side trips to the Rockies and the Netherlands.

As I have transitioned to become one of the senior faculty, I have felt it important to give back to the union. In my early years as a term member, I had numerous moments of support from the union either directly or through their bargaining for advantages for term.

Although I am still chair of the Vaseux Lake Bird Observatory, I still curate the Okanagan College Research Museum which is an important repository of samples of DNA of rare and endangered species, I am still active in the conservation efforts and education in our community and as part of that I help run the Meadowlark Nature Festival. With my last of three children graduating this year, I can happily say I will no longer actively chair any more Parent Advisory Committees as of June and will embrace that free time until it gets filled by something else!

Nominators: Alan Rice, Rod Watkins

Position: First VP, Chief Steward

Nominee: Rod Watkins



Rod's Reasons for Running:

I have been Chief Steward for several years. Over those years, I am confident I have represented our members strongly but wisely. I consider it a mark of our success that we have had but one arbitration in my time as Chief Steward—the Post-65 benefits grievance. Rather than going to a costly arbitration, we have successfully resolved a significant number of grievances during my tenure. In cases where we could not resolve the matter locally, we frequently were successful at mediation. I think that speaks to the careful way in which CARC considers grievances and the best way to resolve them.

Rod's Bio:

Larger labour relations issues like grievances are, of course, a significant part of the Chief Steward's workload. The work that has been most satisfying to me personally, however, has been the many times over the past years that I have been able to act on behalf of members to resolve issues with the College. Whether that is making sure members receive the benefits they are entitled to or are paid properly on the scale, it is the personal member interaction that is the most rewarding part of the job. There are many of you out there who I have been able to help; it has been my honor to do so.

After being awarded my PhD in Philosophy from the University of Toronto in 1996, I eventually earned a continuing position at the College in 2005. I served as the Salmon Arm Steward starting that very year and remained the Salmon Arm steward until I ran for Chief Steward in 2013, giving me over 16 years of CARC training and experience.

Nominators: Alan Rice, Janice McQuilkin

Position: Second VP, Bargaining Chair

Nominee: Alan Rice



Alan's Reasons for Running:

I am seeking your support in my bid to run for 2nd Vice President. I have been the 2nd Vice President for the past term. As Chair of the Negotiations Committee, I have coordinated our team's effort in preparation for bargaining this round. Our team has done an excellent job in bargaining preparation, and we have formally declared our readiness to meet with the employer. We have begun preparatory meetings with the employer to discuss the bargaining process.

Alan's Bio:

In addition, I have extensive experience on Council and the Grievance Committee (CARC). On Council, I have held the position of Non-Continuing Faculty Representative and Business Faculty Liaison.

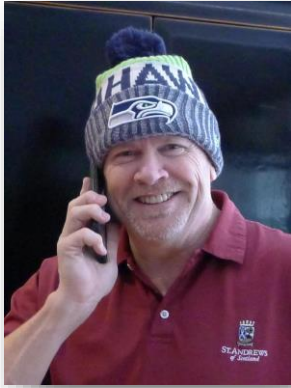
The reason I am running is that I believe that OCFA and other Provincial Post-Secondary unions are facing a tough and critical round of bargaining. In the past round, the employer demonstrated that they are pursuing a concession-based approach to negotiation. I believe that they will be targeting key components of our agreement that could have a significant impact on our working conditions, security, and compensation. In addition, I have been working closely with the Executive on a number of important projects including playing a significant role in policy review and development.

In addition to my OCFA roles, I serve on the FPSE Bargaining Coordination Committee. I have served as Chair of the FPSE Education Policy Committee. This committee coordinates the review of Ed Policy issues province wide.

Nominators: Janice Mcquilkin; Rod Watkins

Position: Treasurer

Nominee: Randy Brown



Randy's Reasons for Running:

My name is Randy Brown and I am running for Treasurer of the OCFA. I learned a great deal as Treasurer this past year, and I am very much interested in continuing to work hard for the OCFA members as Treasurer next year. No surprise, being the Treasurer is a lot of work, but it is also enjoyable and very interesting. I am detail oriented and rigorous person, and that helps me in my role as Treasurer.

Randy's Bio:

I have been a Professor in Electronic Engineering Technology at the College for the last fifteen years and I have been an active member of the OCFA for the last 10 years. First as the Technology Representative on Council, then as the Pension Advisory Representative on Council, and last year, as the OCFA Treasurer. I am also a member of the current OCFA Bargaining Team.

Last year I stated that if I became Treasurer I would upgrade the Treasurer's computer and software because the computer was very old and the software was out of date. I have a new computer ready and I have ordered an updated version of accounting software. My plan is to move everything over to the new computer sometime this summer, when things are a bit slower for the Treasurer.

I look forward to helping our members as Treasurer, and continuing as part of the bargaining team, because that is very much what I want to do.

Thank you for your support,

Randy Brown

Nominators: Alan Rice, Janice McQuilkin

Position: Secretary
Nominee: Roën Janyk



Roën's Bio and Reasons for Running:

Roën has been the Web Services Librarian at OC for almost ten years. She has been representing the non-instructional faculty on Council for the past two years. She has enjoyed connecting with faculty from across the College and she looks forward to another year of supporting and representing her colleagues.

Nominators: Rod Watkins, Janice McQuilkin

2022-2023 Nominees: Council

Position: Faculty Liaison – Arts

Nominee: Raluca Fratiloiu



Raluca's Reasons for Running:

I am running for the Arts Faculty Liaison Position because I believe it is important to connect with colleagues and bring our issues forward to Council, particularly during a bargaining year. It is essential for us to be informed and speak with a united voice.

Raluca's Bio:

I came to Canada as an international, graduate student, first to Calgary, with hopes, dreams, and a suitcase full of shoes. I decided to stay and moved to Montreal. This journey inspired my PhD thesis in Communications, at Concordia University, on diasporic identities. Montreal was the best but then I had the opportunity to work full-time as an Assistant Professor in Halifax. The job was great, but the weather was not. One trip experiencing the Big White powder with my husband convinced us to move to the Okanagan. Luckily, I was hired as full-time term faculty in the Department of Communications, where I have been teaching since 2008. During the pandemic, I lucked out again as I had been approved for extended study leave. I used that time to complete an MSc in Digital Media Design through the University of Edinburgh and made some videogames. Our two young boys approved. I love teaching and course development.

Roles I had at OC include Chair of Communications, and over the years, member of the PD, CPRC Arts and CPRC STH committees.

Nominators: Tim Walters, Matt Kavanagh

Position: Faculty Liaison – Business

Nominee: Stacey Fenwick



Stacey's Reasons for Running:

I am running for the Faculty Liaison – Business position to serve my esteemed colleagues.

Stacey's Bio:

I completed a Master of Business Administration in strategic management at the University of British Columbia. I been a professor at the Okanagan School of Business at Okanagan College since 2013, where I teach courses in management, marketing and social entrepreneurship.

Nominators: Devin Rubadeau, Kyleen Myrah

Position: Faculty Liaison – Health

Nominee: Gurpreet Dhatt



Gurpreet's Reasons for Running:

In May, 2022, my term as Council Member of the Okanagan College Faculty Association (OCFA) will end. I would like to run again for the position of Faculty Liaison Health is ending. There are three reasons I would like to run again. First of all, I am anxious to see issues around workload in our profession kept uppermost in our minds. If problems arise, we must work together as a team to seek solutions.

Secondly, I think that continuity is important. If we leave the position after only a year or two, we may lose the impact of questions on nursing staff before they are solved. Third, our faculty is very small. Sometimes it's difficult to find faculty members who have the time to volunteer for a position such as this.

I am delighted to let my name stand.

Gurpreet's Bio:

Gurpreet Dhatt began her career as a Registered Nurse after graduating from Douglas College's Diploma Program (Vancouver) in 1996. In 2002, Gurpreet received her BScN Degree with Distinction from the University of Victoria. In 2008, Gurpreet graduated from the University of British Columbia with a Master's in Nursing Degree (Education focus).

While working at Vancouver General Hospital (1997-2012) Gurpreet became a participant in the preceptorship program, she helped guide nursing students through their preceptorship. In 2002, Gurpreet was hired in her first teaching position at Vancouver Community College (VCC) where she taught in the LPN Pharmacology Upgrade Program. In 2003, Gurpreet accepted the position of Clinical Instructor at Kwantlen Polytechnic University in Graduate Nurse International Re-entry Program. In 2004, she joined the LPN Department at Vancouver Community College, then, in 2010, joined the BSN Program at Vancouver Community College. In 2012, Gurpreet joined the faculty at Okanagan College.

Outside work, Gurpreet serves as a volunteer in the local community and sponsors children in under-developed countries and travel is a big part of her life.

Nominators: Natalie Crang, Susanne Chenoweth

Position: Faculty Liaison – Science

Nominee: Bruce Campbell



Bruce's Reasons for Running:

I wish to continue to serve the OCFA membership on Council as the faculty Liaison for Science. Working on behalf of the OCFA membership is enriching, sometimes exciting and allows for a greater engagement within the institution.

Buce's Bio:

Bruce Campbell
Department of Biology
OCFA Council Faculty Liaison Science since 2014

Since joining Okanagan University College in May of 2000 as a research associate and term faculty I have served on various committees such as JOHS, ESL, OUC Research Advisory, Canada Research Chair Selection, Departmental Unit Review, as well as numerous selection and hiring committees of both administration and faculty. In addition to professional development which relates to my chosen field of study I have had the privilege to attend the Canadian Labour Congress Winter School on two occasions to participate in professional development and training which relates directly to serving on the OCFA Council. Although I have served across a wide variety of institution committees at Okanagan University College and then after 2005 at Okanagan College, I have found serving as a member of the OCFA Council to be the most rewarding.

Nominators: Alan Rice, Janice McQuilkin,

Position: Area Representative - Kelowna

Nominee: Laura Loewen



Laura's Reasons for Running:

I started at OC in January 1995 as a term employee in the psychology department. 14 years later I was finally offered a regular position which is a very long time but isn't actually the record under the old system. I am well acquainted with the way the college does business. In my time here I have seen the college mistreat many worthy faculty members and have decided I'd like to be part of the brave group that tries to protect and defend my colleagues.

Laura's Bio:

As a Research Ethics Board member for 4 years and chair of the REB for 2 of those years I became acquainted with all of the exciting projects under way at OC. In the last year as the Kelowna rep for the OCFA, I have enjoyed being a part of the mechanics of the way things work at our great institution. I was also privileged to be invited to represent the OCFA as the liaison on the Disability Management and Rehabilitation committee.

Thank you for your consideration.

Nominators: Sharon Mansiere, Janice McQuilkin

Position: Area Representative - Penticton

Nominee: Jeremy Beaulne



Jeremy's Reasons for Running:

Throughout my career in post-secondary education, I have seen how important it is for faculty to have strong union representation. What is more, I believe the union can be a positive voice for social justice and environmental sustainability. I welcome the opportunity to contribute to the OCFA by advocating on behalf of the Penticton campus and encouraging Penticton-based faculty members to get involved in the union. I previously served as the Penticton Area Rep in 2013-2014 and 2021-2022.

Jeremy's Bio:

After working at Northern Lights College in Dawson Creek for several years, Jeremy joined Okanagan College's Department of English in 2008. He teaches courses in literature, composition, film, and acting. In addition, he is the artistic director of the Red Dot Players, Okanagan College's community theatre company (www.reddotplayers.com).

Nominators: Janice McQuilkin, Francie Greenslade

Position: Area Representative – Salmon Arm

Nominee: Brian May



Brian's Reasons for Running:

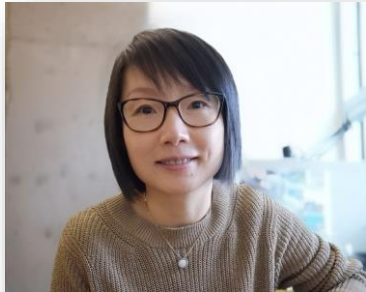
I have been at Okanagan College for 17 years, based on the Salmon Arm campus for the duration. I am actively involved in local campus activities, including scheduling, campus life, and attending campus meetings. My reason for running is to provide a voice for Salmon Arm faculty at OCFA Council. I don't approach the role with a specific agenda in mind, but rather would like to bring a balanced view to the table. In doing so, I am quite willing to listen to and advocate for the specific interests of the Salmon Arm faculty.

Brian's Bio:

I grew up in Newfoundland and then went on to post-secondary studies at Queen's University (BSc in Physics) and Dalhousie University (PhD in Physical Oceanography). I worked for 5 years as an assistant professor at University of Minnesota Duluth before coming to Okanagan College in 2005. I teach in both the Mathematics and Physics departments, primarily at the Salmon Arm campus. Outside of work, I spend a lot of my time outdoors running, biking, orienteering and cross-country skiing

Nominators: Bryan White, Chris Clarkson

Position: Non-Continuing Faculty Representative Nominee: Can Li



Can's Reasons for Running:

It has only been a very short time serving at this position, and I still have much to learn. I am running because the OCFA council is an awesome group of people, which I like to be part of. I had term faculty members reaching out to me with questions and concerns, so I believe through my liaison activities at FPSE NRFC to keep them informed and connected is important. I'd like to continue this work.

Can's Bio:

I joined OC as a term librarian in July 2021 and became the Non-Continuing Faculty Representative in October when I saw the position was vacant. Since then, I have also sat on the FPSE Non-Regular Faculty Committee (NRFC) and have brought its initiatives to term faculty at OC. The committee meets every first Friday each month to discuss issues and develop solutions. All term faculty are welcome to join those meetings.

My job as the Web Services Librarian is exciting and fun, with abundant opportunities to learn and to be useful. In my spare time, I like to spend time outdoors hiking or cross-country skiing.

Nominators: Janice McQuilkin, Eva Gavaris

Position: Pension Advisory Representative

Nominee: Elena Mitropolsky



Elena's Reasons for Running:

I would like to continue as OCFA Pension Advisory Representative, for the FPSE College Pension Plan Trustee-Designate.

I have been working as a continuing College Professor with Okanagan School of Business since 2018, teaching and designing advanced Finance courses such as Investment Management, Derivatives, Financial Modelling and Financial Institutions, to name a few.

Elena's Bio:

I have also been volunteering on the OSFA Investment Subcommittee over the last 2 years.

I believe I have a lot to bring to the table as a Trustee:

- Recently, I have been advising the students on setting-up and managing our OC Student Investment Fund that has just launched
- I have years of work experience in Pensions management both on the Investment and on the Asset/Liability sides at the Imperial Oil Pension fund (co-managing Cdn \$2.5 billion in assets)
- I also worked in a leadership position in Insurance (Great-West Life) dealing primarily with Investments, Corporate Finance, and Investor Relations
- I have been a Chartered Financial Analyst (CFA) since 2001, and currently serve on the Board of Directors of our CFA Okanagan Society

Through my industry experience, I gained strong knowledge of pension issues and investment issues especially in a defined benefit (DB) environment, and I am eager to learn more. Fiduciary duty is not new to me, and I feel passionate about social responsibility when it comes to investment decision-making. I feel that my professional expertise and critical thinking skills will allow me to make a valuable contribution serving the plan members.

Nominators: Randy Brown, Youry Khmelevsky

Position: Workplace Health, Safety, and Environment Representative (WHSE)

Nominee: Howard Hisdal



Howard's Reasons for Running:

When I see something on our campuses that I think needs improving or repairing, I try to fix it. I got water fountains put into the E Building on the Kelowna Campus. I got handrails put on the steps outside the E building. I also got building identification letters put on the doors of all the buildings on the Kelowna Campus so that the students could find their classes, although the justification I used on the Facilities Work Request was to aid firefighters, ambulance attendants, and police.

I got new carpets in some of the professor offices on the Vernon Campus. This semester I got the HDMI cable upgraded in Kelowna in E207 despite some resistance from IT, but with encouragement from the Business Portfolio. I encourage you all to read my article in this [Update](#) about my adventures.

Howard's Bio:

I have been a college professor in the Department of History since 2005. I served on the OCFA Council as the first Non-Continuing Faculty Rep in 2006. I have also served as the Shop Steward for Vernon Campus although my home campus is Kelowna. I served two terms as the Chair of the History Department and two terms as the Chair of the History Articulation Committee for British Columbia. In 2015, I was awarded the Okanagan College Teaching Excellence Award. I have designed and taught two new History courses: HIST 230 Warfare and Terrorism since 1945, and HIST 320 Rise of Modern Capitalism. Currently I am serving as the President of the Board of Directors of the Kelowna Museums. The CD behind my name stands for Canadian Forces Decoration and is awarded for long and honourable service. I served for 25 years in the Canadian Armed Forces as both an infantry and a cavalry officer, retiring from the British Columbia Dragoons in 2014 with the rank of captain.

Nominators: Sharon Mansiere, Markus Heinrichs

Position: Status of Women Nominee: Eva Gavaris



Eva's Reasons for Running:

I have been passionate about fairness ever since I learned about sharing as a toddler. I hope to represent you as the Status of Women representative on OCFA so I can continue to bring awareness and improvement to equity issues facing women in the workplace.

Eva's Bio:

As the Penticton Campus Librarian, I have been working at the college, and in this position, for five years. I have been a librarian for ten years, previously working at UBCO and for a library vendor. I grew up in New Brunswick on the stolen lands of the Passamaquoddy people and went to school at Dalhousie University and Western University.

Nominators: Janice McQuilkin, Priscillia Lefebvre

Position: Decolonization, Reconciliation, and Indigenization Representative

Nominee: Laura Hockman



Laura's Reasons for Running:

As a Gitksan woman and uninvited guest on the Syilx territory, I come from a nation that has its traditional governance structure in place, of Hereditary chiefs and a feast system to action out our laws and protocols. This provides me with a unique perspective to support the work of the OCFA and contribute to the Decolonization, Reconciliation, Indigenization Standing Committee. Being an active member of the OCFA, which works for the collective interests of our members, resonates with me. This aligns with my traditional teachings of working for the betterment of community and future generations.

Laura's Bio:

I started teaching at the UBC Okanagan in the Masters of Social Work program in 2017. My teaching started with Okanagan College in 2018 on contract in the Human Service Worker Program, the Aboriginal Community Support Work Program and a term position teaching Social Work courses on the Vernon and Salmon Arm campuses. In the summer of 2021, I was hired in a part time continuing position for Social Work courses on the Kelowna campus.

In addition to teaching, I am a Social Worker and work at a non profit disability organization in Vernon – Independent Living Vernon as an Executive Director. Outside of work, I spend every moment I can in my vegetable garden or walking and enjoying the beauty of the Syilx territory.

Nominators: Janice McQuilkin, Natalie A. Chambers

Position: Human Rights and International Solidarity (HRIS)

Nominee: Terry Bridges



Terry's Reasons for Running:

I would like to continue the work I had done as HRIS Rep between 2018-2021, namely to: represent the OC HRIS committee at OCFA council meetings; represent OC on the FPSE HRISC and report back to OCFA Council on FPSE initiatives; work with Okanagan College faculty, staff, and students and community groups to advance initiatives related to human rights, international solidarity, and diversity/inclusivity on the OC campuses and in the Kelowna community; and help to organize the annual FPSE Speaker's Tour.

Terry's Bio:

I have finished my 6th year at OC, where I am a continuing instructor in the Physics & Astronomy Department. I have previously served as HRIS rep between 2018-2021. I have been involved in many OC initiatives, including the Wellness and Mental Health Committee (2021), the OC Indigenous Speaker's Series (2020-2021), and the EDISJ Ambassador program. I am a member of the Okanagan branch of the Royal Astronomical Society of Canada, and the Canadian Astronomical Society, where I am on the Equity & Inclusivity Committee and the CASCA-Westar Lectureship review committee. I am very interested in astronomy/science outreach and am co-organizer of the citizen science project Canadian Collaborative Occultation Network (tnorecon.net).

Nominators: Tim Walters, Sasha Johnston

2022-2023 Nominees: Shop Stewards

Position: Kelowna Campus Steward

Nominee: Sean Johnston



Sean's Reasons for Running:

To advocate for and assist OCFA members at the Kelowna campus. I've been at Okanagan College for 13 years and am currently Chair of the English Department. I have served on a number of committees over the years and am currently on the GIA committee, the Arts Professional Development committee and Arts Curriculum Proposal Review Committee.

Sean's Bio:

I am from rural Saskatchewan and lived all over Canada, working on highway construction mainly, and went back to school every few years, getting a Journalism degree, an MA, and eventually a PhD from the University of South Dakota. I was hired at Okanagan College soon after (14 years ago), got married, and had two daughters (6 & 8 years old now). I'm also a novelist and short story writer, but I'm not trying to sell books here.

Nominators: Jillian Garrett, Sasha Johnston

Position: Penticton Campus Steward
Nominee: Colin Wallace



Colin's Bio & Reasons for Running:

Colin completed his Master's degree in human physiology from the University of Oregon in 2010, his PhD in neuroscience from UBC Okanagan in 2017, and a post-doctoral fellowship from UBC Vancouver in 2018. As the Penticton campus steward, Colin will advocate for a safe, fair workspace for all faculty to operate within.

Nominators: Janice McQuilkin, Rod Watkins

Position: Vernon Campus Steward
Nominee: Art Boehm



Nominators: Rod Watkins, Alan Kennedy

President's Report

Sharon Mansiere

Local

The college is already signaling some moves they are planning to make that will reduce member's rights and benefits; this concerning posture could be a signal to a difficult bargaining round but we hope not. We were ready to bargain productively last round and hope to meet a match to our enthusiasm for getting a deal that is good for faculty this round. A roll-over impacts both parties and we want a productive round.

Some of the changes you will see in this AGM reflect a clarity on honouring our fiduciary obligations as a union. You will have seen the policy we are developing, these will be collated into a new OCFA policy document. Transparency is key. Reviewing our policies in light of current CRA rules has also resulted in some of the changes you will see at the meeting.

Provincial

The landscape provincially across many sectors, is that unions in the province are very focused in closing the gap in the erosion of our wages. The 2-2-2 wage increase of the last bargaining round did not allow us to hold our wage 'ground' and this has been a trend over more bargaining rounds. The results of the

unstable world we are in means that inflation is at a level that we have not seen recently. We need to be very concerned as faculty to maintain our wage position and not see inflationary erosion. Other unions are positioning strongly on this and we need to as well. We gain nothing by not seeking a fair and equitable raise if other unions are positioning at their table for their members.

The Federation of Post-Secondary Educators has undergone some changes as the many presidents that form President's Council have very much understood yoke of responsibility as directors. Policy development, Standard Operating Procedures, On-Boarding documents like our local is developing are cropping up across the sector. The level of sophistication and attention to CRA rules and obligations (e.g., \$500 maximums for honorariums), conflict of interest, and certainly understanding of liabilities have been importantly inserting themselves into our day-to-day responsibilities and practices.

Sharon Mansiere
President

Chief Steward's Report

Rod Watkins

Hello. I first want to thank the members of the CARC committee for their service this year: Alan Rice (Kelowna), Jeremy Lanaway (Salmon Arm), Colin Wallace (Penticton), and Arthur Boehm (Vernon). Thank you all for serving your colleagues as stewards.

Current Grievances

FAC13/07: Post-65 Benefits

The hearing for the grievance has been split into two phases. The first phase took place November 23-27. It addressed the Collective Agreement arguments. As it turns out, the employee was permitted to add one expert witness to the hearing near the end of the hearing. The hearing was recessed while that report was prepared. An additional day of hearings is scheduled for May 2021 to hear the expert witness and allow the FA's counsel to cross-examine the witness.

If we win on the merits at step one, the grievance will be over and our members will have their benefits returned. If not, we proceed to stage two where the arbitrator will consider our Charter arguments against the BC Human Right Code exception for age discrimination in bona fide group health programs. Many thanks to our witnesses who contributed to our argument.

Step 2

FAC16/03: Unwarranted Discipline.

FAC16/03 grieves the letter of censure a member received after a bullying investigation. The grievance was based on two issues. 1) the refusal to allow the OCFA a copy of the investigator's report

and 2) the lack of justification for the discipline. The College has since provided us a copy of the report. The grievance was in abeyance pending the recovery of the member who is on an extended medical leave.

FAC18/08: Improper Use of Student Evaluations.

The FA filed a step 2 policy grievance over the use of formative evaluations as a result of the recent Ryerson interest arbitration decision. In that decision, the arbitrator ruled that student evaluations are doubly problematic: a) they are demonstrably discriminatory, especially against college professors who are young females, minorities, have an accent, etc.; b) are not a valid or reliable measure of teaching performance. The evidence presented at the arbitration was not challenged at all by Ryerson University. Given the strong evidence of their problematic nature, the FA grieved the continued use of formative evaluations for purposes of hiring and promotion. I and Yvonne Moritz are preparing Terms of Reference for the formative evaluations committee.

FAC19/02 grieves the use of BCGEU library technicians to do Faculty Librarian work. We filed the grievance accordingly. The employer has denied the grievance at step one. We have moved the grievance to step 2 to pursue it further. After further discussions, we have agreed to place the grievance in abeyance as we expect to resolve the grievance shortly. Due to the heavy workload this semester, movement on this grievance has slowed.

FAC20/04: Failure to Allow an OCFA Representative

A member in Arts was called to a meeting to discuss a student complaint. The member was not provided a copy of the complaint in violation of the College Student Complaint Policy, thereby violating Article 4. The Arts Office also refused to allow a steward to attend the meeting in violation of Article 35.1.2.

FAC20/05: Improper Discipline

The same member as in FAC20/04 received a censure via email from the Dean's office. The censure was improper. First, it contains no guidance whatsoever about how to improve performance to meet the employer's expectations. Instead, it made accusations and excoriated our member for their alleged poor performance. That is a violation of Article 35 which demands that discipline be progressive. Furthermore, as this discipline flows from the previous violations, the discipline is an unreasonable exercise of management rights and hence a violation of Article 4. Both FAC20/04 and FAC20/05 have been placed in abeyance pending a satisfactory outcome of the policy review.

Respectfully submitted,
Rod Watkins
OCFA Chief Steward

Bargaining Chair's Report

Alan Rice

OKANAGAN COLLEGE FACULTY ASSOCIATION BARGAINING REPORT

Hello All,

I would like to provide bargaining update on behalf of the Negotiations Committee. Our Collective Agreement (CA) expired on March 31, 2022. On March 22, 2022, the College was notified of our intent to commence collective bargaining.

Notice to commence bargaining was a formality but signifies that we are ready to sit down and commence talks. The Labour Relations Code sets out that 90 days prior to the expiry of an agreement, the parties are deemed to have given notice.

The Committee was pleased at the quick response from the Employer. They have invited the Association to meet to begin discussions on a bargaining protocol on Tuesday April 5, 2022. We have received a draft proposal and have prepared a response which we will present at the meeting on Tuesday.

The Negotiations Committee has been hard at work in the lead up to bargaining. We are in the final stages of compiling our bargaining package to present to the Employer. We have put together a smaller, more targeted package than in the previous round that is focused on the bargaining priorities established in our mandate from the membership. These include Equity, Compensation, Benefits, Workload, and Sustainability.

In general, we have been pleased with the Employer's tone and professionalism in our discussions so far. However, we continued to be frustrated at the pace of the flow of information from the Employer in response to our requests.

The Association has sent out a survey to collect personal information for our members. This information is critically important. In the event of job action, the OCFA will likely lose the ability to contact our members using the Employer's e-mail system.

We will continue to keep our members updated on the progress of bargaining.

Sincerely,
Alan Rice
Negotiations Chair, OCFA
Ocfa.2ndvp@gmail.com

Secretary's Report

Janice McQuilkin

Greetings colleagues,

In this report, you will find a summary of my activities as Secretary since the Winter General Meeting.

Policy Work

Assisted with reviewing and coordinating the **Chairs' Guide to the Collective Agreement** that assists with interpreting the CA as the content relates to the many chair duties. I have met with a number of chairs to discuss the content and propose content changes. This is an ongoing project.

Data mining our approved council and general meetings minutes from the past 23 years to understand past decisions, motions and to prepare for upcoming meetings and bargaining. As an executive, we are working at organizing our extensive cache of archived material.

The **OCFA Policies Manual** now contains policies supporting how the Association makes decisions on funding, claiming travel expenses, contributing to charities, supporting members and respecting members in the workplace to name a few. This is an ongoing project.

Committee Work

Attended the **FPSE Professional & Scholarly Development Committee** (PSDC) monthly meetings. The PSDC assists FPSE locals to identify and assess current and future professional and scholarly development needs of our

members. So, this includes understanding how the various funds, the PA (Professional Allowance) and PD (Professional Development) are being utilized by members individually and collectively for professional and scholarly activities. The aim of this committee is to track how funds are being spent, who allocates/processes them and follow the fund sources.

OC Faculty Web Site

As an executive, we have determined that our web site and system needs are best served by designing in-house and that our needs as an association fall mainly into three areas: Grievance, Bargaining and Member engagement. And so, over the past semester months, I have been working on developing a web site for member engagement.

The OC Faculty Web site provides information to our members and allows for tools to engage with our members including: email out announcements, posting of events, links to surveys, association contact information, events, a library of resources and documents, and a member-only sign in secure environment. I have been learning how best to incorporate member engagement benefits and functionality to best serve our association needs. I am using WordPress which is powerful and an open-source content management system that as an application is used to build web sites. There are many many options to

incorporate these benefits and functionality. Eventually, the plan is to migrate all our union documentation so that it is accessible via this members-only web site.

I demonstrated the OC Faculty web site for Executive and Council members on April 08th and am continuing to incorporate feedback that I received into the web site.

I continue as a member of the **Formative Evaluations Committee.**

The Nominations Committee

I coordinated and chaired the Nominations Committee for the election of The Association positions. This year, the busiest part of this election process occurred just after the last day of classes directly followed by the Easter long weekend. Naturally, coordinating correspondence over these holidays was a little challenging as we all needed a well-deserved break. Thank you to the Nomination Committee members: Laura Loewen- Kelowna Rep., Jeremy Beaulne – Penticton Rep., Brian May - Salmon Arm Rep. and Jeremy Lanaway- Vernon Rep. Thank you to all of you who responded to my emails during your time off.

The Update

With Raluca Fratiloiu's excellent assistance as the reviewer, I edited the third issue of The Update for the 2021-2022 academic year. Thank you to all who contributed!

Thank you

As this will be my final report as Secretary before I begin ESL, I would like to sincerely thank my fellow members on the Executive and Council for all the interesting collaborative work we've accomplished together in this past year. I also extend gratitude to the general membership for the opportunity to represent you all!

In solidarity,

Janice McQuilkin

The Magic of the Facilities Management Work Request

By: Howard Hisdal, Professor of History

Have you ever gone into a classroom and noticed that several light panels are burned out, and the curtains or blinds broken? Or perhaps there is no lectern for your lecture notes? You can shrug and just get used to it or you can complain to the janitor, but maintenance is not their job so nothing will be done. In the case of the missing lectern, you might be tempted to steal one from another classroom, which does not really solve the problem. Or you can go online to My Okanagan and under your Faculty or Employee tab find a Facilities Management Request and fill it out. Usually, the problem will be fixed in a week or so. Once I ended up with two lecterns in a classroom when the original one reappeared.

Sometimes a request takes time. It took almost a year for one light repair request to be done. It was on the Vernon Campus, and I was teaching in the main lecture theatre. There were about 11 or more burned out lighting panels in the lecture theatre including the spotlight over the speaker podium. It gave the theatre a dark gloomy atmosphere. The reason it took a year was because the task involved a fair degree of expense. The ceiling was far too high for ladders and the master electrician had to be called in and scaffolding erected. I also had to talk to the Regional Dean who saw the merit in what I requested. The 1980s ceiling panels were all replaced except for the spotlight over the podium which was forgotten in all the fuss. I had to put in a separate request to get it fixed.

Sometimes you can do amazing things with a Facilities Management Request. For years I was being stopped on the Kelowna campus by students who wanted to know where the C Building was, or the E building. There were maps, but they were not obvious. I put in a Facilities Management Request to get the buildings labelled with their letters. To justify this request, I said that it was necessary for health and safety. Police, ambulance, and firefighters could not quickly see which building was which, this was all true, but not my real reason which was to help the students. Nothing happened for several months until the end of the fiscal year in April when letters magically appeared on all the entrance doors on the buildings of the Kelowna Campus. The Campus Dean at the time phoned me a few days later. Part way through the conversation I realized that she was unhappy with the letters and thought they made the campus look ugly. Her solution was more map boards. Fortunately, the campus dean was not in my chain of command. I was polite.

What other things have I done with work requests? I have gotten a bicycle repair station put in on the Kelowna Campus, handrails outside the E building by both sunken below grade doors, a white board put into the Centre for Dialogue, and new bicycle racks put into the bicycle sheds. I also got water fountains put into the E building on the third and fifth floors. I had asked for more, but that was what I got. For the water fountains it took me two years because I was new and did not know about the magic of the work requests. I tried to go through the Regional Dean and ended up getting the OCFA to pass a resolution to ask for water fountains in the E building. Part of my argument was that expecting all my students to bring water from home was unreasonable and that even a cattle barn would have watering stations.

Filling out the form means that you are actually in charge of your environment, empowered, a homeowner, rather than temporary, transient faculty. I started filling out the forms before I had a continuing contract. I recommend them to you. So far this term I have had two classrooms repaired.

Association Council & Shop Stewards 2021-2022

Executive

President	Sharon Mansiere	250-328-2206	smansiere@okanagan.bc.ca
First VP, Chief Steward	Rod Watkins	250-804-9973	rpwatkins@okanagan.bc.ca
Second VP, Bargaining Chair	Alan Rice	250-826-6072	ocfa.2ndvp@gmail.com
Secretary	Janice McQuilkin	4421	jmcquilkin@okanagan.bc.ca
Treasurer	Randy Brown	250-765-3339	rbrown@okanagan.bc.ca

Council

Faculty Liaison – Arts	Raluca Fratiloiu	4582	rfratiloiu@okanagan.bc.ca
Faculty Liaison – Business	Stacey Fenwick	4355	sfenwick@okanagan.bc.ca
Faculty Liaison – Health	Gurpreet Dhatt	4604	gdhatt@okanagan.bc.ca
Faculty Liaison – Non-Instructional	Sarah Lefebure	3232	slefebure@okanagan.bc.ca
Faculty Liaison – Science	Bruce Campbell	4784	bcampbell@okanagan.bc.ca
Faculty Liaison – Technology	Joe Hobart	4402	jhobart@okanagan.bc.ca
Area Representative – Penticton	Jeremy Beaulne	3225	jbeaulne@okanagan.bc.ca
Area Representative – Salmon Arm	Brian May	8212	bmay@okanagan.bc.ca
Area Representative – Vernon	<i>Vacant</i>		
Area Representative – Kelowna	Laura Loewen	4776	lloewen@okanagan.bc.ca
Non-Continuing Faculty	Can Li	4660	cli@okanagan.bc.ca
Pension Advisory	Elena Mitropolsky	4524	emitropolsky@okanagan.bc.ca
Decolonization, Reconciliation, & Indigenization	Laura Hockman	2346	lhockman@okanagan.bc.ca
Workplace Health, Safety & Environment	<i>Vacant</i>		<i>Vacant</i>
Status of Women	Eva Gavaris	3224	egavaris@okanagan.bc.ca
Human Rights and International Solidarity	Tim Walters	8251	twalters@okanagan.bc.ca

Shop Stewards

Kelowna Campus Steward	Sean Johnston	4672	sjohnston@okanagan.bc.ca
Penticton Campus Steward	Colin Wallace	3334	cwallace@okanagan.bc.ca
Salmon Arm Campus Steward	Jeremy Lanaway	2214	jlanaway@okanagan.bc.ca
Vernon Campus Steward	Art Boehm	2243	aboehm@okanagan.bc.ca