The Update

Issue 1, 2022-2023
November 2022

In this Issue:

The Update 1
Notices and Upcoming Events 2
Recap of the OCFA Fall General Meeting ... 2
Campus Socials 2
Upcoming Council Meetings 3
Status of Women Events 3
Guide to Summative Evaluations 3
You May Be a College Professor! 6
Meet Some of Your Council Members 7
Reports 13
President's Report 13
Chief Steward's Report 15
OCFA Negotiations Committee Report 17
Treasurer's Report 17
Secretary's Report 18
FPSE Ad hoc Climatic Emergency Report 19
Status of Women Report 20
Association Council & Shop Stewards 2022-23 24

SUBMISSIONS TO THE UPDATE

The Update welcomes letters to the editor, upcoming event notices, or other submissions. Readers are encouraged to write in response to what is 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 Roën Janyk, rjanyk@okanagan.bc.ca or via intercampus mail, office L101A.

THANK YOU

A special thanks to Lindsay Willson and Raluca Fratiloiu for their work reviewing *The Update*.

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 your reps can be found on the last page of this newsletter).

DELIVERY OF THE UPDATE

The *Update* is now distributed electronically as a PDF file by e-mail and is also available on the OCFA webpage.

OCFA SOCIAL MEDIA

Twitter @OCFaculty
Facebook page: *https://www.facebook.com/ocfaculty*
Facebook group (for OCFA & OUCFA retirees) *https://www.facebook.com/groups/3459590260743214*

Contact information for all Association Council representatives and Shop Stewards can be found on the final page of this newsletter.

Notices and Upcoming Events

Recap of the OCFA Fall General Meeting

November 4, 2022 at the Coast Capri Hotel

Thank you to all members who came out in-person or joined online for our first in-person General Meeting in more than two years. Newly appointed positions to OCFA Council include:

- **Vernon Area Representative - Youry Khmelevsky (Computer Science)**
- **Technologies Area Representative - Scott Fazackerley (Electronic Engineering Technologies)**

If you have questions about these or any other positions, please feel free to contact the Chair of the Nominating Committee, Roën Janyk, rjanyk@okanagan.bc.ca.

Upcoming General Meetings:

- January 27, 2023 – Winter General Meeting, location TBA
- April 28, 2023 – Annual General Meeting, location TBA

Campus Socials

Campus Socials were back this fall following a hiatus due to the Pandemic. Thank you to all members who came out to connect with colleagues and friends. This is when and where we met:

- Kelowna Social - October 17th at the Rustic Reel Brewing Company
- Penticton Social - October 18th at Neighbourhood Brewing
- Salmon Arm Social - October 26th at Setters Neighbourhood Pub
- Vernon Social - October 25th at Marten Brewing Company

Suggestions for future socials? Please connect with your Campus Representative.

Upcoming Council Meetings

OCFA members are welcome to attend Council Meetings. Please contact Roën Janyk, Secretary, for meeting location or Zoom links. Council meetings take normally place on **Fridays, 2-5 pm**. Upcoming Council Meetings:

- **December 13 (virtual, 12-3 pm)**
- **January 27 (virtual)**
- **February 17 (virtual)**
- **March 24 (in-person)**
- **April 28 (in-person)**
- **May 26 (in-person)**
- **June 16 (in-person)**

Status of Women Events

Shame and Concealment of Women's Menstruation, presented by Joanna Gye

Please join us this **Thursday, November 24 at 4pm** for a screening of Joanna Gye's research documentary **Men Must Not Know: Concealment and Menstruation.**
Following the screening, Joanna will talk for a bit and then there will be time for questions and answers. We hope you find the time to learn more about this interesting topic, and feel free to share it with your colleagues and students. All are welcome to attend.

Please join by registering:
https://ca01web.zoom.us/webinar/register/WN_LOG6g8XPQZOv4E1t40AHwg
Contact OCFA's Status of Women rep, Eva Gavaris, for more information.

Guide to Summative Evaluations

by Rod Watkins, Chief Steward/1st VP

Summative Evaluation Process
The below guide is revision 0.0.2, last updated October 31, 2022.

This guide aims to familiarize OCFA members with the Summative Evaluation process, including who can expect to be evaluated, what the procedures and timelines are, and how best to prepare.

The College regularly performs summative evaluations of probationary faculty. Faculty with term appointments (with or without right of accrual) as well as continuing faculty in the first two years of their appointment are probationary faculty. Term faculty can expect that they will be evaluated each semester they teach. New continuing faculty will generally not be evaluated in their first semester at OC but will be evaluated each semester thereafter until their probation

ends. It is rare that non-probationary continuing faculty are evaluated unless there is some trigger such as student complaints.

Attached to this Guide is the College's Summative Evaluation Process: College Professor Information Package. The document outlines the procedures followed, a set of duties and responsibilities for college professors against which performance is measured, and a list of criteria used to evaluate teaching performance. We do not wish to repeat what is already contained in the package, but we do want to draw your attention to a few items.

Please be aware of the timelines for various steps of the process. You must be provided written notice at least five days prior to the beginning of the summative evaluation process. The actual evaluation will commence at your first meeting with your designated supervisor. Once begun, the evaluation process will take place during the remainder of the semester in which it was initiated. A final meeting (or meetings) with your supervisor will be scheduled after all the data has been collected and a draft version of the report prepared by your supervisor is ready for your review. Within 20 days of the last meeting, your supervisor will issue the final summative evaluation report. You will be given the opportunity to provide written comments to be added to the report. You are then required to sign the report. Please be aware that your signature does NOT constitute agreement with the outcome or content of the report. It is merely confirmation that you have received and read the evaluation.

Pay close attention to the sort of information that will be gathered by your supervisor as part of the evaluation. Some of this information you will need to provide. Two comments: First, some of the information will not be available (for example, only those who have had an Extended Study Leave will need to report on it and term members without right of accrual will not need to provide annual reports). Second, preparing this material ahead of time is advisable. Once the term starts, time is in short supply.

The final section of the document to which we should draw your attention is the section on teaching performance criteria. Okanagan College has declared itself a learner-centered organization. Instructors must demonstrate that they are learner-centered as part of their summative evaluation. The teaching criteria listed aim to evaluate your learner-centeredness and teaching performance more generally. You should review these criteria carefully in preparation for the evaluation.

Once the information gathering has been completed, your supervisor will prepare a report, including a judgment of your teaching performance. There are several categories of evaluation (reflecting the expectations laid out earlier) for each of which you will receive a "Satisfactory", "Needs Improvement", or "Unsatisfactory". Based on those, an overall judgment will be reached.

Why Summative Evaluations Matter

Several places in the Collective Agreement base your rights on the outcome of your evaluation. For term employees, rights are based heavily on your summative evaluation. First, you should be aware that if the College fails to conduct an evaluation, you are deemed to have received a "Satisfactory" (Article 14.1.1). Note as well, that being deemed "Satisfactory" in one's most recent summative evaluation is a requirement for eligibility for gaining right of accrual (Article 14.1.3). A "Satisfactory" on one's most recent summative is also a condition for being automatically granted an interview for any open continuing position in your department and for which you apply. Furthermore, if you receive an "Needs Improvement" as a term employee with right of

accrual, you retain your right of accrual, but must be informed of what is required to attain a "Satisfactory" (Article 14.1.6.2). Right of accrual is not retained if you receive an "Unsatisfactory" (Article 14.1.6.1). It is also a requirement to convert from a term position to a continuing position that your most recent evaluation is "Satisfactory".

For probationary continuing employees, one's employment status also depends on your summative evaluation outcome. Failure to receive a "Satisfactory" can be used to dismiss employees during their probationary period. Article 16.2 also allows the probationary period to be extended up to twelve months to allow instructors time to raise their summative evaluation to a "Satisfactory".

It is safe to say that your employment at the College depends on a successful summative evaluation.

What You Can Do

1. Prepare ahead of time: Several elements of the evaluation are based on materials you can prepare ahead of time. Your teaching philosophy, much of your course materials, and evidence of professional and program development and service. We suggest preparing as much of this early in the semester and then update it as the semester proceeds.

2. Be aware of the criteria: Review the Information Package (attached to this Guide) and discuss with your supervisor which criteria are applicable and how the evaluation criteria are to be understood. Review the expectations outlined and prepare to demonstrate how you have met them.

3. Speak with others: Speak with other probationary faculty that have undergone summative evaluations recently as well as the continuing faculty in your department. Learn from them how the procedures have been implemented and discuss any matters that might cause you confusion.

4. Contact your Union: If you have any questions about the summative process or standards of performance, contact your shop steward or a member of Council to get advice. If the person you contact can't answer your question, they will know whom to ask.

5. Know your rights: Review the Collective Agreement language (especially Articles 14, 16 and 22) and the attached Information Package. Make sure you understand both your rights and duties as defined in our contract. Again, if you have any questions, contact a steward or a member of Council.

What We Can Do

1. Direct you to whom to speak: If you do not know who to approach or are uncomfortable approaching members of your department to learn about summative evaluations, let us help. We can put you in touch with someone who can answer your questions.

2. Understand the Collective Agreement and Summative Policy: If you have questions about the Collective Agreement or about the rights and duties surrounding summative evaluations, again, contact your Campus Steward or a member of Council. We are eager to answer questions and explain your rights.

3. Grieve the process: Should a summative evaluation not meet the conditions in the Collective Agreement, or you think your evaluation was conducted in an arbitrary or discriminatory manner or in bad faith, let us know immediately. The College has wide discretion when it comes to performing summative evaluations, but they must still exercise those rights in a reasonable manner. If they fail to do so, we have the right to grieve the process.

On a final note, we would encourage any faculty member who receives a "Needs Improvement" or an "Unsatisfactory" to contact us right away. We need to know when members are not receiving "Satisfactory" outcomes for two reasons. First, to assure that that outcome was the result of a correctly and fairly implemented evaluation process; otherwise, a grievance may be filed. Second, it is the only way your union can help. If we are not aware of members who have not received "Satisfactory" on their evaluation, we cannot assist you in resolving that. This matters since if we find out too late, you may have already lost your employment. So please, let us know and we will help

You May Be a College Professor!

By Howard Hisdal, CD, MA

Just who are you? If you are a librarian, counsellor, Ed Tech coordinator, or Distance Ed tutor you are probably certain of your job title. College professors at Okanagan College tend to be confused; are they professors or instructors? In most of the rest of British Columbia and in much of Canada, people who teach first- and second-year academic subjects, unless they are teaching at universities, are called formally titled *instructors*.

In 2006, the Collective Agreement (CA) between OCFA and Okanagan College designated the academic faculty *college professors*. I was there when it was announced during the briefing on the CA, and I asked about it. It is still in our current CA under Article 12 – Definitions of Employee Classifications. Here it is:

> **12.2.1 College Professor**
> An employee who has mastered a body of knowledge adequate for him or her to develop and teach courses or programs within his or her area of specialization. The minimum qualification is a Master's degree, or equivalent.

So why are some of our new members issued SALTO cards with the word *Instructor* on them? Administrative convenience or laziness is the main reason. Only about 20% of the employees at OC are academic faculty, another 21% are instructors, mainly in Trades, and the remaining 59% of employees are not teaching staff. When I talk to the different office staffs such as the Registration Office or Student Services they say that they are aware of the distinction between professor and instructor but use instructor as an inhouse term. This is sloppy thinking and leads directly to SALTO cards being issued to new professors with *Instructor* on them. The forms from Student Accommodations used to only refer to instructors. I asked for accommodation by Student Services, and they put *professor* on their forms. I have also gotten the person in charge of the Arts faculty Department sites to remove the word *instructor* because it was causing identity confusion among college professors.

So why does this matter? Is it just an ego enhancement thing to be called a professor? Yes, to a certain extent it is, but it is also about self-respect, and it is even about marketing. Marketing?

Yes, if you are choosing between two academic colleges and one has professors and the other instructors, the one with professors sounds more attractive. We do need the students.
What if you feel unworthy? What if you think only university professors should be called professors? You teach the same academic subjects as university professors. You are worthy of the job title *college professor*. I think to some extent the community colleges have been colonized by the universities and the term *college instructor* when used for academic faculty is a way to impose a permanent second-class status. Perfect colonization occurs when college professors refuse to call themselves college professors because they feel unworthy. When I give guest lectures at UBC Okanagan, I am called a college professor, or a professor from Okanagan College, or simply professor, and I am proud of it. So should you.

Meet Some of Your Council Members

Faculty Liaison – Arts

For those who don't know me, my name is **Raluca**, and I am your Arts OCFA Liaison. When I am not teaching in the Department of Communications or attending an OCFA meeting, I spend as much time as I can with my family kayaking, snowboarding, or hiking, binging on a show or trying to make progress on my games. I am hoping to connect with you which is the most important part of the liaison role, and my email rfratiloiu@okanagan.bc.ca is the easiest way to get a hold of me. Please do not hesitate to let me know if there is anything I can help with and if you have questions or concerns, I can bring to OCFA meetings or to the Council's attention.

Faculty Liaison – Health

My name is **Gurpreet Dhatt**. I joined Okanagan College's Bachelor of Science in Nursing Program in 2012. I completed my Nursing Diploma from Douglas College, New Westminster, my BScN from University of Victoria and a Master of Science in Nursing Degree from University of British Columbia in Vancouver.

Prior to becoming a nurse educator, I worked in various setting such as a community, camp, long-term geriatric, acute medical and surgical nursing to gain my nursing experience. My teaching career began in 2001. Before joining Okanagan College in 2012, I have an extensive teaching background, having worked previous at Vancouver Community college for diploma and degree programs and Graduate Nurse Internationally Educated Re-Entry (GNIE) program at Kwantlen Polytechnic University.

In my spare time, I travel with my family and friends. My travel destinations include Mexico, Part of Asia (India, China, Thailand) and Europe. My adrenaline-rushing experiences include zipping the longest zip line in Puerto Vallarta and skydiving in Vancouver. One of my goals is to

see ancient and modern seven wonders of the world. So far, I have seen Great Wall of China, Taj Mahal on India, Mexico's Chechen Itza pyramid and Egypt's great pyramid of Giza.

Human Rights and International Solidarity

Terry is in his 7th year of teaching at OC and has recently become Chair of the Physics & Astronomy department. Terry has a PhD in astrophysics from Queen's University, Kingston, and has worked as a research astronomer at Observatoire Pic du Midi in Toulouse, the Royal Greenwich Observatory in Cambridge, UK, and the Anglo Australian Observatory in Sydney, Australia. He taught as an adjunct at Queen's for several years and got his B.Ed. there. Before coming to OC, Terry taught for a year at a private high school in Istanbul. Terry lives with his wife Dale and their Turkish cat Inci in downtown Kelowna and has two adult sons in Victoria and Kingston.

Terry has been interested in social justice and human rights for many years. He got on Council when he became Chair of the Human Rights and International Solidarity Committee (HRISC), and he has really enjoyed being on Council and playing an active role in our union. Terry feels that he has wonderful colleagues in his department and throughout OC, and loves teaching small classes and getting to know his students.

In his spare time, Terry likes to bike, hike, swim, play hockey, socialize, volunteer with Amnesty International and at the community farm at Helen's Acres, and do jigsaw puzzles. He's a member of the Royal Astronomical Society of Canada and is co-leader of a citizen science project involving Okanagan RASC members and high school teachers and students, which uses small telescopes to measure sizes of objects in the outer solar system (see the website: tnorecon.net).

Non-Instructional Faculty Representative

Hi, I'm **Lindsay Willson**, I am a librarian at the Kelowna campus and have worked at the college for 10 years. Prior to moving to Kelowna, I lived in Vancouver for 10 years and in the South Okanagan (Kaleden) for 3 years (I am older than 23 so obviously I am not telling the whole story). I have two young kids and zero hobbies but have hopes to one day read an entire book from beginning to end, again. If you have a (short) book that you want to recommend, I'd love to hear about it. After 10 years working at OC, I thought it was about time I volunteered my time for our Association, whose members work so hard for us. Our non-instructional group is a small one – please reach out if you need anything!

Area Representative – Kelowna

Hello. My name is **Laura Loewen**. Started at OUC in January of 1995. Currently dividing my time between Kelowna and Penticton campuses. Both the OUCFA and the OCFA helped me enormously in my plight as a term employee, so I felt it was time to contribute my time and energy. I have 2 adult daughters and 3 adorable, beautiful, kind, energetic, genius level granddaughters (not that I'm biased or anything). Hobbies include hanging out with my grands, reading novels, and engaging in experimental cooking.

Area Representative – Penticton

Jeremy Beaulne teaches composition, literature, film, and acting. Although he is based in Penticton, he also teaches on the Kelowna campus. In his spare time, he is the artistic director of the Red Dot Players, Okanagan College's community theatre company (www.reddotplplayers.com). He has directed several productions for the Red Dot Players, including two plays he wrote himself. Having been laid off from another institution, Jeremy knows how important it is to have a strong, proactive union. He is proud to serve on council as the Penticton Area Representative.

Area Representative – Vernon

My name is **Youry Khmelevsky**. In another life, I was an engineer-researcher at an international biophysics laboratory for five years, investigating low-level non-ionizing radiation effects on animals and extrapolating research results on humans. After being awarded my Ph.D. in Computer Science, I had a postdoc study at Harvard University, was an invited researcher at MIT and Sorbonne University, worked in industry, and was a senior instructor at the University of South Pacific for 3 years and then at University College Cariboo for 1 year (now TRU). From 2004 to 2005, I was an Oracle Database Consultant at Alberta Energy, Government of Alberta.

Faculty Liaison – Business

My name is **Stacey Fenwick**. I have been a professor in the business faculty at the college since 2013. I sit on two boards in the community: Habitat for Humanity Okanagan and Interior Savings Credit Union. I am currently working on a DBA from Athabasca University where my research interest is in social enterprise.

Faculty Liaison – Technologies

My name is **Scott Fazackerley**. I grew up in Kelowna (expect for a small time in Oliver) and originally attended OUC for chemistry in the early 90's. Ultimately, I graduated with a diploma of technology in robotics and industrial automation from BCIT. After a number of years working for Creo Products in Burnaby (which is now part of Kodak), I returned to university and completed my undergraduate degree in computer science from UBC. I also complete both my MSc and PhD at UBCO focusing on issues related to sensor networks and embedded systems in precision agriculture. My MSc research focused on using sensor networks to reduce the volume of water required in agricultural irrigation practices whereas my PhD focused on improving data storage techniques for embedded systems for monitoring in agricultural sensor networks. I just like to measure things and continue to work on projects in this area with UBC and Pacific Agri-foods Research Centre in Summerland.

I've just had my 10-year anniversary at OC. I spent my first 4 years as a full-time term faulty between NTEN and ELEN before becoming a continuing member in NTEN and then moving to the ELEN department. I wanted to get involved with the faculty association as I see the importance of having a strong representation for faculty members and especially our terms faculty, and am interested in a number of the issues that the association is currently working on. In my spare time, I like growing things, hiking, skiing and biking.

Workplace Health, Safety, & Environment Representative

Howard Hisdal, CD, MA

Why did I get involved in the OCFA council? Originally, back in 2006, it was because I was invited to be the Non-Continuing Faculty Rep and I thought the Union could help me become continuing. It did. Thank God for unions. OCFA fought for me and several other professors in the same situation with me in a successful labour arbitration hearing that lasted two years.

Why did I get involved on the council again as the Health and Safety Rep in 2022? It was to improve the working conditions on the campuses, in particular the KLO Campus. I have always been interested in fixing things and making concrete improvements. See my article on "The Magic of the Facilities Work Request". Before I became the Health and Safety Representative I got drinking fountains in the E building, letters on the KLO campus buildings, and railings on the sunken entrances to the E building. I also got the lights in the main lecture theatre in Vernon upgraded. Since I have become the Health and Safety Rep I have managed to move a white college van blocking the laneway by the Security office and I have gotten lights in the bicycle shed. My next goal is to get a paved path in the corner of the Evangel lot.

What hobbies do I have? The Kelowna city museums are a hobby of mine. I am the president of the board of directors of the Kelowna Museums Society that oversees the Okanagan Heritage

Museum, Central Okanagan Sports Hall of Fame, Okanagan Military Museum, and the Okanagan Wine and Orchard Museum and the Laurel Building. I am also the president of the board of directors of the Okanagan Military Museum. This involves things like the Field of Crosses. It keeps me busy.

I live on an acreage on the Belgo Bench overlooking Kelowna inside the city limits with my wife and two daughters. Most of the land, nine acres, I have leased out for a vineyard that is growing pinot noir, pinot gris, and gamay wine grapes. I tried to farm it myself, but it was too much work while also being a professor. The land I am left with around my house is enough to keep me busy with yard work. I like living in the Okanagan and I love being a professor.

Status of Women Representative

My name is **Eva Gavaris**, and I am your Status of Women representative on the OCFA council. I am a librarian at the Penticton campus, I have been working at OC for six years and this is the first position I have held on any union council. I believe in equity and justice and would like to further promote that through our activities. In my free time, I like hiking and skiing, eating good food and baking yummy treats.

President

My name is **Sharon Mansiere**. This is my fourth year as President of the Faculty Association and 27th year in the union. One third of that time, 9 years, I did not have continuing work so was laid off each year and remember the stress of those times. I am a biologist that used to have time to work on vocalizations of rare and endangered seabirds and still run a bird banding station, but most times these days I am in meetings or calls.

I stepped forward to this role to look at making the processes of the unions open, accountable, and stable and I hope you are all seeing our progress in these areas.

Developing clarity and transparency has been principally focussed in two areas initially: Budgeting and Policies. We have new processes in budgeting where members approve funds, and the executive and council are no longer approving the $3000 possible to be approved by executive or $6000 possible by council for emergency expenditures. We are truly treating those as emergency measures and have adjusted budget lines to accomplish appropriate spending and this this is presented and voted on at the general meeting. We also have been developing policy documents that are resources that describe and define our practices that are being collated into a policy resource document.

Developing stability for the union has been focussed on getting control over our historic documents and paper avalanche. For example, I now have a dedicated email for contract collection rather than them ending up in the OCFA president's work email. We have had the college agree to jointly accessed documents in some cases like our union-management meetings where again those minutes had erstwhile been hidden in personal OCFA executive emails and

difficult to access. I am working with others on history and history of bargaining documents to help inform our understandings of how things are as they are for future council of the Association. Through some of these initiatives we now have the best access to information for our union for a number of years and have the college paying for an extra 1 TLU release that we had been owed for some time and even have had over $30,000 reimbursed. These are team successes by your union but these details matter.

I know these last two paragraphs are not as much a biography as outlining how we are working as your union, but as President, I feel it is helpful for you to know about both from me.

2nd Vice President, Negotiations Chair

Alan Rice has been involved with OCFA since 2010. He has served as the Term Faculty Representative, Business Liaison, Kelowna Campus Steward on the Grievance Committee, and currently serves as 2nd Vice President and Negotiations Chair.
Alan has also been active provincially with FPSE. He served as the OCFA representative on the Non-Regular Faculty Committee, the Professional and Scholarly Development Committee, and he is currently Chair of the Education Policy Committee.
Alan is a member of the Business Faculty at Okanagan College and specializes in marketing and tourism. Prior to joining OC, Alan was the Owner and Principle of Kettle Valley Research, a boutique research firm in the Okanagan. Alan enjoys photography and plays guitar in his spare time.

OCFA Treasurer

My name is **Randy Brown**. I have been a union supporter from the time I started working, even though I was rarely in a Union myself. When I was hired by the College, I paid close attention to what the OCFA was doing for our members, and then when an opportunity arose, I joined the OCFA Council in order to work on helping our members.
Before teaching at the College I worked in industry as an Electrical Engineer. In my spare time I like to golf, ski, snowshoe, and hike. Feel free to come and talk to me anytime about the OCFA's finances, or our pension plan and retirement. I am getting close to retirement myself.

OCFA Secretary

My name is **Roën Janyk** and I have been with the College as a librarian for 12 years. I have been involved with OCFA in a variety of capacities including as the non-instructional faculty representative, a member of the investment subcommittee, and in my current role as Secretary. My time away from OC is usually spent being active, running with my dogs and kids in tow, or horseback riding. I love nothing more than a good cup of coffee and something freshly baked to go with it. From time to time, you might also find me at your regional public library, promoting literacy in the Youth Services department.

Reports

President's Report

Sharon Mansiere

Local

This summer is the first since COVID entered our lives where most of the union executives have been able to take booked holiday blocks. My own holiday plan was derailed by being interrupted by having to take care of a family member for several weeks after an accident but luckily as they say, time heals, and that is important for all of us to remember when in the midst of such difficulties.

The work levels for many of us in our fully "reintegrated" world seem higher than what we left in early 2020. This fully integrated Fall General Meeting (FGM) was certainly a new experience for us all.

At the FGM you heard about important steps we are taking in our Post-65 and Parking Grievance. Post-65 if we succeed could solve the current drop in benefit coverage that impacts our members that reach 65 and continue to work in their positions. This is a very large and complicated legal case that has the potential to drastically change not our our workplace's benefits but could cause ripples in Canadian employment across the country. The parking grievance for many is a very personally felt grievance due to the daily impacts particularly for those in Kelowna. It seems to signal our employer's lack of appreciation of faculty too. As a union we need to work to ensure that our union members are appreciated and feel appreciated. We have some work to do on this front to remind the College of the importance of our central role. Our students are feeling this same chill and lack of appreciation from our senior administration and our relationship with the student's unions is still strong and we have continued to work to support them in some of the encroachments that the administration has taken against them as well. At the FGM you received updates on bargaining news from our province, our sector, as well as where we are in our own union's progress to bargaining.

Provincial

FPSE is working to secure the approved Executive Director position. The office had a pilot of an experienced ED and it was a very productive and successful venture. They are working to have more regular legal access as well and have initiated a pilot of having a lawyer at the process where all grievances are approved to progress to arbitration, mediation, and further legal support. All these advancements are steps of professionalism that will serve our union well.

The reporting back to the locals on our services is ramping up. Many locals have learned that their grievances were never being taken through all the steps they thought were being followed. Some were forwarded without approvals, some lost in the process, and others have been sitting stagnant and timed-out. Although there are some concerning messages, the solutions and steps to prevent

any reoccurrence are very encouraging. The reporting back to the local will be a key anchor in preventing such problems from developing again.

I was able to see firsthand where our provincial bargaining discussions were at when Alan Rice had local bargaining commitments and I substituted at the provincial meetings. We are definitely moving in a different direction as a federation of unions and I really think that the direction our local, Okanagan College Faculty Association, is having a significant impact on the decisions at other locals.

- Sharon Mansiere

Chief Steward's Report

Rod Watkins

Hello everyone.

I would like to start by introducing our stewards for the 2022-23 year:

- Colin Wallace (Penticton)
- Sean Johnston (Kelowna)
- Arthur Boehm (Vernon)
- Terry Kosowick (Salmon Arm)

I want to thank all four for their service to all the OCFA's members.

Below is a review of our current grievances.

FAC13/07: Post-65

The hearing for stage 2 of the post-65 benefits grievance (age discrimination based on Article 9, the challenge to the BC Human Rights Code, and the Charter argument) is scheduled for November 25-29 and December 6-9. We met with Andrea Wong (our FPSE staff representative) and our counsel Craig Bavis to finalize preparations for the hearings on October 17 and 20. The first week of hearing will introduce witness testimony including that of experts from our counsel, employer's counsel, and the BC Attorney General. The second week is reserved for each party to present their arguments.

FAC18/08: Formative Evaluations

After several attempt to meet with the employer to discuss the Terms of Reference for the Joint Committee to review the formative evaluation survey and its use, we proceeded to unilaterally draft Terms of Reference for the Joint Committee ourselves. These were shared with the employer in January of 2022. Several efforts were made to prompt a reply from the employer through the spring, summer, and again this September with no success. The Grievance Committee agreed in mid-October to offer the employer a final chance to reply to the Terms of Reference by Nov 1, 2022 or the committee will remove the grievance from abeyance and proceed to arbitration.

FAC20/04: Refusal to Allow Association Steward at Disciplinary Meeting and FAC20/05: Improper Discipline

Both grievances stem from an incident where a member was called to answer to a set of student complaints. They were denied a steward at the meeting in violation of the Agreement and then were verbally censured without any finding of wrong doing. Both grievances are in abeyance as the employer appeared to recognize the Student Complaint Policy was not in compliance with the agreement. After approximately 18 months of review by the employer of the Student Complaint Policy, Sharon Mansiere and I met with Meri Kim Oliver and Jane Lister to offer, without prejudice, feedback on the new policy. If finalized in the form we reviewed, we will have achieved what we sought as the remedy in these two grievances. Once the policy is finalized, the Grievance Committee will decide how to proceed.

FAC21/01: Educational Technology

This grievance argues that the previously seconded positions in Learning and Applied Research were performing work that belonged to the Educational Technology Coordinators in our bargaining unit. The grievance was placed in abeyance pending this round of negotiations where a new position will be created to bring the work performed by the previously

seconded employees in LAR into the Association bargaining unit. We anticipate the

employer will have no objections. So we will have achieved the remedy we sought through negotiations if successful at the bargaining table. If not, we can continue the grievance and/or make a section 139 application to the Labour Board to have the work classified as Association bargaining unit work.

FAC22/03: Distance Education

The grievance is in abeyance pending a proposal from the employer at bargaining. It grieves the BUAD policy of limiting seniority rights to DE courses to three sections. No such limit exists in the Agreement. Rather, there is a maximum registrant limit.

FAC22/04: Improper Summative Evaluation The grievance is currently in abeyance. The employer has agreed that the existing summative was not adequate since it failed to connect the failure to use certain teaching methods to the assertion that our member's performance "needs improvement". At step 2, the employer also agreed that the unsatisfactory the member received in the "Shows Students Respect" category was unwarranted. As such, the employer is rewriting the summative evaluation report. The grievance is in abeyance pending receipt of that updated summative evaluation. The employer also offered work to the member—despite the clause disallowing them from doing so as they have reached 8 TLUs but are not eligible for ROA because of the "Needs Improvement" summative--to avoid our complaint that he was effectively dismissed without an opportunity to correct his performance (violating progressive discipline as defined in Article 35). The member is not able to accept that work this academic year because he has already made full-time commitments at other institutions, so the employer has agreed to extend that offer to the next academic year. The Grievance Committee will review the file once we have received the corrected Summative Report.

FAC22/05: Parking

The parking grievance is now at step 3. It grieves the new parking policy and permit system for failing to provide "designated" parking space for employee vehicles and, in Kelowna, for failing to provide said space "free of charge". The Association and the employer have agreed upon Ken Saunders as the arbitrator. The grievance was reviewed and approved by FPSE's GARC committee on September 19. Andrea Wong (FPSE staff representative) had a case management meeting with arbitrator Saunders and employer's counsel in September. The arbitration will begin with written submissions and then the arbitrator will decide if he has enough to decide the case or if he would like us to have hearings or enter mediation.

Respectfully submitted,

Rod Watkins
OCFA Chief Steward

OCFA Negotiations Committee Report

Alan Rice

Dear OCFA Members,

The Negotiations Committee consists of six members: Alan Rice, OCFA 2nd VP, Chair; Sharon Mansiere, OCFA President, Ex Officio; Rod Watkins, OCFA 1st VP; Randy Brown, OCFA member, Bob Groves, Past Negotiations Chair; Raluca Fratiloiu, OCFA Faculty Liaison – Arts.

Our Negotiations Committee continues to meet weekly. We have finalized our proposal package and have sent it to FPSE for comment. The proposal strongly reflects the bargaining themes and priorities from our bargaining survey and consultations with our members.

We are close to an agreement on a bargaining protocol and have requested bargaining dates from the employer. We hope to hear shortly about available dates in late November through February.

Our Job Action Preparedness Committee (JAPC) continues to meet and discuss work required for member engagement and preparation for any job action that may be required. Our thinking is that the best way to avoid job action is to be very well prepared for it!

Sincerely

Alan Rice
OCFA 2nd VP, Negotiations Chair

Treasurer's Report

Randy Brown

Please feel free to email or phone me if you have any questions, concerns, or comments about the reports presented at the Fall General Meeting.

rbrown@okanagan.bc.ca
250-763-5445 x4373

Secretary's Report

Roën Janyk

This fall term was a time to become familiarized with my new position. Janice did a commendable job of passing on the in-and-outs of the Secretary position when both of us were coming and going from leaves.

This term has been busy as I scheduled meetings for Council and the Executive, and I worked with Sharon to plan for our Fall General Meeting. We are working on securing a location for our Winter General Meeting. We have tried to return to the Kelowna cafeteria as our venue of choice, but unfortunately the curriculum for our culinary students will not align with our dinner needs in January.

I have been busy updating the OCFA website with new Council members, as well as posting updated versions of our Collective Agreements, the OCFA Handbook, and an updated Policy Manual. I encourage all members to review the OCFA resources section on the website for this information.

The Executive has been working on moving our vital and historical documents out of storage on the Vernon campus, with hopes it can be moved into a more secure location that is off-campus in Kelowna.

Following our General Meeting, Council now has a full roster of faculty holding positions.

I was late off the mark getting a Fall issue of the Update out to members, but with a better handle on my position and the regular duties involved, we should be back on schedule. As a reminder, the purpose of our publication is to disseminate OCFA executive and council reports, to encourage all members to be more actively involved in the Union, to keep membership aware of what is going on in their work environment, and to keep members apprised of relevant labour issues locally, provincially, and federally. I welcome submissions from all of our members.

Respectfully submitted,

Roën Janyk
OCFA Secretary and *Nominations Committee Coordinator*

FPSE Ad hoc Climatic Emergency Report

Rosalind Warner

Ad Hoc Climate Emergency Committee Representative for Okanagan College (Local 9)

BRIEF REPORT TO OFCA MEMBERS

- Many local groups were engaged with advocating for climate champions in the local municipal elections, some chose to form third party status to be able to make endorsements, the outcome in Kelowna was a bit disappointing.
- Okanagan College has made amazing contributions through green building and infrastructure. To deepen its commitment to climate action and decarbonization, more could be done on curriculum, policy, advocacy, community engagement, and educational and applied research initiatives. Many of these actions would be aided by OC's partnership with national organizations that centre these concerns. For example:
- Okanagan College is a founding member of Colleges for a Resilient Recovery, and has signed on to support efforts at climate and sustainability curriculum, applied research, and demonstration projects. As stated on their website, OC is joining a number of other CICAN members and institutes to "support the rapid development and deployment of new curriculum and research initiatives to support resilience in our towns and cities across Canada."
    - Given the above, plus OC's inclusion of the SDGs in its new Strategic Plan, it may be an opportune time to encourage OC to take the following steps:
        - Join SDSN Canada and be part of a global movement to advance the SDGs through education, youth programs and a major Canadian conference, Together/Ensemble.
        - To deepen engagement with CICAN's Impact – Climate project.
        - See list of campaigns below that might be of interest to individual members.
- Plans for FPSE CASC inaugural speaker series hybrid event Speakers for FPSE Climate Committee Series - Google Docs.

Campaigns to take action:

- There are a wide range of civil society campaigns in play right now, on anything from fossil fuel non-proliferation treaty to just transitions. Many organizations are working to consolidate these calls, but individual members are welcome to write their own letters or join specific campaigns (a small sample below):
    - David Suzuki campaigns
    - Coast Protectors
    - Sign the Wet'suwet'en Declaration

        - CAPE-BC's open letter to ban fossil fuels promotion in BC schools (organizations only)
        - Sustainable Development Solutions Network has started a new community of practice for teaching the SDGs contact Ramota Morenike Ojurongbe to sign up for the Teams Group rmojurongbe@uwaterloo.ca
- Tamarack Institute continues with the SDG Localization Community of Practice which is meeting regularly – one of the key areas is academic partnerships for the SDGs
- FYI - I keep an updated Postboard of Okanagan and regional and national climate and sustainability events and programs on Bublup. Here is the permalink.
- Okanagan Climate Hub has a Take Action page which includes Odd Jobs and campaign-specific actions that local members can take on climate issues.
- You can also sign up to WE-CAN newsletter here (West Coast Climate Action Network – FPSE Climate Committee is a member)

Status of Women Report

Eva Gavaris

Poster campaign for 16 Days of Activism Against Gender-Based Violence

I have been working on a poster campaign that will be on display across all four campuses from November 25 – December 10. The idea is to highlight a topic and then provide the opportunity for someone to either learn more about it or to donate to a related cause. If you have any ideas or would like to help with creating these posters, please let me know.

Zoom Webinar – Shame and concealment of women's menstruation with Joanna Gye

Fellow faculty member Norah Bowman brought forward this opportunity for the OCFA to sponsor a documentary screening and talk from researcher Joanna Gye. This event will be held over zoom on November 24th at 4pm. You will see posters and other advertisements up about it soon.

Name change from Status of Women Rep to Women & Gender Equity Rep

Last year the FPSE committee changed its name from the Status of Women Committee (SWC) to the Women & Gender Equity Committee (WGEC). At the OCFA 2023 AGM, I plan to bring forward a motion to change the name of this position on council from Status of Women Representative to Women & Gender Equity Representative. If you have any comments or concerns regarding this change, please contact me. egavaris@okanagan.bc.ca.

16 Days of Activism Against Gender-Based Violence
November 25 - December 10
#16Days and beyond
Zhina (Mahsa) Amini
September 21, 1999 - September 16, 2022
Donate to the Women's Committee of the
National Council of Resistance of Iran
ocfa
bcgeu
BC GENERAL EMPLOYEES' UNION
OCSU

16 Days of Activism Against Gender-Based Violence
November 25 - December 10
#16Days and beyond
December 6: National Day of Remembrance and Action on Violence Against Women
Geneviève Bergeron (21 years old)
Mechanical engineering student
Hélène Colgan (23 years old)
Mechanical engineering student
Nathalie Croteau (23 years old)
Mechanical engineering student
Barbara Daigneault (22 years old)
Mechanical engineering student
Anne-Marie Edward (21 years old)
Chemical engineering student
Maud Haviernick (29 years old)
Metallurgical engineering student
Barbara Klucznik-Widajewicz (31 years old)
Nursing student (Université de Montréal)
Maryse Laganière (25 years old)
Employee, Finance department
Maryse Leclair (23 years old)
Metallurgical engineering student
Anne-Marie Lemay (22 years old)
Mechanical engineering student
Sonia Pelletier (28 years old)
Mechanical engineering student
Michèle Richard (21 years old)
Metallurgical engineering student
Annie St-Arneault (23years old)
Mechanical engineering student
Annie Turcotte (20 years old)
Metallurgical engineering student
Donate to the Canadian Engineering Memorial Foundation
ocfa
bcgeu
BC GENERAL EMPLOYEES' UNION
ÓCSU

16 Days of Activism Against Gender-Based Violence
November 25 - December 10
#16Days and beyond
No More Stolen Sisters
Take Action for Missing & Murdered Indigenous Women, Girls & Two Spirit People (MMIWG2S)
Learn More:
Watch the film
Highway of Tears
Donate to:
Native Women's Association of Canada (NWAC)
ocfa
bcgeu
BC GENERAL EMPLOYEES' UNION
OCSU

Association Council & Shop Stewards 2022-23

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	250-215-7265	alandrice@gmail.com
Secretary	Roën Janyk	250-862-0830	rjanyk@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	Lindsay Willson	4624	lwillson@okanagan.bc.ca
Faculty Liaison - Science	Bruce Campbell	4784	bcampbell@okanagan.bc.ca
Faculty Liaison - Technology	Scott Fazackerley	4376	sfazackerley@okanagan.bc.ca
Area Representative - Kelowna	Laura Loewen	4776	lloewen@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	Youry Khmelevsky	4741	ykhmelevsky@okanagan.bc.ca
Decolonization, Reconciliation, and Indigenization Representative	Laura Hockman	2346	lhockman@okanagan.bc.ca
Human Rights and International Solidarity Rep	Terry Bridges	8251	tbridges@okanagan.bc.ca
Non-Continuing Faculty Representative	Can Li	4660	cli@okanagan.bc.ca
Pension Advisory Representative	Elena Mitropolsky	4524	emitropolsky@okanagan.bc.ca
Status of Women Representative	Eva Gavaris	3224	egavaris@okanagan.bc.ca
Workplace Health, Safety, Environment Representative	Howard Hisdal	4768	hhisdal@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