



Okanagan College Faculty Association

The Update

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Delivery of the Update

The *Update* is now distributed electronically as a PDF file by e-mail as well as being available on the OCFA webpage at

<http://www.okanagan.bc.ca/administration/ocfa/update.html>

Meeting Dates

The Annual General Meeting (AGM) is scheduled for 5:00-9:00 p.m., Wednesday, May 9 (*Infusions*, Dinner & drinks at 5 p.m., meeting at 6:30 p.m.).

OCFA Executive meetings are generally held once every two weeks. If you would like to bring forward a particular item for consideration please contact one of your OCFA Exec members (see page 2 for the list).

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 or Exec members (see page 2 for the list).

Letter(s) to the Editor

The *Update* welcomes letters to the editor. I encourage you to write either 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 letters as e-mail to the *Update* editor Richard Christie at rchristie@okanagan.bc.ca. The preferred format is Word.

I wish to thank everyone for their submissions - Richard Christie, *Editor*.

Members of OCFA Council and CARC 2011-2012

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President	Tim Walters	250-718-4161	TWalters@okanagan.bc.ca
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CARC:

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Salmon Arm Campus Steward	Rod Watkins	Ext 8215	rpwatkins@okanagan.bc.ca
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1st Vice-President's Report

by Sharon Josephson

Collective Agreement Review Committee (CARC) Report

Submitted by Sharon Josephson, Chief Steward
Contact: Kelowna E320; ext. 4294; cell 250-718-6387

Your campus stewards:

Penticton: Sharon Mansiere, Biology, ext. 3234
Kelowna: Norah Bowman-Broz, English & Women's Studies, ext. 4215
Vernon: Gill Green, Geography, ext. 4801
Salmon Arm: Rod Watkins, Philosophy, ext. 8215

Accrual and Conversion Workshops: Open to All Faculty

The OCFA is holding workshops on the new accrual and conversion provisions negotiated in the last round of bargaining. The workshops will explain the new process for acquiring right of accrual and converting to a continuing position. The workshops will also outline the steps by which current term faculty will transition to the new process.

The workshops are open to all faculty but will likely be especially interesting to term faculty members and to those continuing faculty members who will be serving on selection committees later this spring.

Chairs who attended the joint workshops with management and the OCFA are welcome to attend these sessions to seek further clarification on the new provisions.

Thursday April 12 1:00-4:00 Room E202 Kelowna
Friday April 13 9:00-12:00 Room B223 Kelowna

Worried About Layoffs?

The recent news about the dire state of the College budget has many faculty members worried about layoffs. While it is always, unfortunately, the case that term members do not have any long-term job security, continuing members should feel reassured by the layoff protection in our Collective Agreement. If you are a continuing faculty member, know that we have the strongest layoff protection in the sector and we don't intend to give it up any time

soon. Note, too, that even if you are still probationary, you have the same layoff protection as post-probationary faculty. The likelihood of layoffs of continuing faculty is exceptionally slim.

Threat Assessment Protocol

The College recently met with us to outline the protocol they have developed for situations requiring a response to a perceived threat or concerning behaviour. Faculty may feel such threats coming from students, staff, or from other faculty members. The threats may range from explicit physical threats to less obvious psychological threats. Examples from recent experience include:

- a student who brought a large knife to class to use as a pencil sharpener
- a struggling and angry student who identified a particular faculty member as the source of his problems, creating an exceptionally anxious teaching environment
- a group of students whose in-class debate escalated to a near-brawl in the classroom

Should you experience a threat of any kind, please note the process you should follow:

1. In the case of an in-class incident requiring immediate attention, call campus security. Faculty are encouraged to program the number into their cell phones: 250-317-2435 (all campuses). Obviously, if the incident is of significant seriousness, you should call directly to 911, followed by notifying security.
2. For incidents or threats not requiring immediate attention, report the situation to the Manager, Security or your Regional Dean as soon as possible. The Manager, Security or your Regional Dean will assist you in filing an incident report and will bring the matter to his/her Internal Regional Assessment Team.

The Internal Regional Assessment Team is a group that has been trained to review and assess each case individually and which involves the Manager of Security. If the situation involves a student the Director of Student Services, Russ Winslade, will be involved. If it involves an employee someone from HR would likely be involved.

These teams will review the situation and determine a course of action which will vary depending on the facts of the situation. For example:

- the team may meet with the faculty member reporting the concern as well as with the student or employee causing concern
- the student or employee causing concern may be given a letter of expectations as to how they should conduct themselves

- the team may provide the student or employee causing concern with resources such as counselling services or tutoring support as/if needed
- security escorts may be arranged for the faculty member reporting the concern as/if necessary

We would encourage faculty to advise the OCFA of the situation so that we may monitor it and ensure that your needs are taken care of. The review team will not otherwise bring it to our attention.

An appeals process is built in to the system so that new information can be brought to light at any time by those individuals involved in a case.

3. If the situation is unusually or immediately violent or if it's escalating, the review team will send the case to the Institutional Steering Committee. Members on this committee have received advanced training. Working with the review team, the Steering Committee will complete a further assessment and, if necessary, will consult with external organizations such as the RCMP or Interior Health.

We have had discussions with the College about the lack of security on campuses such as Salmon Arm and we have asked them to investigate the feasibility of security phones at intervals in the hallways.

The College is also planning the following:

- Workshops during Connections on "Tips for dealing with disruptive or concerning behaviours."
- A short power point presentation will be available by September for faculty to use as a part of their classroom orientation on acceptable behaviours.
- Posters will be up in classrooms and labs by September stating that OC will not tolerate violent or threatening behaviours as well as specifying what is acceptable behaviour and the contact numbers should a disruption occur.

Update on the DCU Grievance

We met with the College recently to discuss the new Data Collection Utility system that Chairs were required to use for next year's timetable. While we continue to make the argument that data entry work belongs to the BCGEU and not to the OCFA, we expressed to the College our desire to work toward a solution. Such a solution may allow those Chairs who found the system efficient to continue to use it while others would not be required to do so. The grievance is being held in abeyance until the end of June. In the meantime, the Registrar's office will work on possible solutions.

2nd Vice-President's Report

by Nolan Fretz

Submitted by Nolan Fretz, 2nd Vice President, Negotiations Committee Chair
Contact: Kelowna C330; ext. 4497; cell 250-718-6385

Bargaining 2010-2012 Update

The final version of the 2010-2012 contract is now a signed and official document. It should be posted to the College website soon. In the meantime, if anyone is in need of a copy, please let me know and I can forward a digital one to you. Even though we are now past the end date of this new contract, it continues to be in effect and governs our work conditions until a newer agreement is bargained, ratified and signed.

We have concluded implementation discussions with the College on the new processes for Professional Development funding. The full Guidelines document is being reviewed at JCAA this week, but the key points of the processes are agreed. The main changes are that there are now two distinct funds (the Collective Agreement Professional Development Fund and the Faculty Common Professional Fund) and satisfactorily completing the new accrual process now confers eligibility for PD funding.

For Continuing Employees:

- The pre-existing provision to access up to \$2000 every two years from the Collective Agreement fund remains.
- Additionally, and in similar fashion, the Common Fund can be accessed for up to \$1500 every two years.
- A single PD application may be submitted requesting funding from one or both sources.

For Term Faculty with Right of Accrual:

- Grants are available for employees on active term contracts over a one-year fiscal period and are prorated based on workload as follows:
 - 4 or more TLUs (or more than 760 hours)
 - Up to \$750 from the Collective Agreement fund
 - Up to \$500 from the Common Fund
 - Less than 4 TLUs (or less than 760 hours)
 - Up to \$375 from the Collective Agreement fund
 - Up to \$250 from the Common Fund

- Funding will only be approved for expenditures which occur in the fiscal year following the start of the employee's contract. The employee does not need to be on active contract at the time of the approved PD activity, but they do need to make their application while on contract. For example, an employee who acquires right of accrual seniority in the Fall of 2012 will gain the right to access PD funds. The employee can apply for PD funding at any time while on contract but will have to spend the approved funds between April 1, 2013 and March 31, 2014.

If you have specific questions about the implementation of these new provisions, please don't hesitate to contact me (nfretz@okanagan.bc.ca).

With the completion of the paperwork and implementation details, the 2010 round of bargaining has now drawn to a close. On behalf of the negotiating committee, Peter Murray, Tim Walters, Sharon Josephson, Michelle Nicholson, and Francie Greenslade, I want to thank the membership for your support during this extended process. And so

Bargaining 2012 Update

The next round of contract bargaining is now getting underway. I am pleased to announce the negotiating committee for the next round: Sharon Josephson, Michelle Nicholson, Melissa Munn, Chris Clarkson and myself.

At this point, we don't yet know what the government mandate for the next round will hold, but it will be fit under the Cooperative Gains mandate published by PSEC at <http://www.pssg.gov.bc.ca/psec/bargaining/index.htm> . We expect to hear more in the coming weeks and will develop a response at that time. While I am hoping that this next round will not be as drawn out as the last one, it promises to be equally as interesting.

Over the next few weeks, we will be visiting all of the campuses to provide members with the opportunity to meet the new negotiating team and to receive any information updates we have. We will be kicking things off in Kelowna on Thursday, April 12th at 4:30 pm. We will be in Salmon Arm and Vernon on Thursday April 19th and in Penticton on Monday April 23rd. Locations and times for these meetings will be announced once we have room bookings confirmed. You are welcome to attend any of these meetings or to share your thoughts with the committee with an email submission. We look forward to meeting you.

Faculty salaries falling behind

In four of the last 10 years, the BC government has imposed “zero wage increases” on faculty and staff working in BC’s public post-secondary institutions. As of April 1, 2012, faculty and staff members have not had a salary increase for three years. Not surprisingly, the combination of those “zero mandates”, persistent inflation and relatively modest salary increases in the other six years has meant that our salaries are falling seriously behind.

The problem is even worse when you compare BC’s salary levels with those in other provinces and institutions. For example, in early 2001, the top step of comparable college faculty salary scales ranked BC’s salaries third highest in Canada. However, by 2010 it had dropped to fifth place (see Chart no.1 on back). Moreover, our two major comparators—Alberta and Ontario—both ranked well ahead of BC by 2010.

A similar pattern exists for university salary scales, with BC lagging behind other comparator universities (see Chart no.2 on back). While TRUFA has bargained diligently for members’ rights, the zero mandate has held salaries back, especially for the majority of members in Assistant and Lecturer (equivalent to Assistant) rankings.

The problem of salary erosion has become more acute over the last two years. In 2010 and 2011, BC’s Consumer Price Index (CPI) rose 4.7%, effectively reducing real salaries close to 5%.

Most FPSE Collective Agreements expired March 31, 2012. When bargaining begins, FPSE Faculty Associations will be seeking a fair and reasonable settlement that addresses the serious erosion to Faculty salaries. In the October 3, 2011 Speech from the Throne, the government said:

*“We have also begun to turn our minds to the contracts that expire in the spring of 2012. Though taxpayer-funded public sector wage increases will be challenging to achieve, and must fit within the fiscal plan, your government understands that public servants need to be treated **fairly**.”*

“Post-secondary employers and government need to live up to their commitment to be fair in dealing with faculty salaries,” says FPSE President, Cindy Oliver.

“Faculty have done more than their fair share to deal with the BC’s past meager wage offers. In this coming round, we need a fair and reasonable wage increase,” says Oliver.

Chart no.1: Comparator College and Institute Salaries ¹			
Top Step Rank	Province	Bottom Step	Top Step
1	Ontario	\$58,946	\$102,186
2	Alberta (Average ²)	\$54,288	\$96,207
3	Nunavut	\$77,532	\$95,199
4	NFLD	\$31,451	\$87,050
5	Saskatchewan	\$45,214	\$85,035
6	BC³	\$51,797	\$83,231
7	Yukon	\$69,655	\$82,901
8	NWT	\$53,405	\$80,880
9	PEI	\$52,974	\$78,340
10	Nova Scotia	\$53,405	\$79,031
11	Manitoba	\$49,874	\$74,083
12	Quebec	\$36,929	\$74,765
13	New Brunswick	\$42,276	\$73,242

Chart no.2: Comparator University Salaries ⁴						
Institution	Assistant		Associate ⁵		Full	
	Floor	Ceiling	Floor	Ceiling	Floor	Ceiling
Acadia	\$67,000	\$85,000	\$83,000	\$105,000	\$99,000	\$133,000
Bishop's	\$64,995	\$83,977	\$78,225	\$113,887	\$95,482	\$130,564
Brandon	\$61,136	\$86,919	\$80,014	\$112,956	\$99,840	\$136,766
Brock	\$71,155	\$177,888	\$85,317	\$177,888	\$108,817	\$177,888
Laurier	\$69,341	No Max	\$85,101	No Max	\$103,487	No Max
Lethbridge	\$55,000	No Max	\$65,000	No Max	\$100,000	No Max
Mnt Royal	\$67,359	\$99,448	\$76,700	\$113,240	\$93,196	\$137,595
NSCAD	\$64,142	\$83,062	\$80,585	\$106,600	\$95,788	\$124,168
Ryerson	\$68,384	\$126,829	\$86,380	No ceiling	\$98,377	No ceiling
St Mary's	\$65,367	\$83,478	\$79,762	\$109,899	\$102,337	\$137,228
TRU	\$54,415	\$84,542	65,136	\$121,000	76,360	\$125,000
Trent	\$78,674	\$116,683	\$98,833	\$145,692	\$114,045	\$169,427
UNBC	\$60,982	\$78,203	\$74,162	\$97,493	\$90,084	No Max

Chart no.3: Additional BC Faculty Salaries						
Faculty Assoc.	Assistant		Associate		Full	
	Floor	Ceiling	Floor	Ceiling	Floor	Ceiling
RRU	52,961	\$82,752	77,235	\$104,819	\$90,917	\$121,814
SFU	68,000	No Max	79,000	No Max	\$94,000	No Max
UBC	No Min	No Max	No Min	No Max	No Min	No Max
UVic	\$68,000	No Max	\$79,000	No Max	\$94,000	No Max

Chart no.4: ApUniversity Salary Averages ⁶			
	Assistant	Associate	Full
Canada	\$91,140	\$107,843	\$135,105
BC	\$87,345	\$107,527	\$139,837

¹ Salaries listed are based on current information available and subject to change as contracts are re-negotiated.

² Average of 15 salary scales

³ Provincial Salary Scale: Faculty at BC public Colleges, Institutes and Special Purpose Teaching Universities.

⁴ Comparators selected for comparable size, teaching focus

⁵ Associate salaries are a comparator for College/Teaching University salary scales. Salaries listed are based on current information available and subject to change as contracts are re-negotiated

⁶ Source: CAUT Faculty Salary by Rank 2009-10 (Statistics Canada Supplementary Data)

International Women's Day 2012

by Norah Bowman-Broz

The Okanagan College Women's Resource Centre organized a successful International Women's Day (IWD) Event. We celebrated IWD on March 9th at the Laurel Packinghouse with more than 150 people in attendance. A panel of BC women from First Nations, union, and municipal and provincial political leadership spoke on the topic of "Women In/And Politics." Some of the students who came spoke with the panelists about leadership and union activism in their communities. People of all ages and genders shared in the celebration.

The Gert Beadle Award was presented to Sharon Shepherd, Kelowna's former mayor. Alya Ramadan from the CBC moderated the event. Local and student musicians performed during the day's event. It was festive, powerful, and inclusive. We look forward to another great IWD celebration in 2013. Thank-you to OCFA for supporting this solidarity-building action.