

The Update



Issue 3 2017/2018

March 2018

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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 email submissions to the Update editor Amy Cohen at acohen@okanagan.bc.ca.

COUNCIL & EXECUTIVE MEETINGS

OCFA Executive meetings are generally 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 or Exec members (see last page of this newsletter for the list of representatives).

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/Campus_and_Community/employees/ocfa/update.html

UPCOMING ANNUAL GENERAL MEETING NOTICE

The OCFA Annual General Meeting will be held April 27th at the KLO Campus Cafeteria.

5:30 pm: Hosted Bar

6:00 pm: Dinner

7:00: Meeting

Please RSVP for dinner to [Amy Cohen](#). No RSVP necessary for meeting portion.

We look forward to seeing you there!

Notices and Upcoming Events



Connections is an annual conference organized by employees for employees. It is about connecting face-to-face with colleagues from different departments and campuses, and celebrating the strengths and diversity of the people who work here through interactive social activities and fun informative workshops.

Join your colleagues at Okanagan College's 13th Annual Employee Learning Conference. Hear from the college President about what's happening at Okanagan College. Interact with your colleagues. **Welcome new faculty.** Choose from a wide variety of new workshops.

Connections 2018: Tuesday, August 21 & Wednesday, August 22 at the Vernon Campus

Notification of Annual OCFA Elections

Elections will take place at the AGM on **April 27th** and the nominations committee will be circulating a list of current nominees for all positions at least one week prior to that date (as per the OCFA Bylaws). The bylaws state that nominations for these positions may be made by two nominators with the consent of the nominee to the Secretary (me) prior to the AGM or from the floor of that meeting.

Please contact [OCFA Secretary](#) or another member of the nominations committee (see below) if you have any questions or would like to make a nomination. Please bear in mind that **all positions are vacant** until the election occurs even if there are individuals who have already been nominated.

Nominations Committee Members:

Vernon Campus Rep: [Jen Hobart](#) Penticton Campus Rep: [Priscillia Lefebvre](#)
Kelowna Campus Rep: [Joe Hobart](#) Salmon Arm Campus Rep: [Terry Kosowick](#)

**Event: Finding the Good: Sharing International Development Ideas and Practice in the Current Era
A Conference to Co-Discover Ways to Advance and Share Ethical, Human-Centred Global
Development Practices**

Location: Okanagan College, Kelowna Campus, British Columbia, Canada

Dates: June 8-9, 2018

Website: www.okanagan.bc.ca/findingthegood

Finding the Good is about bringing academics and practitioners together to share ethical international development ideas and practices.

The event will make a constructive contribution to problems through the discussion of how to advance social justice, inclusion and human rights in international development efforts. With escalating challenges to ideas of fundamental human dignity and social inclusion, this project will expand the space for communities to find the 'good' in the current era.

Sessions

- The Sustainable Development Goals
- Women, Gender and Feminism
- Universal Values and Inclusion
- Global Citizenship & Education
- Public-Private Partnerships
- Knowledge, Technology & Innovation
- International Security

Visit www.okanagan.bc.ca/findingthegood for more details, to register, and to sign up for updates.



Finding the Good

Sharing International Development Ideas and Practice in the Current Era

A Conference to Co-Discover Ways to Advance and Share Ethical, Human-Centred Global Development Practices

You are invited June 8-9, 2018
Okanagan College, Kelowna Campus
British Columbia, Canada

This event will make a constructive contribution to problems of how to advance social justice, inclusion and human rights in international development efforts. With escalating challenges to fundamental human dignity and social inclusion, this project will expand the space for communities to find the good in the current era.

Keynote Speakers



David Hulme

is Professor of Development Studies at the University of Manchester where he is Executive Director of the Global Development Institute and CEO of the Effective States and Inclusive Development Research Centre.



Chloe Schwenke

is the Director of the Global Program on Violence, Rights, and Inclusion at the International Center for Research on Women (ICRW).



Michael Simpson

is the Executive Director of the British Columbia Council for International Cooperation (BCCIC).

Updates at:
okanagan.bc.ca/findingthegood

Contact: rowarner@okanagan.bc.ca
For more information



Photos



OCFA Members at the 2018 Winter General Meeting



Council members Sasha Johnston and Norah Bowman participate in counter demonstrations against a Kelowna anti-choice group's presence on campus last week.

Professional Allowance Claims 2017/18

Doug Birtwistle

Professional Allowance spending limits are estimated at **\$1,100 to \$1,300** this year due to a significant service recognition fund surplus that the OCFA membership agreed to allocate to the Professional Allowance fund.

This money is available to all OCFA members, continuing and non-continuing. If you are a non-continuing faculty member then you would be eligible for a prorated maximum amount.

Because we can only predict how many members will make a claim and for what amounts those claims will be for:

1. If the total claim approved is less than \$1,100, there is a very good chance, but not a guarantee, that you will be fully reimbursed.
2. If the total claim approved is between \$1,100 and \$1,300, there is a decent chance, but not a guarantee, that you will be fully reimbursed.
3. If the total claim approved is for more than \$1,300, there is a good chance you will not be fully reimbursed for expenses incurred. If, after all claims are received, the maximum allowable claim is determined to be \$1,200, but you submitted a claim for \$1,500, you will be reimbursed \$1,200.

The 2018 PA form should be available the first week of April. You can find it on the OCFA website under the Forms and Links tab and you should be able to find it through myOkanagan. Make sure to carefully read over the form, paying special attention to the prorating for faculty with part-time term appointments (who do not also have a continuing appointment) and the \$999 limit (including taxes, etc.) that can be approved for a single piece of equipment. The balance over \$999 cannot be reimbursed. So if you buy a computer costing \$1500 you can only claim \$999 for that computer. You can buy multiple items that add up to more than \$1000 and you can claim membership fees that exceed \$1000. You just can't claim more than \$999 for a single piece of equipment.

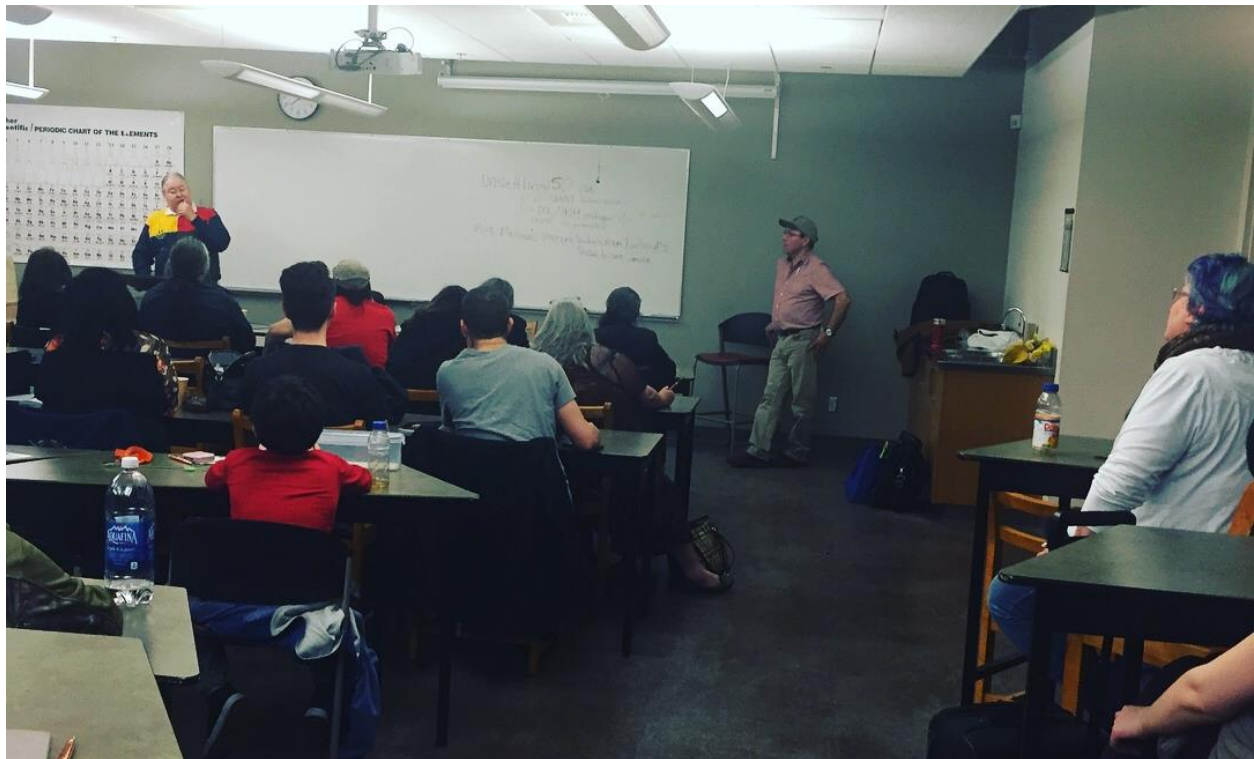
The PA committee consists of Jennifer Hobart (Chair), Doug Birtwistle and Yvonne Moritz. Completed forms, along with original receipts, should be sent through interoffice mail to Jennifer, or given directly to Jennifer. Her office is at the Vernon campus. Emailed copies of the form are not accepted since a scanned signature won't be accepted by Finance.

Receipts must be dated between May 16, 2017 and May 15, 2018. Submission of claims must be made to Jennifer by May 31, 2018.

Human Rights & International Solidarity Representative's Report

Norah Bowman

1. Wednesday, March 21, 2018, HRISC organized the launch of *Whose Land Is It Anyways?*, the FPSE decolonization manual for educators and community members. Mohawk analyst, writer, and activist Russell Diabo spoke at the launch. The launch was attended by about 50 people. Community members, students, former students and faculty from Kelowna, Vernon and Salmon Arm attended.
2. HRISC has supported two student projects this term. Both projects provide support and information for students regarding sexual health and reproductive choices.
3. HRISC also made 15 signs. The signs are 18 by 24 inches, foam core, and ready to be attached to sticks or to be held without sticks. 12 signs say: Collective Action for Safe Study Spaces. 3 signs say: I support student voices and choices. These are available for times when community members wish to show their demand for harassment-free study spaces for students.
4. I will most likely not be running for OCFA council again this year. HRISC is therefore seeking nominations for a chair.



Russel Diabo speaks to a group of students, faculty, staff, and community at OC.

President's Report

Tim Walters

Primary activities since last report (WGM, January 26th, 2018):

Local:

There have been several Exec, CARC, JCAA, and other meetings since the WGM, so...

- The Executive and Council will be presenting a few proposed changes to our Bylaws and Constitution at the AGM on April 27th, so be on the lookout for those arriving for your consideration in a few weeks. The first creates a new Council position mirroring the new FPSE standing committee on Decolonization, Reconciliation, and Indigenization, and which will provide our union with much needed expertise in this crucial area. The second expands the responsibilities of the portfolio and campus representative positions to include liaising with OCFA reps on committees (PD, GIA, ESL, EdCo, CPRC, etc.) so we are aware of any issues arising from the work of those groups that we should be aware of.
- I attended two Board of Governors meetings. At the first, I congratulated the newly elected Chair (Chris Derickson) and Vice Chair (Gloria Morgan). Notably, each of these Board members was on our list of those political appointees that we did not wish to see removed from the Board by the new government, and my early sense is that they will both be good people for the

OCFA to work with. At both meetings, I implored the Board to make additional funding available for Counselling services, particularly as our Counsellors are among those areas that are facing the most acute challenges as a result of the increased number of International students: happily, a new Counselling position is in the just approved budget. I also spoke against raising tuition, as per OCA policy, and when that motion passed anyway I urged the Board to only approve a budget that contained resources specifically intended to lessen the load on our members caused by our Internationalization policy. I was assured that this will be the case.

- o At Council last week, we received a presentation on the proposed budget from VP Finance Bob Eby that contained a lot of good news in the form of more than a dozen FTEs of additional continuing OCFA members work, a desperately needed new counselling position, and other new initiatives that we support. Having said that, discussion at Council following the presentation also focused on the fact that it is not altogether clear how much of the new resources will be directed toward providing relief to some of the specific challenges posed by the huge recent increase in the number of International students. The college has suggested that over \$1 million of the \$1.6 million in

additional spending in the new budget is geared toward these efforts, more detail about what this support looks like is required. We are optimistic that now budget is approved and information sessions begin at each campus that this will become clearer, and I would encourage you all to attend those meetings to voice your concerns.

- In January and February, I attended two more of the campus bargaining discussions/ winter socials in Salmon Arm and Kelowna. Many thanks to Terry Kosowick and Joe Hobart, our local Community Reps, for arranging the evenings, and to all of you who came out to provide us with useful input and direction as we begin to turn our attention to the next round of negotiations.
- Along with my *compañeros* on the Executive, I attended a brief retreat in Salmon Arm over reading break, where we got to spend more time than is usually possible talking through some of the issues we have been working on throughout the year.
- I discussed the college's new Academic Integrity Policy with the registrar, Jane Muskens, who acknowledged the issues brought forward by you and our members at the last Council meeting and WGM. She notified me that these concerns have been passed along to program Deans, who would be addressing them with faculty on a portfolio by portfolio basis. To

date, we have not seen any evidence that this is the case, so we raised this issue with JCAA (see below).

- With members of the Exec, I attended two JCAA meetings, at which:
 - We requested that the college approve our use of the Service Recognition Fund surplus, as per Council's recommendation and the endorsement of the membership at the WGM. After more delays than was ideal, this was approved last Friday: see the details of this year's fund provided by our Treasurer elsewhere in *The Update*.
 - We discussed the pressures felt by our members because of the college's treatment of International students, which warrants immediate intervention on several different fronts.
 - We did an initial review of our recently adopted pilot program on how formative evaluations are conducted. As I have reported out on previously, the response thus far is mixed. We agreed with the college to make a few immediate changes to address concerns raised by our members regarding safety, the clarity of direction provided to and by students, and to minimize the possibility of students inappropriately influencing their classmates in the absence of supervision. This summer, after the end of the first full year of the pilot

once everyone has been evaluated, I will again poll the membership and we will revisit this with JCAA.

- We discussed whether or not parking should still be deemed a taxable benefit, given that the college is no longer able to provide a spot for every OCFA member on the Kelowna campus. More on this to follow.
 - We encouraged the college to discontinue asking applicants to allow OC to run credit checks on them: not only is doing so completely irrelevant for those seeking a faculty position, but it also adversely impacts the credit rating of applicants.
 - After failing to convince the registrar to delay the implementation of the new academic integrity policy in order to allow faculty feedback, we raised this issue with JCAA. Management is under the (mis)apprehension that the new policy is universally beloved, and encouraged any faculty who think otherwise to contact their Deans and make their concerns known. Please do this: unless our managers hear otherwise, the policy will remain as is.
- I provided logistical support to Norah for her excellent book launch last Wednesday evening, which I also attended. Many thanks to her, and to Bill Cohen, for

organizing this important and well attended event. I circulated the FPSE funded *Whose Land Is It Anyway? A Manual for Decolonization* as a pdf and ebook to all of our members, and have ordered 100 additional paper copies, so please get in touch if you'd like one: they are free for OCFA members.

- I encouraged faculty to run for Education Council and Board of Governors positions, and am happy to report that for the first time in many years, faculty are now running for every available position. Many thanks to all of you that have agreed to stand for nomination. For everyone else, please take a few minutes to go online and vote for one of our colleagues so they can do this crucial collegial governance work for us.
- I was fortunate to be able to participate in one of the counter-demonstrations against the Kelowna anti-choice group's presence on the KLO campus that was organized by the OCSU in concert with faculty and other student activists who were concerned with the provocative tactics used by these folks. Particular thanks for organizing such a thoughtful and effective event to Sasha Johnston and Norah Bowman, without whom this would not have taken place, and to all those of faculty who came out to participate and support this initiative.

Provincial:

- I attended the first of four meetings between signatory locals of the common

agreement and the Post-Secondary Employer's Association (PSEA), the government entity in charge of bargaining in our sector, to discuss secondary scales, as per LOU #5 of the common agreement. This meeting was primarily an information gathering session, and I explained the primary secondary scales in our agreement: the 0.89 salary adjustment factor, the policy of not paying term faculty over the summer, and the unequal credit given to those teaching labs. Both PSEA and the OC HR rep had no issue with my appraisal of the inequities of these secondary scales, which is a good sign. The remaining three meetings over the next two months are intended to provide us all with a chance to agree on the size and effect of these secondary scales at our locals, to figure out how much it will cost to remove them, and to agree on a statement about them that will inform the upcoming round of bargaining. Given our new government's oft-stated commitment to workplace equity issues, my hope is that we can encourage them to treat these collective agreement problems as a unique problem to our sector, and one that can and must be addressed in government funding decisions ahead of the next round of negotiations.

- I participated in a FPSE Exec teleconference, and attended a FPSE Exec and PC meeting in Vancouver, where we discussed:

- Provincial and local bargaining strategies ahead of the upcoming round: my sense is that a shared strategy, if any, will be agreed to shortly after the AGM and Convention in May, but no later than in the Fall.
- Our lobbying and advocacy efforts in the wake of the provincial budget on February 20th, which does not appear to reflect the level of financial commitment to affordable and accessible post-secondary education that was presented rhetorically in the election campaign. In part, this might be influenced by the BC Federation of Student's somewhat odd decision to focus on affordable student housing rather than rising tuition fees or student debt loads.
- Our role in the Board of Governor's appointment process, which is ongoing, but has not proceeded nearly as rapidly as many locals would have liked. The OCFA has done better than most in this regard, but it is reasonable to say that the new government has not covered itself in glory in the way it has handled Board appointments to date.
- Planning for FPSE events, particularly the Bargaining conference (held February 24th), launch of the Decolonization handbook (March 15th at Emily Carr, which I attended) and AGM (to be held in Whistler on May 14-17).
- We held a conference call led by Zoe Towle to discuss the ongoing attempts by most (but not all) local employers to

implement Manulife's drugwatch program, designed to reduce costs to the employer by reducing access to certain medication for our members, primarily along cost lines. Each local has been asked to file a grievance if their institution implements this. Ours has yet to do so, thankfully, but they have told us that they are looking into it.

Other FPSE work

- Along with my comrades on the International Solidarity fund committee (including HRISC Chair Norah Bowman), I vetted several applications seeking support for a wide range of excellent and inspiring projects. Because of the consistently high quality of the proposals from around the province, this continues to be among the most gratifying work I am involved with. President's Council approved our recommendations, with the OCFA once again having two successful applications which together are receiving over \$20,000 in support next year.

On a personal note:

Over the past two years, many of you generously supported me in my fundraising walks to support a former OC student, Gary Baker, and his wife Erica (also a former student) and their four daughters. Sadly, Gary passed away last Friday.

"It is with a heavy heart that I have to post this update. Early this morning Gary had a heart attack from which he did not recover.

Gary's heart stopped for 30 seconds but began beating again while Erica and the girls were on route to the hospital so Erica was able to say goodbye to the love of her life. The nurse said that she had never seen that before and believed Gary was waiting for his family to arrive.

Over the last 20 months, Gary has battled many complications, but he continually fought to come back to his family. Even though we all wish this story had a different ending, Gary was strong and selfless to the end and Erica and the girls are grateful for every second that they had with him.

Gary was a beloved, hardworking, intelligent, funny and amazing husband and father, son, brother and friend. Everyone who knew him couldn't help but love him and there will forever be a hole in the world where he once was."

Last but definitely not least...

I'd like to once again extend my gratitude to all of the happy warriors on the Executive, Council, and CARC for their ongoing efforts in support of all of our members: they do great work for us all.

In solidarity!
Cheers,
tim
OCFA President

Bargaining Chair's Report

Bob Groves, Bargaining Chair

Here are some of the pre-bargaining activities that I have been involved in recently as your bargaining chair.

Local Preparations for Bargaining in 2019

I attended, and spoke at, all four socials held at our various academic centres in January and February. These events were modestly attended, I would say. That said, those who did attend had good ideas to share regarding our working conditions, and how they might be improved.

I can advise that I have struck a small committee to prepare a survey of our membership, which I hope to have available for distribution later this month. In anticipation of our preparing the survey, I emailed all of you earlier in February, requesting that you respond to me, in confidence, with your thoughts concerning the issues which might be addressed in it, and which might then be established as priorities when bargaining commences next year. To date, I have received approximately twenty individual responses to my request.

FPSE

I attended, in Vancouver, the FPSE Bargaining Co-ordination Committee (BCC) meeting, and its provincial Bargaining Conference, on February 23-24.

Issues of concern which seem to be present throughout the sector include equity issues generally, and increasing workloads, attributed, in part, to a tendency on the part of our employers to want to download more administrative work onto faculty, but also the rapid internationalization of our student demographic. With regard to the former, the continued growth in precarious short-term contract work for faculty is beginning to be viewed by many as an existential threat to the job security of those who already hold continuing appointments. The inequalities in status, pay, and access to benefits are also being recognized, finally, as an affront to our perceptions of ourselves as academic professionals, regardless of where we are positioned within our workforce.

Another question that will continue to be discussed as our preparations for bargaining mature is how we can mobilize and leverage our power in the next round. Whether, and if so when, a common bargaining table is organized, will be central to those discussions.

I look forward to sharing other information regarding the lead-up to negotiations next year, as the narrative unfolds.

Respectfully,
Bob Groves
2nd Vice-President and Negotiations Chair

Chief Steward's Report

Rod Watkins

Hello everyone. Our existing grievances are as follows.

Step 3

FAC13/07: Post-65 benefits. Several sets of dates to handle the several issues raised by the grievance have been scheduled throughout 2018. The first dates are in May.

FAC15/02: Scheduling grievance. A new scheduling process and policy utilizing Infosilem was implemented. We grieved that the new process made faculty scheduling requests far more difficult to accommodate than under the previous policy violating the CA. CARC recommended to Council that the grievance be withdrawn without prejudice. Council so voted.

FAC16/02: Improper SVP/BHD policy. FAC16/02 grieves two issues. 1) the shared investigation process for each policy currently denies the OCFA access to the investigator's report. 2) that neither policy applies to OCFA members as we have provisions in the CA that supersede the policies. Council will be deciding how to proceed in March. CARC recommended to Council that the grievance be withdrawn without prejudice. Council so voted.

In both case, the withdrawal is without prejudice and we will file individual grievances if there are any violations of the CA.

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 remains in abeyance pending the recovery of the member who is on an extended medical leave. Once the member can help in his or her own defense, we will analyze the report and determine whether the discipline was warranted.

Step 1

FAC16/04: Wrongful Dismissal. A member teaching distance education courses was dismissed for poor performance. The person dismissed filed a racial discrimination complaint against his or her supervisor. We also filed a grievance and placed it in abeyance pending the outcome of the investigation. We received the report in early summer. CARC recommended Council withdraw this grievance as the chances of winning are low. Council so voted.

In addition to our grievances, CARC has handled some additional matters:

- Student discrimination complaint against a member. The investigation began March 1. We expect the investigator's report by mid April.
- Ongoing lab safety issue. Several users of the Kelowna lab met a few weeks ago with representatives from the College. I will be following up with those members this week.
- Issues resulting from increasing numbers of unprepared students.

- Issues surrounding the Academic Integrity Policy.
- Assisted a member in completing paperwork for LTD.
- Answered questions for a member regarding conversion into a position attached to a seconded member of admin.

Respectfully submitted,
Rod Watkins
OCFA Chief Steward

Members of OCFA Council and CARC 2017-2018

Executive:		Phone	Email
President	Tim Walters	250-718-6387	TWalters@okanagan.bc.ca
First VP, Chief Steward	Rod Watkins	250-804-9973	RPWatkins@okanagan.bc.ca
Second VP, Bargaining Chair	Bob Groves	250-718-6385	BGroves@okanagan.bc.ca
Treasurer	Doug Birtwistle	250-718-4380	DBirtwistle@okanagan.bc.ca
Secretary	Amy Cohen	250-309-5698	ACohen@okanagan.bc.ca

Council:			
Faculty Liaison – Arts	Rosalind Warner	Ext 4294	ROWarner@okanagan.bc.ca
Faculty Liaison – Business	Alan Rice	Ext 4879	ARice@okanagan.bc.ca
Faculty Liaison – Health	Gurpreet Dhatt	Ext 4604	GDhatt@okanagan.bc.ca
Faculty Liaison – Non-Instructional	Roën Janyk	Ext 4660	RJanyk@okanagan.bc.ca
Faculty Liaison – Science	Bruce Campbell	Ext 4784	BCampbell@okanagan.bc.ca
Faculty Liaison – Technology	Nolan Fretz	Ext 4497	NFretz@okanagan.bc.ca
Area Representative – Kelowna	Joe Hobart	Ext 4402	JHobart@okanagan.bc.ca
Area Representative – Penticton	Priscillia Lefebvre	Ext 3255	PLefebvre@okanagan.bc.ca
Area Representative – Salmon Arm	Terry Kosowick	Ext 8234	TKosowick@okanagan.bc.ca
Area Representative – Vernon	Jennifer Hobart	Ext 4484	JAHobart@okanagan.bc.ca
Non-Continuing Faculty Rep	Janice McQuilkin	Ext 4421	JMcquilkin@okanagan.bc.ca
Pension Advisory Representative	Randy Brown	Ext 4373	RBrown@okanagan.bc.ca
Human Rights and International Solidarity Representative	Norah Bowman	Ext 4215	NBowman@okanagan.bc.ca
Status of Women Representative	Sasha Johnston	Ext 4632	SLJohnston@okanagan.bc.ca
Workplace Health, Safety and Environment Representative	Jasmine Korčok	Ext 4851	JKorcok@okanagan.bc.ca

Collective Agreement Review Committee (CARC):			
Kelowna Campus Steward	Alan Rice	Ext 4879	ARice@okanagan.bc.ca
Penticton Campus Steward	Sharon Mansiere	Ext 3234	SMansiere@okanagan.bc.ca
Salmon Arm Campus Steward	Terry Kosowick	Ext 8234	TKosowick@okanagan.bc.ca
Vernon Campus Steward	Jeremy Lanaway	Ext 2214	JLanaway@okanagan.bc.ca

Get a copy of the Collective Agreement!

The 2014-2019 Collective Agreement is now available on the OCFA's website:
[http://www.okanagan.bc.ca/Assets/Departments+\(Administration\)/Faculty+Association/2014-19+OCFA+Collective+Agreement.pdf?method=1](http://www.okanagan.bc.ca/Assets/Departments+(Administration)/Faculty+Association/2014-19+OCFA+Collective+Agreement.pdf?method=1)

If you would like a hard copy of the CA, contact one of your representatives on OCFA council or executive (see contact information above)