



The Update: Nominations Issue

Issue 3, 2019-2020

April 2020

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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 send submissions to *The*

Update editor Sasha Johnston at sljohnston@okanagan.bc.ca or via intercampus mail.

A special thanks to Jennifer Hobart for her 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 of 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 as well as being available on the OCFA webpage at:
http://www.okanagan.bc.ca/Campus_and_Community/employees/ocfa/update.html

Contact information for all Executive, Council, and CARC representatives can be found on the final page of this newsletter.

Notices and Upcoming Events

Mark your Calendars!

A message from OCFA president Sharon Mansiere regarding our Annual General Meeting:

Our Constitution and By-Laws only contemplate a scenario where holding an AGM with in-person attendance and ballot voting is possible. The Constitution and By-Laws also do not contain a clause for a *force majeure* event - such as this pandemic - which prevents our membership from safely (and legally) convening in-person. However, our financial obligations require an AGM to occur, and our election timing is tied to hiring and scheduling. With those factors in mind, the Association Council proposed and passed unanimously an emergency motion (see below) to allow for an electronic meeting and election, in order to conduct those minimum required actions to maintain the business of the union in good standing. The date of the AGM has been delayed to **May 1, 2020**, to ensure sufficient time to implement the needed resources.

COVID-19 EMERGENCY RESOLUTION Motion:

To ensure the safety of our Okanagan College Faculty Association members, while also ensuring the operations of the union proceed:
In an emergency resolution, to enable the 2020 Annual General Meeting to be held online with electronic voting for motions and elections, Association Council suspends the following articles of the Constitution & By-laws: VI.B.2; VI.B.3; VI.B.4; VI.B.5; VII.B.1. The suspension extends only to those provisions that limit our ability to hold all components of the meeting remotely.

AGM Details:

Date: Friday, May 1st

Time: 7pm-9:15pm

The AGM will be held over Zoom. You should be receiving an email invitation to that meeting, which will include a link to the meeting.

Please contact Sasha if you do not receive this email.

We suggest you use wi-fi, as calling in may result in long distance charges.

Upcoming Council Meetings:

May and June meeting dates will be determined once our 2020/2021 Executive and Council membership has been elected.

OCFA members are welcome to attend Council Meetings. Please contact Sasha Johnston for information on meeting times and locations.

Mike Minions Shout-Out!

A note from OCFA president, Sharon Mansiere:

We all have taken on what needed to be done to get through this time. I am so amazed by how few complaints there have been. There is no way to list everyone's actions and appropriately honor you all. I have attributed some of that to our ethic, some to our love of students, and some to our genuine concern for this situation we find ourselves in. What Mike Minions has taken on without complaint is unparalleled both in its scope of hours (as many as 18hrs of overtime in recent weeks is not uncommon) and longevity of impact is worthy of a place of honour in The Update. He has been upmost in my mind and in my requests to the administration, and he is the single-most asked about person in my day to day as many faculty share my concerns for how he is doing. In fact the idea for this column came from faculty. Please enjoy some of the submissions below to honour his efforts during this COVID-19 time to which I have added my own vignette as well.



During the week before face-to-face classes ended, I came into work on the Thursday and realized I needed to do something about switching to online teaching. On my break during ENGL 100, I ran over to Mike's office and asked if he'd come in and talk us through what we needed to do to move online. He stopped what he was doing to come to my class and provide an off-the-cuff mini-lesson. He was funny and charming and helped us all to calmly learn how to use Collaborate. I'm useless with new technologies, so I still felt pretty nervous despite Mike's help. However, the following week, when I sat down to practice using the tools before launching my first synchronous class, all of Mike's advice came flooding back.

Thank you for all your help, Mike. You are a kind and gifted teacher!

- Hannah, English

Regardless of the ask, Mike always finds a solution. We are lucky to have him as a resource to turn to.

- Roën, Library

Mike has been so patient and supportive over the last few, crazy months, working 7 days a week and who know how long each day. I have learned to wait until business hours to email him with any Moodle questions because he has answered my emails at 8:30 on a Saturday morning and 8:30 on a weekday night! I am so grateful.

- Julie, Biology

It occurs to me that some reading this have not asked Mike Minions for help, so may not have had that fun first moment when you open a work email and realize that this is not like the usual answer-to-a-question-email. Mike teaches you by letting you hear his steps and missteps so that you will be able not just to learn the right path but what has let him know it is right. I often wonder how new employees react to his unusual emails...

First you get the explanation:

This is a known problem with the 3rd party contributed Grid Format in Moodle. Here's the workaround.

Then what you get rivals James Joyce's stream-of-consciousness in *Ulysses*:

Open both courses in different tabs. Hmmm. I don't see any images in course x. It's not in Grid format. Let me switch it and see if the images show up. Nope. No images. Let me move on to part 2 of the process and see if we get lucky.

And then the finish which often includes something positive. Often you are complimented for having something nice/attractive/work-intensive:

Click Select this file and save changes.

Section 1 has a nice paramecium

Repeat as necessary. (which I'm doing as I'm writing this)

- Sharon, OCFA President

Mike Minions has helped our department in so many ways. Most faculty members received training with online delivery method as well as trouble shooting assistance with using collaborate/online tools with Moodle for most of our courses to connect with students (online teaching format classes), setting up final exams, respondus lockdown browser set up instructions for our students and faculty. Rearranging some of assessment tools (quizzes at the last minute).

- Nursing faculty member

Mike has been a great help and a resource of knowledge regarding so many things. The process of moving to online delivery to finish off the term was daunting. Even more so was the prospect of delivering a final exam online. Mike was able to assist in so many ways and provide help when called upon. Hidden formatting in a word file that prevented wanted formatting from Respondus to Moodle was easily solved.

- Bruce, Biology

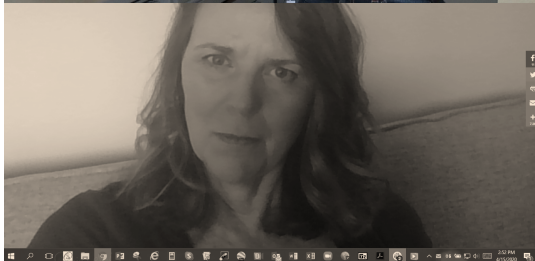
There's Zeus and Apollo and Dionysus and Athena and all of those divine folks and then there's Mike Minions, our OC god. His special powers have something to do with inexhaustible energy, infinite knowledge of technology, and a genuinely inspiring joy-heart... plus, Mike also has the sacred skill of being able to communicate all of his vast know-how with real clarity. Last week, for instance, I asked Mike a question about podcast technology for future/possible on-line classes. Knowing how swamped he must be I mentioned that I wasn't expecting a response for a few weeks... However, Mike responded—within hours—with a 543 word, hyperlinked, above-and-beyond reply. He then followed up that email with even more information for me concerning podcast mics and mixers. Anyway, he's righteous! He can chuck lightning bolts of knowledge and really is a total gift for us mortals. Oh, he also can play every musical instrument... Thank you deeply, Mike!

- Jake, English

2020-2021 Nominees: Executive Committee



Position: President
Nominee: Sharon Mansiere



*Photo Credits: **Real Photographer** (top pre-COVID) **My Laptop** (below post-COVID): ghost image from screen burn due to same view 8hrs each day)*

Sharon's Reasons for Running:

It has been a privilege to serve in the role as President these last two years. The dedicated teams of the Executive and the Association Council have made so much possible. They are teams with an amazing array of complementary talents and skills and I would like to continue the work I have been doing for the union as a part of these teams.

Some of this work will be to continue proactively in this pandemic on behalf of faculty. COVID-19 has certainly changed all of our lives. To secure strong access to the Senior Administration of the college early in this process has proven to be a very good move. Making room at this table for the two BCGEU chairpersons, students, and excluded personnel has made this table even more effective. I get clear messages from other colleges and universities in our sector that this daily direct access that your OCFA has to all stakeholders has given us a clear advantage.

Other work will be to continue to formalize many of our processes. I would like resources that are clear and established. Additionally we have been making plans for our new website that will roll out when the college's website is opened for development. I would also like to take on more initiatives that are suggested by members, like the Chairs and Coordinators meeting group that is being tested right now. Finally I am looking forward to continuing the work I am doing at the Federation of Post-Secondary Educators' meetings and committees to ensure that OCFA's needs are being heard and addressed.

Sharon's Biography:

I have been quite active in the union both on council and on CARC since I started at OUC in 1995. I transitioned to OC through 2004-2005. I have developed a small natural history museum for the college, I chair of the Vaseux Lake Bird Observatory (one of 30 Migration Monitoring Network sites across Canada), and am a board member of OSCA which runs the annual Meadowlark Nature Festival. In addition to my training as a Biologist which made my work a bit of a travelogue (Rockies, Haida Gwaii,, Yukon, Netherlands, Mexico, California) I also have an English degree. When possible I still do contract work as a biologist in ornithology, habitat assessment, supporting adjudications in forestry, and botany.

Nominators: Rod Watkins; Bob Groves



Position: First VP, Chief Steward
Nominee: Rod Watkins

Rod's Reasons for Running:

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

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

Rod's Biography:

After being awarded my PhD in Philosophy from the University of Toronto in 1996, I eventually earned a continuing position at the College in 2005. I served as the Salmon Arm Steward starting that very year and remained the Salmon Arm steward until I ran for Chief Steward in 2013, giving me over 14 years of CARC training and experience.

Nominators: Sharon Mansiere; Sasha Johnston



Position: Second VP, Bargaining Chair
Nominee: Bob Groves

Bob's Reasons for Running:

Since I began serving as your 2nd VP several years ago, I have felt that the focus of my work for our Association has been to prepare for, and to see us successfully negotiate, a new collective agreement once the term of our existing agreement expired in March 2019. The actions taken in aid of achieving that goal have resulted in a process that has been complex, time-consuming, and lengthy. Progress has been made, but more work needs to be done.

It is my belief that our negotiations have entered a critical phase. The current health emergency has inserted an entirely unexpected disruptive energy into the process, but it has also sharpened the desire of all the parties to focus on the issues that must be addressed if we are to move forward.

With the collaboration and support of your highly engaged bargaining committee, I hope to be the member of your Executive Committee who continues to speak on behalf of our Association as we work to bring the current round of bargaining to the best conclusion the circumstances can deliver.

Bob's Biography:

In another life, I am a lawyer in private practice in Kelowna, having been called to the bar in British Columbia in 1980. For the past decade and a half most of my professional time in the law has been spent delivering services as a mediator, chartered arbitrator, and tribunal adjudicator.

I began my teaching career at Okanagan College in 2005. Following several years working as a term instructor, I became a professor on continuing appointment in the Faculty of Business in 2012. Not surprisingly, I teach law courses.

In my spare time, I paddle voyageur canoes with a crew of usual suspects over long distances on rivers throughout Western Canada and the Northwest United States.

Nominators: Doug Birtwistle; Sharon Mansiere



Position: Treasurer
Nominee: Doug Birtwistle

Doug's Bio & Reasons for Running:

Though a tad on the young side (see photo) I have been Treasurer of OCFA and Trustee on the College Pension Plan Board for more than 5 years. I like numbers, and I like money. Besides the work I do for OCFA, I have been reconciling revenue earned and expenses incurred since the year that photo was taken, one year before the Leafs last won the Cup. I intend to continue reconciling until the Leafs again win the Cup, or upon death, whichever comes first.

Nominators: Randy Brown; Sharon Mansiere



Position: Secretary
Nominee: Sasha Johnston

Sasha's Bio & Reasons for Running:

Unlike our youthful Treasurer, I do not like numbers; I *do* like money, but I don't have much of it, so I guess I am to money what the Leafs are to Cups! I also like the work I've been doing over the past year as Secretary, and think it is forcing me to become a better listener in general, so I request the membership's support in continuing this work for another year (but not until the Leafs win another Cup!).

Nominators: Sharon Mansiere; Rod Watkins

2020-2021 Nominees: Association Council



Position: Faculty Liaison - Arts
Nominee: Norah Bowman

Reasons for Running:

I am running for this position so that I can represent our Arts Faculty during this difficult time. As a department chair, I communicate often with other Arts Faculty chairs and have a sense of the working conditions of my fellow Arts faculty. I also meet and speak regularly with AFP deans.

I see college faculty as workers, and I will stand up for our rights to fair working conditions. I am also committed to the rights of our term faculty, and will always work for and vote for equal pay for equal work. No faculty member should be paid .89 of what another faculty member is paid.

As well, I am committed to standing up against white supremacy, sexism, misogyny, classism, fatphobia, and ableism. I benefit from white privilege, class privilege, cis-privilege, and body privilege.

This past year I have not been able to attend OCFA meetings because, during the BCTF bargaining period, I was in conflict. I am no longer in conflict and will be able to attend OCFA meetings.

Biography:

Norah Bowman is Chair of Interdisciplinary Studies (IDST), a department that includes Criminology, Social Work, Gender Studies, and Indigenous Studies. Previously Norah served on OCFA Council as Status of Women Committee representative and Human Rights and International Solidarity representative. Norah has a PhD (2013) from the University of Alberta, English and Film Studies.

Nominators: Terry Bridges; Randy Brown



Position: Faculty Liaison - Arts
Nominee: Janice McQuilkin

Bio & Reasons for Running:

My name is Janice McQuilkin and I am a professor in the Communications Department, Kelowna campus. I've been with OC since 2013, first as a Term and now as a Continuing member.

My involvement with OCFA includes; Non-Continuing Faculty Representative and member on the Formative Evaluations Committee. Since November 2019, I have enjoyed serving as the Faculty of Arts Liaison Representative.

Going forward, communicating with member regarding their concerns in an online environment will have its challenges. It was so much easier to have casual conversation crossing campus between classes, waiting in line for coffee or attending a workshop together. In the days and months to come, communication with you will need to be deliberate, scheduled and online.

To replace previous casual interaction with Arts members, I will endeavour to reach out to you via online coffee chats, personal phone calls and continue via email.

I promise you that I will do my best to continue to represent the interests of all Faculty of Arts members to the OCFA council through these challenging times.

Thank you.

Nominators: Ruth Lowe-Walker; Emily Fedoruk



Position: Faculty Liaison - Business
Nominee: Alan Rice

Alan's Bio & Reasons for Running:

I am seeking your support in my bid to continue as Business Faculty Liaison to the OCFA. I have held this position for a number of years and believe that I have made significant

contributions to OCFA on behalf of the Department. In my role I have served in several different capacities. I am currently a member of the Election's Subcommittee as well as the Member Privacy Subcommittee. In the past, I have chaired the Professional Allowance Committee and have also served a number of Terms as the Non-Continuing Faculty Representative.

Nominators: Michael Conlin; Dan Allen



Position: Faculty Liaison - Health
Nominee: Gurpreet Dhatt

Gurpreet's Reasons for Running:

In June, 2020, my term as Council Member of the Okanagan College Faculty Association will end. Humbly, I would like to run again for the position of Faculty Liaison Health.

I have been asked why I choose to run again. There are three reasons. First of all, I am anxious to see issues around workload in our profession kept uppermost in our minds. If problems arise, we must work together as a team to seek solutions.

Secondly, I think that continuity is important. If we leave the position after only a year or two, we may lose the impact of questions on nursing faculty before they are solved.

Third, our faculty is not large. Sometimes it's difficult to find faculty members who have the time to volunteer for a position such as this.

I am delighted to let my name stand.

Gurpreet's Biography:

Gurpreet Dhatt joined Okanagan College's Bachelor of Science in Nursing Program in 2012. She holds a Nursing Diploma from Douglas College, BScN with honors 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, Gurpreet worked in various setting such as a community, camp, long-term geriatric, acute medical and surgical nursing to gain her nursing experience.

Before joining Okanagan College in 2012, Gurpreet has 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. Gurpreet's teaching career began in 2001. In her spare time, Gurpreet travels with her family and friends. Travel destinations include Mexico, India, China, and Europe. Her adrenaline-rushing experiences include zipping the longest zip line in Puerto Vallarta and skydiving in Vancouver.

Nominators: Monique Karlstrom; Camilla Woods



Position: Faculty Liaison – Non-Instructional
Nominee: Roën Janyk

Roën's Bio & Reasons for Running:

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

Nominators: Greg Hutton, Eva Gavaris



Position: Faculty Liaison – Science
Nominee: Bruce Campbell

Bruce's Reasons for Running:

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

Bruce's Biography:

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

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

Nominators: Terry Bridges; Norah Bowman

Position: Faculty Liaison - Technology

*Please note that there are currently no nominees for this position!
Contact Sasha Johnston at sljohnston@okanagan.bc.ca if you are
interested in running.*



Position: Area Rep - Kelowna
Nominee: Laura Loewen

Laura's Bio & Reasons for Running:

I started at OC in January 1995 as a term employee in the psychology department. 14 years later I was finally offered a regular position which is a very long time but isn't actually the

record under the old system. I am well acquainted with the way the college does business. In my time here I've seen the college mistreat many worthy faculty members and have decided I'd like to be part of the brave group that tries to protect and defend my colleagues.

I was a Research Ethics Board member for 4 years and chaired the REB for 2 if this information is in any way useful.

Thank you for your consideration.

Nominators: Leora Dahl; Sasha Johnston

Position: Area Rep - Penticton

*Please note that there are currently no nominees for this position!
Contact Sasha Johnston at sljohnston@okanagan.bc.ca if you are interested in running.*



Position: Area Rep – Salmon Arm
Nominee: Brian May

Brian's Reasons for Running:

I have been at Okanagan College for 15 years, based on the Salmon Arm campus for the duration. I am actively involved in local campus activities, including scheduling, campus life, and attending campus meetings. My reason for running is to provide a voice for Salmon Arm faculty at OCFA Council. I don't approach the role with any particular agenda in mind, but rather would like to bring a balanced view to the table. In doing so, I am quite willing to listen to and advocate for the specific interests of the Salmon Arm faculty.

Brian's Bio:

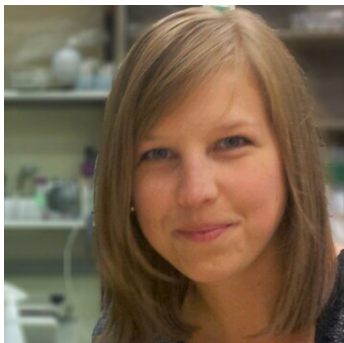
I grew up in Newfoundland and then went on to post-secondary studies at Queen's University (BSc in Physics) and Dalhousie University (PhD in Physical Oceanography). I

worked for 5 years as an assistant professor at University of Minnesota Duluth before coming to Okanagan College in 2005. I teach in both the Mathematics and Physics departments, primarily at the Salmon Arm campus. Outside of work, I spend a lot of my time outdoors running, biking and cross-country skiing. In the winters, I'm fully engulfed in helping coach our local cross-country ski team.

Nominators: Rod Watkins; Bryan White

Position: Area Rep - Vernon

*Please note that there are currently no nominees for this position!
Contact Sasha Johnston at sljohnston@okanagan.bc.ca if you are
interested in running.*



Position: Non-Continuing Faculty Representative
Nominee: Megan L. Lewis

Megan's Bio & Reasons for Running:

I am currently a Non-Continuing Faculty member in the Department of Biology and joined Okanagan College in August 2019. Over the past academic year, my full-time appointment was based on the Penticton campus and I travelled to Kelowna twice per week. During my time at Okanagan College I have sought opportunities to support other Non-Continuing Faculty members and believe I have contributed to a sense of community among the faculty that I have had a chance to work with over the semester. If I am given the opportunity to serve as a Faculty Representative for the Non-Continuing members of our Association on the OCFA Council, I would be able to provide insight to the needs of new Non-Continuing Faculty members and help bridge communication with Continuing Faculty members so that we can all support each other through the OCFA.

Nominators: Sandra Rosenberg; Matt Waterhouse



Position: Pension Advisory Representative
Nominee: Randy Brown

Randy's Bio & Reasons for Running:

I have worked at Okanagan College for 13 years as a Professor in Electronics Engineering Technology.

I love teaching students and watching them grow, as Engineers, and as thoughtful, engaging, members of society.

For the last 8 years, or so, I have been on the OCFA council. First, as the Technology Representative, and latterly, as the Pension Advisory Representative.

I am very passionate about pensions, particularly our College Pension Plan. What do I bring to the table as a Pension Advisory Representative? I bring:

- Dedication to protecting our outstanding, defined benefit College Pension Plan.
- Willingness to join committees and contribute to the FPSE Pension Advisory Committee.
- A strong voice to push for Socially Responsible Investing within the College Pension Plan.
- Enthusiasm for learning more and more about pensions, pension plan rules, policies, procedures, etc.
- Encouragement for young and/or non-regular members to join the College Pension Plan at their first available opportunity, to maximize their pensions later in life.
- A desire to help retirees, and soon to be retirees, understand the choices they need to make when selecting options within their College Pension Plan at retirement time.

Thank you very much,
Randy Brown

Nominators: Doug Birtwistle; Sasha Johnston



Position: Human Rights and International Solidarity Representative
Nominee: Terry Bridges

Terry's Reasons for Running:

I have now been on Council for two years as the HRIS Chair, and very much want to continue the work that I have been doing. I feel that it is valuable for me to give input to Council from the lens of human rights and international solidarity. For instance, I put forward motions in the past two years for Council to donate to the OC food banks. I have been working closely with the OCSU and OC staff to pursue OC's designation as a Fair Trade campus, and to promote sustainability initiatives at OC. I have also worked with community organizations such as Amnesty International and CJPME to bring relevant speakers to OC (e.g. Robert Fisk and Robert Massoud).

One of my major responsibilities as HRIS chair is to meet twice a year in Vancouver with other HRIS chairs across the province, where we discuss matters related to human rights, equity, and international solidarity in our institutions. I was part of a sub-committee that organized this year's FPSE Speakers' Tour; even though covid-19 cut this year's Tour short, I hope to be involved in planning for next year's Tour. Other initiatives that I would pursue this year, if re-elected to this position, are: (i) the establishment of an Equity, Diversity, and Inclusivity Office at OC; (ii) to serve on an OC Wellness Committee; and (iii) to continue to promote human rights and international solidarity at OC through bringing in speakers, coordinating events, and financial donations to worthy groups and causes.

Terry's Biography:

I'm finishing my 4th year at OC, where I teach in Physics & Astronomy. I have PhDs in Astrophysics and Education from Queen's University, Kingston. I have previously worked as a research astronomer in France, the UK, and Australia, and my astronomical research interests are in nearby galaxies and in the outer solar system. I have previously taught in the following settings: university undergraduate, teacher education, online astronomy, and high school science. I have a strong commitment to outreach and social justice, and am very engaged in the local community.

Nominators: Norah Bowman; Bruce Campbell



Position: Status of Women Representative
Nominee: Olivia Sullivan

Olivia's Reasons for Running:

I am pursuing the Status of Women position in OCFA in an effort to contribute to gender equality on campus. I believe a feminist voice is vital in our efforts to create a supportive working and learning environment. I am committed to being an ally to those who experience oppression and working to make sure everyone's voice is heard.

Olivia's Biography:

I am a feminist, social worker, college instructor, therapist, and mother of two. My professional experience has focused on issues of gender-based violence, including intimate partner violence and sexual assault. In my counselling practice, I work primarily with youth and women who have experienced violence and abuse. I have been teaching Social Work courses at Okanagan College since January 2012. We have amazing students at OC, and I am encouraged by their passion for social justice and improving the communities in which they live. When I'm not working, I enjoy spending time with my kiddos (ages 3 & 6), reading, practicing yoga, hiking, and enjoying nature.

Nominators: Norah Bowman; Sasha Johnston

**Position: Workplace Health, Safety, and Environment
Representative**

*Please note that there are currently no nominees for this position!
Contact Sasha Johnston at sljohnston@okanagan.bc.ca if you are
interested in running.*

**Position: Decolonization, Reconciliation, and Indigenization
Representative**

*Please note that there are currently no nominees for this position!
Contact Sasha Johnston at sljohnston@okanagan.bc.ca if you are
interested in running.*

2020-2021 Nominees: Collective Agreement Review Committee (CARC)



Position: Kelowna Campus Steward
Nominee: Alan Rice

Alan's Bio & Reasons for Running:

I am seeking your support in my bid to continue as Contract Administration and Review Committee (CARC) – Kelowna Steward. I have held this position for a number of years and believe that I have made significant contributions to CARC in representing our Kelowna membership. In my role I have been involved in supporting faculty in grievances, investigations, and interpreting the Collective Agreement. In this capacity, I represent faculty in all areas. I feel that my experience is valuable to the committee and I would like to continue to represent our campus on this committee.

Nominators: Michael Conlin; Dan Allen



Position: Penticton Campus Steward
Nominee: Colin Wallace

Colin's Bio & Reasons for Running:

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

Nominators: Louis Blaise; Wendy Wheeler

Position: Salmon Arm Campus Steward
Nominee: Jeremy Lanaway

Jeremy's Reasons for Running:

I have served as Vernon and SA Campus Steward for a few years, and I continue to enjoy maintaining active engagement with the union and its various operations. I find it rewarding to be able to help members navigate any issues that arise, and hope to be given an opportunity to expand upon my experience in this regard.

Jeremy's Biography:

After working as a term instructor for ten years, I recently converted to a continuing position within the English Department. I teach a variety of first- and second-year English courses, shifting among the Vernon, Salmon Arm and Kelowna campuses. In my spare time, I work as a freelance ELT editor and fiction writer.

Nominators: Craig McLuckie; Kerry Gilbert

Position: Vernon Campus Steward
Nominee: Art Boehm

Art's Bio & Reasons for Running:

I've taught computer science at OC for more than 30 years, and over that time have worked at all campuses. Most recently, I've served as the CARC representative for the Vernon campus for the past two years and have enjoyed serving in this capacity. Over my time with OC, I have served on the Faculty association council at times when the institution was undergoing changes either from OC to OUC, and from OUC to OC. I believe this kind of experience is beneficial for the CARC deliberations and activities, and would look forward to serving another term.

Nominators: Alan Kennedy; Deb Warren

Library Update

Greg Hutton

Library Support for Summer Session

Librarians continue to offer information literacy instruction sessions and other learning and research support in an online environment. Please contact your [liaison librarian](#) to discuss options for course-specific online resources, integration of resources into Moodle, or requests for information literacy instruction sessions for the upcoming semesters.

New Online Course Reading List System Offered by the Library

Training is currently underway for librarians in Talis Aspire, a new online course reading list management tool. The tool allows faculty to easily collect and organize resources, and facilitates easy access for students through Moodle or the system itself. Faculty can use Talis Aspire's dynamic course reading lists to bookmark and share electronic and print resources, organize readings in a manner that works best for their students, and provide context for materials by including notes highlighting their relevance. Faculty can also see whether readings have been marked by students as completed or in progress. Additional information will be forthcoming following the conclusion of librarian training. In the meantime, you can see an example of a [reading list in action](#).

Library Guide about Talis Aspire: <https://libguides.okanagan.bc.ca/talis>

New APA Guide

The 7th edition of *The American Psychological Association Publication Manual* was released in the Fall. A library guide has been created to support Students and Faculty and is linked below. We are still working on some minor edits and the guide is expected to go live on May 1st to coincide with the start of Summer Session.

<https://libguides.okanagan.bc.ca/APA7>

A summary of the differences between the 6th and 7th editions of the APA Manual is available here: <https://apastyle.apa.org/blog/whats-new-7e>

Getting Help

For those times when immediate assistance may be required, OC Librarians are staffing [AskAway](#) Monday to Friday from 10 to 4 through mid-May (at least). Academic librarians across the Province are staffing additional weekday hours. Students and Faculty are encouraged to e-mail their [Liaison Librarian](#) or use the [AskUs form](#) for assistance outside of these times.

- The Library can help identify alternative online textbooks and course resource
- The Library can assist with copyright questions that arise out of posting materials online
- Publishing your own materials online does not mean giving up copyright of your own materials, even if published or shared with a creative commons or open license
- Many open education resources also include ancillary resources (test banks, PowerPoints, etc.)
- The Library has a new online course reading list management system to provide direct access to readings and course materials, which can be directly embedded into Moodle courses

When looking to alternate textbook options and formats, please consider the following:

- Does a student have temporary or permanent access to a purchased online textbook? If you are using free access to an online textbook provided by a publisher, when will that online access end, and what plan is in place for your students? These online textbooks could carry a hefty price tag for students when free access is dropped.
- Does the online textbook you have chosen for your students meet Canadian accessibility standards for students with physical or visual impairments?
- Are the copies of online materials you plan to use, legitimate and legal copies of the resources?
- Does the cost of an online textbook make it prohibitive to some students, or will the cost create a barrier for students?
- Does the Library already have a copy of your textbook in online format, or are multiple resources already available that could replace a textbook?

What is an OER (Open Education Resource)? Find out more information here:

- [CAUT Discussion Paper: Open Educational Resources](#)
- [What are OER?](#) Open Educational Resources (OER) are teaching, learning, and research materials that are either (a) in the public domain or (b) licensed in a manner that provides everyone with free and perpetual permission to engage in the 5R activities (Creative Commons, April 14, 2020).
- Find open textbooks through [BC Campus](#)

More about Fair Dealing and copyright:

- [Fair Dealing Myths & Facts](#) - Guide to fair dealing in the post-secondary environment by the Canadian Association of Research Libraries (CARL)
- OC's Access Copyright license – [Print and digital copying information](#)
- CAUT Briefing Note: Remote Teaching - [Privacy and Intellectual Property Concerns](#)
- OC Library's [Copyright Guidelines](#)

Pension Advisory Report

Randy Brown, Pension Advisory Representative

ESA (Employment Standards Act) Leaves

Up until now, members taking an ESA leave were not able to make automatic payments to the College Pension Plan while on leave. They could only buy back their pensionable service after their leave had ended, if they chose to (optionally).

Members taking an ESA leave scheduled to begin AFTER May 31, 2020, now have two choices:

- 1) Make automatic payments to the College Pension Plan while on leave. *** New ***
- 2) Buy back your pensionable service sometime after your leave has ended, if you choose to (optionally).

It is important to remember that:

- Buying back your pensionable service can be relatively expensive, and the cost of buying back your pensionable service increases, the longer you delay in buying it back.
- When you contribute money into the College Pension Plan, Okanagan College must also contribute to the College Pension Plan on your behalf. This is to your long-term financial advantage.
- When you retire and you begin to draw money from the College Pension Plan, the average of your five highest years of earnings at the College, and the number of months that you contributed into the College Pension Plan, both go into calculating what your pension will be.

Pension Plan Trustee

A year from now, our own Doug Birtwistle will be retiring as a Trustee on the College Pension Board of Trustees. The FPSE is starting the process of accepting candidates to become a Trustee Designate (TD), who will then work with Doug over the next year, and then replace him as a Trustee at the end of that time. As you can imagine, Doug is universally respected, and acknowledged, as one of the best Pension Trustees ever!

Feel free to contact me if have any questions about the above points, or check out the College Pension Plan website at college.pensionsbc.ca

Winter General Meeting Snapshot

Thanks to all who were able to participate in the 2020 Winter General Meeting, which was held at the Coast Capri!





President's Report

Sharon Mansiere

Local

I have been continuing to have daily meetings and weekend communications with the members of the OC executive team. Frequently there are additional calls on many related issues during the week. We have developed a very productive level of cooperation where Rod Watkins and I are fully able to articulate without reserve the needs of faculty of the OCFA. We have come quite far in seeking solutions, but as we progress, our requests are getting more difficult for the college to accommodate as our needs are becoming more and more specific. The summer semester has been an interesting test of what we are able to request. The role of the OCFA is on the side-lines of the TLU decisions for special courses and the departments and the Dean are central. We have tried to play a supportive role through the chairs in this process, but I feel pressure from the province is accelerating.

The provincial landscape on a week by week basis is visibly changing and our college and I sense the province's advice to the college is changing by equal measure. I am certain you can see the rate of change in your own lives COVID has exerted. Reflect how recently the college and all of us moved to online. The impact of an exponential rate of change, is rarely evident in our lives. Usually there are checks and balances to slow that run-away rate of change. The decisions and changes to decisions are having to develop a concomitant response rate to this change. It is exhausting and we are not done.

Our union has a unique, privileged position through this event. Unlike the other similar provincial unions we have specific language that prevents that assignment of special courses. This is a good time to reflect that it is

straightforward to work without the safety net of a Collective Agreement (CA) in times that are easy, but in these 'crunchy' times is where the clarity of the CA becomes most valuable. Although this has been work for our departments to determine our request of the college and become comfortable with the offers of TLUs this is a right we have due to special language for our members. I have been to very active CARC (Collective Agreement Review Committee) and Bargaining meetings this month. There is no area of the union that is silent or quiet right now. I am answering member emails as quickly as I can but with meeting attendance through most hours of each day I am hoping for time to get back to any emails I have missed. I am sure your worlds are the same.

Provincial

The province in the form of PSEA (Post-Secondary Employer's Association) is very frequently in our administrators' ears. This is not just our college but others in the sector that are seeing this uptick as well. There are many levels of provincial discussions occurring, in fact there is essentially one grouping per OC administrator and weekly or near weekly meetings of each plus call-ins. FPSE (Federation of Post-Secondary Educators) meetings of President's Council (PC) have been active. In fact this month in addition to 4 meetings, I have spent many of those hours of meetings with other Presidents. We are trying to share resources and initiatives that can benefit our members all hoping to develop solutions and freely sharing. I understand that an important announcement is coming sometime next week. We look forward to any announcements that will bring clarity to us and our students.

Sharon Mansiere
President

Chief Steward's Report

Rod Watkins

Hello everyone.

Lower in my report is the usual rundown of our grievances. But before we get to them, I want to start with the latest on the COVID-19 related issues from the perspective of CARC. In the short term, CARC has focused on two primary issues.

1. Assisting departments and their chairs in determining proper TLU values for the summer session Special Courses. Article 21 requires agreement between the Dean and the Department on the TLU value of the section prior to the College issuing any contracts for that work. I prepared an Advisory (and a few follow-ups) to departments to assist in that determination. Those recommendations were sent to each Department's respective Dean for review. It appears that in general, lectures are being bumped up to 1.15 TLUs and labs even higher. We are still collecting and analyzing the response to the departmental recommendations and I can report more accurately early next week.
2. Preparing and filing grievance FAC20/03: Improper Assignment of Special Courses. The College's directive in March to move all sections online is a violation of Article 21.4. Special Courses cannot be assigned. The College must secure consent from the member before they can be assigned a Special Course. Furthermore, the TLU value first needs to be agreed upon by the Dean and Department. Neither of those took place. That, and a few other violations described below, form the basis of the grievance. That grievance

was filed last week. I had the step 1 meeting with Andrew Hay and Linda Heska on Wednesday April 22.

I will not repeat what I said in the letter to the general membership about why we filed and the remedy we are seeking (see attached). But I can say that Andrew was receptive to our suggestions and is working in a collegial manner, as are we, to find a remedy that is best for faculty and our students. I expect a reply from the College in the next week to ten days.

In the longer term, CARC will have begun work on a possible LOU to resolve the grievance and anticipate online delivery in the Fall semester; best to be prepared. At this point, we do not have a clear idea of what that LOU may contain. But I hope CARC will be able to rely on Chairs to assist us in serving our sisters and brothers in the Union as best we can.

The past month has been a tremendous amount of work. I want to thank the CARC committee for their help in the past many weeks and especially Alan Rice, our Kelowna steward, who helped craft the letter to members that explained the grievance. His contribution was invaluable in helping CARC communicate exactly why the grievance was filed and what we were seeking as a remedy. Again, thank you all.

Here are our ongoing grievances and issues of interest.

Step 3

FAC13/07: Post-65 benefits.

FAC13/07 grieves the removal of certain benefits from members who continue to work past age 65. Preliminary hearings have all completed. The hearing for the merits of the grievance is scheduled for September 2020.

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.

FAC18/08: Improper Use of Student Evaluations. The FA filed a step 2 policy grievance over the use of formative evaluations as a result of the recent Ryerson interest arbitration decision. In that decision, the arbitrator ruled that student evaluations are doubly problematic: a) they are demonstrably discriminatory, especially against college professors who are young females, minorities, have an accent, etc.; b) are not a valid or reliable measure of teaching performance. The evidence presented at the arbitration was not challenged at all by Ryerson University. Given the strong evidence of their problematic nature, the FA grieved the continued use of formative evaluations for purposes of hiring and promotion. We do not object to their use to facilitate instructors getting feedback on their courses, but to their use as a means of judging teaching performance. As such we have asked as a remedy that the College no longer rely on formative evaluations for hiring, promotion, and discipline, that they remove all previous formative evaluation documentation from all faculty personnel files and rewrite the questions on the formative evaluation forms to eliminate student evaluation of teaching performance. At the request of the College, we have placed the grievance in abeyance as we expect this to be resolved at bargaining. In the meantime, Andrew Hay, VP Academic, suggested we form a committee to transition

away from the existing use of formative evaluations.

The committee will consist of six members:

Rod Watkins – Chief Steward

Sasha Johnston – Secretary

Janice McQuilkin – Arts Representative

Bill Gillet – Dean of Business

Yvonne Moritz – Dean, STH

Beverlie Dietz – ILT

Update: Language regarding formative evaluations has been tabled at bargaining. As such, this committee has stood down until bargaining is completed.

FAC19/02: Library Technicians.

FAC19/02 grieves the use of BCGEU library technicians to do Faculty Librarian work. We filed the grievance accordingly. The employer has denied the grievance at step one earlier this week. We have moved the grievance to step 2 to pursue it further. After further discussions, we have agreed to place the grievance in abeyance to allow the issue to be resolved at bargaining.

Update: The College did not table any language to resolve the issue at bargaining. As a result, CARC removed the grievance from abeyance. When we did, the College requested the opportunity to amend their proposals at the bargaining table to address the grievance. The Bargaining committee agreed to the request (with conditions).

FAC20/1: Fine Arts Chair

We have filed a grievance and an accompanying estoppel over the failure of the College to provide a chair for the Fine Arts department. The Fine Arts department is the only department on the list of departments in Appendix B of the CA not to have a chair. The grievance was denied by the Dean of Arts at step one. We have since moved it to step two and are awaiting a reply.

FAC20/2: Removal of bargaining Unit Work

Last Fall the College signed a contract for a service called "Keep Me Safe" to provide counselling services to students. When the suggestion to use the service, I wrote a letter

at the direction of Council declaring our objection to the service and warned we may grieve the use of the service. Counseling students is part of the workload of the counsellors in the FA. The grievance argues that the College has removed that work from the bargaining unit, thereby violating the CA. As with FAC20/01, this grievance was also accompanied by a letter of estoppel. FAC20/02 was denied at step one by Allen Coyle. We have since moved it to step 2.

Step 1

FAC20/3: Improper Assignment of Special Courses

In March 2020, the College directed all faculty to move their courses from an in-person delivery model to online delivery. The effect of that order was to convert all those sections into Special Courses and assign the work to our members. That direction violates several provisions of the CA.

1. Article 21.4.2 requires a member consent to teaching Special Courses. Consent was neither requested nor gotten for any of these sections. Furthermore, Article 21.4.3 requires that before any Special Course can be contracted to anyone, the Dean and Department must agree on the TLU value. That did not occur.
2. Article 19.1.3 requires consultation with members should their schedules and workload be changed after the May 31 deadline for schedules. No such consultation took place before the change is nearly every members workload in March.
3. Article 19.4.4 limits course preparation to three per term. We contend that the conversion to online is in effect a new preparation. As such, for anyone who had three preps in the Winter term prior to the conversion, the direction to go online is a violation of Article 19.4.4.
4. We also grieved a violation of Article 7. The direction from the College regarding how final exams were to be conducted was a violation of our academic freedom.

I had a step 1 meeting with Andrew Hay and Linda Heska on April 22, 2020 at which we discussed possible remedies for the grievance. We are awaiting their reply.

Respectfully submitted,
Rod Watkins
OCFA Chief Steward

Bargaining Chair's Report

Bob Groves

My last update report, dated early March, was prepared at a time when Covid-19 had yet to make its profound mark on all our lives. Indeed, that report made no mention of the virus, and the disruptions it would create for all of us so shortly thereafter. What a difference a month makes.

In that March report I said that the common table discussions were stalled, and that local bargaining was proceeding, albeit with difficulty, as our Employer was taking the position that many of the monetary proposals we had tabled could not be the subject of local negotiation until the common table bargaining had concluded.

Your Bargaining Committee did meet with the Employer on March 11. We pressed its representatives to provide answers to requests for information we had made earlier. We also discussed with more precision the proposals the parties might continue to negotiate locally.

While there were several non-monetary matters the parties acknowledged they were able to negotiate locally, without the need for a tentative agreement to be concluded at the common table, many of the Association's proposals had rattled the Employer's monetary antennae, including several proposals directed to the elimination of secondary scales. The Employer continued to assert that since the monetary aspects of our negotiations, as well as the whole topic of secondary scales, were already engaged at the common table, none of these proposals could be negotiated locally.

In the days that followed this meeting, the bargaining landscape was fundamentally changed by the explosion of Covid-19. The face-to-face local bargaining meetings that were scheduled to occur during the week of March 16 were adjourned, as other concerns

regarding the delivery of our courses for the remainder of the semester came to the fore. In addition, the local bargaining dates we had arranged for April were also cancelled, due to the unavailability of the PSEA chief spokesperson for our Employer, for personal reasons. No further local table negotiations have occurred since the onset of the pandemic in earnest in mid-March.

At the same time, the common table negotiations have revived, albeit in a format that is entirely different from the face-to-face meetings that took place in Vancouver in the months ending earlier this year. The FPSE common table caucus has met via Zoom on several occasions over the past few weeks, and further proposal packages have been exchanged via email with PSEA. The FPSE caucus kickstarted the revival of the common table discussions. PSEA's participation has been more dilatory, and until recently, very hard-nosed.

The principal point of contention at the common table has been the terms under which PSEA would agree to the release of the Service Improvement Allocation ("SIA") monies to the locals, in order, primarily, to facilitate the amelioration of secondary scales. The approach taken by PSEA has reflected the desire for concessions throughout this round. More recently, PSEA has defined more specifically the type of concessions it seeks in return for the release of the SIA monies. Those concessions reflect the posture of our Employer at the local table. They include the right of employers to:

- Assign weekend and evening courses;
- Assign spring and summer courses; and
- Assign courses that are taught using educational technology, including videoconferencing, teleconferencing, or online course delivery modes.

Our local collective agreement does not currently preclude the assignment of weekend and evening courses, provided certain limitations are observed. However, spring, summer, and alternative delivery mode courses cannot be assigned to Association members without their agreement. Participation is entirely voluntary. The PSEA demands seek to make such assignments mandatory.

The FPSE caucus proposals at the common table have rejected the PSEA demands. The view has been expressed that the SIA amounts on offer are simply too little, and the value of the concessions sought is too great, to warrant such a settlement.

In order to avoid an impasse, the FPSE caucus has proposed that the negotiations relating to the release of the SIA monies be transferred by agreement to the local tables. As of the date of writing this update, PSEA appears to be amenable to this change in the structural dynamics of the negotiation. If so, it should facilitate the immediate re-energization of our local bargaining with the Employer.

The latest proposal received from PSEA repeats its position that the retroactive component of the 2+2+2% wage increases contemplated in the province's mandate for bargaining in the public sector will only apply if common and local table agreements are ratified by June 30.

The work continues.

Respectfully submitted.

Bob Groves

2nd Vice-President and Negotiations Chair

You can access our (expired) 2014-2019 agreements here:
[Common Agreement](#) from template table
[Local Agreement](#) from local table

Secretary's Report

Sasha Johnston

Greetings colleagues,

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

Election Procedures Subcommittee:

The Election Procedures Subcommittee – populated by Brian May, Bruce Campbell, Alan Rice, Vladimir Neykov, and Sharon Mansiere, as *ex officio*, and myself – was struck last Fall to look into, and make recommendations concerning, elections procedures and practices. As part of that work, in February we polled the membership to gauge their interest in altering our existing voting practices: 85 members responded to that poll, 78.8% indicating that they were in favor of us investigating possibilities for asynchronous voting opportunities for members who cannot attend AGMs. The subcommittee continued its work, drafting a report that was presented at our March Council meeting. At that time, Council voted to recommend by-law changes that would allow for electronic voting for elections, and the intent was to bring these recommended by-law changes to our 2020 AGM; however, given that the current state of affairs prevents an in-person AGM, thereby hindering the ability of members to consider and deliberate the proposed by-law changes in a meaningful way, we have elected to postpone the introduction of these proposed changes. The subcommittee's report will be circulated in the Fall 2020 issue of *The Update* and the proposed by-law changes will be brought to the 2021 AGM.

2020 AGM:

I have been working with Executive members, the Elections Procedures Subcommittee, and the Nominating Committee to organize this year's AGM.

The Update:

With Jen Hobart's excellent assistance as the reviewer, I circulated the third issue of *The Update* for the 2019/2020 academic year. Thanks to all who contributed! Please feel free to email me with contributions to and/or content ideas for *The Update* anytime: sljohnston@okanagan.bc.ca

Chairs Project:

Prior to the March move to online teaching, I had been working with Chairs to organize an OCFA-authored Chairs manual, Chairs meeting, and Chairs social. This project is currently on pause while Chairs are busy doing all the extra work created by the move to online.

Other Committees (related to Council):

I continue to participate on the Formative Evaluations Committee (currently on pause until the completion of bargaining) and the Joint Rehabilitation Committee, as well as serving as an alternate on the Joint Occupational Health and Safety Committee.

In solidarity,
Sasha

Members of Exec, Council, and CARC

2019-2020

| Executive: | | Phone | Email |
|-----------------------------|-----------------|--------------|--|
| 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 | Bob Groves | 250-718-6385 | BGroves@okanagan.bc.ca |
| Treasurer | Doug Birtwistle | 250-718-4380 | DBirtwistle@okanagan.bc.ca |
| Secretary | Sasha Johnston | 250-308-6687 | sljohnston@okanagan.bc.ca |

| Council: | | | |
|---|---------------------|----------|--|
| Faculty Liaison – Arts | Janice McQuilkin | Ext 4421 | jmcquilkin@okanagan.bc.ca |
| Faculty Liaison – Business | Alan Rice | Ext 4879 | ARice@okanagan.bc.ca |
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| 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 | Vacant | | |
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| Area Representative – Penticton | Priscillia Lefebvre | Ext 3255 | PLefebvre@okanagan.bc.ca |
| Area Representative – Salmon Arm | Brian May | Ext 8212 | bmay@okanagan.bc.ca |
| Area Representative – Vernon | Jennifer Hobart | Ext 2355 | JAHobart@okanagan.bc.ca |
| Non-Continuing Faculty Rep | Megan L. Lewis | Ext 3269 | mllewis@okanagan.bc.ca |
| Pension Advisory Representative | Randy Brown | Ext 4373 | rbrown@okanagan.bc.ca |
| Human Rights and International Solidarity Representative | Terry Bridges | Ext 4484 | TBridges@okanagan.bc.ca |
| Status of Women Representative | Shona Harrison | Ext 4960 | sharrison@okanagan.bc.ca |
| Workplace Health, Safety and Environment Representative | Jasmine Korčok | Ext 4851 | JKorcok@okanagan.bc.ca |
| Decolonization, Indigenization, and Reconciliation Representative | Francie Greenslade | Ext 3221 | fgreenslade@okanagan.bc.ca |

| Collective Agreement Review Committee (CARC): | | | |
|--|----------------|----------|--|
| Kelowna Campus Steward | Alan Rice | Ext 4879 | ARice@okanagan.bc.ca |
| Penticton Campus Steward | Colin Wallace | Ext 3247 | cwallace@okanagan.bc.ca |
| Salmon Arm Campus Steward | Jeremy Lanaway | Ext 2214 | JLanaway@okanagan.bc.ca |
| Vernon Campus Steward | Art Boehm | Ext 2243 | ABoehm@okanagan.bc.ca |