

# The Update



Issue 2 2015/2016

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## IN THIS ISSUE

Upcoming Events .....	2
Get to Know – Doug Birtwistle .....	3
President's Report .....	4
Workplace Health and Safety Report .....	7
Pension Advisory Report .....	8
HRIS Report .....	9
Family Award Applications .....	11
OCFA and Tony Williams Bursary Results ...	11
OCFA photos.....	12
Council and CARC members.....	14

## LETTERS TO THE EDITOR

The *Update* welcomes letters to the editor, upcoming event notices, or other submissions. I encourage you to write either in response to what you read in the newsletter or about other Faculty Association matters. Letters to the *Update* do not represent the opinions of the editor nor the OCFA Executive or Council. Please send letters as e-mail to the *Update* editor Amy Cohen at [acohen@okanagan.bc.ca](mailto:acohen@okanagan.bc.ca). The preferred format is MS-Word.

## 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](http://www.okanagan.bc.ca/Campus_and_Community/employees/ocfa/update.html) Copies of the *Update* are also posted in local campus mailrooms.

## MARK YOUR CALENDARS

### WINTER GENERAL MEETING:

*Kelowna Campus Cafeteria  
Friday, January 22nd, 5:30 pm.*

### ALL GENERAL MEETING

*Kelowna Campus Cafeteria  
Wednesday, April 27<sup>th</sup>, 5:30 pm.*

### WINTER CAMPUS SOCIALS

*Dates and locations to be  
announced soon!*

### COUNCIL AND EXEC MEETINGS

*OCFA Executive meetings are  
generally held once every two  
weeks. OCFA Council meetings are  
generally held once per month  
Please contact one of your OCFA  
representatives (see below for a  
list of Exec, Council, and CARC  
members).*

### UPCOMING EVENTS/DEADLINES

*Lawrence Hill Event  
Thursday, December 17<sup>th</sup>, 7:30*

*Family Award Deadline:  
January 31, 2016*

# Upcoming events

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**The Central Okanagan Refugee Committee**

presents

## **LAWRENCE HILL**

author of *Book of Negroes* and the newly released *The Illegal*



*A fundraising evening for the support of our sponsored Syrian refugee families within the Okanagan.*

Join us for an evening of reflection of Canada's involvement  
with refugees

Thursday, December 17th - 7:30 pm

Mission Creek Alliance Church

2091 Springfield Rd, Kelowna

Tickets \$25

Available at Kelowna Tickets - Orchard Park Mall

or online at [www.kelownatickets.com](http://www.kelownatickets.com)

- A full complement of the author's books will be available for purchase and signing -

*Arrangement for the appearance of Lawrence Hill made through HarperCollins Speakers Bureau.*

# Get to Know – Doug Birtwistle

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*Get To Know is a series of interviews with OCFA Executive and Council with accompanying photographs. Now we are going to get the inside scoop on what Exec and Council members are really like!! Interviews conducted and photographs taken by Shelley Johnson, Business Faculty Liaison Council member.*

## **What brought you to your current position of Treasurer on the OCFA Executive?**

DB: I took on the role of Treasurer because someone needed to and as a numbers person, I thought I could be good at it. Before I was on Executive I was the Pension Advisory representative. I enjoy math, I enjoy finance and I enjoy fairness. Those all correlate with the fairness that our Faculty Association provides. I was recruited to OCFA Council to take on the Pension Advisory role by the former long-time Pension Advisory member, Gary Schwartz. I also wanted to give back to the Association. When I was a term member for six years, OCFA did a lot for me.

## **What's your favourite thing about being on OCFA Council and Executive?**

DB: I really like listening to the different viewpoints expressed by different members. It is a very respectful group, so even though we may disagree quite strongly on things, after the meeting is over we are still great friends and colleagues. I also really enjoy helping the members out, investigating grievances, summative evaluations process and talking about pensions.

## **What did you do before you came to Okanagan College?**



DB: Before I came here I taught for five years at the College of New Caledonia and ran my own business for six years.

## **Favourite book or movie and why?**

DB: My favourite book right now is The Pension Puzzle by Bruce Cohen and Brian Fitzgerald. I find it really interesting and it fits with my interests in math and finance. Everyone should read it. My favourite movies are "Into The Wild" and "Natural Born Killers". Into The Wild makes me want to be in my twenties again, and not much else does that.

## **The most embarrassing thing you ever did as a young adult?**

When I was 10 years old I was on a hockey team and at intermission we got the chance to go out on the ice at a hockey game. I went out onto the ice and almost fell, good thing I was flexible, because I had left my skate guards on.

## **Favourite quote ever?**

What you put into something is what you get out.

## **One fact about you that our members might be surprised to know?**

I used to kill mosquito larvae for a living, in various locations across BC.

# President's Report

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## Tim Walters

Once again I'd like to thank every one of the members of the OCFA Executive, Council, and CARC for their excellent work this past semester: you folks are a credit to our Association, and it's a real treat to get to work alongside these folks.

Primary activities since last report (at FGM):

### Local

Chaired a typically zesty and good natured FGM.

After post FGM discussion about dates with the Exec, I booked the OC cafeteria for our WGM (January 22<sup>nd</sup>) and AGM (April 27<sup>th</sup>). The latter date is noteworthy as it is not a Friday and, crucially and atypically, takes place while term faculty are still on contract, which has not been our practice in recent years, but which was rightly a priority for the Executive.

Worked with FPSE to seek a refund of the approximately \$3500 we paid to subscribe to laser fiche through them: despite our best efforts, we were unable to make that program work. FPSE kindly agreed to return these funds, and have already sent a cheque to our Treasurer.

Met with VP Academic Andrew Hay to convey Council's/ the membership's inability to accept his suggestion that only department Chairs be involved in management evaluations. I made it clear that only a system that allowed all of our members to participate was acceptable, and that if OC was unwilling to do this work then we would, next semester, and that we would also ensure that our feedback was received this time. I also alerted him to the fact that both of the



BCGEU Presidents are keen to have their members involved in this process this year.

Attended the OC Employee Recognition Awards.

Following the direction of the membership at the FGM, I worked with Deb Warren and Rod Watkins on their application for \$50,000 of Open the Doors funding, and will report shortly about the status of those applications.

Purchased 10 holiday thank-you from the OCFA gift baskets to be distributed (along with lovely Thank You cards designed by our own Shelley Johnson) by Council members to the administrative staff at each campus and portfolio office in recognition of the excellent service they provide to us and all of our members throughout the year.

With Bob Groves and Doug Birtwistle, attended JCAA (photo above) at which we discussed:

- The fact that the GIA fund is almost completely depleted after the first call, which is a worry: the college has agreed to replenish the fund as per their CA

obligations, but this might be a concern for the future, as we move still further into the era of fake austerity which the provincial government has chosen to impose on us.

- Our dissatisfaction with the college's recent practice of using non OCFA members (managers, administrative staff) to design academic courses and programs and move them through the college's approval processes without proper faculty involvement. As well as being mission creep, this also undermines our collegial governance system.
- Our concerns about the college's recent preference for using HR managers to conduct bullying and harassment complaints involving our members: in short, they have been taking far, far too long (in some cases more than six months), and we believe the use of in house staff has compromised the independence and integrity of these reports.
- Provided feedback to the Council subcommittee investigating our FPSE membership, specifically regarding my estimation of the value of FPSE President's Council meetings.

Notified members (with advice from FPSE and our Treasurer) about the details around the 0.45% pay raise we have received.

Unfortunately, this has required that we change the pay scale of the (recently printed!) collective agreement, and that work has now been completed. The newly revised CA should

be posted to the OCFA website by the time you are reading this.

Met with President Hamilton to discuss next steps for the ongoing Indigenization project. I hope to be able to provide a more detailed report including timelines and goals on this early in 2016.

Attended a Board of Governor's meeting at which a new Chair (Connie Denesiuk) was elected and the college's new Strategic Plan was approved, largely due to the excellent leadership of our colleague Kerry Rempel. I commended the Board and VP Finance for taking the time to do the consultation work required to make an informed decision about ABE/ESL tuition. As I learned at a FPSE PC meeting the week prior, as of January we will be the only postsecondary institution in the province that has yet to start charging tuition for these program, which is significant.

The Exec voted to approve a small donation to a Kelowna based Syrian refugee family, and also to do some promotional work for the upcoming Lawrence Hill talk, which is also a fundraiser to help support local refugees as they struggle to find their feet in a new country.

#### Provincial

Attended an FPSE Executive and President's Council meeting, at which we:

- Received an update on the state of plans for the next phase of our Open the Doors PR and advocacy campaign, which will roll out in February 2016. If you have

not already done so, please sign up at:  
<http://www.openthedoors.ca/>

- Voted to approve a small donation to the CLC's campaign to help Syrian refugees: at the recent convention, CLC President Hassan Yousef assured Prime Minister Justin Trudeau (who broke with recent form and attended the event, which is cause for optimism) that the labour movement would work hard to support the government in their efforts to make good on their promise to bring 25,000 Syrian refugees to our shores.
- Got an update on the murky state of bargaining at the research universities and at TRU, who have just conducted a positive strike vote.
- Met with Maria Luisa Regalado, an activist and union organizer with the Honduran Women's Collective, an organization that works primarily with garment worker, and who are the recipients of FPSE International Solidarity Funding. She gave a powerful account of her struggles and the importance of solidarity with other workers from around the world in these struggles: next semester, her organization is launching a campaign against the Canadian apparel manufacturer Gildan. More on this to follow.

As FPSE Executive Member at Large, I attended the FPSE Human Rights and International Solidarity committee meeting: dominating discussion was expressions of solidarity with term faculty and Syrian refugees, the Indigenization of postsecondary, and planning for the

upcoming province-wide speaker tour next semester. More on this to follow.

Cheers,

Tim

### **New Collective Agreements and Employee Handbooks Now Available!!**

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)

Contact one of your executive or council members if you would like hard copies.



# Workplace Safety Takes Priority over Student Privacy

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## Deborah Warren

At the last meeting of the FPSE Health and Safety Committee (WHSEC) there was an extended discussion about workplace violence resulting from student actions. The main concern was that college counselors often had knowledge about students with a history of violence and that specific information was not being shared with faculty.

Brian Campbell from the BC Federation of Labour shared some documents (circulated with this edition of the update, or available upon request), making it clear that workplace safety is a greater priority than maintaining student privacy (Personal Information Protection Act PIPA). WCB legislation takes precedence over professional codes of conduct. In particular, employers are encouraged to seek consent to share information, and establish policies when consent is not given. It is not clear for the post-secondary sector. Please refer to the following excerpts:

The part of FIPPA that has been widely misinterpreted is Section 22(3)(a). This section that “disclosure of personal information is prohibited if it would be an unreasonable invasion of a third party’s personal privacy if...the personal information is related to a medical, psychiatric or psychological history of the individual.”

## **The Resident or Clients’ Rights**

**Is a resident or client’s consent required for organizations to share personal information related to worker safety?**

Yes. Section 14 of PIPA requires that employers obtain the resident or client’s consent to share personal information. The consent must include what information will be shared and for what purposes. Organizations should seek legal advice about how to obtain informed consent (either written or “implied”) when the resident or client is not competent and has no representation, or if they withdraw their consent.

This issue has arisen in the health care sector where workers experience a 300% greater level of violence (from patients, especially those with dementia) when compared to other sectors. In the health sector it may be easy to determine “when a client is not competent” but can that standard be applied to the post-secondary sector? I will discuss this issue further with our local Health and Safety Committee (JOHS).

Cheers,  
Deborah Warren  
Computer Science / Kelowna Campus / Ext 4389  
OCFA Workplace Health, Safety and Environment Rep

# Pension Advisory Representative's Report

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**Randy Brown**

December 3<sup>rd</sup>, 2015

I just want to remind everyone that the college pension plan is changing on January 1, 2016. Your pension is still calculated based on the average of your highest five salary years, or HAS, and your years of pensionable service. That part hasn't changed. The changes to the pension plan will affect:

- 1) the way your pension will be calculated;
- 2) the bridge benefit;
- 3) the age at which you can retire without a reduction of your pension; and
- 4) your contribution rate.

Please go to [www.college.pensionsbc.ca](http://www.college.pensionsbc.ca) and click on the "Modernizing the plan – Plan Design 2016" icon for full details on the upcoming changes.

Some issues that the PAC are currently looking at, or proposing to look at, include:

- Investigating inconsistencies in the calculating and reporting of pensionable service for non-regular and non-full time faculty.
- Studying how government changes to CPP would impact the College Pension Plan and its members.
- Studying the effect of the climate accord on pension investments.
- Studying the effects of ageism in the workplace, and finding ways of archiving institutional knowledge.

- Implementing SRI and maintaining returns on investments.
- Studying the overall effects on our workforce due to the removal of mandatory retirement.
- Studying the concept of phased retirement, and whether implementing some form of it would help or hurt regularized and non-regularized faculty. Faculty members are working longer, making it harder for non-regular faculty to become regularized. It's a very interesting and important topic, I think.

Feel free to contact me if you have any questions related to the upcoming changes to the College Pension Plan, or general questions about the College Pension Plan.

Respectfully,  
Randy Brown x4373



# Human Rights and International Solidarity Representative's Report

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## Amy Cohen

Since the beginning of the academic year, I have engaged in the following activities as HRIS representative.

### **Immigration Symposium: Immigration, Social Justice, and the Common Good: Views from the Okanagan**

In the lead up to the federal election, I collaborated with faculty and staff from UBC Okanagan, as well as representatives from community groups (Kelowna Community Resources, KAIROS, and RAMA Okanagan) to host a free symposium on migrant worker and refugee issues. This two-day symposium was held at Okanagan College and UBC-O, and its goals were to examine two key areas of concern through multiple lenses, beginning with Indigenous perspective:

1) The difficulties in the current system for community groups interested in sponsoring people, and help settle and support refugees, which is creating challenges in achieving refugee resettlement goals and effective outcomes.

2) The consequences of immigration policies and practices shaped solely by economics – such as the temporary foreign worker program – for achieving social and social justice related goals.

The event included a keynote address entitled *Immigration in the Okanagan: A Syilx Perspective* by Jeannette Armstrong, artist, activist, and UBC O professor of indigenous studies. Other symposium events included a video screening of *Phulkari: Pieces of Our*

*Shared Stories within the Fields* by Rishma Johal. This short film was made in the Okanagan Valley over the summer and focused on the stories of farm workers from a variety of backgrounds. Susana Caxaj, UBC Okanagan professor and RAMA activist also curated an exhibit of photos from Guatemala.

The main events on the second day of the Symposium included a keynote address by immigration lawyer Sandra Hakanson and two panel discussions on refugees and temporary migrant workers, and recent changes to Canada's citizenship and immigration system

These events were well attended and well received, and allowed individuals and organizations working with refugees, temporary migrants, and other newcomers to Canada to share experiences, challenges, and strategize.

### **Conference on Temporary Migrants**

The OCFA donated \$1000 to sponsor a conference on temporary foreign worker's rights, organized by Lawyer Leo McGrady and Dr. Gary Teeple (SFU Professor of Sociology). The conference was held at SFU on October 8<sup>th</sup> and 9<sup>th</sup>. I was unable to attend unfortunately, but a number of our colleagues did and said it was well organized and the presentations generated a lot of discussion. For more information about this excellent conference see the following website <http://www.sfu.ca/temporary-migrant-workers.html>.

### FPSE HRIS Meeting

On November 27<sup>th</sup> and 28<sup>th</sup> I attended FPSE's HRIS Committee meeting in Vancouver. It was interesting to hear the work that is going on in other institutions to raise awareness about human rights issues. Specific human rights issues that seemed to be at the top of everyone's minds were: term faculty rights, the refugee crisis, and indigenous rights and decolonization. Several members also reported about ongoing activism on climate change, LGBTQ rights, and against Bill C-51.

Several resolutions were made at the meeting including one which encourages the presidents of FPSE's member locals to implement compulsory indigenous education requirements for all graduates of their institutions. Committee members also settled on a theme for the speaker's tour which FPSE funds. The theme will be *Decolonization, reconciliation, and new directions*. Several names were put forth as possible speakers including author and activist Arthur Manuel and Grand Chief Stewart Philip. Hopefully we will know the exact details of the speakers and dates so that we can start promoting this on campus.

### Lawrence Hill event for Syrian refugees (Central Okanagan Refugee Council)

Former HRIS rep Norah Bowman put us in touch with a representative from the Central Okanagan Refugee Committee (CORC) who is organizing a fundraiser to support 22 Syrian refugees in the Kelowna area. They are bringing in Lawrence Hill (author of *Book of Negroes*, and *Illegal*) to speak on December 17<sup>th</sup> and organizing a silent auction during the event, with all proceeds raised going to the families. The OCFA is one of the sponsors of the event, and I encourage you all to consider attending.

Tickets are \$25 and are available at Kelowna Tickets in the Orchard Park Mall or online at [www.kelownatickets.com](http://www.kelownatickets.com). For more details see the poster included above.

If anyone has any ideas about events or campaigns that we could plan related to human rights, please let me know.

In Solidarity,

Amy

# Family Award applications

## Deadline January 31, 2016

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Applications are now being accepted for the next round of the Okanagan College Family Award, designed for immediate family members of continuing (regular) Okanagan College employees. This round of applications is for programs or terms starting between Jan. 1 and April 30, 2016.

Full award criteria and the application form can be found in myOkanagan under "OC Express – Forms," and then click on "Foundation." All applications must be date-stamped at the Student Services Administration office in Kelowna (or at the Campus Administration office in Penticton, Vernon or Salmon Arm) by Jan. 31.

For more information, contact the Financial Aid and Awards Office by [email](#) or 250-862-5419.

## Tony Williams' Memorial & OCFA Bursary Recipients

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The following individuals were the recipients of the 2015 bursaries:

### **Tony Williams Memorial Bursary**

Rowan Douglas

### **OCFA Bursary:**

Riley Ikebuchi, Gabriel Murray, London Noiles, and Emelia Radomske-Deptuck

***Congratulations to all recipients!***

## OCFA photos

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**OCFA Members enjoying the Vernon Campus Social, October 16<sup>th</sup>**



**Fall General Meeting, Coast Capri Hotel, November 6<sup>th</sup>**

# Members of OCFA Council and CARC

## 2015-2016

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<b>Executive:</b>		<b>Phone</b>	<b>Email</b>
President	Tim Walters	250-718-6387	<a href="mailto:TWalters@okanagan.bc.ca">TWalters@okanagan.bc.ca</a>
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Second VP, Bargaining Chair	Bob Groves	250-718-6385	<a href="mailto:BGroves@okanagan.bc.ca">BGroves@okanagan.bc.ca</a>
Treasurer	Doug Birtwistle	250-718-4380	<a href="mailto:DBirtwistle@okanagan.bc.ca">DBirtwistle@okanagan.bc.ca</a>
Secretary	Amy Cohen	250-309-5698	<a href="mailto:ACohen@okanagan.bc.ca">ACohen@okanagan.bc.ca</a>

<b>Council:</b>			
Faculty Liaison – Arts	Matt Kavanagh	Ext 4819	<a href="mailto:MKavangh@okanagan.bc.ca">MKavangh@okanagan.bc.ca</a>
Faculty Liaison – Business	Shelley Johnson	Ext 4446	<a href="mailto:SJohnson@okanagan.bc.ca">SJohnson@okanagan.bc.ca</a>
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Non-Continuing Faculty Rep	Steve Weber	Ext 8251	<a href="mailto:SWeber@okanagan.bc.ca">SWeber@okanagan.bc.ca</a>
Pension Advisory Representative	Randy Brown	Ext 4373	<a href="mailto:RBrown@okanagan.bc.ca">RBrown@okanagan.bc.ca</a>
Human Rights and International Solidarity Representative	Amy Cohen	250-309-5698	<a href="mailto:ACohen@okanagan.bc.ca">ACohen@okanagan.bc.ca</a>
Status of Women Representative	Ann Marie McKinnon	Ext 4327	<a href="mailto:AMKinnon@okanagan.bc.ca">AMKinnon@okanagan.bc.ca</a>
Workplace Health, Safety and Environment Representative	Deb Warren	Ext 4389	<a href="mailto:DWarren@okanagan.bc.ca">DWarren@okanagan.bc.ca</a>

<b>Collective Agreement Review Committee (CARC):</b>			
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Vernon Campus Steward	Jeremy Lanaway	Ext 2214	<a href="mailto:JLanaway@okanagan.bc.ca">JLanaway@okanagan.bc.ca</a>

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