

# The Update

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Issue 2 2016/2017

December 2016

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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](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)

## MARK YOUR CALENDARS

### WINTER GENERAL MEETING:

*Kelowna Campus Cafeteria  
Friday, January 13<sup>th</sup>, 5:30 pm.*

### ANNUAL GENERAL MEETING

*Kelowna Campus Cafeteria  
Monday, May 1<sup>st</sup>, 5:30 pm*

### WINTER CAMPUS SOCIALS

*Dates and locations TBA*

## COUNCIL AND 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 your representatives).

# Fall General Meeting

Photos by Shelley Johnson

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# Open the Doors Education Contest Results

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**Jen Hobart**

On Nov 17th, the OCFA hosted a local viewing party at Tower Ranch of the Open the Doors Vancouver Gala where they streamed the announcement of the provincial winners of the Education Contest. OC student Natasha Beluse-Christman received the grand prize of Rent Paid for a Year (\$12,000) along with Chelsea Lamontagne who received 3rd prize (\$1,000). Of the 57 OC applicants, the OCFA also chose 4 local prize winners: Takara Kempf, grand prize winner (winter tuition paid), Natasha Beluse-Christman runner up (\$350), Carrie-Ann McAlpine runner up (\$350), and Aaron Gregory runner up (\$350). The local viewing party was attended by 21 OC applicants along with faculty and friends.



***Okanagan College Education contest applicants who attended the viewing party at Tower Ranch***



***Education contest local prize winners from left to right Aaron Gregory, Takara Kempf and Carrie Ann McAlpine (missing Natasha Beluse-Christman).***



# Get to Know – Rod Watkins

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

RW: I was recruited by John Pugsley to be the Salmon Arm Steward. I had that role for six years and then I ran for Chief Steward when Sharon Josephson ran for President.

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

RW: My favourite thing is helping members when they need something. For example, a member was to be converted in January and so while working full time in the Fall term didn't get any benefits. I was able to negotiate with the College so that the member received benefits for the Fall term as well.

## ***What did you do before you came to OC?***

RW: Before Okanagan College I taught at the University of Toronto as an adjunct, what we would call term professor. I had large classes of around 90 students. I moved here in 2003 and was a term employee for about three semesters.

*Get To Know is a series of interviews of 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**, the Business Faculty Liaison Council member.*

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

RW: My favourite book is by Bertrand Russell, called *Free Thought and Official Propaganda*. It is an essay about three prominent barriers to exercise one's right to freedom.

My favourite movie is *Apocalypse Now* because of the cinematography, the story, the music, and it had Marlon Brando.

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

RW: I started college in the US and I was president of the College Democrats Society. I worked on a campaign for state governors but I never voted.

## ***Favourite quote ever?***

RW: "I am truly free only when all human beings, men and women, are equally free. The freedom of other men, far from negating or limiting my freedom, is, on the contrary, its necessary premise and confirmation." Mikhail Bakunin

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

RW: I'm an American citizen.

# Submissions to the Editor

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## Sessional

by Hannah Calder

We know some people don't even have a job

We know some people are working for minimum wage

We know some people are picking frozen grapes for ice wine

We know we're lucky to have a job

We know we get paid really well, when we have work

We know there are no jobs out there

We know everyone is overqualified

We know we're lucky just to get an interview

We know someone is going to ask us why we have to interview. Again.

We'd like to know if we're going to teach next year

We'd like to know if we're going to teach next semester

We'd like to know if we're going to teach next week

We'd like to know which classes we're going to be teaching

We don't know if we are needed

We might be needed

Are we needed?

We know we are replaceable

We aren't able to answer our students when they ask, "What are you teaching next semester?"

We know our courses could be better

We know we'll send in our book orders last minute

We know our books will arrive after the first week of classes

We know a camping trip will be cut short for a last-minute interview

We know another camping trip will be interrupted by a call from the chair of the hiring committee

We always need the work you offer us

We don't always need the work you offer us

We know we can't refuse the work you offer us

We know we will make a decision

We know we will have to reverse the decision

We know making the decision will be a waste of time

We know we'd like to spend time planning our classes

We know planning ahead is a smart move

We do little planning unless we are 100% sure the class is a go-ahead

We are never 100% sure that the class is a go-ahead

We switch specialties just to apply for work

We trick the mortgage broker into thinking we have a steady job

We don't trick the mortgage broker into thinking we have a steady job

We worry we're not doing enough and that somebody will notice

We stand in the shoes of people who are having babies

We stand in the shoes of people who are on writing retreats

We stand in the shoes of people who want to reduce their workload

We stand in the shoes of people who are having surgery

We stand in for people every day

We know we are needed

We know we are somebody's favourite instructor

We know nobody else can teach the class

We tell our spouses they have nobody else to teach the class

We rent a new apartment in a new town so we can teach the class nobody else can teach

We stay overnight in a hotel, so we don't have to drive at night in winter

We don't want to die

We compete against our best friends for work

We tell our families they just don't get it

We know our families are tired of hearing about it

We get emails from colleagues about jobs at other institutions

We apply for jobs at other institutions, fearful someone will find out

We don't apply for jobs at other institutions because we like it here

We figure that a position will open up someday

We figure that a position has to open up. Eventually.

We tell our students we didn't get the job and they wonder about us

We tell our families we didn't get the job and they wonder about us, too

We know that people are making minimum wage

We know we should be happy with what we've got

We know we could be picking grapes for ice wine

# President's Report

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## Tim Walters

(December 7<sup>th</sup>, 2016)\*

**Primary activities since last report (FGM: October 21<sup>st</sup> 2016):**

### Local:

- Attended CARC, Exec, and JCAA meetings, at which we:
  - Discussed our concerns *vis a vis* the Registrar's office's selective application of its grade appeal process (see also below).
  - Talked about the health (or lack thereof) of the GIA fund: as the fund is empty for the year, the college has agreed to bump it up from \$77,000 to \$100,000, and will work on ways to ensure it is sufficient to support our excellent work.
  - Considered proposed LOU's for two programs: Viticulture, and SCMT
  - Confirmed with the college that faculty who defer their ESLs for professional reasons do not have their eligibility diminished as a result.
  - Concluded amendments to the PD funds to enhance term faculty access.
  - Requested that the college involve the OCFA more robustly in their various policy development schemes.
  - Discussed the process of covering faculty missing while busy on union work
- After a discussion with FPSE President (and architect of the administrative density survey) George Davison, I met again with VP Finance Roy Daykin to discuss the OCFA's regular claims during budget conversations that the college's management team is increasing more quickly than other branches of the institution, and disproportionate to the sector. I have shared the latest iteration of the survey with Roy and asked him to clarify a few things, and he is going to get back to me with the college's response. I will also be asking him about management compensation, as the Province has now lifted the cap that has limited pay increases to managers with some caveats, most significantly that raises be linked to performance metrics.
- Worked with Business professor and friend-of-the-OCFA Michelle Nicholson on preparing the results of FPSE's climate survey for the past two years, which are included in this issue. Many thanks to Michelle for her number crunching and for presenting the data in a reader-friendly way.
- The provincial government's Select Standing Committee on Finance has now concluded its work and issued its report,



which includes many of the recommendations we made, and is available here (the Advanced Education section begins on page 16):

[https://www.leg.bc.ca/content/CommitteeDocuments/40th-parliament/5th-session/fgs/Reports/FGS-2016-11-15-Report\\_BudgetConsultation.pdf](https://www.leg.bc.ca/content/CommitteeDocuments/40th-parliament/5th-session/fgs/Reports/FGS-2016-11-15-Report_BudgetConsultation.pdf)

- Continued to work with our non-Continuing Faculty Representative Steve Weber on planning for the forthcoming conference on “Precarious Academic Labour in the Age of Neoliberalism,” which we will be hosting at the Kelowna campus on May 5<sup>th</sup> – 7<sup>th</sup>. I have been working with the KLO Dean’s Office and am happy to confirm that they have agreed to support the event by making free space available to us. I would again encourage all of you to read the most recent book by the keynote speaker for the event, Dr. Jamie Brownlee, which is called *Academia, Inc.: How Corporatization is Transforming Canadian Universities*. It’s exceptional.
- Continued to engage in discussions about a grade appeal involving one of our members which revealed serious procedural errors with the way the registrar’s office is treating some of these complaints. Although the college has assured us that this was a problem that will never be repeated, I’d again recommend that each of you who is in any way participating in these appeals ensure that the college’s policy is

followed, since that has not consistently been the case. You can read it here (section 10):

<http://webapps5.okanagan.bc.ca/ok/Calendar/GradingPractices>

- Worked with Jen Hobart, our outstanding local *Open the Doors* promoter, to help organize our local mini-gala event and judge the 57 local applicants. Many thanks to my fellow judges (Jen Hobart, Steve Weber and Amy Cohen) and all those who attended and helped organize the local viewing party, and most particularly to Jen, who organized a stellar event for our students on very short notice, and who made us all look like rock stars on the provincial stage. Again, I urge you all to sign up, and spread the word (more info here: [www.openthedoors.ca](http://www.openthedoors.ca)).
- This initiative garnered a significant amount of press up and down the valley, with multiple websites and newspapers running stories about the contest, and then announcing our very deserving local and provincial winners.
- Was lucky to be able to attend the OC Awards night in Kelowna and get to meet (and hand cheques to!) this year’s OCFA and Tony Williams bursaries recipients, awards given annually to family members of OCFA members enrolled as student at OC.
- As has been our recent tradition, on your behalves I purchased and arranged for

the distribution of holiday gift baskets to the staff working in the various offices (regional and portfolio Deans, HR, etc.) that provide us with such consistently excellent support and assistance throughout the year.

**Provincial:**

- I was given a really useful session on Nationbuilder training from Lucia Salazar in the FPSE office, with an eye to using this platform to help us map out member engagement at our local. While I became convinced that this could be an easy and relatively straightforward tool to use to help us figure out how well we are doing at reaching out to and engaging with all of our members, several of my sisters and brothers on the Exec and Council had legitimate concerns about perceived violations of privacy, so we will not be pursuing the use of this tool at this time.

PC and the Executive met last month, and focused primarily on the following:

- Working on our strategy and honing the message of the provincial *Open the Doors* campaign, the new phase of which was rolled out with gusto at each local in the past few months, and whose lofty but laudable goal is to make post-secondary education a vote-determining issue in the forthcoming provincial election. This section of the campaign is oriented around acquiring broad buy in for the campaign—using TV

commercials, local promotional events, the free rent contest, etc.—as well as toward more targeted interventions (at UBCM, for instance) so as to use this public support to exert pressure on both major political parties to include our campaign goals in their platforms, which will be announced toward the end of the year.

- To date, the reach of the campaign has been impressive:
  - Our TV ad has aired 563 times and made more than 5 million impressions
  - It has been viewed over a million times on Facebook and YouTube
  - The education contest garnered huge media interest in the campaign, driving almost 100,000 people to the website from 103 towns across BC
- We announced the winners of the contest at a gala event in Vancouver at the Orpheum Annex theatre on November 17<sup>th</sup>, which was simulcast at various local's viewing parties around the province. OC students received two awards for first (\$12,000) and third (\$1,000) place, as well as one draw prize winner of \$500. I presented the award to one of our students, and along with Norah Bowman (who interviewed the winner onstage) and Steve Weber took the winner out for celebratory drinks (pictures below).

- Following this event, PC worked on the next stage of the campaign, which will involve reassessing the political terrain once the parties release their platforms, and we get a sense of their plans for our sector.
- Our current common collective agreement includes a commitment that a joint FPSE/PSEC committee will look into the issue of secondary scales specifically, and working conditions of non-regular faculty in BC more generally, starting early next year, and we at FPSE have had our first two meetings to begin that work. As a result, each local has been asked to gather a range of information about the particular situation of term faculty at their locals, our committee will be analyzing and sharing that information, and we are organizing a one-day province wide conference/meeting in late January for Presidents, Chief Bargainers, and term faculty representatives to discuss the results and work on a plan for how best to proceed. (The information we gathered in preparation for this meeting is presented below in our Chief Bargainer's Report).
  - Planning for Fair Employment Week (October 24<sup>th</sup>-28<sup>th</sup>) and the related launch of a new initiative designed to highlight the struggles of our non-regular brothers and sisters as well as their contributions to our workplaces. The website <http://www.precariousprofsbc.ca/> is intended to extend the conversation about non-regular faculty throughout the year, and to provide all FPSE members with the opportunity to "join the fight for fairness" by signing a pledge, and non-regular workers in particular with a platform on which to share their stories.
  - Attended the BC Federation of Labour convention in Vancouver from November 28<sup>th</sup> to December 2<sup>nd</sup>. Note: you can watch clips from the speeches on the Fed's Facebook page, or their YouTube channel here [https://www.youtube.com/user/bcfe\\_doflabour](https://www.youtube.com/user/bcfe_doflabour). Highlights included:
    - The re-election of President Irene Lanzinger and Secretary Treasurer Aaron Eckman, a former educator and former OC student respectively, which I take to be a very good sign that they will be informed advocates for our issues.
    - The launch of their political action campaign "Better can happen here": <https://www.youtube.com/watch?v=LaXyloSQbCc&feature=youtu.be>
    - NDP candidate John Horgan's scathing indictment of that fact

that, as a result of the policies of this government, the generation of students sitting in our classrooms right now will be the first in the history of our province to be worse off than their parents, and related commitment to a \$15 minimum wage, \$10 a day childcare, and affordable postsecondary if elected next May

- Simka Marshall, President of the 200,000 members of the BC Federation of Students, speaking to the effect of rising student loan debt on those she represents, and particularly the inequitable cruelty of BC having the highest rate of interest on loans in the country: “interest charged on student loans is a tax on the poor...it is the price you pay for being poor in BC.” It is that.
- As ever, Grand Chief Stewart Phillip stole the show, speaking about the Kinder Morgan pipeline, which was approved two days prior, and noting that “[t]his beautiful land we enjoy we borrow from our children and grandchildren...In a very real sense, we are all in this together...I look forward to marching with you all again in the New Year.”
- I spoke to the convention in support of a recommendation

from the BC Fed’s Education committee which calls for a provincial move away from high interest on student loans, a return to a fully funded post-secondary system, and a target of free first year undergraduate tuition in BC by 2020: it was passed unanimously by our sisters and brothers in the labour movement.

- I also serve as Executive Liaison to the Human Rights and International Solidarity Committee, Workplace, Health, Safety and the Environment Committee and attended each of their Fall meetings. I participated in meetings of the Secondary Scales Sub-Committee, and the Decolonization and Reconciliation Committee. I also sit on the “Open the Doors” Steering Committee, International Solidarity Fund Committee, Pension Board Trustee Evaluation committee, the ABE caucus, and will next month be on FPSE’s Bargaining Committee working to negotiate a new contract with their staff reps and office workers (sidenote: somewhat terrifyingly, I will be bargaining on the management side against our local staff representative and formidable OCFA table spokesperson Zoe Towle).

### **Forthcoming:**

#### **Local:**

- I will be interviewing a candidate being considered for the HR Director role (Dec 9<sup>th</sup>), meeting with OCFA representatives on the GIA committee to discuss the future of that fund (Dec 9<sup>th</sup>), attending the OC Holiday party with many of the happy warriors on the OCFA Council (Dec 10<sup>th</sup>), meeting with HR to discuss the status of the scheduling grievance (Dec 13<sup>th</sup>), attending another JCAA (Dec 16<sup>th</sup>), and the KLO Winter Convocation (Jan 14<sup>th</sup>).

#### **Provincial:**

- In 2017, I will be attending the CAUT Forum for Presidents in Ottawa (Jan 20<sup>th</sup>-21<sup>st</sup>), the Non-Regular/Secondary Scales conference (Jan 28<sup>th</sup>), the FPSE Spring Leadership conference (Feb 17<sup>th</sup>-18<sup>th</sup>), and the CUFA Governance conference (Mar 3<sup>rd</sup>-4<sup>th</sup>). I am also looking forward to a week's training at the CLC Winter School (Feb 14<sup>th</sup> -17<sup>th</sup>) and would like to thank FPSE for making this kind of education possible.

In solidarity! Cheers,  
tim

**\*151 days until the provincial election...**



***OCFA President Tim Walters awarding Okanagan College nursing student Chelsea Lamontagne a \$1000 prize at the provincial Open the Doors Education gala***



***OCFA Council member Norah Bowman interviewing OC ArtsX student Nat Beluse-Christman onstage at the provincial Open the Doors Education gala following the announcement that she has won the grand prize of a year's free rent (\$12,000)***





***Open the Doors education contest grand prize winner Nat Beluse-Christman enjoying a celebratory drink with OCFA Council members Norah Bowman, Steve Weber, and Tim Walters***



***Open the Doors education contest grand prize winner Nat Beluse-Christman receiving congratulations from FPSE President George Davison and Secretary Treasurer Terri van Steinberg***

# Bargaining Chair's Report

**Robert Groves**

*The following report was prepared in response to FPSE's request for data and information regarding the working conditions of term faculty across the province. I prepared a report and delivered it to FPSE in November, and FPSE is organizing a meeting of Bargaining Chairs and others in January to discuss the submissions of all member locals, and the issue of secondary scales generally.*

## **Okanagan College Faculty Association**

### **Information and Data on Secondary Scales, Caps and Bars and Reduction Formulas**

**November 2016**

#### **1. Name of Faculty Association:**

Okanagan College Faculty Association

#### **2. Average percentage of faculty who are non-regular within OCFA:**

Fall semester (September-December) 2015 – 32.2% non-regular

Winter semester (January-April) 2016 – 32.3% non-regular

Spring semester (May-June) 2016 – 12.6% non-regular

Summer semester (July-August) 2016 – 5.7% non-regular

#### **3. Average number of non-regular faculty represented by OCFA:**

Fall semester (September-December) 2015 – 89 non-regular and 187 continuing

Winter semester (January-April) 2016 – 87 non-regular and 182 continuing

Spring semester (May-June) 2016 – 26 non-regular and 181 continuing

Summer semester (July-August) 2016 – 11 non-regular and 183 continuing

#### **4. Percentage of FTE of non-regular faculty within OCFA:**

It is more challenging to determine an accurate percentage of FTE positions represented by non-regular members, as several of them are employed part-time or part-term. The following are estimates.

For the Fall (September-December) 2015 and Winter (January-April) 2016 semesters, an average of 88 non-regular members taught an equivalent of 56 FTE's, so the "average" non-regular member teaches about 63.6% of an FTE.

During the Spring (May-June) 2016 semester, the 26 non-regular members taught the equivalent of approximately 16 FTE's, or about 61.5% of an FTE on average.

During the Summer (July-August) 2016 semester, the 11 non-regular members taught approximately 7 FTE's, or about 63.6% of an FTE on average.

#### **5. Provide a listing of non-regular job categories. For each job category, provide the name, job title, department, campus, FTE and seniority of each faculty member:**

There are no job categories that are specific to non-regular faculty, per se. Of the job categories listed in our collective agreement, all may be occupied at any given time by either continuing or non-regular faculty.

The difference between continuing and non-regular faculty is defined in the member's appointment, listed in Article 13 of our collective agreement as "full-time continuing, part-time continuing, full-time term, part-time term."

Unless there are special arrangements made for new programming, there is no provision in the collective agreement that appears to encourage over-representation of non-regular faculty in certain departments, at certain campuses, in full-time or part-time work. A possible exception arises in the language of the collective agreement which mandates that a continuing appointment must be 50% of a full-time workload.

The process for conversion of non-regular faculty to continuing positions, based on a combination of accumulated teaching load units, evaluations, and availability of non-replacement work means that non-regular faculty members are typically those with less seniority, generally.

**6. For each job title, a description of the work done:**

With the exception of the duties of faculty, generally, listed in the collective agreement, there are no job descriptions, per se. Article 12 of the collective agreement provides for, and defines in general terms, various classifications of employees, i.e. "College Professor, Librarian, Counsellor, Educational

Technology Coordinator, Athletics, Recreation and Student Life Coordinator, Distance Education Tutor, Research Associate, or any other person who holds a position for which the Association is certified to bargain." However, non-regular faculty members are represented in most, if not all, the job classification positions.

**7. Description of salary structure associated with each job category and title (e.g. pay per hour, per course, fraction of paid hour). This includes caps and bars, if any, and reduction formulas, if any:**

The salary structure for continuing and non-regular faculty is the same, with the following exceptions.

Full-time non-regular instructional faculty members receive the same salary, and access to benefits, as continuing faculty members. However, most full-time non-regular instructional faculty members are not contracted to work from May to August. Only those who are contracted to work during the spring and summer semesters enjoy continued access to salary and benefits for that period. Continuing faculty members receive salary, and access to benefits, year round.

The collective agreement mandates certain adjustment factors for part-time non-regular instructional faculty members. Part-time non-regular instructors who teach a combination of lecture and lab or seminar courses, or lecture courses only, are paid .89 of the salary that full-time non-regular and continuing instructors receive. However, part-time non-regular instructors are paid

1.33 for courses incorporating lab or seminar instruction only.

Part-time non-regular instructors receive no salary for those periods that fall outside of the semesters for which they are contracted to teach. This means that part-time non-regular instructors receive no salary over the two week holiday season in December and, unless they are contracted to teach in the spring and summer sessions, during the period from May to August.

Part-time non-regular instructors, and full-time non-regular instructors who work for but one semester each year, do not have access to benefits. Instead, they are paid a percentage of 4% of salary in lieu of benefits.

Non-instructional faculty members are hired as hourly employees, and so there are no adjustment factors applicable to them.

**8. *Description of how this alternate salary structure was derived – where did it come from?***

This explanation is anecdotal, but it seems that the adjustment factors for instructional faculty were implemented, simply, to reduce the cost to the employer for non-regular instructors. For some years, earlier in the last century, non-regulars were excluded from the OCFA bargaining unit. Separate treatment may, therefore, have become institutionalized.

An enduring rationale has been that non-regular instructors are not required to perform the service and professional development activities expected of

continuing instructors. However, as most non-regular instructors invariably perform service, and engage in rigorous professional development activities, at least in part in order to improve their chances of achieving rights of accrual and the status of candidates suitable for a continuing appointment, this rationale is largely illusory. Indeed, the current collective agreement makes these activities mandatory, with the exception that service is not required of part-time non-regular employees without right of accrual.

It is a mystery, lost in the mists of time, why the adjustment factor for certain of the non-regular faculty members was set at 11%.

**9. *Description of application of increments for non-regular faculty, if applicable.***

The collective agreement contains eleven salary steps. Continuing faculty members receive annual increments. Non-regular instructors receive increments based on their annual workload. Non-regular non-instructional faculty members receive increments based on the number of hours worked. The annual increment for all full-time faculty members is essentially the same.

**10. *Description of ratio complement language, if any.***

Not applicable.

**11. *Description of benefit entitlements for non-regular faculty, if any.***

See discussion in item 7.

The benefits plan includes full medical, extended health, and dental benefits as well as group life insurance and long term disability.

Faculty on continuing and full-time non-regular appointments of 10 months or more are entitled to annual vacation of 43 days, pro-rated for part-time appointments. Part-time non-regular faculty or non-regular faculty on appointments shorter than 10 months in duration receive 16% of salary in lieu of vacation, paid bi-weekly.

**12. Description of access to PD time, funds, for non-regular faculty, if any.**

*Professional Development*

Under the terms of our local collective agreement, each continuing faculty member is eligible for \$2000 over a two year period for professional development activities. Non-regular faculty members are eligible for a pro-rated amount, consistent with their appointment percentage, to a maximum of \$1000 per annum.

Under the terms of the common agreement, continuing faculty are eligible for \$1500 over a two year period. Non-regular faculty members are eligible for a pro-rated amount, consistent with their appointment percentage, to a maximum of \$750 per annum.

To access these funds, faculty apply to the PD committee within their portfolio. These committees generally meet monthly or as needed.

For accounting reasons, PD funding for non regular faculty is approved only for

expenditures which occur in the fiscal year following the start of the faculty member's contract. In other words, if your contract runs August 2016 to April 2017, while you may apply for funding at any time during

this period, you will have to spend the money in the fiscal year following your contract

*Professional Allowance*

The Professional Allowance Fund is intended to be used for books, software, journal subscriptions, etc. The amount faculty are able to claim is set annually, but in most recent years it has been set at \$350/year. On occasion, when other funds become available, this amount has been augmented on an ad hoc basis.

All faculty are eligible for this fund.

*Grants-in-Aid in Aid of Research, Scholarly, and Creative Activity*

The GIA fund is available to all faculty members, continuing and non-regular. Normally, the maximum annual grant will not exceed \$4000.

**13. Access to leaves for non-regular faculty, if any.**

In general, the leave provisions available to continuing members are also available to non-regular members.

*Leave provisions in the collective agreement*

*Sick Leave*

For continuing faculty or full-time non-regular faculty sick leave is granted on the basis of 1.5 days for each month of employment. Faculty members in this category are entitled to an accrual of all unused portion of sick leave up to a maximum of one hundred and eighty (180) working days.

A part-time non-regular member who has an appointment in which the average weekly workload is 50% or greater, and whose current appointment is at least one semester in duration for instructional faculty and at least 84 working days for non-instructional faculty is granted sick leave on a pro rata basis of 1.5 days for each 21 working days of employment. The pro rata calculation is based on the applicable weekly workload.

An eligible part-time non-regular member is entitled to an accrual of all unused sick leave up to a maximum of 90 working days for future benefit. A part-time non-regular member may draw upon his or her accumulated sick leave whenever his or her average weekly workload is greater than 50%.

In the case of illness of an immediate member of the family of a faculty member, where no one at home, other than the faculty member, can provide for the needs of the ill person, the faculty member is entitled to use accumulated sick leave for this purpose to a maximum of ten (10) days per year for a continuing faculty member or full-time non-regular faculty member provided a minimum of twelve (12) days is available each year for personal sick leave only, or to a maximum of five days per year for an eligible part-time non-regular faculty member.

Any faculty member unable to return to his or her duties at the termination of the period for which sick leave is granted is permitted to borrow against his or her future sick leave credits, up to eighteen (18) days for a continuing or full-time non-regular faculty member or up to nine days for an eligible part-time non-regular faculty member.

In general, accumulated sick leave credits are lost on termination of employment or the conclusion of an appointment. Accumulated sick leave credit will be restored to a member on a non-regular appointment who undertakes a new appointment in the immediately subsequent academic year.

There is no reduction in salary for a part-time non-regular instructor who is not eligible for sick leave and who is absent because of illness provided the instructor reschedules the missed classes at a time mutually convenient to the instructor and students.

#### *Maternity Leave*

A maternity leave without pay of up to seventeen (17) weeks is granted at any time chosen by a member commencing no earlier than eleven (11) weeks prior to the anticipated date of birth and ending no later than seventeen (17) weeks following the date of birth, or to the expiry date of a non-regular appointment, whichever is earlier.

#### *Parental Leave*

Parental leaves without pay commence, for the birth mother, immediately after the end of the leave taken under the maternity leave provisions of the



agreement unless the employer and the member agree otherwise.

Parental leaves commence, for the birth father, after the child's birth and within fifty-two (52) weeks of the birth. For an adopting parent, the parental leave commences within fifty-two (52) weeks after the child is placed with the parent for the purpose of adoption or permanent guardianship.

The employer maintains coverage for medical, extended health, dental, group life and long term disability benefits for leaves taken and pays the employer's portion of the premium.

On completion of the leave a member on continuing appointment, or a member on non-regular appointment that has not expired, resumes her or his position without disadvantage in seniority, salary, increase in salary and/or benefits.

When on maternity or parental leave, a member receives a supplemental payment added to employment insurance benefits as follows:

- a. For the first two (2) weeks of maternity leave, a member receives one-hundred percent (100%) of her salary calculated on her average base salary;
- b. For a maximum of fifteen (15) additional weeks of maternity leave, the member receives an amount equal to the difference between the Employment Insurance benefits and ninety-five percent (95%) of her salary calculated on her average base salary;
- c. For up to a maximum of thirty-five (35) weeks of parental leave, the

biological mother receives an amount equal to the difference between the Employment Insurance benefits and eighty-five percent (85%) of her salary calculated on her average base salary;

d. For up to a maximum of thirty-seven (37) weeks of parental leave, the biological father or adoptive parent receives an amount equal to the difference between the Employment Insurance benefits and eighty-five percent (85%) of the member's salary calculated on his/her average base salary;

e. The average base salary is the member's average base salary for the twenty-six (26) weeks preceding the maternity or parental leave. If the member has been on unpaid leave for part of the preceding twenty-six (26) weeks, then up to four (4) weeks of that unpaid leave is subtracted from the twenty-six (26) weeks for the purpose of calculating the average base salary.

A member is not entitled to receive Supplementary Employment Benefits and disability benefits concurrently. To receive Supplementary Employment Benefits, the member must provide the employer with proof of application for and receipt of Employment Insurance benefits.

Upon written request, a member is entitled to an additional parental leave of absence without pay of up to twelve (12) consecutive months in addition to statutory requirements.

#### *Paid or Unpaid Leaves*

The employer may grant a leave of absence with or without pay to a member

for any reason for up to twenty-four (24) consecutive months. Such leaves are not to be unreasonably denied.

A member on approved paid or unpaid leave retains her/his employment status for the duration of the leave.

A member continues to receive her/his salary and benefits while on paid leave. The member may elect to maintain any or all of the health and welfare benefits, for which he or she is eligible, subject to the conditions prescribed by the carrier and, subject to the approval of the BC Pension Corporation, pension contributions, paying the total cost of the premiums and contributions for the selected plans.

#### *Bereavement Leave*

A member is entitled to five days leave with no loss of pay and benefits in the case of the death of a family member. The employer may grant additional leave with pay.

If a member is on vacation leave at the time of bereavement, he or she should, upon his or her return to duty, present his or her designated supervisor with proof of bereavement in his or her immediate family and receive a day or days off to compensate for time lost during his or her vacation.

In addition, up to one day's leave with pay is granted to attend a funeral of a friend or relative.

#### *Compassionate or Family Illness Leave*

A member is entitled to a leave of absence for up to five (5) days per year without loss of pay or benefits for

compassionate reasons or because of family illness. The employer may grant additional compassionate or family illness leave which is charged against vacation time, or may be characterized as leave without pay at the discretion of the member.

#### *Jury Duty and Court Appearances*

Leave of absence without loss of pay and benefits is provided to a member summoned to serve on a jury or when subpoenaed or summoned as a witness in a criminal or civil proceeding not occasioned by the member's private affairs, or when the member accompanies a dependent child when the child is subpoenaed or summoned to appear as a witness in a criminal or civil proceeding.

If a member requires leave to attend court or another legal proceeding as a plaintiff or defendant in matters not related to the employer's business, such leave may be with pay or without pay at the discretion of the employer, or at the discretion of the member charged against vacation leave.

A member granted leave with pay shall remit to the employer all monies paid to him or her except travel and meal expenses not reimbursed by the employer.

#### *Public Duties*

The employer may not apply restrictions to members who wish to engage in political activities on their own time as campaign workers.

The employer may grant a leave of absence without pay to a member to

engage in election campaign activities in a municipal, provincial or federal election to a maximum of ninety days. Such leaves must not be unreasonably denied.

The employer must grant a leave of absence without pay to a member to seek election in a municipal, provincial or federal election to a maximum of ninety days.

The employer must grant a leave of absence without pay to a member for up to two (2) consecutive terms of office when elected to public office.

#### *Deferred Salary Leave*

A deferred salary leave program is available to continuing faculty only.

#### *Exchange Leave*

A continuing member may exchange her/his position and responsibilities with a qualified person from another institution for a fixed period of time with the agreement of the member's department and the employer.

This leave does not appear to be available to non-regular members.

#### *Leave for Meetings and Conferences*

Leave from duties to attend a scheduled meeting or conference directly relevant to the applicant's professional interests or duties may be taken at any time during the year provided that arrangements have been made satisfactory to the designated supervisor and that the duties of the member can be discharged at no additional cost to the employer. In the case of instructional faculty requesting leave during a teaching period, the leave

period will normally not exceed two working days.

#### **14. Job security provisions for non-regular faculty, if any.**

Right of accrual is the right to be offered and to accept term work for which a member is qualified without having to apply and interview for that work.

Right of accrual is campus specific. If the member only teaches on one campus, he or she only has right of accrual on that campus.

Right of accrual is department specific. If the member teaches in more than one department, he or she may have right of accrual in more than one department, but the TLU's accumulated for one department do not count for the other.

Right of accrual does not apply to work done in Summer Session and Distance Education.

A TLU is a means of measuring work. The value of a TLU varies, depending on whether the course is a lecture, a lab, or a seminar and depending on how many hours the course meets weekly. The formula is as follows:

1 lecture hour = 1/3 TLU

1 lab or seminar hour = 1/6 TLU

8 TLU's (instructional) = 1519 hours (non-instructional)\*

16 TLUs (instructional) = 3038 hours (non-instructional)\*

\*In this document, for brevity, only TLUs are referred to.

The steps in the process:

A. The member is first hired as a non-regular employee. There is no right of accrual.

B. The member accumulates 8 TLU's. This will likely take at least one year but if the member teaches a limited number of course sections per year, it may take longer.

C. Having accumulated 8 TLUs, the member applies for non-regular work in an open competition. At this point, because the member has reached the 8 TLU trigger, the committee must treat him or her differently than other applicants in the competition. The committee must look at the member as someone potentially eligible for right of accrual and if the member is eligible he or she cannot be hired without achieving right of accrual.

In addition to having accumulated 8 TLU's, eligibility requires that the member's most recent evaluation is "satisfactory", and he or she has not had a break in service of more than 24 months.

If the member does not meet these criteria he or she is not eligible for right of accrual. However, the member does not lose his or her accumulated TLU's. The member may apply for work and continue to work towards becoming eligible.

If the member is eligible and the committee shortlists him or her for an interview, the committee must determine three things:

1. If the member is qualified for the non-regular work applied for;

2. If the member is suitable for a continuing position in the department;

3. If the member is compatible with the requirements of the department as established by the approved Department Education Plan.

If the committee decides positively on all three points and decides that the member is the preferred candidate for the non-regular work, they will recommend to the Dean or Director that the member be offered both the non-regular work and right of accrual. The member then goes to step "D".

If the committee does not decide positively on all three points, the member will not be offered the non-regular work and he or she will not be offered right of accrual. However, the member does not lose his or her accumulated TLU's. The member maintains his or her accumulated TLU's for 24 months and the member may apply for work as often as he or she wishes during this time. Each time the member does so, the committee must consider him or her for right of accrual and cannot re-hire you without giving you right of accrual.

After 24 months without working in the department, the member's accumulated TLU's are cleared and he or she will be treated as a new employee. The member may then be re-hired without right of accrual.

D. The member is hired with right of accrual. The member has the right to be offered and to accept non-regular work for which the member is qualified without having to apply and interview for it. The member acquires a right of accrual seniority date, tied to the start date of the member's contract, which dictates the member's place in the queue (so to speak) for available non-regular work in the member's department.

**15. *Regularization process, if any.***

This item continues the process identified in item 14.

E. The member accumulates 16 TLUs and then becomes eligible for conversion. In order to convert to a continuing position, the member's most recent summative evaluation must have been "satisfactory". In addition, there must be at least 50% of a full-time workload of ongoing, non-replacement work for which the member is qualified to convert into.

There is no additional conversion review to determine whether the member is suitable for conversion.

If continuing work is available, the member goes to step "F". If it is not, the member goes to step "G".

If the member does not want a continuing position, he or she may decline it. In that case, the member loses right of accrual and all his or her accumulated TLU's. He or she may re-apply for non-regular work, and if the member does so, he or she is treated as a new employee. If the

member is hired, he or she is back at step "A", above.

F. The member is a continuing employee. The member now sheds his or her right of accrual seniority and acquires a seniority date for his or her continuing status.

The member remains on probation for an additional year.

G. The "garage". If a 50% continuing position for which the member is qualified is not available, the member remains in the garage until such a position does become available. The member's status as a non-regular faculty member does not change and the member continues to be assigned work as a non-regular faculty member with right of accrual, as per step "D".

Once a position for which the member is qualified becomes available, the member automatically converts into it, as per steps "E" and "F".

**16. *Description of placement on grid for regular faculty.***

Non-regular faculty members operate on the same salary grid as regular members, subject to what is said in item 7.

**17. *Other applicable information.***

The OCFA local collective agreement contains language regarding job security which is highly protective of continuing employees. The power of the employer to lay off continuing employees has, historically, been thought to be very restricted.

The OCFA is of the view that it is for this reason, in part, that the employer has been reluctant to agree to procedures which might facilitate the regularization of non-regular faculty.

Respectfully submitted.

Bob Groves  
OCFA 2<sup>nd</sup> Vice-President and Bargaining  
Chair

### **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)

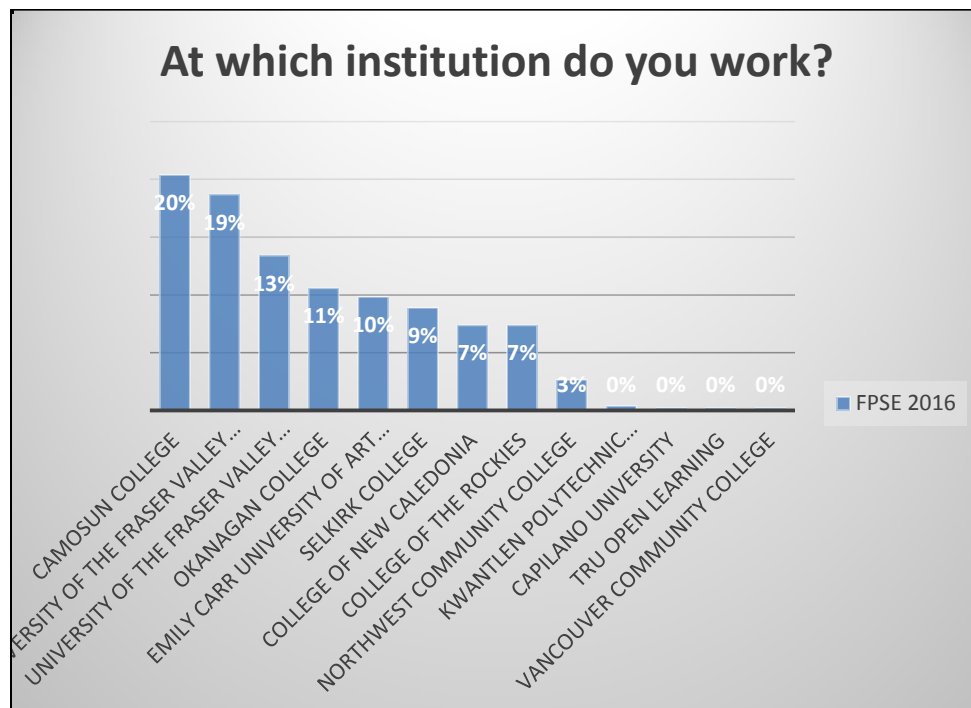
If you would like a hard copy of the CA, contact one of your representatives on OCFA council or executive (see contact information below)

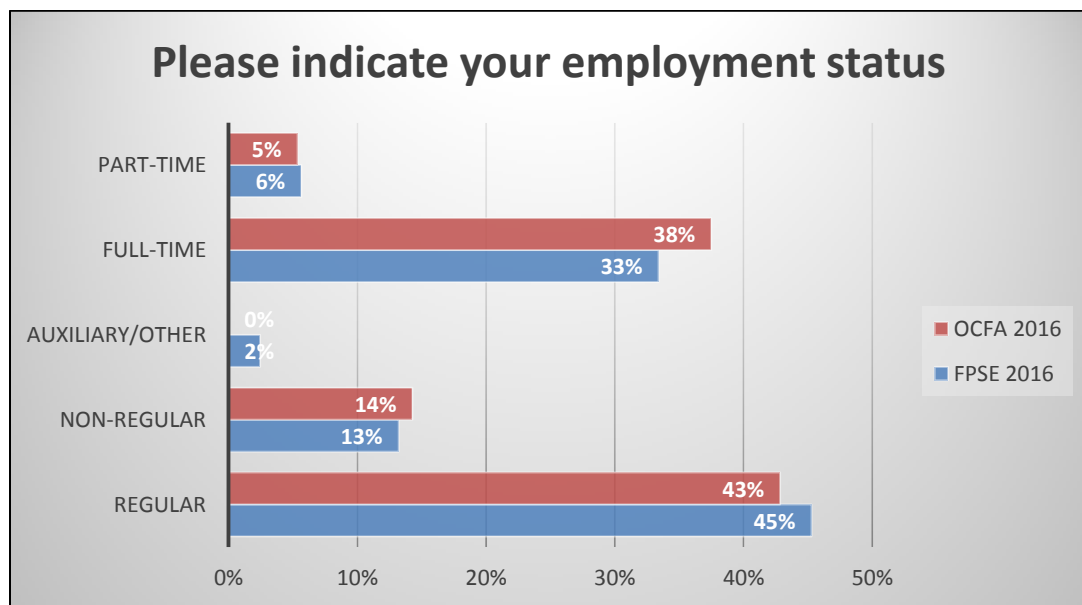
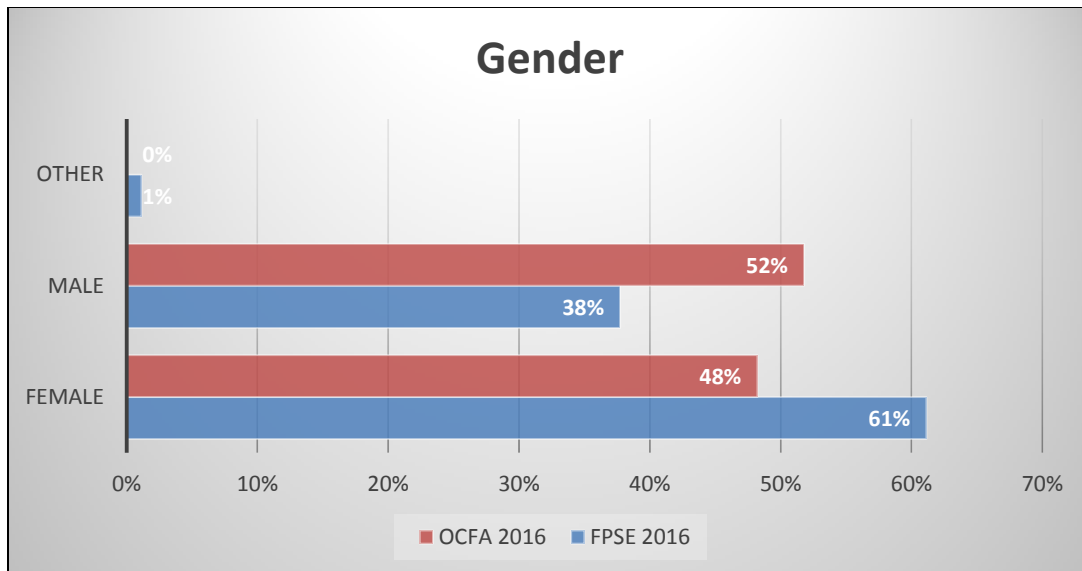


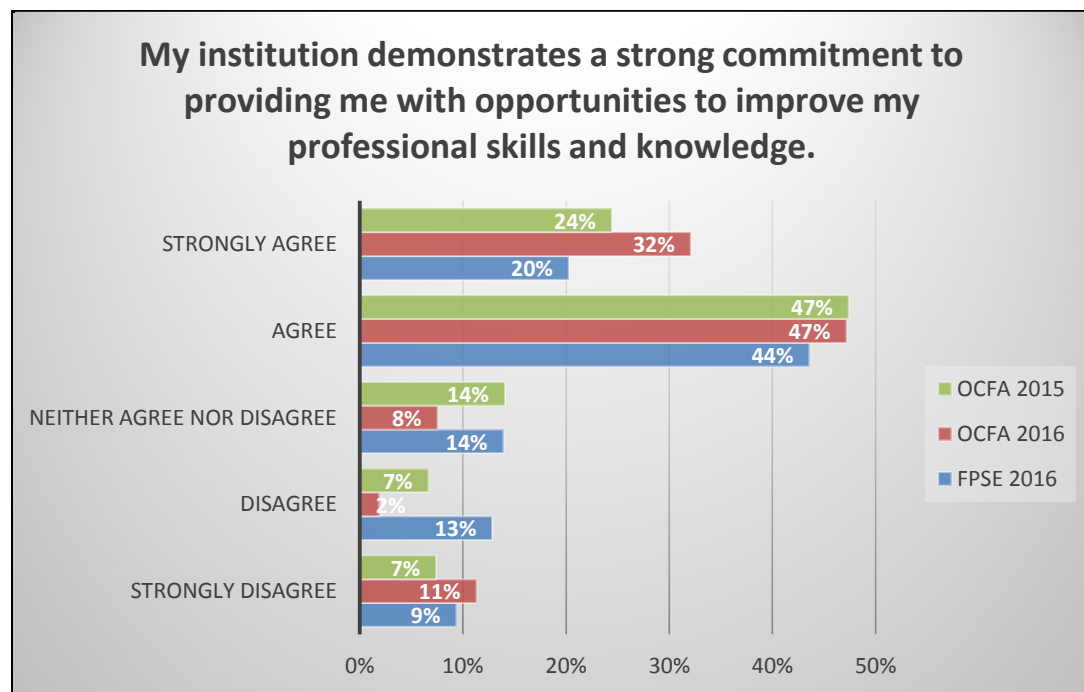
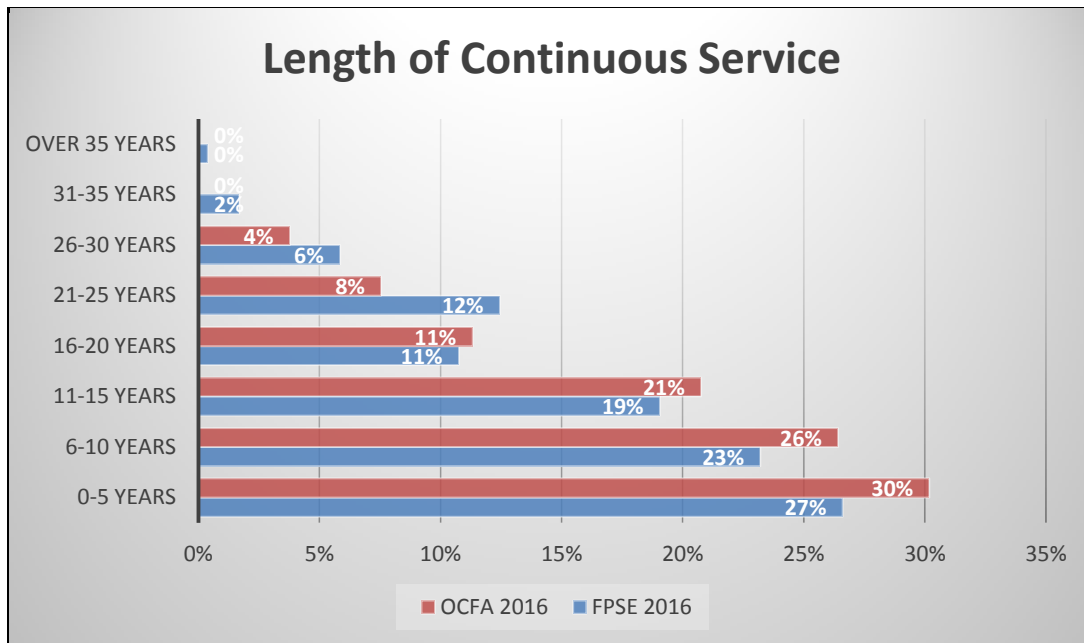
# Results of 2016 FPSE Climate Survey with OC Comparatives

Michelle Nicholson

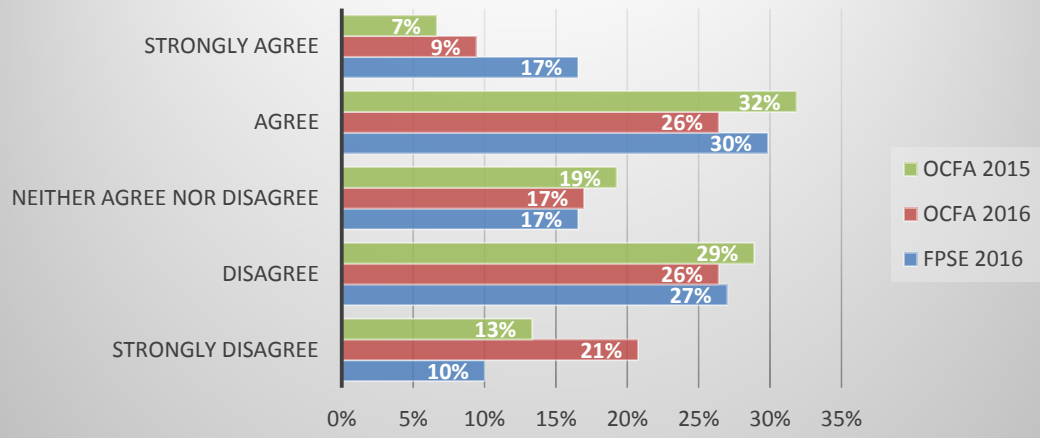
- The survey was online from April 4 to June 3 and received 530 responses.
- Questions 1-4 were asked of all respondents (n=530).
- Questions 5-9, 11, and 13-23 were only asked of respondents who indicated they were neither staff at NVIT, staff at UFV, nor working at an ETEA Local (n=459).
- Questions 10 and 12 were only asked of respondents who indicated they were neither staff at NVIT, staff at UFV, nor working at ECUAD or an ETEA Local (n=407).
- Questions 24-39 have been removed as they only pertained to staff.



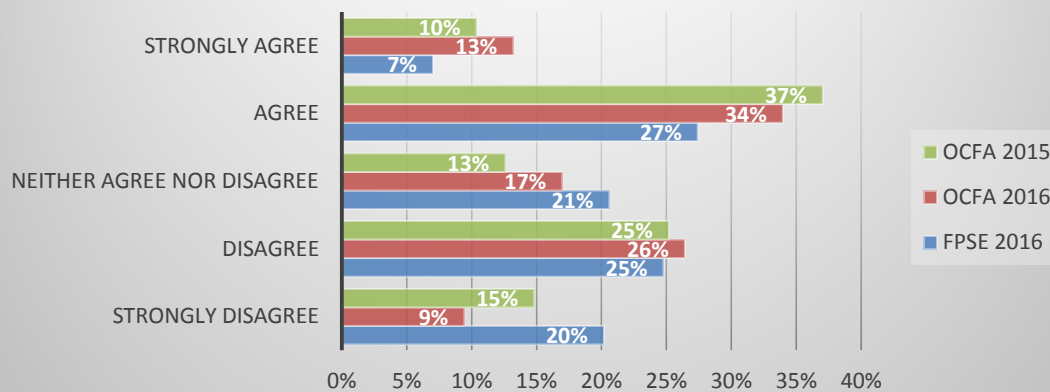




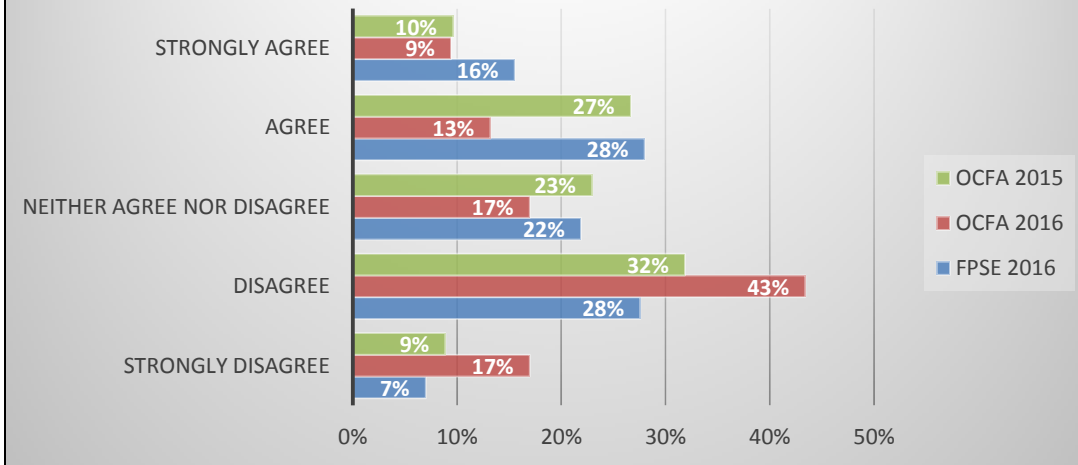
## I do not have enough time to attend to my professional development needs.



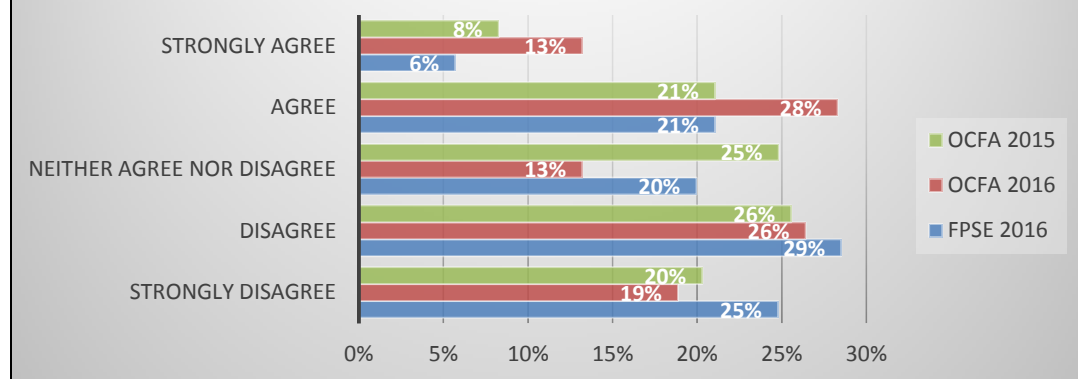
## The administration (Deans and above) listens to and engages with ideas from faculty.



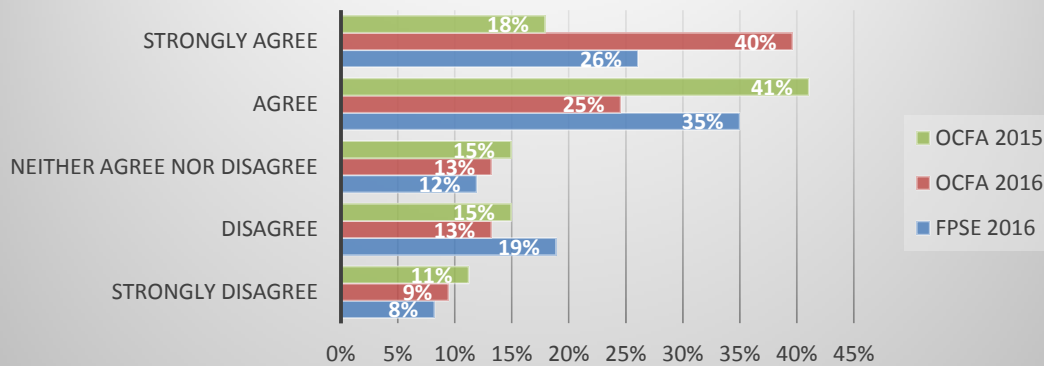
## I am not informed in a timely manner about important changes that affect me.



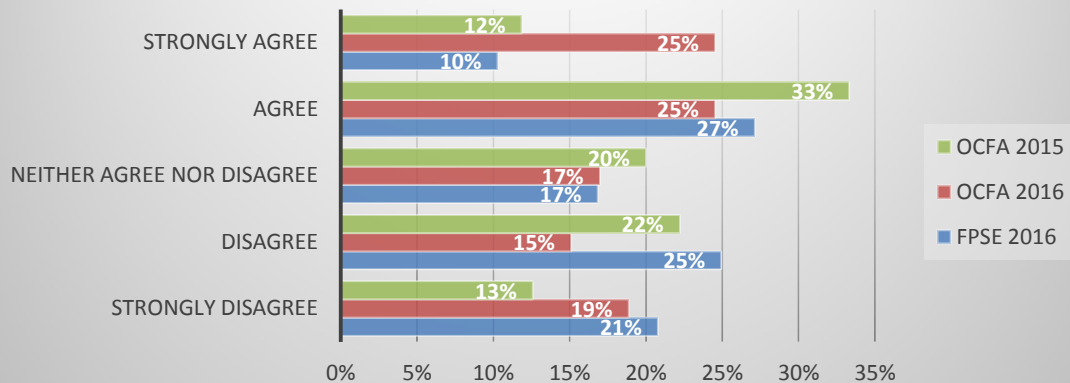
## Input from faculty is sought AND seriously considered in decision-making at my institution.



### My immediate supervisor demonstrates understanding of the day-to-day challenges faced by faculty.

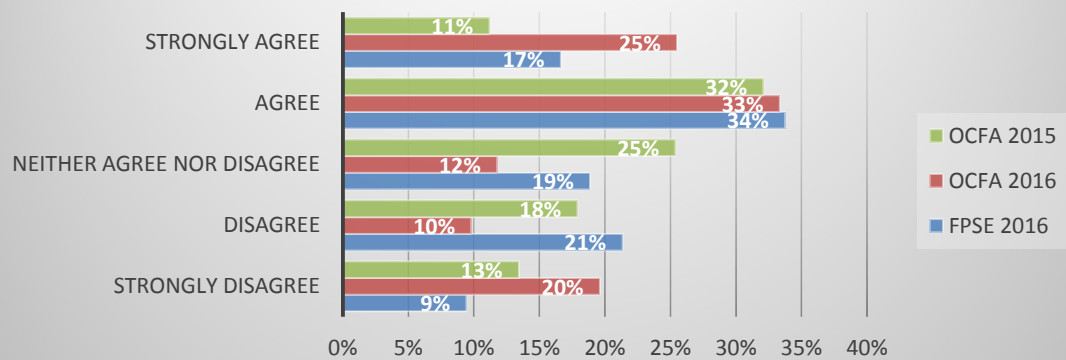


### The senior administrator in my area demonstrates understanding of the day-to-day challenges faced by faculty.

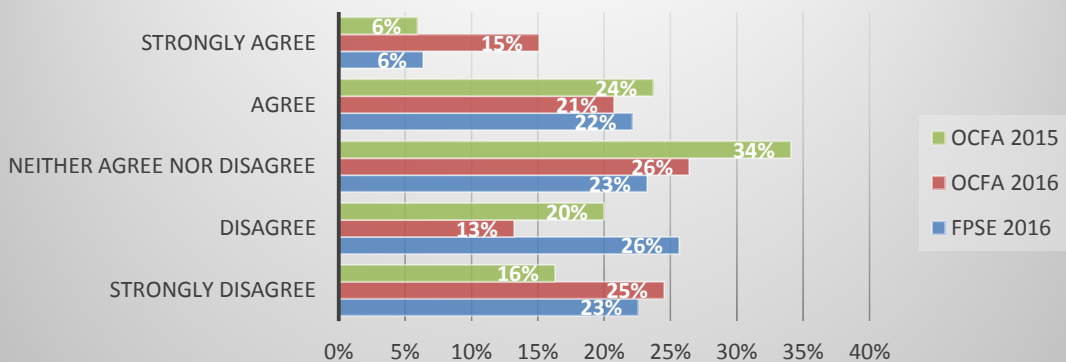




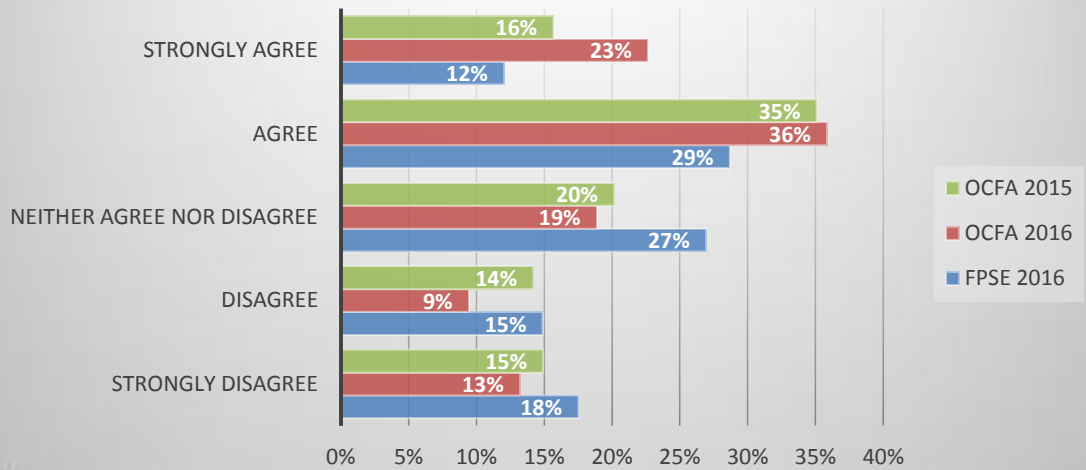
### My immediate supervisor works to minimize the day-to-day challenges faced by faculty.



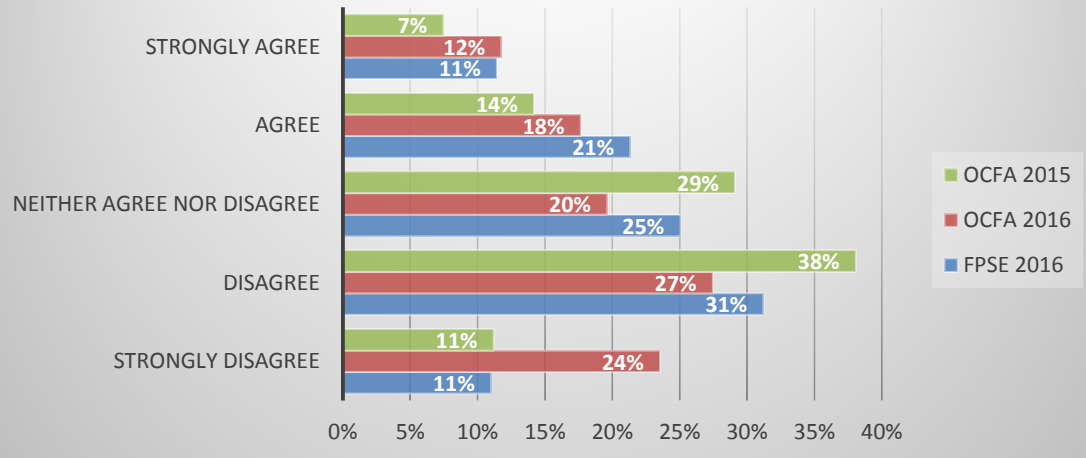
### The senior administrator in my area works to minimize the day-to-day challenges faced by faculty.



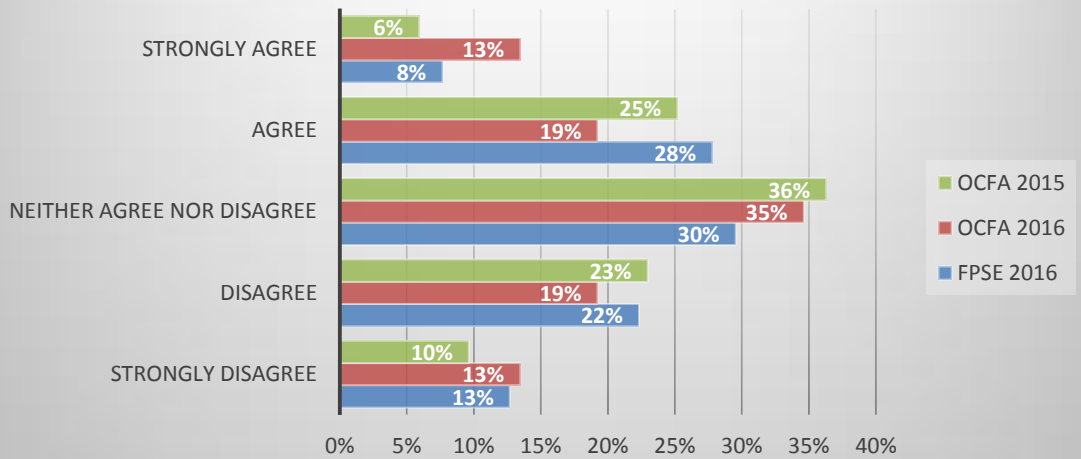
## The senior administrator in my area helps to lead the institution in a good direction.



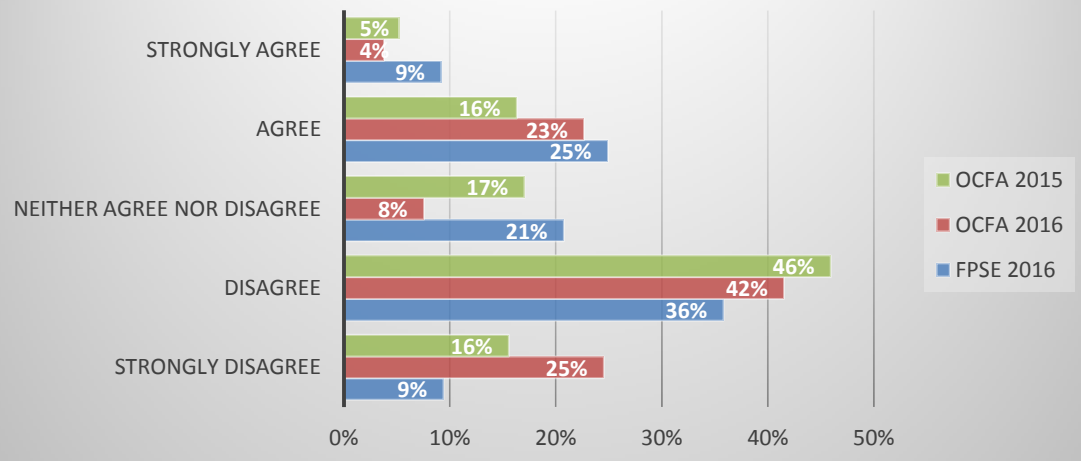
## The institution does not respect and adhere to the collective agreement.



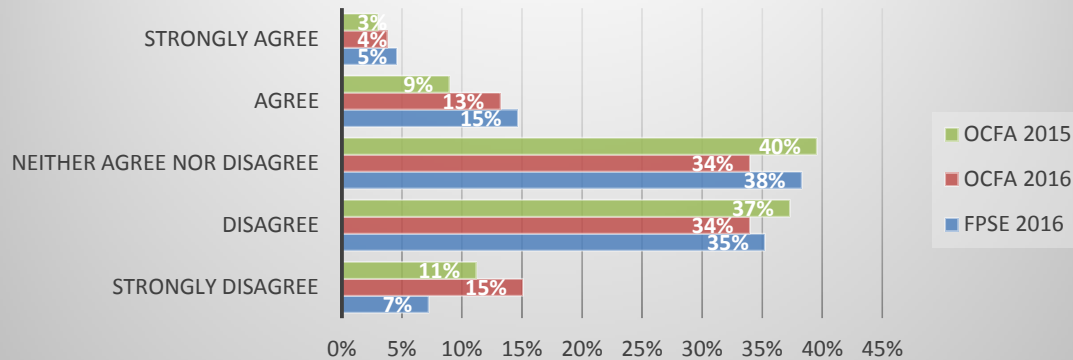
## My institution demonstrates a strong commitment to my health and wellbeing.



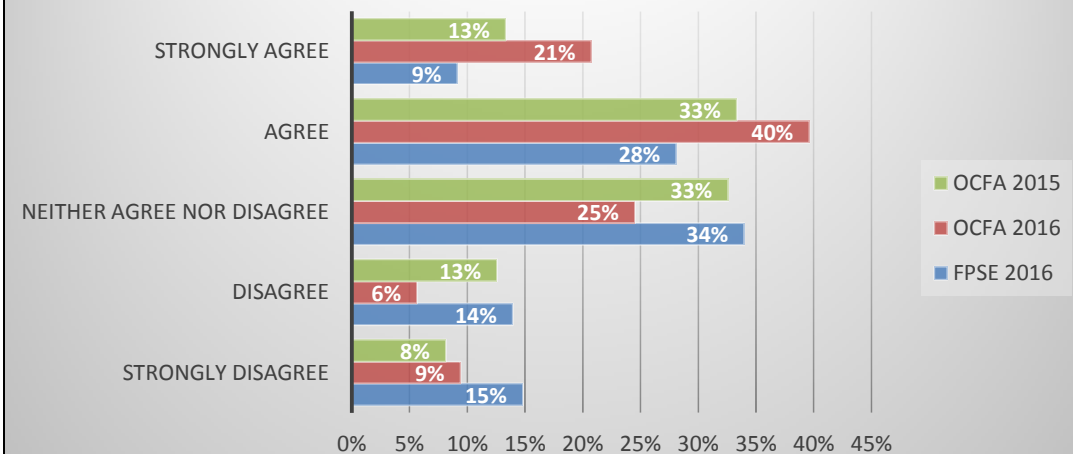
## I do not have the resources I need to do my job effectively.



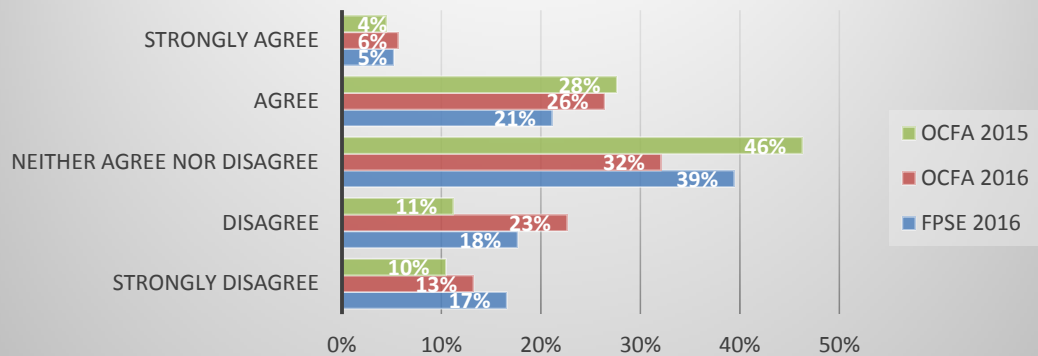
### My institution's governance structures (Senate, Education Council) do not have a significant impact on academic decisions.



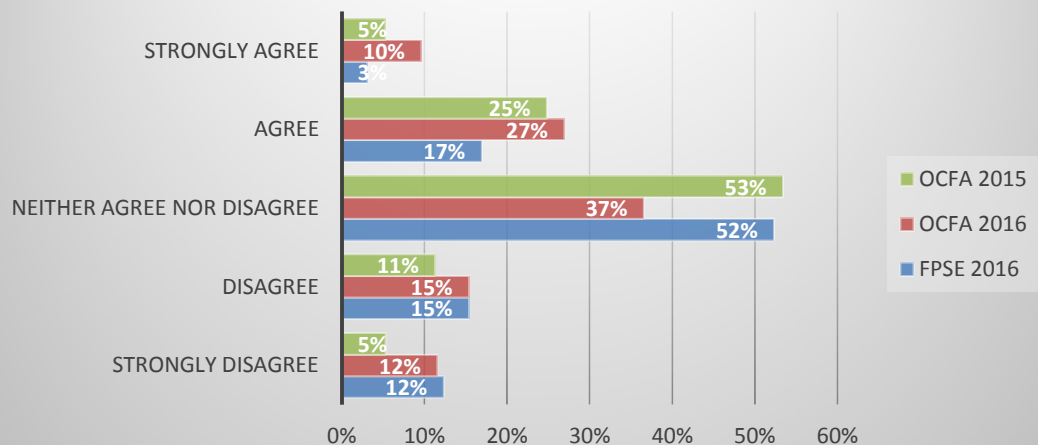
### The President leads the institution in a good direction.



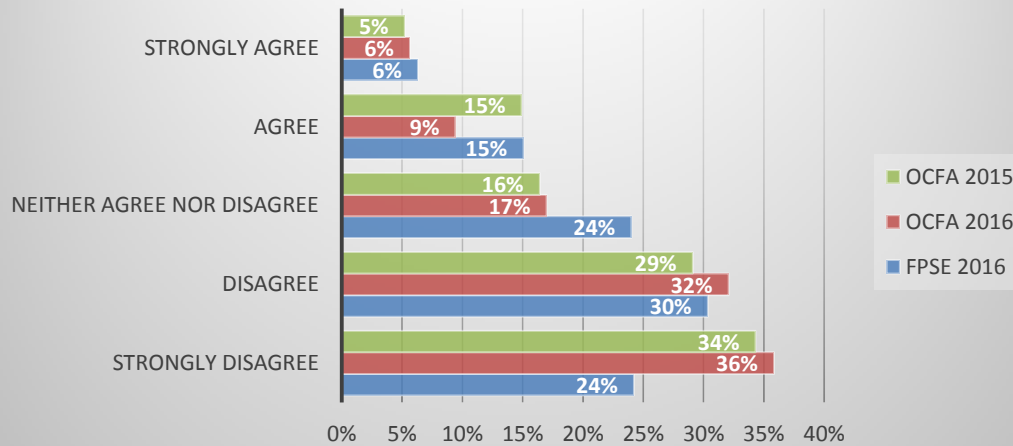
### The Provost / VP-Academic (or equivalent) helps lead the institution in a good direction.



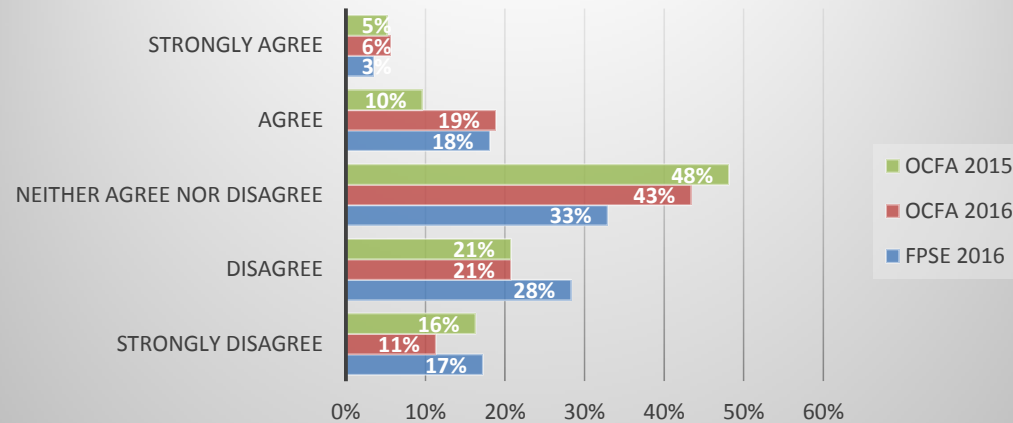
### The Board of Governors leads the institution in a good direction.



## I would not recommend this institution as a place to work.



## Overall, my institution is a better place to work than it was a year ago.





# Members of OCFA Council and CARC

## 2016-2017

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### Executive:

		Phone	Email
President	Tim Walters	250-718-6387	<a href="mailto:TWalters@okanagan.bc.ca">TWalters@okanagan.bc.ca</a>
First VP, Chief Steward	Rod Watkins	250-804-9973	<a href="mailto:RPWatkins@okanagan.bc.ca">RPWatkins@okanagan.bc.ca</a>
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>

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Faculty Liaison – Non-Instructional	Gilbert Bede	Ext 4751	<a href="mailto:GBede@okanagan.bc.ca">GBede@okanagan.bc.ca</a>
Faculty Liaison – Science	Bruce Campbell	Ext 4784	<a href="mailto:BCampbell@okanagan.bc.ca">BCampbell@okanagan.bc.ca</a>
Faculty Liaison – Technology	Reg Marte	Ext 4760	<a href="mailto:RMarte@okanagan.bc.ca">RMarte@okanagan.bc.ca</a>
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Area Representative – Salmon Arm	Terry Kosowick	Ext 8234	<a href="mailto:TKosowick@okanagan.bc.ca">TKosowick@okanagan.bc.ca</a>
Area Representative – Vernon	Jennifer Hobart	Ext 4484	<a href="mailto:JAHobart@okanagan.bc.ca">JAHobart@okanagan.bc.ca</a>
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	Norah Bowman	Ext 4215	<a href="mailto:NBowman@okanagan.bc.ca">NBowman@okanagan.bc.ca</a>
Status of Women Representative	Ann Marie McKinnon	Ext 4327	<a href="mailto:AMcKinnon@okanagan.bc.ca">AMcKinnon@okanagan.bc.ca</a>
Workplace Health, Safety and Environment Representative	Jasmine Korkok	Ext 4851	<a href="mailto:JKorkok@okanagan.bc.ca">JKorkok@okanagan.bc.ca</a>

### Collective Agreement Review Committee (CARC):

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Penticton Campus Steward	Sharon Mansiere	Ext 3234	<a href="mailto:SMansiere@okanagan.bc.ca">SMansiere@okanagan.bc.ca</a>
Salmon Arm Campus Steward	Terry Kosowick	Ext 8234	<a href="mailto:TKosowick@okanagan.bc.ca">TKosowick@okanagan.bc.ca</a>
Vernon Campus Steward	Jeremy Lanaway	Ext 2214	<a href="mailto:JLanaway@okanagan.bc.ca">JLanaway@okanagan.bc.ca</a>