

The Update



Issue 2 2017/2018

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SUBMISSIONS TO THE UPDATE

The Update welcomes letters to the editor, upcoming event notices, or other submissions. I encourage you to write in response to what you read in the newsletter or about other Faculty Association matters. Letters to the *Update* do not represent the opinions of the editor nor the OCFA Executive or Council. Please email submissions to the Update editor Amy Cohen at acohen@okanagan.bc.ca.

COUNCIL & EXECUTIVE MEETINGS

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

DELIVERY OF THE UPDATE

The *Update* is now distributed electronically as a PDF file by e-mail as well as being available on the OCFA webpage at: http://www.okanagan.bc.ca/Campus_and_Community/employees/ocfa/update.html

UPCOMING GENERAL MEETING NOTICE

The OCFA Winter General Meeting will be held January 26th at the KLO Campus Cafeteria.

5:30 pm: Hosted Bar

6:00 pm: Dinner

7:00: Meeting

Please RSVP for dinner to Amy Cohen. No RSVP necessary for meeting portion.

We look forward to seeing you there!

Notices and Upcoming Events

WINTER CAMPUS SOCIALS/BARGAINING WORKSHOPS

The winter campus socials will be combined with bargaining workshops with OCFA Bargaining Chair Bob Groves. Please plan to attend one to learn about the process of bargaining in our sector and tell us about the issues and priorities that are important to you for the next round of bargaining. See Bargaining Chair's report below for more information.

Winter Social Dates:

Penticton – January 11, 2017 (Contact: [Priscillia Lefebvre](#))

Vernon – January 24, 2017 (Contact: [Jen Hobart](#))

Salmon Arm – January 25, 2017 (Contact: [Terry Kosowick](#))

Kelowna – February 1, 2017 (Contact: [Joe Hobart](#))

MARK YOUR CALENDARS

The OCFA All General Meeting & Elections will be held **Friday, April 27th**. We hope you will all plan to attend!

OCFA Service Acknowledgement

The OCFA would like to thank Shelley Johnson, outgoing Business Faculty Representative for her service.

Bargaining Chair's Report

Bob Groves

Greetings, colleagues.

A reminder that our current collective agreement with the College expires on March 31, 2019. You can access the agreement on the College website at:

[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)

I appreciate that reading a collective agreement can be dry, but have a look at it. Over the next year we will be canvassing all of you for your thoughts regarding the priorities we should establish for our bargaining in the next round. I have heard from several of you already regarding issues we may need to address. I encourage the rest of you to contact me with your concerns.

I can be reached at:
KLO office C127, Local 4331
email: bgroves@okanagan.bc.ca

I can advise that I have met, informally, with some of our members with significant knowledge of our institutional history regarding our collective bargaining. Thanks to them for providing me with valuable insights as to timelines, and tips for a successful bargaining session when our collective agreement expires in the spring of 2019.

Early next semester I propose to conduct workshops on our bargaining in conjunction with the socials that are planned for the various centres during the first few weeks of classes. I would encourage you and your colleagues to attend those sessions. Not only do I hope that you will learn something about the structure of bargaining in our sector, but the sessions will also provide me with an opportunity to hear from you regarding the issues you may wish your Association to consider when bargaining re-commences.

The workshops/socials dates are:

Penticton – January 11, 2017
Vernon – January 24, 2017
Salmon Arm – January 25, 2017
Kelowna – February 1, 2017

Once the workshops have been concluded, I plan to circulate a survey to members. You will, then, have another chance to weigh in on the bargaining priorities for the next round. I expect that to happen in March.

It is my hope that these initiatives will provide the information necessary to support a more comprehensive report concerning bargaining that I would expect to deliver at our AGM in the spring.

As your 2nd Vice-President and Negotiating Chair I am a member of the FPSE Bargaining Coordination Committee and, since early November, its chair. I am, therefore, also a part of a FPSE committee which is planning a provincial conference of member locals to discuss bargaining, which is expected to occur at the end of February, 2018. The tentative agenda for the day includes speakers on our bargaining history, as well as sessions on strategies and priorities, local preparedness, and ways to mobilize our power. I can advise that, at the BCC meeting in November, a common theme frequently addressed continues to be the issue of equity of treatment for our term faculty colleagues. I expect that this will continue to be a priority in the bargaining that will commence in 2019.

I look forward to hearing from you.

Respectfully,

Bob Groves
2nd Vice-President and Bargaining Chair

Get to Know—Rosalind Warner (Arts Rep)

Interview and Photo by Shelley Johnson



What brought you to your position of Arts Rep on the OCFA Council?

I am an active and engaged member of many OC committees, including Chair of CRPC-AFP, Co-Chair of the Internationalization Task Force, and former Chair of the Political Science Department for the last three years. I have been a Fellow for the Institute for Learning and Teaching, and a member of several other ad-hoc groups and projects, including the Disruptors' group, the AFP Research Hub, the Sustainability Committee, and the IT Steering Committee. I am a member of the Steering Committee for the local Chapter of the BC Council for International Cooperation, known as the Global Empowerment Coalition of the Central Okanagan [GECCO], and have been involved in events to raise awareness, educate, and activate interest in social and political justice issues in the community, especially among youth. I believe that members of the learning community that is higher education have an obligation, based on our

position of relative strength and privilege; to lead, serve and support the community to the best of our ability. I also really love long meetings.

What's your favourite thing about being on Council?

The long meetings.

What did you do before you came to Okanagan College?

I have been an OC employee for almost a decade, and worked for OUC, as well as several other Universities, on term teaching contracts in the 1990s, up until 2012.

Favourite book or movie and why?

Right now it's all Game of Thrones. I like the 'what-if' stories that take things to their extremes and absurdities.

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

Dressed up as a Buzz for Halloween.

Favourite quote ever?

Procrastination isn't the problem, it's the solution. So procrastinate now, don't put it off. ~Ellen Degeneres

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

Fun fact: I taught here for a year from 1994-95 on a sabbatical replacement position during my PhD studies, and I attended here for my first two years of university in the 1980s. Also, Mary Irwin was my grandmother and I have family roots in the Theatre in the Valley, including a family involvement in an early Theosophy Group in the Okanagan.

President's Report

Tim Walters

Primary activities since last report (FGM, October 13th, 2017):

Local:

In addition to having our regular Council, Executive, and CARC meetings, here's some of the things that I've been up to for the past two months...

I had a series of meetings with President Jim Hamilton and VP Academic Andrew Hay to discuss: our recommendations for Board appointments, the health of the GIA fund, and the college's recent refusal to allow faculty to be released from teaching work so that they can do their union work, despite this being common practice for many years. I ought to have definitive responses to the latter two of these issues by the end of this upcoming week.

I met with VP Students Charlotte Kushner to discuss management evaluations, after I discovered that she recently evaluated a regional Dean, but did not involve any faculty in that process contra the arrangement we had come to when we raised this with college management over the past few years.

I met with VP Alan Coyle and new HR director Linda Heska to talk about the changes that the college made to the employee satisfaction survey, which is currently available to be completed online. I'd encourage you all to do so.

Attended JCAA, at which we discussed:

- The release/ replacement (or lack thereof) of faculty from teaching while doing other work, union and otherwise.
- Challenges posed by the rapidly growing number of international students.
- The effect on students and faculty of the registrar's office's negligence regarding checking student prerequisites.
- The health of the GIA fund.

Corresponded with members about a variety of things: the new formative evaluation process, the proposed move to 8am start times for some UT classes at three of our campuses next year, the conversion process, semester start dates, challenges caused by International students, the contracting out of counselling work, vacation time over the holidays, the Kelowna Right to Life visits, the new formative evaluation process, Indigenization, and so forth.

As part of a relatively recent OCFA tradition, I procured eleven holiday gift baskets, which will be distributed this week to staff who work in the various offices (portfolio, regional Dean's, HR etc.) that serve our members throughout the year.

Provincial:

I attended a PC Lobbying session in Victoria. This took three parts. PC met to discuss our lobbying priorities and plan

for the meeting, and then we headed over to the legislature to meet with Advanced Ed Minister Melanie Mark, as well as two of her deputies (picture below). Again, I was terribly impressed with the Minister's commitment to education as a force for positive social change, by her interest in social justice issues, particularly Indigenous issues, and also by her intelligence and forthrightness. She provided us with a copy of her ministerial mandate letter, she explained to us the various pressures she is under, and was frank about what she is and is not interested in doing, and very precise about how she prefers to be engaged, which is refreshing. Setting aside the fact that she is only the second Advanced Ed Minister to meet with us in a decade, I remain confident in our ability to work productively with her in ways that have simply not been possible before.

- This event was followed by a wine and cheese reception we organized, which was attended by more than half of the BC NDP MLAs, and the vast majority of cabinet (including our Minister and her staff), and gave us the opportunity to build relationships with, and make our case directly to, decision makers in government. Note: all MLAs were invited.

With several members of the Non Regular Faculty Committee, FPSE President George Davison, and 1st VP Lesley Molnar, I attended a CAUT conference on Precarious Academic Work in Toronto (see photo below), and was generally very impressed both with the quality of the presentations, and the articulated level of commitment to addressing the unfair

treatment of our non-regular sisters and brothers.

- The conference benefitted from a timely yet unfortunate thematic frisson given that the Ontario college faculty had been on strike already for a few days before the event began, a strike which was recently ended through the use of controversial back to work legislation. I walked the line with Sheridan College faculty, and many conference attendees righteously joined picketers at Humber College during our lunch break.
- Notably, OPSEU, the union representing Ontario college faculty, have made the worsening working conditions of precarious faculty their overarching bargaining priority, and that is the issue they drew a line regarding.
- Another highlight was the presentation by Alison Hearn of the University of Western Ontario Faculty Association, who gave a provocative and inspiring talk about her local's struggle to acquire enhanced rights for non-regular faculty. She focused on UWOPA's extraordinarily successful efforts to build internal capacity and a high participation union who were eventually willing to make central and achieve (in ways that involved real, material sacrifice) significant bargaining gains for their non-regular faculty. As we begin moving toward negotiations again and this issue

begins to loom large once more, and as it would neatly build upon Jane McAlevy's superb talk at the FPSE AGM last year, I've recommended her as an exceptional choice for an AGM speaker.

- Many thanks to FPSE (ie. to all of you) for supporting my attendance at this event.

I attended two FPSE Exec and PC meetings in Vancouver, the main focus of which was our ongoing preliminary discussions around provincial bargaining strategy, the refinement and prioritization of our lobbying efforts for the year ahead, and the imminent release of a volume of commissioned essays on Indigenizing post- secondary education in BC.

With Bob Groves and Doug Birtwistle, I attended a one day FPSE conference on

governance: material from that conference will be available online shortly, and I will share that once it is posted, but my overarching takeaway was a reconfirmation and expansion of my belief that the OCFA should be taking a more active role in collegial governance than we traditionally have.

Last but definitely not least...

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

I hope you all enjoy a relaxing and well deserved break over the holidays, and look forward to seeing you all at the socials/ bargaining drop-ins in the New Year.

Cheers,

tim

FPSE PC meeting with Minister Melanie Mark, BC Legislature.



CAUT conference on Precarious Academic Work.



Your Rights and Responsibilities Regarding Workplace Health and Safety

Jasmine Korčok, Workplace Health, Safety, and Environment Rep

As an employee in British Columbia, you are bound by certain health and safety regulations such as the BC Workers Compensation Act (WCA) and the Occupational Health and Safety Regulation (“the Regs”). The first legislation in BC regarding workers’ compensation was passed in 1885, and required the worker to sue the employer in order to get compensation for workplace accidents. The WCA was passed in 1974 and is administered by the Workers’ Compensation Board (WCB, or WorkSafeBC). The Regs came into effect in 1998 for the purpose of promoting occupational health and safety (OH&S) and protecting persons at a workplace from work-related health and safety risks.¹

Part 3 of the WCA is Occupational Health and Safety. It outlines the rights and responsibilities of workers, supervisors, and the employer (sections 115-117).²

There are 4 basic health and safety rights every worker in BC has:^{1,2}

1. Right to know

The employer must notify you of any hazards in the workplace that they know of or should know of. They must provide the training, supervision, and equipment that you need to work safely. They must ensure you are made aware of your OH&S rights and duties.

2. Right to participate

You have a right to be consulted about OH&S issues. You may participate in workplace health and safety through the Joint Occupational Health and Safety (JOHS) Committee. You have a right to report OH&S concerns to your supervisor and to the JOHS Committee.

3. Right to refuse unsafe work

You *must* refuse work you reasonably believe may endanger yourself or others. This includes when the work itself is unsafe, and also when the training and supervision is inadequate to work safely.

4. Right to be free from reprisal

You cannot be fired or disciplined for refusing unsafe work, contacting the WCB, or exercising any of your other workplace rights.

Alongside your rights are your responsibilities,² which are:

- To report any workplace health and safety hazards or violations you are aware of
- To use and wear appropriate safety equipment, devices, and clothing

- To report the absence or defectiveness of any protective equipment, device, or clothing that would likely endanger yourself or others
- To follow safe working procedures
- To avoid engaging in conduct that may endanger yourself or others
- To ensure your ability to work in a healthy and safe manner is not impaired by alcohol, drugs, or other causes
- To refuse to perform unsafe work
- To cooperate with the JOHS Committee (for example, during workplace inspections or investigations)

Your first point of contact in reporting any hazards, violations, and refusing unsafe work is typically your supervisor. You can always contact a member of the JOHS committee (such as myself) to raise your concerns or for advice.

References:

1. Occupational Health and Safety Regulation. (3.12, 3.13)
<https://www.worksafebc.com/en/law-policy/occupational-health-safety/searchable-ohs-regulation/ohs-regulation>
2. Workers Compensation Act. (Sections 115-117, 128, 130, 150-151)
http://www.bclaws.ca/EPLibraries/bclaws_new/document/ID/freeside/96492_00

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[The official, printed version of the WCA may be obtained from Crown Publications]

Provincial Workplace Health and Safety Surveys

Please consider filling out the following surveys from FPSE's Workplace Health, Safety, and the Environment Committee.

Violence Survey (10-15 minutes)

<http://form.simplesurvey.com/f/s.aspx?s=4983022f-5096-4f84-8d52-83ebf13b4925&lang=EN>

Email Workload Survey (5-10 minutes to complete):

<http://form.simplesurvey.com/f/s.aspx?s=c864641a-fce2-4bcd-9438-bbc0ef909fd8&lang=EN>

The deadline to complete these surveys is **December 31**. The data collected will be used to inform labour relations initiatives, such as collective bargaining. Your input is appreciated!

Chief Steward's Report

Rod Watkins

Our existing grievances are as follows.

FAC15/02: Scheduling grievance. This grievance remains in abeyance pending a decision by Council. Council will need to decide how we wish to proceed with this grievance. To that end, I will be asking all members to respond to a short survey of their experience with the 2017-18 scheduling process. I am completing the new report and will present it to Council in the new year.

FAC16/02: Improper SVP/BHD policy. FAC16/02 grieves two issues. 1) the shared investigation process for each policy currently denies the OCFA access to the investigator's report. 2) that neither policy applies to OCFA members as we have provisions in the CA that supersede the policies. Despite my hopes that we could agree upon some new language for the policy that would resolve the grievance, the College has refused to make any changes. At this point, we will need to proceed to arbitration to resolve the grievance. The arbitration will be done using written submissions.

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 is able to help in his or her own defense, we will analyze the report and make a determination of whether the discipline was warranted.

FAC16/04: Wrongful Dismissal. A member teaching distance education courses was dismissed for poor performance. The person dismissed filed a racial discrimination complaint against his or her supervisor. We also filed a grievance and placed it in abeyance pending the outcome of the investigation. We received the report in early summer and are in negotiations with the College to settle.

Lastly, I want to report on FAC13/07: Post-65 benefits. We have a new arbitrator and are finalizing the new sets of dates to hear preliminary objections and the merits of the grievance. The first set of dates will be in May.

In addition to our current grievances, two other recent issues should be discussed. First, chairs were recently informed that they will be required to enter scheduling data into the DCU, a portion of the Infosilem software used for scheduling, and that chairs were expected to attend a training session to learn how. The College in 2012 also mandated that chairs use the DCU and be trained. We grieved then that this was not our work; it belongs to BCGEU. We settled the grievance when the College agreed that chairs would not be required to enter data into the DCU and that before any new chair training begins the College was to consult with the Association. When I learned of the recent decision by the College to restart chair use of the DCU and begin training (with no consultation with the OCFA), I wrote to President Hamilton to remind the College of the terms of our previous settlement. Though the College has not

followed up with me to discuss this in more detail, they have canceled the training.

The other matter deserving comment involves the growing workload of OCFA counselors, especially in Kelowna. Despite rising demand from students for counseling services, especially from the large intake of international students, there has been little commensurate increase in counselor staffing levels. Compounding the problem, several recent incidents involving our international students required immediate counseling services. When our existing counselors' backlog of counseling requests prevented

them from immediately helping, the College out-sourced additional short-term counseling personnel. Such outsourcing is a serious violation of the Collective Agreement and will be grieved if necessary. We will be pressing the College to hire additional counselors to properly meet the needs of our students and to eliminate any need for the College to improperly out-source.

Thank you and have a great holiday.

In solidarity,

Rod Watkins, Chief Steward

Tony Williams' Memorial/OCFA Bursary Recipients

Congratulations to this year's Tony Williams' Memorial & OCFA Bursary Recipients Nicole Mullock, Jesse Nixon, and Laurel Warner! The three students were honored at an Awards Ceremony in Kelowna on November 23rd. We wish all three the best of luck in their ongoing studies.

Where does my dues money go?

OCFA Investment Subcommittee

Doug Birtwistle, Treasurer & OCFA Investment Subcommittee Chair

Okanagan College submits faculty dues, on your behalf, to OCFA. How is that money managed?

As of November 30, 2017, OCFA has operational reserve funds of approximately \$950,000. A portion of these funds are invested in pooled funds and the balance is kept in fixed income securities and cash. The goal is for the funds to earn returns that exceed the rate of inflation.

In order to manage the investment of the reserve funds an investment subcommittee was created in 2015 and meets two or three times a year. The OCFA Investment subcommittee is chaired by the OCFA Treasurer, currently Doug Birtwistle. Current members of the committee are Adrian Fontenla, Shelley Johnson and Steve Watson, all from the Business department, and Amy Vaillencourt, from the Sustainable Construction Management Technology department.

To provide direction to the Treasurer and committee, an Investment Policy Statement was created in early 2015 and approved by the OCFA membership at the Annual General Meeting. The statement includes, among other things, investment objectives, risk tolerances and an asset allocation mix (see below) for the OCFA Operational Reserve Portfolio (ORP). The Policy statement also contains a section on what OCFA will not invest in. The committee reviews the investments held and the asset allocation mix at every meeting, in order to ensure that the ORP is being invested in accordance with the agreed upon Policy Statement. The OCFA ORP is managed by our investment advisor, Lee Appleton, at CIBC Wood Gundy. Lee recommends suitable investments that fit the guidelines of the Investment Policy Statement and, after consultation with the committee, makes the agreed upon investments. Lee also updates the committee on the performance of our investments, including how our investment returns perform against benchmarks.

Below are the current holdings in the portfolio, current to November 30, 2017:

A. FIXED INCOME (Bonds and GICs – returns shown are expected or actual yields)

	Maturity Dates	Present Value
1. Province of B.C. Coupon (2.05%)	19 August, 2018	\$ 77,890.02
2. Province of Manitoba Coupon (2.11%)	05 March, 2019	\$ 87,010.79
3. Laurentian Bank of Canada (1.65%)	21 September, 2018	\$ 81,575.60
4. Laurentian Bank of Canada (1.65%)	21 September, 2018	\$ 81,575.60
5. Toronto Dominion Bank (2.93%)	04 March, 2022	\$ 91,069.07
6. Ontario Hydro (1.88%)	06 February, 2020	<u>\$ 169,858.76</u>
		\$ 588,979.84

B. CASH (Includes cash from both CIBC and Interior Savings Credit Union accounts and \$35,228.98 in CIBC High Interest Savings Account)

\$ 92,787.24

C. POOLED FUNDS

	Present Value	1 Year Returns	Returns Since Inception
1. Renaissance Optimal Growth and Income Fund	\$ 108,309.48	+ 6.5%	+ 6.6%
2. Edgepoint Canadian Fund	\$ 50,399.76	+13.2%	+15.7%
3. Renaissance U.S. Equity Fund	\$ 32,142.88	+ 9.1%	+10.9%
4. Dynamic U.S. Sector Fund	\$ 17,878.71	+ 9.9%	+ 2.6%
5. Renaissance International Equity Fund	\$ 46,237.50	+18.9%	+ 9.9%
6. Russell Global Infrastructure Fund	<u>\$ 20,771.12</u>	+16.2%	+10.7%
 Total Pooled Funds:	 \$ 275,739.45	 +10.5%	 + 8.7%

The values and returns shown are net of all fees. Returns shown are annually compounded returns.

D. ASSET ALLOCATION (on November 30, 2017) (Assuming 20% of Pooled funds are in fixed income investments)

		SIPP Target / Range	
1. Cash	\$ 92,787.24	9.7%	10% (0 – 100%)
2. Fixed Income and GICs	\$ 644,127.73	67.3%	65% (50 – 90%)
3. Equities	<u>\$ 220,591.56</u>	<u>23.0%</u>	<u>25%</u> (0 – 40%)
 TOTAL:	 \$ 957,506.53	 100%	 100%

Members of OCFA Council and CARC 2017-2018

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

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

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

Get a copy of the Collective Agreement!

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

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