

The Update



Issue 4 2012/2013

February 2013

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MEETING DATES

The Winter General Meeting (WGM) is scheduled for 5:00-9:00 p.m., Friday, February 22 (Kelowna Campus Cafeteria, Dinner & drinks at 5 p.m., meeting at 6:30 p.m.)

FPSE Training Sessions on Member-to-Member Conflict, Governance, and Collegial Authority will also be taking place on February 22, at the following times:

- 9 am - Noon: Member-to-Member Conflict
- 1 pm – 2:30 pm: Governance
- 2:45 pm – 4:14 pm: Collegial Authority

Please see the First Vice-President / Chief Steward's report for further information.

OCFA Executive meetings are generally held once every two weeks. If you would like to bring forward a particular item for consideration please contact one of your OCFA Exec members (see page 2 for the list).

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 page 2 for the list).

LETTERS TO THE EDITOR

The *Update* welcomes letters to the editor. 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 Chris Clarkson at cclarkson@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/administration/ocfa/update.html>

Premiere Event: Pirates of the Okanagan!

Starring Captain Jack Sparrow...



...and our own Michelle Nicholson!



An event everyone will be talking about for days afterward!

The Annual OCFA Budget presentation!

Avast! Ahoy! There be pirates! There be gold! There be treasure! Arrr!

At the WGM! Don't miss out!

Members of OCFA Council and CARC 2012-2013

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Pension Advisory Officer	Doug Birtwistle	Ext 4337	dbirtwistle@okanagan.bc.ca
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Status of Women Officer	Norah Bowman-Broz	Ext 4215	NBowman-Broz@okanagan.bc.ca

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President's Report

Sharon Josephson

Hello everyone,

I hope you all had a good break during Reading Week.

The big news for this edition of the *Update* is undoubtedly the tentative compensation settlement recently reached provincially. It's a great thing to break the province's so-called "cooperative gains" mandate and to get ourselves a raise, however slight, without having to pay for it ourselves.

However, less positive at the bargaining table is our ongoing battle to convince the College of the value of term faculty members at OC. Not only have we had no success with our bargaining proposals aimed at bettering the rights and working conditions of term faculty members, we've had to hold our ground against the College's repeated attempts to reduce the rights term faculty members do have and to make their working conditions even worse.

We have made it clear to management that this is a key issue for our membership. All of us, term and continuing alike, can recognize the assault on term faculty—on those of us most vulnerable—as part of a longer-term strategy to diminish faculty rights overall. Most of us started our careers as term faculty, either here at OC or elsewhere, and close to 40% of our membership is on term contract. We rely on term faculty to fill sections left empty while continuing faculty are on leaves of one kind or another—ESL, maternity, etc. It matters to all of us how term faculty members are treated.

To quote the Canadian Labour Congress: "What we wish for ourselves, we desire for all."

Unless things change with the College in the next few days, expect to hear a lot more from us on this issue at the WGM. **If you are a term faculty member, your attendance at the meeting is essential** in order to ensure our response to the College is appropriate.

How angry should we be about the treatment of term faculty? Come out and tell us in person.

- **Winter General Meeting:** February 22nd, 2013, 5:00-9:00pm, *Kelowna Cafeteria*

As always, we will enjoy a full buffet dinner and a hosted bar prior to the meeting. Our general meetings are the envy of other FPSE locals; if you've never attended one before, come out and you'll see why.

In solidarity,
Sharon

First Vice-President's Report

Rod Watkins
Chief Steward

Collective Agreement Review Committee (CARC) Report

Hello fellow OCFA members.

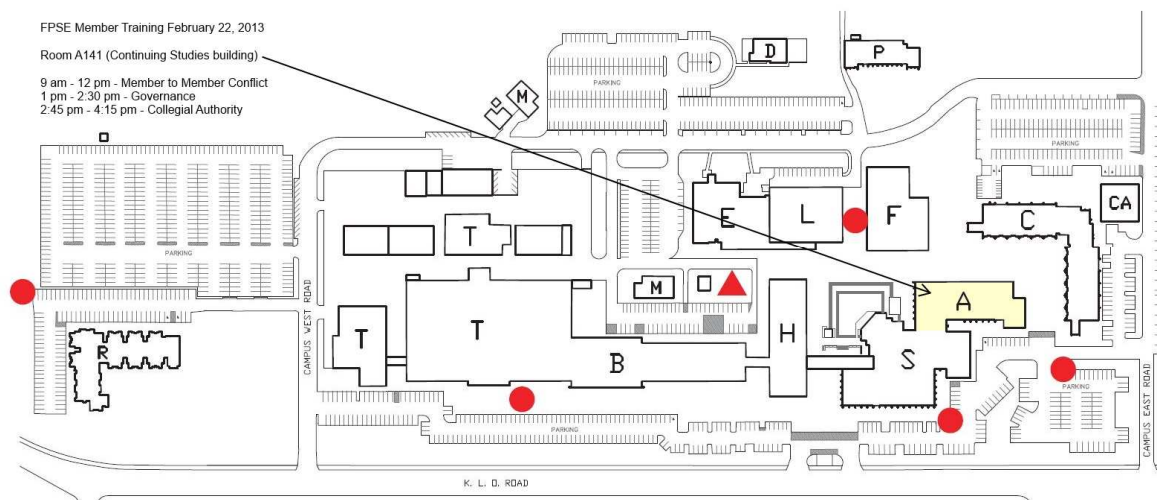
FPSE Training

To begin, I would like to invite all of you to attend one, two, or all of the training sessions to be conducted by Jeff McKeil, our staff representative at FPSE. The sessions will be held during the day on Friday February 22. There will be three sessions:

- 9 am - Noon: Member-to-Member Conflict
- 1 pm – 2:30 pm: Governance
- 2:45 pm – 4:14 pm: Collegial Authority

I would encourage all of you to attend. The sessions are very informative and Jeff is a very good presenter. Then be sure to attend the WGM afterward.

FPSE Member Training Map



Update on FAC12-04

In August, the OCFA filed a policy grievance over the policies and procedures employed by the College in relation to LOU #8 of the new Collective Agreement. According to LOU #8, all members with between 8 and 16 TLUs at the signing of the new contract would gain accrual rights as defined in the new Agreement if they were successful in an internal competition that

employed the normal selection process outlined in Article 14 and LOU #8. FAC12-04 is currently at step 3 (proceeding to arbitration). In the meantime, we have continued to meet with the College to seek a suitable remedy. As of the Update's publication date, we are hopeful that a remedy may be available. I hope to have more to report at the WGM on Friday.

Update on FAC12-01

FAC12-01 was filed last spring in response to the requirement that department chairs must use the DCU (Data Collection Unit) software system to enter information about the sections offered by their respective departments. You may recall in the last Update that this grievance was being held in abeyance pending our review of the new EP (Electronic Pre-print) system being developed to replace the DCU. In early January, we requested once again to see the new EP system for which the College had already announced training sessions (despite their promise to allow us to review it first). When Sharon and I did review the new EP system, it was clear it was simply the DCU under a new name with some modest modifications. At that time, we removed the grievance from abeyance. We recently met with Jim Hamilton and members of management working on the scheduling system to further discuss the grievance. Again, I hope to have something to formally announce at the WGM about the outcome of those discussions.

In addition to formal grievances, I and the CARC committee members have been occupied primarily with matters related to accrual rights and conversion and other questions surrounding working conditions (e.g., travel).

I would like to remind all members that your campus stewards and I are always available to answer questions and offer advice where we can. Please feel free to contact us if you have questions about the Collective Agreement or your working conditions.

Second Vice-President's Report

Nolan Fretz Negotiations Committee Chair

As you have no doubt read by now, faculty associations across the province have reached a tentative agreement on the compensation piece of our next collective agreement. This was a major piece of bargaining to resolve and is essential to the completion of a new agreement. It is important to recognize that the employer's group did not achieve the concessions they proposed, and that the compensation increase achieved is consistent with other settlements in the greater public sector.

As Sharon has already mentioned in this newsletter, local bargaining has reached a crossroad with important decisions to be made about how to proceed. The agreement we reached a year ago made a significant change of course in our ongoing battle to achieve equity for term faculty. One of our primary goals in this round was to begin to realize some of the potential of

that change. This has proven to be difficult, with the employer seeking backwards steps in the language. We have clearly indicated to the employer that going backwards is not acceptable and that their attempts to reinterpret the existing language will not be tolerated. I encourage all of you to plan to attend the WGM this Friday to participate in the discussion on this and other bargaining issues.

On a different note, I am the OCFA member of the Employee Excellence Taskforce. This is the group that brings you the Employee Excellence Awards which had their first celebration event last May. Both the taskforce and the selection committees have a mandated balance of members from all employee groups. I am currently seeking one additional person to participate on a selection committee. If you would like to learn more about this service opportunity, please contact me and I can provide you with additional details. For the rest of us, there are two dates to note. First, nominations for this year's awards close on Monday, March 4th. Second, the celebration event will take place on Wednesday, May 1st. The details of the awards and a nomination form may be found at:

http://www.okanagan.bc.ca/employees/EMPLOYEE_EXCELLENCE_AWARDS.html.

Executive and Council Elections

Chris Clarkson **Executive Member-at-Large**

Have you considered running for an OCFA position? Doing so is a great way to serve the faculty at Okanagan College and play a role in maintaining our professional and employment standards. A complete list of elected OCFA positions, and the current office-holders, may be found on page 3 of the *Update*.

Elections for OCFA executive, council, and campus steward positions occur each year at the Annual General Meeting (AGM). This year's AGM will take place on April 26.

Nominations may be made by the nominations committee, or by OCFA members prior to or at the AGM.

The OCFA bylaws require the executive member-at-large to chair a nominations committee composed of at least one representative from each campus. The committee is tasked with nominating a slate of candidates for all executive and council positions except community representatives. The list of candidates must be published at least one week prior to the AGM.

Nominations for executive, council, community representative, and campus steward positions may also be made by OCFA members prior to or at the AGM. Each nomination must be made by

two OCFA members, with the consent of the nominee. Nominations made prior to the AGM should be submitted to the executive member-at-large. Nominations made at the AGM are made and seconded verbally from the floor.

If you have any questions, or wish to submit a nomination, please contact me at cclarkson@okanagan.bc.ca.

World Community Film Festival

Marlo Edwards, Human Rights and International Solidarity Officer

Please spread the news to friends, family, and students: the annual World Community Film Festival will take place at OC's KLO campus the weekend of March 9-10. (Additional films will be screened at UBCO March 7-8). Again this year, thanks to donations and support from the OCFA and other community groups, **admission to the festival is free of charge**. Donations are accepted at the door for the Ki-low-na Friendship Centre and Inn from the Cold.

The program this year features an outstanding selection of 43 documentary films from around the world. The films focus on the environment, social justice/human rights, and the arts. The World Community Film Festival is known for the incredible breadth of topics covered as well as for the first-class quality of the productions. These are films that are sure to educate, entertain, and inspire.

Festival highlights this year include: ***Sing Your Song***, an inspirational survey of the life of singer/actor Harry Belafonte and his tenacious hands-on activism; ***Shift Change***, stories of successful employee-owned businesses that provide secure, dignified jobs in democratic workplaces, and ***Maestra***, a moving exploration of the impact of the 1961 literacy campaign on the Cuban women who participated. Exciting locally-produced features include: ***Holistic Healing in the Okanagan***, on local medical pluralism; ***Spinning Green***, on SPIN farming & Curtis Stone (by OC professor Marc Arellano); and ***BEE-LINE***, a proletarian bug dance for the honey bee.

Full film descriptions and schedules can be found at www.worldfilmfestkelowna.net.

This is an event for the whole family: on Saturday a Family/Children's room will offer stories and creative activities in the OC Aboriginal Centre, adjacent to the area where the popular "Seedy Saturday" seed swap/sale will be running from 10:00 to 3:00. A Sunday children's film and activity program will be offered as well, adjacent the OC Secondary Theatre.

Great food and baked goods will be available both Saturday and Sunday. Please bring your own cup and enjoy popcorn, organic and local foods while you watch inspiring films with your community!

International Women's Day 2013 Event Celebrates Diversity

Norah Bowman-Broz

This year our International Women's Day celebration will be March 08th, from 6 - 10:00 pm, at the Bohemian Cafe in downtown Kelowna.

International Women's Day is an annual celebration of the political and personal accomplishments of women around the world, and has roots in women's labour movements in North American and Europe in the 1910s.

Come to our free, family friendly event this year, and enjoy a celebration of the diversity of feminist voices here in our own community. Our theme is "This is What a Feminist Looks Like!" and the evening will be hosted by CBC radio's Alya Ramadan and will feature speakers, performers, food and wine, and children's activities. Music from the *Wee Feminists Children's Choir* will open the night and local singer/songwriter and Okanagan College alumnus Johanna Olson will close it.

As well, former Kelowna Mayor Sharon Shepherd will present the Gert Beadle Award, a local award that recognizes a local individual who has demonstrated commitment to women's equality and social justice. As last year's recipient, Shepherd will present the award on behalf of the Central Okanagan Women's Resource and Education Foundation (COWREF).

The Okanagan College Women's Resource Centre is run by a collective of women—faculty, students, and community members—and has been open in room A149 at the Kelowna campus since 2009. The OCWRC can also be found on Facebook.

If you have any questions about this event, please contact Norah Bowman-Broz, Status of Women Officer for OCFA.

Call for Faculty Nominations – Education Council

Education Council is looking for four regional faculty representatives, one from each region, for a two year term (Aug. 1, 2013 – Jul. 31, 2015). Nominations are open from February 8 – 22, with the election taking place from Mar. 11 - 15.

Further details including nomination forms are available to faculty on the Elections tab in your myOkanagan account. Once the voting period starts, the tab will show candidates standing for election.

Since fall 2012, elections to Education Council and the Board have been conducted exclusively online. As a result, voting will take place right in myOkanagan, so ballots can be cast from employees' offices, homes and even from around the world.

This marks the first time faculty will be voting online. Last fall, students embraced online voting with 11.6% taking part, up from two percent the previous year.

To nominate a candidate, complete this [form](#).