

# *The OCFA Update*

*Okanagan College Faculty Association Newsletter*

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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). OCFA Council meetings are scheduled for: 1-3 pm, Friday, Feb 4; 1-3 pm, Friday, Mar 4; and 1-3 pm, Friday, Apr 8.

The **Vernon Social** is scheduled for Friday, Jan 28 at 5:00 pm in Alexander's Pub (see notice on page 6 in this *Update*).

The **OCFA Winter General Meeting (WGM)** is scheduled for Friday, Feb 11 from 5–9 pm. It will take place at the Cafeteria at KLO in Kelowna and a full dinner with drinks is provided.

## **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>

## **Meeting Dates**

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 Exec meetings are scheduled for: 9-11 am, Monday, Jan 24; 9-11 am, Monday, Feb 7; 12:30-2:30 pm, Friday, Feb 18; 9-11 am, Monday, Feb 28; 9-11 am, Monday, Mar 14; and 12:30-2:30 pm, Friday, Apr 1.

## **Letter(s) 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 Richard Christie at [rchristie@okanagan.bc.ca](mailto:rchristie@okanagan.bc.ca). The preferred format is Word.

I wish to thank everyone for their submissions -  
Richard Christie, *Editor*.

## Members of OCFA Council and CARC 2010-2011

<b>Executive</b>		<b>Phone</b>	<b>Email</b>
President	Tim Walters	250-718-4161	twalters@okanagan.bc.ca
First VP, Chief Steward	Sharon Josephson	250-718-6387	sjosephson@okanagan.bc.ca
Second VP, Bargaining Chair	Francie Greenslade	250-718-6385	fgreenslade@okanagan.bc.ca
Secretary-Treasurer	Michelle Nicholson	250-718-6380	mnicholson@okanagan.bc.ca
Executive Member-at-Large	Richard Christie	Ext 4484	rchristie@okanagan.bc.ca

### **Council:**

Faculty Liaison – Arts	Matt Kavanagh	Ext 4819	mkavanagh@okanagan.bc.ca
Faculty Liaison – Business	Janet Mercer	Ext 4372	jmercer@okanagan.bc.ca
Faculty Liaison -- Non-Instructional	Mike Minions	Ext 4755	mminions@okanagan.bc.ca
Faculty Liaison – Science	Joe Hobart	Ext 4402	jhobart@okanagan.bc.ca
Faculty Liaison – Technology	David Williams	Ext 4804	dwilliams@okanagan.bc.ca
Area Representative – Kelowna	Gary Schwartz	Ext 4376	gschwartz@okanagan.bc.ca
Area Representative – Penticton	Drew McGillivray	Ext 3236	dmcgillivray@okanagan.bc.ca
Area Representative -- Salmon Arm	Chris Clarkson	Ext 8248	cclarkson@okanagan.bc.ca
Area Representative – Vernon	Melissa Munn	Ext 2222	mmunn@okanagan.bc.ca
Non-Continuing Faculty Officer	Alan Rice	Ext 4226	arice@okanagan.bc.ca
Pension Advisory Officer	Doug Birtwistle	Ext 4337	dbirtwistle@okanagan.bc.ca
Social, Political & Environmental Action Officer	Marlo Edwards	Ext 4861	meedwards@okanagan.bc.ca

### **CARC:**

Kelowna Campus Steward	Norah Bowman-Broz	Ext	nbroz@okanagan.bc.ca
Penticton Campus Steward	Kaya Forest	Ext 3222	kforest@okanagan.bc.ca
Salmon Arm Campus Steward	Rod Watkins	Ext 8215	rpwatkins@okanagan.bc.ca
Vernon Campus Steward	Stephen Doyle	Ext 8235	sdoyle@okanagan.bc.ca

## **President's Report**

*by Tim Walters*

Hi folks, hope you and yours all enjoyed a relaxing break, and that the new term is treating you well. I'd like to use this space to encourage you all to think about attending a few events that we have coming up in the next month, as well as to remind everyone of a few policies that we've heard questions from you about recently.

### **Vernon Social**

As we didn't have a Vernon Community Representative at the beginning of the year, we decided to wait until the Winter term to host this event, which gives everyone who teaches in Vernon the chance to meet their new regional OCFA representative (Melissa Munn) and campus steward (Steve Doyle). We've booked a big table at **Alexander's Pub** in Coldstream, just down the hill from the Kalamalka campus, on **Friday January 28<sup>th</sup>** starting at 5pm. Come on out to meet your OCFA reps, talk to the bargaining committee, and have a few pints with your colleagues. Drinks, appetizers, and taxi vouchers are on us. Please RSVP by email (to [TWalters@okanagan.bc.ca](mailto:TWalters@okanagan.bc.ca)) if you haven't done so already.

### **Winter General Meeting**

We're returning to **Infusions** in the Kelowna campus's cafeteria for our Winter General Meeting on **Friday February 11<sup>th</sup>**. The (open) bar will open at 5pm, the always crowd pleasing buffet dinner will be served at 5:30pm, and the meeting proper will commence shortly after 6pm. We have several important motions to discuss, an exciting budget presentation from Michelle, and an update on the status of negotiations from Francie and the rest of the OCFA bargaining team.

### **Travel**

The OCFA has recently received a number of inquiries pertaining to college policy vis a vis travel, in part due to misunderstandings regarding our, and the college's, responsibilities in this regard. The two collective agreement articles that most directly speak to this are as follows:

#### **13.3.2**

*An employee may be assigned duties in the OC region other than at his or her assigned campus. With the exception of section 14.9.3, OC shall pay travel expenses for actual distance traveled for OC purposes at the agreed rate for required travel for the distance determined by OC between the assigned campus or location and the campus(es) or location(s) where additional duties are assigned (see Article 37 – Travel Expenses and Allowances).*

### **18.4.5 Limitation on Travel**

*A college professor shall not be assigned a teaching workload requiring more than two trips per week to an adjacent campus or one trip per week to a non-adjacent campus, unless there is an agreement between the college professor, the department and the designated supervisor.*

The short version of college policy is this: as we are a multi-campus institution, everyone but members with medical accommodations may be asked to travel within the limits articulated in 18.4.5. For their part, OC has a responsibility to ensure that duties are “*assigned in a fair and equitable manner*” (as per 18.1) and must also compensate members who travel according to the provisions in Article 37. If you have any questions about this policy, or about its application, please let us know.

### **Chair participation in faculty evaluations**

The policy of the OCFA in this regard is crystal clear: chairs of departments should not be asked to participate in the evaluation of their colleagues, and they should politely refuse to participate if they are asked to do so. This policy has been established and affirmed by the membership at large, and also by OCFA council. While we are working with the college through collective bargaining to improve our evaluation process, these discussions have no bearing on our current policy, which is designed to protect department chairs from being placed in the untenable situation of having to play a part in the evaluation of their peers.

New faculty members may wish to consult Article 25, and 25.4 in particular, to familiarize themselves with precisely what a chair’s responsibilities include: note the absence of any reference to evaluation in this section of our agreement. The OCFA’s belief is that it benefits no one to falsely align faculty members who have agreed to be department chairs with supervisors—they are nothing of the sort—and we will continue to defend the right of chairs to not be compelled to do the work of supervisors.

Finally, I’d like to once again ask everyone to think about becoming more involved with Council by running for a position at our General Meeting at the end of the term. We will have vacancies on both Council and the Executive in the following year, so take a look at the various positions (<http://www.okanagan.bc.ca/administration/ocfa/council.html>) that are democratically elected each year and see if you think you might have something to offer your colleagues in that area. We’ll begin soliciting formal nominations later in the term.

As ever, if you have any questions, don’t hesitate to get in touch with me by email ([TWalters@okanagan.bc.ca](mailto:TWalters@okanagan.bc.ca)) or phone (250-718-4161).

Cheers, Tim.

# **1st Vice-President's Report**

*by Sharon Josephson*

## **Collective Agreement Review Committee (CARC) Report**

Submitted by Sharon Josephson (Communications), Chief Steward  
Contact: Kelowna E320; ext. 4294; cell 250-718-6387

### **Get to know your campus steward:**

Penticton: Kaya Forest (Chemistry), ext. 3222

Kelowna: Norah Bowman-Broz (English), ext. none yet, email her at [NBroz@okanagan.bc.ca](mailto:NBroz@okanagan.bc.ca)

Vernon: Steve Doyle (Geography), ext. 8235

Salmon Arm: Rod Watkins (Philosophy), ext. 8215

Your stewards are your first point of contact if you have any questions or concerns about the collective agreement, generally, or about your working conditions, specifically. We're here to ensure the College acts according to the agreement and to help resolve any disagreements that may arise between you and the College.

### **Claiming meal expenses?**

We're looking for details from faculty about the kinds of meal expenses you're claiming. Article 37.2 specifies what dollar amount you can be reimbursed for each meal, but it doesn't specify timelines for those meals. We'd like to gather some information on past practices across portfolios.

If you've been claiming meal expenses, can you email me and let me know which meals you're claiming and what times you're travelling on the days you claim them? We'd like to get a sense of how flexible the College has been in timelines around meal expenses.

Alternatively, if you've had meal expenses denied for reasons having to do with the timelines of your travel (e.g. if the administration felt you couldn't claim dinner because you only taught until 6:00pm before travelling from Vernon to your home campus in Kelowna ) please let us know that as well.

### **Course cancellation and non-instructional work assignments**

If you've had a course cancelled and you've been assigned non-instructional work to "top-up" your workload to 100%, please let me know.

## Textbook tutors

Several publishers are now packaging live, on-line tutoring services with their textbooks. An example of such a service is Pearson's *MyCompLab*, a text used in English composition classes. But this service is widely available in several disciplines—Business, Math, etc. At OC, the tutors in our Learning Centres are members of the BCGEU. We're not certain if the textbook tutors are unionized—our gut tells us they probably are not—and we don't have details about their salary and working conditions. We have passed this issue on to the BCGEU to investigate these concerns. However, until we know the answers to these questions, we'd like to ask faculty to consider using different textbooks.

## Being summatively evaluated?

CARC is aware that summative evaluations can be stressful. We are hoping to clarify just what exactly faculty can expect in summatives. If you've been summatively evaluated and have questioned any aspect of the process (e.g. is the Associate Dean really allowed to critique my use of a particular theorist? How does the Dean decide on how much service is enough?), please send your questions my way.

## **Announcement for the Vernon Social**

Are you feeling symptoms of withdrawal from all the holiday socializing?

Do you see new faces in the hall that look like they might be faculty but you can't be sure?

Do you seek out F.F.O\*.s?

Do you want to have a beverage with your colleagues but want to adhere to the new DUI rules too?

*Are you interested in what is happening with Collective Agreement Bargaining?*

**If you answered 'YES' to any of the above you should come out to the OCFA Social for Vernon Faculty.**

**Friday January 28<sup>th</sup> at 5:00 p.m.  
Alexander's Pub (12408 Kalamalka Road)  
Appetizers, Drinks and Taxi Vouchers provided by OCFA**

**Please RSVP to the OCFA Prez: [TWalters@okanagan.bc.ca](mailto:TWalters@okanagan.bc.ca)**

\* Free Food Opportunities

## **2nd Vice-President's Report**

*by Francie Greenslade*

### **Negotiation Committee membership (2010-11):**

Francie Greenslade (English), 2<sup>nd</sup> Vice President of OCFA, Chair of the Negotiations Committee (Local 3221 and Office PL 112) from Penticton,

Peter Murray (Physics and Astronomy), Chief Negotiator (Local 4268 and Office C 277) from Kelowna,

Nolan Fretz (Network Engineering Technology), (Local 4497 and Office C 330B) in Kelowna, Sharon Josephson (Communications), 1<sup>st</sup> VP of OCFA (Local 4294 and Office E320) in Kelowna, Michelle Nicholson (Business), Treasurer of OCFA, (Local 4608 and Office C 132) from Kelowna, and Tim Walters (English), President of OCFA, (Local 8251 and Office SA 116) from Salmon Arm.

### **Contract Negotiation Report - Bargaining Update, January, 2011:**

The OCFA bargaining committee continues to meet with the College. We had several meetings in the last weeks of December and the first two weeks of January. New elements of the PSEA mandate emerge piecemeal, for instance the recent stipulation that no tuition waivers can form part of any new collective agreement. The mandate is one of the most significant roadblocks to progress in negotiations. Other locals have come up against the same intransigence. This weekend, I will be attending the FPSE bargaining committee coordination meeting where we'll hear more specifics about bargaining at other locals.

The College has adopted an aggressive approach to bargaining this round, and has presented OCFA with three letters of estoppel, one on health benefits in the month after retirement, one on Department Chair release and the other on Chair participation in summative evaluations of colleagues. Rather than negotiate changes with faculty, the College seems to prefer to insist on management rights to change Collective Agreement practices.

The OCFA bargaining committee held a meeting with Chairs in December to inform them of OC's intention to change the practice of inviting Chair participation in evaluation. Chairs decided to send a letter to President Jim Hamilton, to let him know how strongly they objected to OC's position. Council also directed the bargaining committee to negotiate all changes to evaluation at the bargaining table. While sometimes such issues are addressed in an LOU where details are hammered out later, unfortunately, the climate of trust that requires is lacking.

Back at the start of negotiations, two weeks of bargaining meetings were spent discussing conversion of term faculty to continuing positions. At that time, the College seemed open to some new approaches to the process. After many months of waiting, however, we were recently informed that OC is reverting to its original proposals on conversion.

By now, you have probably seen the “Nothing is not a solution” buttons circulating from the Federation of Post Secondary Educators. The campaign is meant to raise awareness about the PSEA’s “net zero” mandate and the refusal to discuss any issues affecting our sector that they deem monetary.

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**Important note from Francie to all Department Chairs:** Would all Chairs please send her their department member's personal emails, non-Okanagan College telephone numbers (home or cell), and campus of choice in the event of picketing.

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## **Kelowna Campus Steward's Report**

*by Norah Bowman-Broz*

Since spring of 2010 I've been the OCFA Kelowna Campus Steward. It's been gratifying to learn about our collective agreement and about the working conditions of my colleagues. I hope to get to know more of my colleagues in the coming year.

I've also recently represented OCFA at the FPSE Status of Women Committee meeting in Vancouver. This meeting was fantastic. I met with 12 other postsecondary educators who share my passion for gender equity at a safe and fair workplace. I learned, for example, that while OCFA has relatively good agreements regarding parental leave for term and continuing members, we are one of the few locals that does not engage in ongoing, creative discussion about gender equity and parity. These discussions, and the policy guidelines that come from them, could help a member facing a situation in which the gender equity, parity or safety of a student, staff member, or faculty member is a concern.

Here are two examples of situations other locals have faced this past year:

- On a rural campus, management proposed that security guards be replaced with security cameras, which would be monitored by a security company in another town. That local objected, arguing that violent acts could neither be prevented nor responded to by the remote security company, especially since the campus is far from emergency services.
- Another local reported that, in order to encourage members to take public transit, management had decided that parking spaces closer to the campus buildings would incur a higher charge, and those further away, in dark and unlit areas, would be cheaper. The local objected that this would put women and those with less financial resources (also often women) at a distinct security risk.

These issues of security are important for all members; while it was Status of Women Committee members who brought about discussion and protest, in the end, the work they did benefitted their whole campus communities.

I was inspired by our FPSE colleagues. This coming year is the 100<sup>th</sup> Anniversary of International Women's Day, a celebration of the accomplishments of women around the world. IWD is often celebrated by labour organizations, and has roots in women's labour movements. This year, I'm celebrating all the great people I know and work with at OC.

# Social, Political & Environmental

## Action Officer's Report

*by Marlo Edwards*

### **Report from SPEAC:**

This past November, I travelled to Vancouver to attend my first FPSE Human Rights and International Solidarity (HRIS) meeting (FPSE is the Federation of Post-Secondary Educators which is a federation of faculty associations in BC that provides a provincial voice for faculty and staff at BC colleges, university colleges and institutes. At this meeting, we discussed:

#### 1. Security cameras on campus:

- How can security cameras be used by administration? Are there policies around the use of taped material (within the institution, not RCMP)? Could camera footage be used against faculty?
- It was suggested that FPSE should seek legal council to investigate laws surrounding the installation of cameras (for example, do institutions need to post signs indicating the presence of cameras?)
  - The FPSE privacy officer argues that unions need to challenge the use/installation of video surveillance on campus in order to protect their members. Once a precedent is set video footage can be difficult to reject as evidence when defending a member. So locals should object, on the record (by sending a letter to the administration), to the use of these cameras. This will enable locals to protest/reject the use of video footage if needed.
- If this matter interests you, please contact me with your thoughts about or experiences with security cameras at OC.

#### 2. Freedom of speech on campus:

- A motion was passed regarding on CPCCA (Canadian Parliamentary Coalition to Combat Anti-Semitism): that FPSE & locals oppose CPCCA efforts to suppress open democratic debate by redefining views that are critical of Zionism and the Israeli state as anti-Semitic. Carried.
- An incident was discussed involving a student being reprimanded for distributing leaflets that criticised a local's catering company—and the leaflets were taken away. Locals were directed to check policies surrounding student conduct on campus, as well as policies surrounding faculty conduct and freedom of speech. The OCFA's language on Indemnity (Article 10) and Academic Freedom is quite strong.

- Send me concerns or thoughts regarding these issues if you have any.

### 3. Turnitin:

- Is this plagiarism detector an invasion of student privacy? Essays are kept in a database and accessed by others. Could this fact make students uncomfortable writing about certain matters? Locals should (re)consider their use/support of this program.
- I welcome thoughts from OC members who use or who oppose Turn-it-in.

### 4. Ethical investing at FPSE:

- The HRIS committee discussed the question of the ethical filters applied to FPSE pension plan funds investments. For example, Goldcorp Mining (see [Mining Watch](#) for a discussion of the controversy regarding their human rights and environmental performance) has been found ethical according to the current filter used by the FPSE pension fund.
  - A motion was passed to direct FPSE Presidents Council to apply the more rigorous [Jantzi](#) ethical standard to our pension plan (targeting Goldcorp, which passed the pension investment firm's current ethical test).
- Let me know if you have thoughts or concerns regarding ethical investing at OC.

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**Note from Gary Schwartz, Kelowna Area Representative:** If you are within 10 years of retirement or are interested in retirement issues and benefits, please attend a meeting Thursday Feb 3rd, 3:30 to 4:30pm in B113.

We will also discuss the effect the current round of bargaining may have on your plans for retirement.

Contact Gary Schwartz, local 4376 or [gschwartz@okanagan.bc.ca](mailto:gschwartz@okanagan.bc.ca) for more info.

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**Note from Doug Birtwistle, Pension Advisory Officer:** Doug is organizing a pension seminar for March 31, 2011. More information will be forthcoming from Doug as he gets the details.

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