

# The Update

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Issue 2 2013/2014

January 2014

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## MEETING DATES

**Winter General Meeting:** 5:30-9:00 p.m., Friday, January 31 (Kelowna Campus Cafeteria, hosted bar at 5:30pm, dinner at 6:00pm, and meeting at 7:00pm).

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 Erin Radomske at [eradomske@okanagan.bc.ca](mailto:eradomske@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>

Copies of the *Update* are also posted in local campus mailrooms.

# Members of OCFA Council and CARC

## 2013-2014

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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	250-718-4161	<a href="mailto:RPWatkins@okanagan.bc.ca">RPWatkins@okanagan.bc.ca</a>
Second VP, Bargaining Chair	Chris Clarkson	250-718-0239	<a href="mailto:CClarkson@okanagan.bc.ca">CClarkson@okanagan.bc.ca</a>
Secretary-Treasurer	Michelle Nicholson	250-718-6380	<a href="mailto:MNicholson@okanagan.bc.ca">MNicholson@okanagan.bc.ca</a>
Executive Member-at-Large	Erin Radske	250-718-6385	<a href="mailto:ERadske@okanagan.bc.ca">ERadske@okanagan.bc.ca</a>

### Council:

Faculty Liaison – Arts	Sasha Johnston	Ext 4819	<a href="mailto:SLJohnston@okanagan.bc.ca">SLJohnston@okanagan.bc.ca</a>
Faculty Liaison – Business	Drew McGillivray	Ext 4793	<a href="mailto:DMcGillivray@okanagan.bc.ca">DMcGillivray@okanagan.bc.ca</a>
Faculty Liaison – Health	Geraldine Street	Ext 4354	<a href="mailto:GStreet@okanagan.bc.ca">GStreet@okanagan.bc.ca</a>
Faculty Liaison – Non-Instructional	Mike Minions	Ext 4755	<a href="mailto:MMinions@okanagan.bc.ca">MMinions@okanagan.bc.ca</a>
Faculty Liaison – Science	Richard Christie	Ext 4484	<a href="mailto:RChristie@okanagan.bc.ca">RChristie@okanagan.bc.ca</a>
Faculty Liaison – Technology	Randy Brown	Ext 4373	<a href="mailto:RBrown@okanagan.bc.ca">RBrown@okanagan.bc.ca</a>
Area Representative – Kelowna	Bob Groves	Ext 4331	<a href="mailto:BGroves@okanagan.bc.ca">BGroves@okanagan.bc.ca</a>
Area Representative – Penticton	Jeremy Beaulne	Ext 3225	<a href="mailto:JBeaulne@okanagan.bc.ca">JBeaulne@okanagan.bc.ca</a>
Area Representative – Salmon Arm	Hannah Calder	Ext 4819	<a href="mailto:HCalder@okanagan.bc.ca">HCalder@okanagan.bc.ca</a>
Area Representative – Vernon	Melissa Munn	Ext 2222	<a href="mailto:MMunn@okanagan.bc.ca">MMunn@okanagan.bc.ca</a>
Non-Continuing Faculty Rep	Alan Rice	Ext 4226	<a href="mailto:ARice@okanagan.bc.ca">ARice@okanagan.bc.ca</a>
Pension Advisory Representative	Doug Birtwistle	Ext 4337	<a href="mailto:DBirtwistle@okanagan.bc.ca">DBirtwistle@okanagan.bc.ca</a>
Human Rights and International Solidarity Representative	Norah Bowman	Ext 4215	<a href="mailto:NBowman-Broz@okanagan.bc.ca">NBowman-Broz@okanagan.bc.ca</a>
Status of Women Representative	Ann Marie McKinnon	Ext 4327	<a href="mailto:AMKinnon@okanagan.bc.ca">AMKinnon@okanagan.bc.ca</a>

### Collective Agreement Review Committee:

Kelowna Campus Steward	Sasha Johnston	Ext 4819	<a href="mailto:SLJohnston@okanagan.bc.ca">SLJohnston@okanagan.bc.ca</a>
Penticton Campus Steward	John Mott	Ext 3219	<a href="mailto:JMott@okanagan.bc.ca">JMott@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	Howard Hisdal	Ext 4768/2226	<a href="mailto:HHisdal@okanagan.bc.ca">HHisdal@okanagan.bc.ca</a>

# President's Report

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## Tim Walters

### Primary activities since the last *Update*:

#### Local:

- Attended and participated in OC's Annual Employee Recognition Ceremony honoring faculty with 10, 20, 30, and 40 years of service, as well as retirees.
- Worked with Bob Eby (VP, Finance), payroll and the college's lawyers to acquire more detailed budget information for the past decade. This information is immediately necessary to complete the exceptional work done by George Davison (FPSE Treasurer) on administrative density at colleges throughout the province, and in the longer term is a very useful negotiations tool. We are now in possession of comprehensive budget data for each year following the split, and are working with the OC lawyers to access financial information from prior to the split.
- Worked with my colleagues on the bargaining committee to process the results of the bargaining surveys and prepare our proposals for ratification at the WGM
- Worked with the STH Dean, the Executive, and our Science, Technology, and Health Council Reps to begin hiring for the forthcoming SCMT program.
- With other council and Executive members, I attended five of the winter socials: Term, Kelowna, Penticton, Vernon and Salmon Arm, all of which were very well organized (thanks for the good work, community reps!), and all but one of which (Term) were well attended.
- Attended two excellent events organized by our HRIS and SoW Reps Norah and Levi: a film screening and discussion about the exploitative migrant labour program, and an incredible talk by three chiefs from the Tsilhqot'in National Government about their ongoing struggles against proposals to mine for gold and copper at the epicenter of their community.
- With Chris Clarkson I attended meetings with Randy Maradyn (Director, HR) and staff from Human Resources. One session pertained to the process of administering our benefits generally and in particular to Long Term Disability (LTD). We had arranged the meeting because of concerns about access to LTD, which is a significant expense for faculty. HR provided useful data which largely addressed our concerns. The other

session was about the college's new system for processing employment contracts for new and returning employees, which seems to be significantly more efficient for the college and will hopefully help prevent our members from having to wait so long to receive their contracts and be paid at the beginning of their employment.

- Worked with graphic designer (and my colleague in the English department) Corinna Chong, a Kelowna print shop, and amateur handyman Chris Clarkson, to make OCFA picket signs for our members to use when involved in solidarity activities such as the IBEW rally.
- Continued to develop the surveys for the Management Evaluation Program. I met with HR who explained that they have never developed any criteria or tools with which to evaluate any managers at the college, which was what I had originally intended to use as the basis of our surveys (see below). My next best option was to solicit job descriptions used in recent postings for Deans, Associate Deans, Regional Deans and the Director of the library, and to extract the criteria and responsibilities for each position and translate them into survey type questions that faculty would be in a position to meaningfully respond to. I then met with Andrew Hay and—contra what HR told me—he showed me the tool they currently use to evaluate managers of all stripes, which contained several well framed questions. I also looked at the most recent student evaluation forms which Institutional research provided me with. I presented a rough draft of each questionnaire to the Executive who gave me many useful revisions which I adopted wholesale. I brought these revised drafts to the Exec and to Council for final approval, and we then put the survey in the field. Once it concluded, we then held an Exec meeting at which we vetted the comments to maintain anonymity and weed out inappropriate feedback, and I wrote an explanation of the methodology, background, and rationale for the project to provide to recipients with their evaluations.
- Met with Andrew Hay (VP, Academic) regarding our forthcoming Management Evaluation Program. He explained to me what the college is presently doing by way of evaluation, which is a form of Employee Success Plan that the OCFA have previously attempted to adopt as a replacement for our present system, without success. Essentially, the individual being evaluated picks approximately six of their colleagues (supervisors, peers, and subordinates) who provide feedback about their performance using a survey tool.
  - o We also discussed the inherent difficulty faced by internal candidates when applying for Dean and Director level positions. OC is interested in enhancing the number and range of opportunities for faculty to gain leadership experience and demonstrate expertise in this area while teaching to help surmount this perceived obstacle to promotion, and are working on a mechanism with which to help them do so.

- Associate Dean positions will continue to be available to internal candidates only.
- Met with the two BCGEU Presidents Cam McRobb (Vocational) and Dianne Crommer (Support) to discuss their members' involvement in our upcoming Management Evaluation Program. Both seem interested and will poll their members to confirm future participation.
- Attended a Kelowna rally in support of locked out IBEW 213 Fortis workers with other members of the Executive and Council, and presented them with a donation from the OCFA.

### **Provincial:**

- I attended a President's Council meeting in Vancouver, where we discussed:
  - How our colleagues at BC research universities are faring following a meeting with the President of CUFA
  - Upcoming proposed (minor) adjustments to the college pension plan
  - The state of provincial public sector bargaining. Most groups that have settled thus far (HSA, BCGEU Master) have accepted something in the vicinity of a 5.5% pay raise over 5 years, along with assorted minor contractual improvements.
  - The potential risks associated with being a society rather than a union proper. As a result, our Secretary Treasurer Michelle Nicholson is working with our FPSE staff representative Zoe Towle to find out whether to and how to make this transition.
  - The forthcoming anti-harassment and bullying training programs at all locals.
- I represented the OCFA at the BC Federation of Labour convention. Highlights included:
  - Attending a rally at The Bay protesting the company's refusal to sign the Bangladesh Accord, a pact that would protect the rights of the garment workers who make their clothes in sweatshops around the world, and which would have prevented the 1138 workers from dying in April in what Jim Sinclair aptly called an act of "industrial murder." Thus far, the only Canadian company to sign the accord is Joe Fresh: The Bay, Canadian Tire, Marks Work Wearhouse and Lululemon have all refused to sign. *Shop accordingly*. Coverage of the march was the headline story on the CTV evening news: <http://bc.ctvnews.ca/protesters-storm-the-bay-in-vancouver-over-factory-workers-rights-1.1560198>. Bangladeshi union leader and force of nature Kalpona Akter led the march and later gave a disturbing speech about the conditions inside the factories where most of our clothes are made, and talked about how little it would cost corporations and consumers to make these workers safe and compensate them fairly.

- An exceptional keynote by Sarah Laslett, a labour professor with the Washington State Labor Education and Research Centre about the future of American (and likely thus also Canadian) unions and the part Worker's centres might/must play in the future of the labour movement, which is only one part of the worker's movement.
- I participated in multiple FPSE conference calls about:
  - The BCGEU Master-agreement deal and its implications for public sector bargaining
  - Upcoming (minor) proposed changes to the pension plan
  - The Federal government's announcement that it is cutting its annual commitment of \$20 million in ESL funding to BC's post-secondary institutions, and the provincial government's response that colleges and universities will have to find a way to make up this shortfall without any additional money. This will result in several hundred layoffs at FPSE locals in Winter 2014 as well as the decimation of publicly supported English as a Second Language Instruction in BC.
- I was nominated by the President of the Kwantlen Faculty Association Terri Van Steinburg to represent FPSE on the CAUT Academic Freedom and Tenure Committee

## First Vice-President's Report

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**Rod Watkins**  
**Chief Steward**

### **CARC Report**

Hello OCFA members,

I hope your term is going well and you are all enjoying your classes. I have a few updates on grievances to report; I'll try to be brief.

#### **FAC12/05 - DISCIPLINE WITHOUT JUST CAUSE AND DUE PROCESS**

A member in the STH received a 5 day suspension last July as part of a progressive discipline procedure. We are grieving on the grounds that the student complaints that were the basis of the suspension were not properly verified and that the designated supervisor who was responsible for investigating those complaints and who issued the suspension is unfairly biased against the member. The grievance is now at Step 3. See FAC13/10 below for more details.

#### **FAC13/10 – WRONGFUL TERMINATION**

This grievance involves the member previously mentioned in FAC12/05. The College dismissed this member in October, 2013. We have filed a wrong termination (or termination without just cause) grievance. This and FAC12/05 are going to a mediation hearing to see if a settlement can be reached prior to arbitration.

#### **FAC13/04 - VIOLATION OF ACADEMIC FREEDOM AND IMPROPER EVALUATION**

In spring of 2013, the OCFA learned that several administrators and support staff have complete access to, and have actually accessed without informing or requesting consent, instructor's Moodle sites as part of their summative evaluations. Such unannounced access, we have argued, is a violation of privacy, both of the instructor but also of students, as well as a violation of academic freedom. The grievance is currently at Step 3 after being removed from abeyance. At the start of the summer, we agreed to place the grievance in abeyance pending discussions of a new policy. Over the summer, the College prepared and published in June a policy regarding IT services including Moodle allowing the College complete and unfettered access to all IT services, including Moodle. As a result, we removed the grievance from abeyance and are currently in talks. (See FAC13/11 below as well.)

#### **FAC13/11 - VIOLATION OF COPYRIGHT OWNERSHIP**

This grievance is also at step 3. As part of the new IT policy mentioned in 4 above (FAC13/04), the College was claiming ownership of every single item posted or transmitted via the College's IT services. This includes anything posted by a faculty member or student via the school's Moodle, email or any other IT service. This is a clear violation of our Copyright language that guarantees that copyright ownership ordinarily resides with the instructor. In talks, the College appears to have recognized this and has given indications that the policy will be amended. Once that becomes official, CARC will re-evaluate the need to proceed with this grievance. The OCFA recently met with the College regarding this and FAC13/04 and they assured us that they are interested in modifying the policy in a manner that would satisfy the Union.

In Solidarity,  
Rod Watkins  
Chief Steward/1<sup>st</sup> Vice President  
Okanagan College Faculty Association (FPSE local 9)

## **Second Vice-President's Report**

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### **Chris Clarkson Negotiations Committee Chair**

In the November edition of the *Update*, I reported on a tentative agreement between the Health Sciences Association (HSA) and the provincial government. Since then, HSA members have voted to ratify the deal, and the British Columbia Government and Service Employees' Union (BCGEU) has

negotiated three similar tentative agreements. BCGEU members in community health, community social services, and direct government service are now voting on these tentative agreements.

The HSA and BCGEU deals share several common features, which may constitute a pattern for settlements in the public sector:

- the HSA and BCGEU agreements are all five-year contract extensions.
- each agreement includes modest general wage increases, ranging from 4-5.5% (mostly 5.5%) over five years, as well as a potential “economic stability dividend.”
- all of the agreements involve benefits and expenses improvements.
- the BCGEU agreements include additional compensation increases for specific membership groups via market adjustments and employee reclassifications (BCGEU Master Agreement), wage comparability adjustments (Community Health), or wage adjustments to specific job classifications (Community Social Services)
- the BCGEU agreements maintained or improved job security provisions.

Locally, the OCFA bargaining committee’s online survey was highly successful, with 193 members taking part. The committee thanks you for your participation. After the survey closed, the bargaining committee met several times to analyze the results, establish priorities, and develop proposals. **The proposals will be presented to the membership for approval at the Winter General Meeting on January 31.** At the same meeting, members will be asked to approve the OCFA’s participation in the Federation of Post-Secondary Educators’ bargaining strategy. Please plan to attend, as this is your chance to participate in the important decisions that will guide the committee during the forthcoming bargaining round.

## Secretary-Treasurer’s Report

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**Michelle Nicholson, MBA, CGA, CPA**

### **EXTENDED STUDY LEAVE FUND REPORT**

Several times a year the College sends the OCFA Executive reports on the PD, PA, ESL, and GIA funds with details on the opening balance of the fund at the beginning of the College fiscal year (April 1<sup>st</sup>), the additional money added to the fund during the year as per our collective agreement, withdrawals from the fund to pay claims made by members, and the current balance of the fund. All of these funds are well managed by the College in accordance with our Collective Agreement.

One fund in particular is very healthy. That fund is the Extended Study Leave (ESL) fund. At transition the College received 60% of the existing OUC ESL fund with the other 40% going to UBCO.

Between April 1 and July 31, 2006 the ESL fund grew by \$82,323 as follows:

Opening Balance April 1, 2006		\$512,498
Total Contribution to fund	\$95,004	



Total Payments from fund	(12,681)	
Net Increase to fund		<u>82,323</u>
Balance July 31, 2006		<u>\$594,821</u>

Jump ahead three years to March 31, 2009:

Opening Balance April 1, 2008		\$886,100
Total Contribution to fund	\$468,632	
Total Payments from fund	<u>(413,089)</u>	
Net Excess added to fund		<u>55,543</u>
Balance March 31, 2009		<u>\$941,643</u>

In only three years the ESL fund grew by \$346,822. Of course, we had a lot of new members hired after transition in 2006 and these employees were not eligible for ESL leaves.

Jump ahead another four years to March 31, 2013:

Opening Balance April 1, 2012		\$1,497,955
Total Contribution to fund	\$581,588	
Total Payments from fund	<u>(656,764)</u>	
Net Excess added to fund		<u>(75,176)</u>
Balance March 31, 2013		<u>\$1,422,779</u>

In seven years the fund grew by \$910,281. Last year payments for Extended Study Leaves drew down the fund by only \$75,176. At this rate it would take 18.9 years to draw the excess fund balance down to zero. But this will not endanger ESL funding as contributions to the fund will continue to be in the range of \$500,000 to \$600,000 per year. This fund was never expected to reach such a large excess balance and future leaves are in no way dependent on the excess balance. The fund was designed to use current year contributions to cover current year leaves. The excess balance will allow for extra leaves for nearly 20 years into the future.

## Human Rights and International Solidarity Representative's Report

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### Norah Bowman

On January 16<sup>th</sup>, Chief Joe Alphonse, Chief Roger William and Chief Percy Guichon of the Tsilhqot'in Nation Government spoke at Okanagan College about the Tsilhqot'in fight to protect Teztan Biny. The Chiefs were welcomed in prayer by Grouse Barnes and with a drum song by Alex Augier. Chief Roger William drummed a song before he and Chiefs Joe and Percy began speaking. Over 60 students, faculty, and community members attended, and close to half those in attendance were aboriginal people. The sense of collective dignity, support, and community was palpable. Gail Smith, in attendance said that: "When the Chiefs spoke it truly made me feel so proud of my

heritage. The fact that our people have always respected the land and have strong spiritual ceremonies that ties us to the land opened many participants' eyes."

With dignity and humility, Chiefs Joe, Roger and Percy spoke about Tsilhqot'in Resistance to incursion on their unceded traditional territory. In 1864, the Tsilhqot'in people resisted government roadbuilders travelling through their land without permission, and the resulting Chilcotin War of 1864 is known throughout Tsilhqot'in territory and culture as a victory for Tsilhqot'in sovereignty. Currently, the Tsilhqot'in Nation is resisting a proposal for a gold and copper mine and a tailings pond only meters from Teztan Biny (Fish Lake). Teztan Biny is an important spiritual, historic, and food-gathering place for many people of the Tsilhqot'in Nation and is on unceded territory.

The Chiefs urged all those in solidarity to email the Federal Minister of the Environment, Minister Leona Aglukkaq, to ask that the New Prosperity Mine at Teztan Biny (Fish Lake) be rejected.

More information about the campaign can be found at:

<http://www.culturalsurvival.org/news/campaign-update-canada-urgent-action-needed>

<http://www.culturalsurvival.org/take-action/canada-save-teztan-biny-fish-lake-again/take-action-put-end-new-prosperity-mine-proposal>

The event was hosted by the Okanagan College Faculty Association, and could not have been successful without the work of the Winter Resistance School; Levi Gahman; Gail Smith, Aboriginal Transitions Planner; and JP LaPlante, Oil, Gas and Mining Director of the Tsilhqot'in National Government.



# Status of Women Representative's Report

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**Ann Marie McKinnon**

## **MARCH 8TH IS INTERNATIONAL WOMEN'S DAY!**

The Okanagan College Women's Resource Centre, The Okanagan College Faculty Association and the Central Okanagan Women's Resource and Education Foundation (COWREF) is hosting International Women's day in the Atrium at Okanagan College, Kelowna campus, on Saturday March 8th, 2014 starting at 6:00 pm.

This is an annual community event, and this year we have invited Marcy Cohen. She has spent her life involved in social justice issues and was also the senior researcher and policy analyst for the Hospital Employees' Union of British Columbia and Chair of the Board for the Canadian Centre for Policy Alternatives – BC. As a graduate student at Simon Fraser University in 1970, she helped to form the Vancouver Women's Caucus. This group launched the "Abortion Caravan," a van followed by a convoy of cars from Vancouver to Ottawa, to challenge the reforms to the abortion laws in the spring of 1970. Among her many awards, Marcy Cohen has received the 2010 YMCA Women of Distinction Award.

On March 8th we will also celebrate COWREF's annual Gert Beadle Award, which recognizes an individual who has demonstrated commitment to women's equality and social justice. And come and hear the Wee Feminist Choir! Come and drink wine, see friends and celebrate International Women's Day on March 8<sup>th</sup>.

## FPSE International Solidarity Fund

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**APPLICATION DEADLINE: FEBRUARY 21, 2014**

### **Objectives**

The fund:

- promotes international solidarity projects and actions that support disadvantaged people organizing to realize their basic human rights, projects informed by the values of equality, respect, human dignity and social justice;
- supports the development of solidarity relationships that are appropriately enduring and stable;
- promotes building relationships with others seeking to advance the basic human right to education;
- promotes awareness of policies or institutions in economically advantaged countries like Canada and the US that foster human rights violations in other countries;

- seeks to inform and enliven the work of our locals and our Federation by encouraging our members to work in the disadvantaged world and by supporting our partners there to represent their work at FPSE meetings and functions.

### **Activities**

The fund will support projects and actions in economically disadvantaged countries that:

- advance human rights, educators' initiatives, workers' rights, labour organizations and community development;
- advance the right to a publicly-funded education;
- oppose neo-liberal privatization and cuts in education;
- allow individual FPSE members to work directly in support of human rights;
- allow our partners in local communities to represent their work at FPSE meetings and functions;
- collaborate with other labour organization in BC and Canada for agreed solidarity objectives;
- promote member education about social and economic conditions and popular efforts toward social justice;
- promote and strengthen our members' abilities to teach about global justice issues;
- advocate to ensure a role for Canada in meeting the objectives of the ISF.
- The fund will also support projects and actions that:
- increase awareness of policies or institutions that violate the human rights of people in economically disadvantaged countries.

For more information: <http://fpse.ca/committees/hrisc/isf>

# It's A LUAU PARTY!



Come to the WGM Jan 31 5:30 at OC  
cafeteria and get Lei'd!  
The annual budget presentation will be  
the highlight of the evening!  
Wear your favourite Hawaiian Shirt!





*International Brotherhood of Electrical Workers - Local 213*

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January 10, 2014

Dr. Tim Walters, President  
Okanagan College Faculty Association  
2552 10<sup>th</sup> Avenue NE (TCH)  
Salmon Arm, BC V1E 2S4

Dear Brothers and Sisters:

On behalf of Local 213 of the International Brotherhood of Electrical Workers and our members at FortisBC Inc. I wish to send a heartfelt thank you to your organization and membership for their generosity and support during the six month lockout.

The parties have agreed to "binding interest arbitration" with arbitrator Dalton Larson. This process starts January 15, 2014.

The membership demonstrated strength, professionalism and solidarity throughout the labour dispute.

The labour movement in British Columbia is strong, as was displayed by the continuing support day by day with visitations on the picket lines, coffee/donuts, food hampers, Children's Christmas parties, donations of materials from community businesses for picket shelters, and the list goes on. It makes me proud to be a union member.

To all of you, thank you and the very best in 2014.

Fraternally,

Mike Flynn,  
Business Manager and  
Financial Secretary

MF/gj  
cope #378  
C&U09-01/140110/mf/thankyou/FortisBCdispute

