

# *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). The next OCFA Council meeting is scheduled for 1:00-3:00 pm, Friday, April 8, 2011.

The **OCFA Annual General Meeting (AGM)** is scheduled for Wednesday, April 27, 2011 from 5:00–9:00 p.m. It will take place at the Cafeteria at KLO in Kelowna and a full dinner with drinks is provided. The bar will be open at 5:00 p.m. with a buffet dinner at 6:00 p.m., followed by the meeting starting at approximately 6:30 p.m.

## **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). The next OCFA Exec meeting is scheduled for 12:30-2:30 pm, Friday, April 1, 2011.

## **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
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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	jmercerc@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
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Pension Advisory Officer	Doug Birtwistle	Ext 4337	dbirtwhistle@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*

### **OCFA Annual General Meeting**

This year, our AGM will take place on Wednesday April 27<sup>th</sup> in the Kelowna cafeteria. The bar will open at 5:00pm, the always popular Infusions buffet will be served at 6:00pm, and the meeting will begin at around 6:30pm. Those of you who are new to the OCFA should know that this is customarily our biggest event of the year, and (most) folks aren't just there for the free dinner and drinks. In addition to our regular OCFA business, we also have an election of every position on the Executive, Council, and CARC – you'll be receiving nomination forms in the next few weeks, so if you or someone you know is interested in getting more involved with the OCFA in this way, the 27<sup>th</sup> is your night. We'll also have a bargaining update for you, which ought to be rather more immediate than usual since, as I type this, several institutions in our sector are poised for strike action. Mark your calendars, everyone.

### **OCFA Bursary and Tony Williams Memorial Bursary**

As I mentioned to you all via email a few weeks ago, the OCFA sponsors a bursary for relatives of our members each year who are attending OC. This year, we have been able to support five deserving recipients, so congratulations to the family members of Susan Cawsey, Derek Cook, Steve Doyle, Dan Ling, and Ellen Pederson whose applications were all successful. On behalf of everyone at the OCFA, I wish them all the very best of luck as they continue their studies.

### **FPSE Support for Public Service workers in Wisconsin**

At the request of one of our members – Salmon Arm Campus Steward and Philosopher Rod Watkins – I contacted FPSE and asked if they would be willing to do something to help the workers in Wisconsin who are magnificently resisting attempts to have their pensions gutted and collective bargaining rights stolen. After consultation with other provincial faculty associations, FPSE President Cindy Oliver sent a letter of support and solidarity, as well as a financial donation, to the American Association of University Professors on behalf of the 10,000 FPSE members, which was very warmly received by our beleaguered friends to the south.

## **New departments**

Last week, the OCFA council approved the Dean of Science, Technology, and Health's request for the creation of the Sustainable Construction Management Technology (SCMT) department. As is the case with the two other departments we have recently approved (Bachelor of Science in Nursing, and Interdisciplinary Studies), SCMT is awaiting confirmation of funding for next year.

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*

## **Banking TLUs (articles 19.7.6, 20.1.2 and 20.2.2)**

It turns out that the “bank” where the College holds your summer session, DE, or overload TLUs is not really a bank at all. That is, it’s the kind of bank where you can put your money in, but you can’t take it out, or at least not very easily and not without arrangements made with your Dean prior to banking. When you bank TLUs, you can cash them in for release from future work, but since we have no provision in our collective agreement, you can’t typically cash them in for cash.

## **Rights of Accrual (article 13.5)**

If you’re a term faculty member wondering about the potential for work next year or if you’re a new Chair timetabling for the first time, you might have questions about rights of accrual. What rights do term members have? Do they have rights to all the courses in a department or just the ones they’ve taught? Do their rights extend to every campus or just the one(s) they’ve worked at? Do term members have to be interviewed again before they’re re-hired? These sorts of questions come up most often when there is more than one term member in a department. Feel free to contact a steward for explanation.

## **Selection Committees (article 14.2)**

If you’re faced with hiring new faculty members this year, ensure your selection committee is properly constituted. In addition, ensure that the Dean or Associate Dean chairing the committee takes careful note of each candidate’s credentials and experience. Often a candidate’s C.V. doesn’t make perfectly clear how many years of experience should be counted and whether these years have been full- or part-time. When a new hire is placed on the salary scale, it is essential that their credentials and experience have been reviewed in detail otherwise a new faculty member may be placed incorrectly on the salary scale (see article 34.3).

## **FPSE Spring Leadership Conference**

Two CARC members (Sharon and Norah) attended the FPSE Spring Leadership Conference in Vancouver at the end of February. This year’s conference theme was “Celebrating 100 Years of International Women’s Day”; highlights included a keynote address by Penni Stewart, President of CAUT, and a talk by Marcy Cohen, from Health Sciences at SFU, who was part of a cross-country abortion-rights caravan in 1970 that shut down the House of Parliament for the first time in Canadian history.

## **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, March, 2011:

As you've probably heard, things having been heating up in college sector bargaining. Vancouver Island Faculty Association is on strike after repeated attempts to bargain with the University were unsuccessful. The administration at VIU have shown little interest in bargaining in good faith, repeatedly cancelling meetings and stonewalling any attempts at discussion by using the "net zero" mandate.

The main issue for VIUFA is job security. In spite of VIU's new university status and waitlists for classes, cuts are being made to crucial programs and faculty layoffs are threatened.

Here's an excerpt from a VIU student's recent editorial in the Nanaimo Daily News: "The VIUFA, on the other hand, is telling us that they started with 41 bargaining items that they've whittled down to seven in an attempt to strike a deal, while VIU has refused to budge on any of the VIUFA's requests, the remaining of which are zero-cost. Isn't the process called collective bargaining? Doesn't that mean a little give-and-take from each side? It doesn't seem like the university is giving anything at all; you seem to have the word "bargaining" confused with "dictating.""

Langara College and Vancouver Community College faculty associations have both taken strike votes recently after meeting with intransigent employers who refuse to discuss anything with a cost associated with it. VCCFA's strike vote has been effective in getting the employer back to the table.

Locally, your OCFA bargaining committee remains optimistic that our frequent meetings with the College will eventually bear fruit. Although we've heard the same zero mandate tune as others have, we continue to discuss travel, conversion to continuing, increased access to Extended Study Leave, and service recognition, among other issues. Bargaining meetings have been scheduled for two or three times a week to the end of March. We don't expect to be done by the end of the semester.

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## **Treasurer's Report**

*by Michelle Nicholson*

### **Annual Increments Continue for Many Members.**

As you know our contract expired March 31, 2010 and the province is proposing a zero and zero wage increase for last year and next year. However, that does not mean nobody will get a raise. In appendix A of the Collective Agreement is the provincial salary scale. Annually everyone moves up one step on the salary scale. So if you were hired August 25, 2009 at step 7 then on August 25, 2010 you moved to step 6 and on August 25, 2011 you will move to step 5. You will go up one step each year until you reach the top of scale at step 1. So even if we get stuck with a zero and zero wage increase this round only people at or near the top of scale actually lose out on annual increases.

### **How to read the salary scale.**

You can find the salary scale at the end of the collective agreement online. Open the college website, select employee from the left column of choices, then select faculty association way over on the right hand side of the webpage, then select OCFA Collective Agreement also on the far right hand side of the webpage. We bargained to receive the 2% stipend so our annual salaries are the bottom and largest number in each salary step box. For example if you are on step 3 your annual salary is \$74,081 (the very last page of the pdf file that opens).

## **Replacement on Scale.**

All employees including those with part-time contracts go up one step on the salary scale each year until they reach step 1 (article 33.4). When a term employee is offered a continuing appointment they do not simply stay at their current salary step. Instead they are repositioned on the salary scale based on

1. their qualifications and experience prior to OC employment according to the criteria in article 34.3 to the maximum initial placement of step 7, unless this is waived by the OC President, and
2. their experience at OC while on term appointments counted on a full time equivalent basis and added to the placement determined in step 1.

As a result of this repositioning on scale when a continuing appointment is offered to a term employee with lots of part time work they may find their annual salary has dropped a few steps on the scale. Fortunately the benefit of a full salary without the .89 discount factor used in the part-time salary formula along with a full 12 months of employment will offset the decrease in annual salary. Plus part time employees have benefited from full step increments each year of employment while on part time contracts.

If you are an employee on part time contract make sure you are getting a full step increment each year. Check your contract against the salary scale in the collective agreement before you sign it each year.



## Pension Advisory Officer's Report

*by Douglas Birtwistle*

### UPCOMING COLLEGE PENSION PLAN RETIREMENT SEMINAR

The BC Pension Corporation is putting on a retirement seminar for College Pension Plan members on Thursday, 31 March from 4:00 to 7:00 PM at Power Concepts, located at 203-1912 Enterprise Way in Kelowna. According to the website, the seminar is now full. You can still register to get on a wait list by visiting the B.C. College Pension Plan website. You will be notified by email if a spot opens up. Due to the popularity of the event, I will ask HR to organize another seminar for the fall of 2011.

For those of you fortunate enough to be registered for the seminar, make sure to bring your most recent Member's Benefit Statement with you. The seminar is advertised as being more "hands on" and "personalized" than it used to be. You should have received the statement a month or so ago by office mail. If you cannot find it, you may be able to print off a copy of the statement by selecting **My Account** on the website and following the instructions. The **My Account** service will be used by individual members during the seminar, so ensure that you are able to access it prior to attending. If you have not yet accessed **My Account** on the website, your username and temporary password can be found in the personal information section of your Member's Benefit statement. It is also recommended that you bring a calculator to the seminar.

If you want to check out the Seminar Handbook that will be used during the session, it is available online at the B.C. College Pension Plan website. Click on "**Pension Information Seminars**" (under "**Resources**") and you should see an icon of the Seminar Handbook.

If you have any questions or concerns about the seminar or any pension related issues, contact me ([dbirtwistle@okanagan.bc.ca](mailto:dbirtwistle@okanagan.bc.ca)) or you can contact the College Pension Plan people at 1-888-440-0111 toll-free.

## **Call for Boycott of Koch Industries**

*by Rod Watkins, Salmon Arm Steward*

Please boycott Koch Industries products.

- Koch Industries is the [second largest privately owned corporation](#) in the United States.
- It is owned by billionaires [Charles and David Koch](#).
- They are [behind the attacks](#) on unions in Wisconsin and other states.
- They [contributed \\$43,000](#) to Governor Scott Walker's 2010 campaign.
- They spent another [\\$3.4 millions on attack ads](#) against his opponent.
- In a prank call, [Walker revealed his indebtedness](#) to the Koch's.
- Now Walker has started [paying the Koch's back](#).
- And last night (March 9) Walker's union busting bill, [possibly illegally](#), made it [through the Wisconsin Senate](#).
- And today was [passed by the state Assembly](#).

Please boycott Koch Industries products.

Those of us who cannot vote in Wisconsin can still take action: Don't buy Koch Industries products. Attached on the next page is a list of Koch Industry Products.

Print it and paste it to your fridge. Send it and this email to everyone you know.

If you wish, you may boycott [other major contributors to Walker's campaign](#).

Here a few additional background links for your consideration:

[How You Can Boycott the Kochs](#)

[Boycott Koch Industries Facebook Page](#)

[Boycott and Defeat Koch Industries Facebook Page](#)












[Koch Funneled \\$1.2 Million to Governors Battling Unions](#)

[The Koch Brothers' Vast Right-Wing Media Conspiracy](#)

In Solidarity, Rod Watkins (Philosophy), Okanagan College – Salmon Arm.  
Salmon Arm Steward, Okanagan College Faculty Association (OCFA).

## The Products of Koch Industries

<http://shoqvalue.com/anticipating-a-koch-boycott-a-few-of-their-products>

Georgia-Pacific Consumer products	Invista® Products	Georgia Pacific Building products
<p>Angel Soft toilet paper            Brawny paper towels            Dixie plates, bowls, napkins and cups            Mardi Gras napkins and towels            Quilted Northern toilet paper            Soft 'n Gentle toilet paper            Sparkle napkins            Vanity fair napkins            Zee napkins            Georgia-Pacific paper products and envelop</p>  <hr/>          	<p>COMFOREL® fiberfill            COOLMAX® fabric            CORDURA® fabric            DACRON® fiber            POLYSHIELD® resin            SOLARMAX® fabric            SOMERELLE® bedding products            STAINMASTER® carpet            SUPPLEX® fabric            TACTEL® fiber            TACTESSE® carpet fiber            TERATE® polyols            TERATHANE® polyether glycol            THERMOLITE® fabric            PHENREZ® resin            POLARGUARD® fiber and LYCRA® fiber</p>	<p>Dense Armor Drywall and Decking            ToughArmor Gypsum board            Georgia pacific Plytanium Plywood            Flexrock            Densglass sheathing            G/P Industrial plasters (some products used by a lot of crafters)            Agricultural Plaster            Arts &amp; Crafts Plaster            Dental Plaster            General Purpose Plaster            Glass-reinforced Gypsum (GRG)            Industrial Tooling Plaster            Investment Casting Plaster            Medical Plaster            Metal Casting Plaster            Pottery Plaster</p> <p>FibreStrong Rim board            G/P Lam board            Blue Ribbon OSB Rated Sheathing            Blue Ribbon Sub-floor            DryGuard Enhanced OSB            Nautilus Wall Sheathing            Thermostat OSB Radiant Barrier Sheathing            Broadspan Engineered Wood Products            XJ 85 I-Joists            FireDefender Banded Cores            FireDefender FS            FireDefender Mineral Core            Hardboard and Thin MDF including Auto Hardboard, Perforated Hardboard and Thin MDF            Wood Fiberboard –            Commercial Roof Fiberboard            Hushboard Sound Deadening Board            Regular Fiberboard Sheathing            Structural Fiberboard Sheathing</p>